

Executive Report – March 2026

Equity Action Committee (“EAC”)

On February 23, 2026, the EAC hosted a book review and discussion event featuring Desmond Cole, author of *The Skin We’re In*. The event provided space for members to engage in political education and community dialogue on racism in Canada and its impacts on our members and communities.

Key discussion themes

- What Canadians often misunderstand about racism in Canada: Cole noted that many Canadians assume racism is no longer a serious issue domestically and often deflect by comparing Canada to the United States, which can discourage honest engagement with Canada’s own history and present realities of racism, slavery, and the oppression of people of colour, especially Black communities.
- Storytelling as a method of truth-telling: Cole shared that the book’s chapters are anchored in lived experiences and that recurring encounters such as learning about repeated police stops experienced by someone he knew helped him recognize how everyday incidents connect to broader systems.
- Emotional labour and sustainability: Cole spoke candidly about the emotional toll of writing the book, including burnout and grief, and also reflected on how community responses; readers sharing the book’s impact and events like this one can be part of healing.

Appreciation and next steps

EAC thanks Desmond Cole, the Hamilton Anti-Racism Resource Centre (HARRC), and all members who attended and participated, and the Executive and staff who supported the event. The Committee will build on this momentum through future educational events and opportunities for member engagement.

Members interested in supporting EAC work are encouraged to attend upcoming meetings or reach out to the Committee.

Remember, CUPE’s Union Education Program offers valuable educational materials to help us stay informed and equipped to address equity and harassment concerns effectively. These resources are always available to support our shared commitment to fostering a more inclusive environment. See link [Union Education | Canadian Union of Public Employees](#)

In solidarity.

Korede Ologun



BOOK REVIEW

**MONDAY
FEBRUARY 23**

**20
26**

Location: MUSC 313/311

Time: 3:00 pm



Join us at the upcoming Book review event for a discussion of equity in literature! Members can pick up a copy of the book at the union office (KTH B111).

Don't miss out on this opportunity to connect with Desmond Cole and engage in anti-oppressive work at a scholarly event.

Light refreshments will be provided.



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RA FEB 23
LAW



Book review with bestselling author

DESMOND COLE

'THE SKIN WE'RE IN'

3PM Feb 23 | MUSC 311/313 | CUPE 3906 members | equity@cupe3906.org