



BCTF

British Columbia Teachers' Federation A Union of Professionals
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BCTF Funding for Equity and Inclusion Initiatives 2020–21 Budget

1. Funding for local equity audits

- **The new Equity and Inclusion Grant**

Grants of \$6,000 to support locals in examining local processes and practices, learning more about the experience of members from equity-seeking groups, and developing a program to enhance equity and inclusion in member engagement, leadership, and the local's work.

- **Teacher Inquiry Project**

New funding is available that is dedicated to the professional study of racism in schools/worksites and the broader community.

2. Funding for Indigenous, Black, and People of Colour (IBPOC) member engagement and capacity building:

- **Union mentorship plan grants**

Grants are available to locals to develop a union mentorship plan for members who identify as racialized or persons of colour and/or for members who identify as Aboriginal.

- **Summer Conference attendance**

The BCTF will fund participation of up to 10 additional participants who identify as members in their first five years of teaching and up to 10 additional participants who identify as members who are racialized, persons of colour, or Aboriginal.

- **BCTF Executive Committee meetings**

Each local and sub-local send up to two members to attend an in-person EC meeting as observers on the basis that at least one is a member in their first five years of teaching and at least one member identifies as a member of an equity-seeking group.

- **Federation Leadership Institute**

The BCTF will fund up to six members who identify as IBPOC and who would not otherwise be attending the Federation Leadership Institute.