

BCTF Equity and Inclusion decisions

<p>EC</p>	<p><b>April 2019 EC</b> That the BCTF encourage locals to complete an equity audit of their policies, by-laws, procedures, and structures using the social justice lens and Aboriginal lens.</p>
	<p><b>April 2019 EC</b> <b>Report on issue session on racism</b> <b><i>Anticolonialism and antiracism</i></b> That, with a report back to the May Executive Committee meeting, the Federation investigate ways of providing for:</p> <ul style="list-style-type: none"> <li>• a cadre of teachers of colour to work together to address anticolonialism and antiracism</li> <li>• specialized support that includes a grant to send teachers of colour to the Summer Leadership Conference, Federation Leadership Institute, and zone meetings</li> <li>• targeted funding to develop specialized supports for teachers of colour new to the teaching profession</li> <li>• designated spaces within all our governance structures.</li> </ul> <p><b><i>Antiracism resources</i></b> The following motion was referred to the Committee for Action on Social Justice with a report back to a future Executive Committee meeting: That the BCTF develop strategies and tools to support members experiencing the impacts of racism. <b>BCTF ongoing antiracism efforts</b> That Committee for Action on Social Justice and the Aboriginal Education Advisory Committee be requested to provide suggestions for possible facilitators or scholars who can help the BCTF with ongoing antiracism efforts.</p> <p><b><i>Collaboration with BC parent organizations</i></b> That the BCTF collaborate with BC parent organizations to develop and provide tools and strategies to meet the specific needs of students from equity-seeking groups.</p> <p><b><i>Future racism sessions</i></b> That the BCTF host another issue session on racism in 2019–20, inviting the same participants to attend, along with 20 or more members to a maximum of 42 participants.</p> <p><b><i>Intensive anticolonial training</i></b> That the BCTF develop anticolonial and antiracist training and processes for all governance representatives, including:</p> <ul style="list-style-type: none"> <li>• information to raise awareness and support positive attitudes and shared understanding</li> <li>• opportunities to collaborate with locals to offer training opportunities for local school union teams.</li> </ul> <p><b><i>Network for the issue session on racism participants</i></b> That the BCTF create an antiracism communications network that receives relevant BCTF communications.</p> <p><b><i>Racism in the workplace</i></b> That the BCTF identify and make explicit the roles of individuals who can help with issues of racism in the workplace.</p> <p><b><i>Review of CLC report recommendations</i></b> That Committee for Action on Social Justice be requested to review the recommendations of the CLC report on islamophobia with advice to a future Executive Committee meeting.</p> <p><b><i>Space for teachers of colour</i></b></p>

	<p>That the BCTF encourage locals to make space for teachers of colour.</p> <p><b>Teachers of colour mediators</b></p> <p>That the BCTF increase the number of teachers of colour in the internal mediation service and that training be expanded to include identifying and addressing patterns of discrimination.</p>
	<p><b>December 2018 EC Key Decisions</b></p> <p>That the Federation host a two-day issue session in February with 15 members who identify as racialized in order to discuss:</p> <ol style="list-style-type: none"> <li>1. the impacts of racism in the workplace, in all areas of the province.</li> <li>2. possible new strategies to present to the employer and/or government to address concerns about racism in the workplace.</li> <li>3. ways of informing members about making use of current avenues to address concerns about racism in the workplace.</li> <li>4. advice for the Executive Committee and provincial bargaining team for the upcoming round of bargaining, in the context of objectives approved by the Bargaining Conference.</li> </ol>
	<p><b>November 2018 EC</b></p> <p><b>Participation in the 2018–19 Women’s Institute</b></p> <p>That the participation in the 2018–19 Women’s Institute be based on the following:</p> <ol style="list-style-type: none"> <li>1. One delegate who identifies as a woman from each local and sublocal, with a request to locals and sublocals to select a member who is new to union leadership and who did not attend the 2017–18 Women’s Institute.</li> <li>2. Up to 20 additional delegates who identify as women, selected from the membership at large, with preference given to those who, in addition to identifying as women, are members of other equity-seeking groups and who did not attend the 2017–18 Women’s Institute.</li> <li>3. The members of the CASJ Status of Women Action Group and Women in Negotiations cadre.</li> <li>4. The Executive Committee members who identify as women.</li> </ol> <p><b>Women’s Institute objectives</b></p> <p>That the objectives of the 2018–19 Women’s Institute be the following:</p> <ol style="list-style-type: none"> <li>1. Create an opportunity for members who identify as women to share their experiences, build community, and learn new leadership skills and strategies together.</li> <li>2. Support and inspire women’s leadership in the workplace, union, and broader community.</li> <li>3. Deepen understanding of women’s issues, feminist analyses, intersectionality, and effective collective organizing.</li> <li>4. Celebrate the contributions of women in the union, profession, and community.</li> <li>5. Gather feedback from the participants’ lived experiences as to the opportunities for and challenges to participation at the school, local, and community levels.</li> </ol> <p><b>Procedure 33.36.B.1</b></p> <p>That Procedure 33.36.B.1 be amended as follows:</p> <p>The PSA Council shall elect three members who shall act as the PSA Council Steering and Agenda Committee <i>Agenda and Steering Committee of PSA Council</i>. and serve as the representatives to the Professional Issues Advisory Committee. <i>At least one member of the Agenda and Steering Committee (ASC-PSAC) and up to two other members of PSAC, chosen by PSAC on an annual basis, be the PSAC representatives to the BCTF Professional Issues Advisory Committee.</i></p>

