

## **Annual Report of the Equity Officer (CUPE 3906)**

Developed for the CUPE 3906 Annual General Meeting (AGM) – March 30, 2026

Equity Officer/Chair, Equity Action Committee (CUPE 3906)

Olakunle (Korede) Ologun



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- Collaboration with Local Community Institutions
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- Deepen community partnerships and bring more champions to campus
- Expand equity education and dialogue programming
- Strengthen committee capacity and member participation

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## 1. Introduction

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Dear Members of CUPE 3906,

It is my honour to present this annual report as your Equity Officer and Chair of the Equity Action Committee (EAC). Over the past year, our union continued to advance fairness, inclusion, and accountability by investing in equity-focused political education and strengthening partnerships with local community institutions that share our values and support our members.

A major highlight this year was the EAC's collaboration with the Hamilton Anti-Racism Resource Centre (HARRC) and the successful hosting of Desmond Cole, author of the best-selling book *The Skin We're In*, for a book review and discussion on campus. This event created meaningful space for members to engage with questions of racism in Canada, the role of lived experience and storytelling in documenting systemic harm, and the emotional labour of anti-racism work, including burnout and healing through community engagement.

While progress has been made, equity work remains ongoing. Discrimination and systemic barriers do not disappear overnight – they require continuous effort, shared responsibility, and a union culture committed to learning and accountability. As we move forward, I encourage all CUPE 3906 members to participate in building a union where equity is not only a principle, but a lived practice in how we organize, educate, and care for one another.

*“Equity work becomes real when it moves from statements to relationships; when we bring community champions into our spaces, listen with care, and turn learning into collective action. This year’s partnership with HARRC and our dialogue with Desmond Cole reminded us that solidarity is a practice, and education is one of our strongest tools.”*

This report is structured into four sections:

1. Key Activities and Initiatives in 2025–2026
2. Challenges and Lessons Learned
3. Future Goals and Recommendations
4. Conclusion

Special thanks to Precious Gauthier, who joined the EAC this year and supported the success of our book review event by designing the event poster.

Thank you for your engagement, your advocacy, and your commitment to making CUPE 3906 an equitable and inclusive space for all. I hope you will enjoy reading our Annual Report this year.

In solidarity,

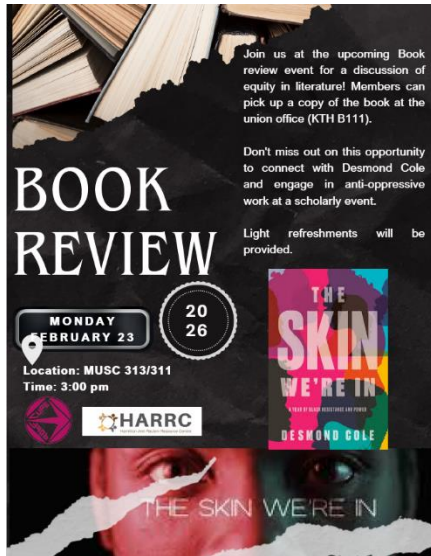
**Olakunle (Korede) Ologun**

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## 2. Key Activities and Initiatives in 2024-2025

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### A. Equity Education & Member Engagement: Book Review and Dialogue with Desmond Cole

A major highlight of the year was the EAC's successful Book Review & Dialogue event with Desmond Cole, author of *The Skin We're In*, held on February 23, 2026. The event provided space for members to engage in political education and community dialogue on racism in Canada and its impacts on our membership and communities.

The EAC acknowledges and appreciates the presence of the President, and the support of Executive and staff in delivering a successful event.

### B. Collaboration with Local Community Institutions: HARRC Partnership

This year also reinforced the importance of working with organizations rooted in community anti-racism practice. The EAC is grateful for the partnership and support of the Hamilton Anti-Racism Resource Centre (HARRC) in helping bring Desmond Cole to campus and strengthening the quality and credibility of the event.

This partnership reflects an intentional direction for our equity work: building relationships with local institutions that can help us deliver relevant programming, connect members to resources, and grow our collective capacity to address racism and oppression in meaningful ways.

### C. Committee Work and Member Communication

The EAC provided regular updates to the membership as planning progressed, first identifying the book and intention to invite Desmond Cole, and later confirming and reporting on the successful delivery of the event.

We also continued reminding members about the availability of CUPE's Union Education Program resources as ongoing tools to strengthen our collective ability to address equity and harassment concerns.

### D. Committee Involvement

- **Budget Committee Participation:**

The Equity Officer served on the Budget Committee. As a member of the Budget Committee, I helped ensure that equity initiatives were appropriately funded. Also, funding was secured for training, event planning, and external collaborations.



- **Bylaws Committee Membership:**

As a member of the Bylaws Committee, I supported the union’s bylaws relevance, fairness, and effectiveness in serving our members. The Committee has worked diligently to review, refine, and strengthen policies that impact CUPE 3906 members.

By ensuring that our bylaws reflect the realities and challenges faced by members, the Committee plays a critical role in shaping a more inclusive and just union. This work will continue to evolve as we strive to make CUPE 3906’s policies more responsive and equitable for all members.

### **3. Challenges and Lessons Learned**

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While the year demonstrated the value of equity programming, a recurring challenge remains sustaining active participation and spreading the workload more broadly. Equity work requires continuity, not only one-time events, and this depends on stronger member involvement and clearer pathways into committee participation and shared organizing.

### **4. Future Goals and Recommendations**

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#### **A. Deepen community partnerships and bring more champions to campus**

Building on the success of HARRC collaboration and the engagement with Desmond Cole, the EAC recommends prioritizing ongoing partnerships with local community institutions to co-host events, training, and dialogue sessions that are grounded, practical, and informed.

#### **B. Expand equity education and dialogue programming**

The EAC recommends continuing at least one major equity education/dialogue initiative each term and developing a clearer programming pipeline, so events do not rely on last-minute effort.

#### **C. Strengthen committee capacity and member participation**

We recommend a renewed focus on recruitment and onboarding with clear entry roles, shared planning responsibilities, and consistent communications, so that EAC work is sustainable and more representative of the broader membership.

### **5. Conclusion**

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This year, the Equity Action Committee advanced CUPE 3906’s equity work through a strong example of community partnership and political education – highlighted by our February 2026 event with Desmond Cole, made stronger through collaboration with HARRC and support from our Local’s leadership and staff.



Thank you to all members who attended, participated, and supported this work. The EAC remains committed to building equity practice that is grounded in solidarity, community connection, and meaningful engagement with the lived experiences of our members.

In solidarity,

**Olakunle (Korede) Ologun**

Equity Officer/Chair, Equity Action Committee (CUPE 3906)

