

Motions for anti-Black Racism Officer and Black Caucus Committee

Rationale:

The committee of four D16 members was formed in mid-July 2020, in a response to the many important anti-Black racism events, issues and Black Lives Matter marches that occurred during June and July.

We had multiple meetings during July and August to work on an anti-Black racism plan for District 16. The reason behind it was simple, it is essential that in 2020 D16 have a comprehensive plan to dismantle and disrupt anti-Black racism within our organization. Our Black, racialized and Indigenous members' identities and voices are important, and we want a process that emboldens, supports and amplifies them within our local district.

The motions we have decided upon is the beginning of essential change that is required within District 16 - together we move forward towards breaking down systemic oppression and racism.

Motion 1

B.I.R.T the role of anti-Black Racism Officer be added to the OSSTF District 16 Teacher/OT Bargaining Unit Executive.

Motion 2

B.I.R.T that the words “anti-Black Racism Officer” be added to Article VIII - Teacher/OT Bargaining Unit Structure, Section 1(b), following the words “and Educational Services,”

Motion 3

B.I.R.T that a sum up to \$60,000 be allocated to an OSSTF District 16 Teacher/OT Member for the salary related to the anti-Black Officer position

Motion 4

B.I.R.T a Black Caucus standing committee be created to the OSSTF D16 Teacher/OT bargaining unit structure

Motion 5

B.I.R.T a new subsection be added to Bylaw IV - Duties that states:

It shall be the duty of the anti-Black Racism Officer to:

- a) Chair the Black Caucus Committee
- b) Attend all of the Teacher/OT Bargaining Unit Executive and Teacher/OT Unit Council;
- c) Be responsible for developing and organizing anti-Black racism and anti-oppressive training for District Teacher/OT Executive, Teacher/OT Council and members at large;
- d) Engage in member to member facilitation of anti-Black racism and systemic oppression; and with Board Human Resources departments, Human Rights departments, and Grievance Committee; and, assist in the work on equity for the District;
- e) Liaise with OSSTF D16 Teacher/OT Executive, Teacher/OT Council, the OSSTF/FEESO Provincial Equity Officer and the York Region District School Board to dismantle anti-Black racism;
- f) Liaise with York Region Black community leaders, Youth groups within the York Region community, Labour partners and York Region District School Board on anti-Black Racism.

Motion 6

B.I.R.T a new subsection be added to Bylaw IV - Duties that states:

It shall be the duty of the Black Caucus Committee to:

- a) Promote Black members to be leaders, mentors and role models who strive towards making our work environment inclusive, safe, and equitable;
- b) Establish training and facilitation for members at large;
- c) Identify anti-Black racism needs of the Teacher/OT Bargaining Unit;
- d) Inform Teacher/OT Bargaining Unit members of resources and supports available.

Motion 7

B.I.R.T a new subsection be added to Bylaw IV - Duties that states:

The Black Caucus Committee shall be comprised of:

- a) The anti-Black Racism Officer;
- a) One member from each Branch, priority given to members who identify as a Black or racialized person;
- b) One Teacher/OT Bargaining Unit Vice President liaison.

Motion 8:

B.I.R.T a new section be added to ARTICLE IV – Executive that states: “The Branch Executive shall appoint an Occasional Teacher member to the Black Caucus. This allocation of duties should be decided by the Branch Executive at its first meeting after election and before the end of the school year”

Motion 9:

B.I.R.T that the words “anti-Black Racism,” be added to Bylaw IV – Duties section 6 (d) after the words “Human Rights Committee,” and before the words “and Health and Safety”

Motion 10:

B.I.R.T a new section of Bylaw IV – Duties be added under 13 that states: “anti-Black Racism Officer”

Motions Submitted on Behalf of the Constitutional Review Committee

Rationale:

The constitutional review committee met last year to discuss ways to increase member participation in elected/appointed roles. Our work was abruptly cut short due to the lock down, but we see the October AGM as an opportunity to put into practice one of our core suggestions.

The motions we settled on bringing forward would transfer the interim appointment process to council. This would give us an opportunity to try this method before potentially proposing the changes to our full appointment process.

The committee has a variety of reasons for proposing this change from transparency, addressing unconscious systemic biases to hoping that a more participatory selection process encourages more applicants.

Motion 1:

BIRT By-Law II- Election section 9 (c) be deleted and replaced with:

A vacancy in any other Executive Position shall be filled by an election at council. A person so elected shall fill the unexpired term of the predecessor in office. Alternatively, the duties of the unfilled position may be filled by the remaining elected members of the Executive as assigned by the President until the position is filled at the Annual Meeting.

Motion 2:

BIRT By-Law II- Election section 9 (d) be deleted.

Motion 3:

BIRT By-Law IV- Duties section 6 (c) be deleted and replaced with:

6. It shall be the duty of the Teacher/OT Bargaining Unit Executive to:

c) appoint bi-annually on non-election years, subject to ratification by the Teacher/OT Bargaining Unit Council:

i. Chairs of the following Standing Committees; Communications/Political Action/Excellence in Education, Educational Services and Status of Women at the last Executive meeting in May or the first Executive meeting in June;

ii. Chief Negotiator/Staffing Officer at the last Executive meeting in May or the first Executive meeting in June;

iii. A Second Negotiator by October 31st during the school year prior to the expiration of the Collective Agreement.

Motion 4:

BIRT By-Law IV- Duties item 6 (z) be deleted.

Motion 5:

BIRT that the following be added to Bylaw IV- Duties as section (i):

i) when necessary, elect interim replacements for the following positions:

- Chairs of the following Standing Committees; Communications/Political Action/Excellence in Education, Educational Services and Status of Women.
- Chief Negotiator
- Health & Safety Officer
- Human Rights Officer

Motion: Health and Safety Officer position

Rationale:

The Health & Safety Officer is a time release position who is involved in a number of decision making processes with the District Office Staff. Health & Safety is inclusive of all we do for member protection - especially during this pandemic where we need that voice at the table during discussions to inform decisions based on policy and procedure not only for OSSTF D16, but also our employer.

BIRT the following be added to Article VIII section 1: “and the Health and Safety Officer.”