	<p><b>April 2018 EC</b></p> <p>That, in support of the commitment to advancing a culture of consent, the Federation:</p> <ol style="list-style-type: none"> <li>1. appoint members to serve as volunteer allies at the socials at the AGM and Summer Conference, and at other Federation socials as appropriate.</li> <li>2. provide these members with training in advance of the event.</li> <li>3. ensure these members are supported in the role and have the opportunity to debrief and provide feedback after each session.</li> </ol>
	<p><b>January 2018 EC</b></p> <p>That Procedure 25.F.12.4 be amended to add a new e.:</p> <ol style="list-style-type: none"> <li>4. That in making appointments to BCTF committees and task forces, the Executive Committee will take into account: <ol style="list-style-type: none"> <li>a. the importance of representation from members in their first five years of teaching.</li> <li>b. the importance of representation from all areas of the province.</li> <li>c. the need for diversity by ensuring that members from equity-seeking or minority groups are represented on committees.</li> <li>d. the importance of achieving a balance of men and women representative of the general membership.</li> <li>e. the importance of a balance of released officers and members who are actively teaching.</li> </ol> </li> </ol>
RA	<p><b>Spring 2018 RA</b></p> <p>That the BCTF encourage and support locals to undertake equity surveys of local memberships.</p>
	<p><b>Fall 2017 RA</b></p> <p>“That the Spring RA annually elect four members who will be members of the RA for the upcoming year: <i>at least one man and two male and two female at least two women, and, additionally, at least one member who belongs to an equity-seeking group, to serve as Ombudspersons for the RA to assist members who feel they have been harassed at the meeting.</i>”</p>
AGM	<p><b>2019 AGM</b></p> <p>That the BCTF conduct an audit through a social justice lens, that investigates the systemic barriers inhibiting individuals from applying and occupying leadership positions within the Federation and locals, to be reported back at the next Annual General Meeting.</p>
	<p><b>2018 AGM</b></p> <p>That By-law 5.5 be amended to add:</p> <p><i>If, in any given year, the AGM is not able to fill the positions that require specific equity representation or meet the ratios designated in the by-laws, due to there being an insufficient number of candidates meeting the criteria, the positions shall be declared vacant and shall be filled by the Representative Assembly, applying the same criteria, until June 30 of the following year.</i></p>
	<p><b>2018 AGM</b></p> <p>That the Federation advance a culture of consent by:</p> <ol style="list-style-type: none"> <li>1. establishing and supporting the expectation that all Federation meetings, socials, and events be free from inappropriate comments, gestures, and physical contact, and encouraging locals to do the same.</li> <li>2. supporting members with strategies and resources to reflect on their own interactions with others and ensure they do not initiate or participate in inappropriate behaviour.</li> <li>3. supporting members with strategies and avenues to address inappropriate comments, gestures, and physical contact in the workplace and the broader community, and ways in</li> </ol>

