



January 27, 2022

Dear Friends and Comrades,

RE: Anti-Racism Organizational Action Plan (AROAP) Working Group

As many of you will recall, at our 2018 CUPE Ontario Convention, delegates passed a comprehensive anti-racism action plan, better known as the Anti-Racism Organizational Action Plan (AROAP). This important plan seeks to address the systemic underrepresentation and exclusion of Black, racialized, and Indigenous members in our union. This work is more important and more critical than ever.

Over the past year, the University sector and our coordinating committee has worked to move us forward and ensure we are in a place to begin this important work. Friends, it is time for our sector to begin the important task of breaking down barriers and eradicating racism from every single aspect of our sector's structures, practices, and policies. This work is important. This work is not work that your sector committee can do alone. We need you to join us!

We are inviting [applications](#) from individuals interested in joining our AROAP working group. This group will work over the coming months to fully review our sector, to suggest ways forward, and to prioritize the work ahead to be done. The sector's AROAP Working Group will consist of the sector Chair, Equity Representative, as well as 5 rank-and-file members. Please note that the sector will prioritize applications from BIPOC members. Members appointed to the Working Group will have wages, per diem, accommodations, and travel paid for by the Union where these expenses are incurred.

The deadline to [apply](#) is Friday, February 11, 2022.

Thank you and we look forward to engaging in the important work ahead of us!

In solidarity,

A handwritten signature in black ink, appearing to read "D. Simao", is written over a light blue circular stamp.

David Simao
Chair, Ontario University Workers Coordinating Committee (OUWCC)