

# Equity Officer Report

**Submitted by:** Yuly (Yuning) Wu, Equity Officer

**Date:** May 25, 2026

**Reporting Period:** The last report in April 2026 – Present

## 1. Professional Development & Capacity Building

- **Actions Completed:**
  - Successfully completed the intensive online "**Challenging Racism**" workshop through the CUPE Education program and obtained the official certification.
- **Positive Union & Member Impact:**
  - **Advanced Advocacy Skills:** Equipped the Equity Office with updated, trauma-informed strategies to better protect and defend members facing workplace discrimination.
  - **Policy Optimization:** Enhanced my capacity to review internal local policies through a rigorous anti-racism lens, ensuring a safer, more equitable union environment for all.



**CUPE** | Canadian Union  
of Public Employees

THIS IS TO CERTIFY THAT

**Yuly Wu**

HAS SUCCESSFULLY COMPLETED THE FOLLOWING WORKSHOP

**Challenging Racism (OLS)**

**May 04, 2026**

AS REQUIRED IN THE UNION EDUCATION PROGRAM



Tammy Kelly,  
Director, Union Education

## 2. Institutional Governance & Collective Representation

- **Actions Completed:**
  - Maintained active, high-level engagement across core governance bodies, consistently attending all available scheduled meetings: **Executive Committee**, **Benefits Committee**, and **Political Action Committee (PAC)**.
  - Represent equity interests and will attend the upcoming **General Membership Meeting (GMM)** and the **Labour-Management Committee (LMC)** meeting in May.
- **Positive Union & Member Impact:**
  - **Securing the Equity Voice:** Ensured that equity and inclusion principles were actively integrated into all high-level union decisions, operational budgets, and political strategies.

## 3. Equity Initiatives & Committee Mobilization

- **Actions Completed:**
  - Actively working on the organizing, scheduling, and preparing the agenda for the upcoming **Equity Advisory Committee (EAC) meeting** at the end of this month.
  - Initiated, researched, and currently co-developing a dedicated **Pride Month Event** in close collaboration with the VP External.
- **Positive Union & Member Impact:**
  - **Member Empowerment:** Reactivating the EAC establishes a structured, democratic space where equity-seeking groups can directly influence union policy and collective action.
  - **Solidarity and Visibility:** The upcoming Pride initiative fosters strong community ties, enhances the visibility of our 2SLGBTQIA+ members, and reinforces our local's reputation as an inclusive collective.

## 4. Direct Member Support

### Consistent Accessibility (Office Hours)

- **Actions Completed:** Consistent execution of weekly scheduled **office hours (minimum 2 hours per week)**.
- **Positive Union & Member Impact:** Provided an open, reliable, and confidential channel for members to raise sensitive workplace concerns without facing bureaucratic barriers.

### Equity Benefits Promotion

- **Actions Completed:** Conducted targeted outreach and resolved specific inquiries for **9 individual members** regarding equity-related benefits (including **8 members from Unit 1** and **1 member from Unit 3**).

- **Positive Union & Member Impact:** Direct wealth and resource redistribution. By educating members on underutilized equity clauses, I helped them successfully secure tangible, material resources that standard benefits often overlook.

### **Case Management, Resource Navigation & Collaboration**

- **Actions Completed:**
  - Promptly managed and responded to member correspondence regarding equity concerns.
  - To the best of my ability and within the scope of my role, provided immediate support by navigating members to specialized CUPE Local and National resources.
  - Actively reached out and follow-ups with the Local President to seek guidance.
- **Positive Union & Member Impact:**
  - **Accountable Support:** Delivered available assistance to members in distress, ensuring they were equipped with appropriate resources.

In solidarity,

**Yuly (Yuning) Wu**

Equity Officer, CUPE Local 3906