

VIRTUAL CONVENTION

2022

ANTI-RACISM ORGANIZATIONAL ACTION PLAN UPDATE

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CUPE **SCFP**
Ontario

CUPE Ontario Anti-Racism Organizational Action Plan 2022 Update

Priority 1

Increase the participation and representation of racialized and Indigenous members, with a focus on racialized and Indigenous women, at CUPE Ontario Convention and in conferences, schools, and leadership meetings.

Action called for:

Action taken:

Expanded AROAP Committee

With the adoption of Terms of Reference and the addition of non-CUPE Ontario executive members, the newly expanded AROAP Committee has met a few times over the past year to clarify scope, purpose, and key initiatives. The new representatives come from the schoolboard, social services, and healthcare sectors.

Women in Leadership Development Program (W.I.L.D.)

Building on initial planning around developing a women's program, members of the AROAP Committee, along with staff support from the Human Rights and Education branches, have finalized a plan to launch the Women in Leadership Development Program (W.I.L.D.) at this Convention. Once applications are received and reviewed and members are selected, 12-15 CUPE women who identify as Indigenous, Black and racialized will begin their leadership journey from August to the 2023 Convention. The goal is that participants in this program will be able to strengthen their own leadership skills, increase their participation in the union, and encourage others to do the same.

Continue providing updates on the status of AROAP to locals, sectors, district councils, and others.

Presentations on AROAP as well as status updates have been provided at local and sector meetings as well as at regular meetings of the CUPE ON Executive Board.

Work with coalition partners and social justice movements to amplify our collective power.

We continue to share tools and learnings from implementing AROAP with other unions and allies.

Priority 2

Education

Action called for:

The Women in Leadership Development Program will equip participants to be able to support and mentor other racialized, Black, and Indigenous women in their communities.

Action taken:

Though the launch of this program was supposed to take place in Spring 2020 and was delayed due to the ongoing COVID-19 pandemic, we are excited to get the ball rolling and invite all experienced and less experienced activists, organizers and leaders to apply.

Priority 3

Review of CUPE Ontario Policies

Action called for:

Review of the Policy Manual

Action taken:

The Policy Manual was reviewed by both the Racial Justice Committee and the AROAP Committee last year. This will remain a priority for the ARAOP Committee.

Terms of Reference

CUPE ON Anti-Racism Organizational Action Plan

Introduction

The CUPE Ontario Anti-Racism Organizational Action Plan (AROAP) (*also referred to as the Plan*) Committee was established in 2018 in response to resolution 109 calling for a plan to be created to address the systemic underrepresentation and exclusion of Black, racialized and Indigenous members.

1. Purpose of the Committee

The Committee has the mandate to:

- Develop a clear and responsive plan to implement the AROAP (the Plan);
- Assess and evaluate the Plan and its implementation on an ongoing basis;
- Report back to the members at various points and in various ways;
- Mobilize CUPE members to become aware of, and to support the Plan;
- Communicate with CUPE members about the Plan;
- Advance the development of an accountability process to the membership;
- Advise, and upon request, provide guidance to the CUPE Ontario Executive Board;
- Remain aware of and address racism, anti-Black racism and anti-Indigenous racism in our union.

2. Committee Composition

The Committee is a combination of a sub-committee of the CUPE Ontario Executive Board, and membership representation. It is composed as follows:

- CUPE Ontario officers – President & Secretary-Treasurer
- AROAP Chair – A Black, Indigenous or Racialized CUPE Ontario Executive Board member
- 3 Equality representatives from the CUPE Ontario Executive Board (must include the Racial Justice Representative, Indigenous Council Representative, and the Human Rights Committee Chair if not otherwise represented) or designate
- 1 Sector representative CUPE Ontario Executive Board
- 4 CUPE Ontario Black, Indigenous, or Racialized members selected from the membership as a whole, appointed by the Executive Board. These members will be selected through an application process that takes into consideration equity, sectoral, and regional representation.
- 1 additional CUPE Ontario Executive Board member
- CUPE National Ontario Regional Director or designate
- CUPE Ontario and CUPE National staff, as assigned.

4. Roles, Responsibilities and Supports for Committee Members

The AROAP Committee members are accountable to the membership of CUPE Ontario and the CUPE Ontario Executive Board. The AROAP Committee will:

- Regularly attend meetings, provide strategic advice and feedback. There will be at least two meetings a year
- Assist in a two-way flow of information between the broader CUPE membership and the Committee.
- Participate in relevant training to strengthen the knowledge and skills of Committee members.
- Remain apprised of relevant legislation, policies, and community initiatives in order to inform the CUPE Ontario Executive Board.

- Facilitate presentations and/or training sessions, including at sector conferences, local meetings and other CUPE Ontario events and conferences to further the implementation of the Plan.
- Participate in political action and other activities related to anti-racism including anti-Black racism, anti-Indigenous racism, anti-Islamophobia, anti-Semitism, and anti-white supremacy.
- Develop and amend the Plan to better identify and work to dismantle individual and systemic discrimination and racism within our union.