



CUPE 3906 Equity Officer's Annual Report:

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During my tenure as the Local's Equity Officer the following actions were taken:

- Responded to emails and motion requests throughout the year.
- Worked with the Organizing Committee in the early planning stages to help with editing and formatting the committee's request for proposals to participate in the Local's first virtual inter-union conference.
- Organized and attended (2) half day anti oppressive training session for the Local's Executive members.
- I negotiated with the AOP session provider so that:
- The AOP training could be made available on demand for the Executives who were not able to take part.
- An invitation to participate in the AOP training was extended to the Local's Union Stewards.

Those who took part in the AOP training participated in a planning session at the end of the training to generate ideas for social action that could be taken up moving forward.

The Jam board link can be accessed using the following link.

<https://jamboard.google.com/d/1QjzTi0q2B8pQ4Y4MTHS15Aj6gDYIbiJyDrL1UKfytPQ/viewer?f=0>

Woman & Female Identified Equity in the Union Work Space

- Attended CUPE Ontario Women's Caucus meeting in January 2021 – via Zoom.
- Participated in the launch of the "We Believe You" tool kit and participated in the women's working committee discussion to develop strategies aimed at addressing Union to Union sexual violence the Union workspace.
- Prepared a motion to purchase Women's Day pins to commemorate National Women's Day – March 6th, 2021.

Equity Concerns & Gaps in Policy

Responded to a variety of concerns from 5 CUPE members that the Local's Equity statement is not being followed. Some of these complaints were handled with direct conversations. However, some incidents indicated a pattern of harassment and bullying in the Union work space that did not change after an informal conversation to address the matter.

Given that my portfolio explicitly outlines that the Equity Officer shall respond to matters relating to Equity issues that arise within the Local. It became abundantly clear that there is not a policy or procedural guidelines in place to ensure that all concerns involving equity issues are dealt with in a fair and consistent manner.

To maintain a consistent approach moving forward, the following actions to promote Equity within the Union were taken:

- Conducted a virtual meeting with the Local's past president via Zoom to discuss matters and seek advice regarding prior actions taken to deal with issues of harassment and bullying in the Union work space.
- Called an emergency Equity consultation with the Local's current President and Staff Rep
- Conducted a series of follow-up meetings to discuss strategies for handling the concerns brought forward.
- I spent time researching policies, procedures and guidelines for responding to discrimination and harassment in the union workspace including:
- CUPE 3906's workplace Harassment Policy (Adapted in April 2013), the Local's by-Laws, Ontario's Occupational Health and Safety Act, CUPE national's procedures for dealing with Equity issues arising in the Union, the We Believe You tool kit and the Universities Harassment and discrimination Policy.
- I drafted and presented to the Executive CUPE 3906's Policy and Procedural guideline booklet for addressing complaints relating to union to union incidents of equity, harassment and bullying in the local union work space.
- CUPE 3906 Discrimination, harassment and bullying policy and procedural guidebook has been presented to the Local's Executive for revisions and subsequent approval.
- Given that the "we believe you" tool kit has already been established and the women's caucus at CUPE National has now opened up a dialogue with regards this gap in policy, I believe that a document of this nature is on the political cusp as we move toward addressing equity for all human beings.

IHRA Resolution

Researched and submitted a statement supporting CUPE 3906's equity stance relating to the current definition of antisemitism and the implications for going against CUPE National and associated faculty.

Equity Action Committee

- The committee met twice in the Fall 2020 to discuss strategies for working on projects in the new year.
- Time was spent working on recruitment strategies to bring more members on to EAC
- Due to conflicting schedules and attrition the committee did not meet during the winter semester.