	<p>which they can act as effective allies for colleagues, students, and others who are experiencing or have experienced abuse and harassment of this nature.</p> <p>4. providing members with strategies and resources to educate their students about the necessity of consent, ways to address inappropriate comments, gestures, and physical contact, and ways in which they can identify.</p>
	<p><b>2017 AGM</b></p> <p>That the following Statement of Principles on Equity, Diversity, and Inclusion be adopted: The BCTF is a democratic union that recognizes the importance of encouraging and supporting involvement by all members, while recognizing that some members have historically been marginalized. For the Federation to be at its best, all members must see themselves reflected in its goals, structures, and practices. The BCTF will strive to identify and eliminate barriers to participation through programs, procedures, by-laws, and policies supported by specified resources and education.</p> <p>The BCTF supports equity, diversity, and inclusion within the union, the workplace, and in broader society and acknowledges that:</p> <ol style="list-style-type: none"> <li>1. Discrimination and harassment must not be ignored and must be challenged and rectified.</li> <li>2. Not all discrimination is deliberate or visible. Inadvertent, hidden, and systemic discrimination must be identified and addressed.</li> <li>3. The marginalization of certain groups must be specifically recognized. These groups include, but are not necessarily limited to women; racialized workers; Indigenous people; people who are lesbian, gay, bisexual, transgender, queer, intersex, questioning, or two-spirit; people with disabilities; and those whose participation is impeded because of economic circumstances or family status.</li> <li>4. Equal opportunity to participate in the Federation does not mean treating all members the same. Within a democratic framework, promoting the engagement of members of equity-seeking groups is a valid and necessary approach to reaching equal outcomes.</li> <li>5. Federation programs and policies designed to eliminate barriers must not only do so, they must be widely seen to do so.</li> </ol>
	<p><b>2017 AGM</b></p> <p>That the BCTF hold an annual institute to support and encourage more women in undertaking leadership roles within the BCTF.</p>
	<p><b>2017 AGM</b></p> <p><b>Recommendations 33, 34, 35, 36, 37</b></p> <p>These recommendations included amendments to bi-laws resulting in the addition of two designated positions to the BCTF Executive Committee, ensuring that the voice of Aboriginal members and racialized members are represented at the Executive Committee table.</p>
	<p><b>2017 AGM</b></p> <p>That the BCTF ensure that every building used for BCTF events or meetings have a designated gender-neutral washroom that is accessible to all members.</p>
	<p><b>2017 AGM</b></p> <p>That the BCTF encourage all attendees and speakers, including invited guests, at BCTF meetings to use gender-neutral language and provide a list of suggested terms.</p>
	<p><b>2017 AGM</b></p> <p>That the following be the statement of principles on transgender rights:</p> <ol style="list-style-type: none"> <li>1. Trans or transgender be defined as “an encompassing term that describes many gender identities of people who do not identify with the sex they were assigned at birth.”</li> <li>2. The Federation respects the right of individuals to self-identify their gender, and supports the right of any member to transition at any time. The Federation supports individuals’ autonomy to determine how and when they transition.</li> </ol>

3. The Federation supports the rights of transgender people to inclusive and respectful working environments that adhere to the *BC Human Rights Code*, the *Canadian Human Rights Act*, and jurisdictional privacy laws, and are free of discrimination and harassment.
4. Where gender-specific language is not required, the Federation use gender-neutral language in its communications.
5. All transgender people be addressed by their chosen pronoun and name, and have the right to dress according to their gender identity and/or expression.
6. The Federation recognizes individuals' rights to freely access bathroom and change room facilities that are gender neutral, and to access the bathroom and change room facilities that correspond to their gender identity or the group in which they are most comfortable.
7. The Federation recognizes individuals' rights to access services that correspond to their gender identity.
8. The Federation addresses concerns of transgender people in a positive and pro-active way with supportive resources and training.
9. The Federation encourages members to challenge gender stereotypes and integrate trans-positive content into the teaching of all subject areas in accordance with school board policies, procedures, and provincial legislation.
10. The Federation encourages school boards to put policies and procedures in place to protect the privacy and safety of transgender individuals. The status of an employee or student should only be disclosed with the consent of the individual on a need-to-know basis.
11. The Federation encourages school boards to address the concerns of transgender people in a positive and pro-active way with supportive policies, procedures, resources, and training, including training for local leadership.
12. The province requires tenders for new school construction, seismic upgrades, and renovating of existing facilities to include universal changing places and gender-neutral washrooms.
13. The Federation demands that the province provide the support and necessary training for public sector workers to fulfill the spirit and intent of the recent expansion of the *BC Human Rights Code*.