



Equity Officer Report: Laurie Sherry Kirk PhD c

Date: Jan/Feb 2021

- Organized and attended anti oppressive training for the CUPE 3906 Executive and Union Stewards
- Working on a process to ensure that all members of the Executive have the opportunity to complete and receive certification for attending AOP training this year.
- Prepared a motion to purchase Women's Day pins to commemorate National Women's Day – March 6th, 2021
- Responded to inquiries from a 3 CUPE members with concerns relating to equity.
 - Researched and developed policy, procedures and guidelines for responding to discrimination and harassment in the union workspace.
 - Conducted intake meetings via zoom with complainants to engage in a fact-finding discussion and clarification of the issues.
 - Called an emergency Equity consultation with President and VP to consider future action.
 - Attended CUPE Ontario's Women's committee "we Believe you" Action Caucus to address Sexual violence and harassment in the union workspace.
 - Commenced the investigation and dispute resolution process in response to three formal letters of complaint relating to bullying and harassment in the union workspace.

Equity Action Committee

- Due to conflicting schedules the committee has not met this month
- We continue to work on recruitment strategies to bring more members onto EAC