

BUDG 1-2021

BIRT the District Levy be set at \$20.

Moved: Cindy Scholten Seconded: Teresa Katerberg

***Rationale:** As per the D18 Constitution By-Law 18(a), the levy is to “pay for the cost of Office Managers time as required for the District office”. The current levy of \$18 for each member of D18 collected once a year does not cover the cost of the Office Manager. The shortfall is being paid through the District rebate before being distributed to the Bargaining Units by FTE. There has not been an increase in the District levy for 11 years. A \$2.00 increase to the levy is a step towards having the cost of the Office Managers time being paid for by the levy as per the Constitution.*

PROC 1-2020

BIRT the agenda be approved.

Moved: Teresa Katerberg Seconded: Cheryl Lampkin

PROC 2-2020

BIRT the minutes from September 30, 20 AGM be approved.

Moved: Laura Trimble Seconded: Cheryl Lampkin

MAC 1-2021

BIRT for the 2021-2022 school year 75% of the District Political Action Budget line be held in reserve by the District Treasurer and 25% be distributed to the Bargaining Units based on FTE. The District Political Action Budget line will be used by the District Political Action Committee for the purposes of organizing and holding District Member Political Action events ahead of the expected 2022 Provincial election. Any funds remaining in this budget line at the end of the 2021-2022 school year will be distributed to Bargaining Units based upon their FTE.

Moved: Amy Reinders Seconded:

***Rationale:** By centralizing 75% of the Political Action funds provided to the District from Provincial OSSTF for the 2021-2022 school year, all members of the District will benefit from the shared work of the District Political Action Committee (DPAC). DPAC aims to engage District members and the broader community and to provide events and education opportunities, with the intent of promoting OSSTF’s Education platform and of electing an education friendly government during the 2022 Provincial election. By pooling our resources as a District for this crucial upcoming election we will be able to achieve more together as a District to bring awareness to the ongoing damage being inflicted upon Ontario’s public education system by the current government and its education policies.*

BYL 1-2021

BIRT the BY-LAWS be amended with the addition of a new By-Law XX that reads:

BY-LAW XX: Anti-Racism Officer

(A) It shall be the duty of the Anti-Racism Officer:

- (1) to work with racialized members of District 18, District Executive, the Anti-racism workgroup, and relevant District committees and Provincial Committees to achieve racial equity,
- (2) to Develop procedures in District 18 to assist Bargaining Unit Presidents with supporting racialized members who have experienced racism at their work site,
- (3) to support D18 Bargaining Units in supplementing their anti-racism knowledge and training, and
- (4) to hold the Upper Grand and Wellington Catholic District School Boards and District 18 accountable to the commitments they have made to the Anti-racism work they are striving to achieve.

(B) The Anti-Racism Officer will be a Black, Indigenous or racialized Member.

(C) Reimbursement:

The District will reimburse the Bargaining Unit from which the Anti-Racism Officer originates to a maximum amount of \$10,000 or 40 days of time release each Federation year in 2021-2022 and 2022-2023. The funds would be reimbursed to the Bargaining Unit to allow the purchase of time release to conduct District business. Time release costs would be clearly documented, itemized, and submitted in February and in June to the District Treasurer.

Cost: Maximum \$10,000 for each of year 2021-2022 and 2022-2023

Moved: Erin Doupe

Seconded: Sean Solomon

Rationale: *After consulting with the racialized membership of District 18, it is clear that our members experience racism in their workplaces. We need to be responsive to the needs of our racialized members. We need to move forward with anti-racism work. We want to be progressive and acknowledge that as a system we are responsive to needs of our racialized members. We want to support our racialized members by not remaining neutral on issues of racism. Adding a position on District Executive that can attend specifically to issues arising related to racism would help support the work of DEC as well as racialized members of the District. Specially, having this position held by a Black or racialized member committed to antiracism work and equity can provide assurance to racialized members seeking support that they will be helped by someone with lived experience with racism.*

MAC 4-2021

BIRT District 18 extend the Mandate of the Antiracism workgroup through the 2021-2022 and 2022-2023 Federation years to continue, and to expand upon, the anti-racism work that has been started.

This work group shall:

- meet a minimum of 4 times a year remotely,
- add up to 5 new members, endeavoring to include members of all bargaining units in this workgroup and notify DEC of new members that join the workgroup,
- collaborate with the District Officers on policies and actions to support racialized members and to achieve racial equity in District 18,
- continue to conduct local research into racism toward D18 members,
- continue to explore ways in which DEC can better support and advocate for racialized D18 members,
- continue to offer DEC advice on next steps for anti-racism work in the District, and
- review the hiring policies in Upper Grand and Wellington Catholic and suggest interview questions for new hires, and make recommendations for the hiring policies of Upper Grand and Wellington Catholic.

The workgroup will report their findings and recommendations at the 2022 and 2023 Annual General Meeting of District 18.

Cost: \$1000

Moved: Erin Doupe

Seconded: Sean Solomon

Rationale: *This workgroup has conducted research that can help support the anti-racism officer in their role. There are interested and vested parties in this workgroup that want to work with the Anti-racism officer to achieve equity in District 18 for racialized members. Next steps for continuing anti-racism work in District 18 is to consult with racialized members of the community who are stakeholders in the education system and to study Upper Grand and Wellington Catholic hiring processes for racial bias. The workgroup feels that two more years are needed to create sustainability for the anti-racism work started and extended in District 18.*

MAC 5-2021

BIRT the District Executive Committee be directed to create an affinity group for racialized D18 OSSTF members for the 2021-2022 Federation year.

This affinity group shall:

- Create space for racialized members to discuss issues of racism affecting their work and to support one another,
- meet twice a Federation year,
- offer mentoring for racialized new members, and
- collaborate and/or consult with relevant District Officers and the Anti-racism workgroup.

Cost: \$2000

Moved: Erin Doupe

Seconded: Sean Solomon

Rationale: *Racialized members are often spread throughout our District and do not have opportunities to connect and collaborate with one another. An affinity group would give these members space to meet, support, and collaborate with other members of our District that share similar struggles and experiences.*

MAC 6-2021

BIRT the District AGM Direct the District Executive Committee to create an Equity Statement for the District that is actionable, reflects current needs in the District and is consistent with the Provincial Equity Statement. The District Executive Committee will report back to the 2022 AGM. All inaugural meetings of the District in a new Federation Year will commence with the reading of the District Equity Statement. In the 2021-2022 Federation year the Provincial Equity Statement will be substituted while the District Equity Statement is developed.

Moved: Erin Doupe

Seconded: Sean Solomon

Rationale: *Similar to the anti-harassment statement and indigenous land acknowledgement, DEC should begin its meetings with a statement outlining their commitment to anti-racism work in the District. This statement should be made at meetings where the membership is in attendance to reinforce D18 OSSTF's commitment to anti-racism.*

Notice of Motion BYL X-2022

BIRT By-Law 3: District Executive Council (B) Duties: be amended with the addition of
“(X) to review the District Equity Statement to ensure the statement is actionable, reflects
current needs in the District and is consistent with the Provincial Equity Statement,
(X) to present to the AGM in each year the review of the District Equity Statement. ”

Moved: Erin Doupe

Seconded: Sean Solomon
