



The following 17 recommendations were carried at the June 2016 BCTF Executive Committee meeting. The goal of these recommendations is to make the BCTF and locals more inclusive for all members. The recommendations came out of an AGM motion to carry out an equity audit. The Equity Audit Work Group spent two years surveying members, carrying out focus groups, and investigating the work of other unions in this area, before presenting a report with recommendations to the Executive Committee.

Equity Audit Key Decisions

Executive Committee Meeting

June 16–18, 2016

Ensuring a lasting commitment to equity and inclusion

That the Federation commit to a long-term plan of raising awareness on issues of equity, diversity, inclusion, power and privilege within the union, and ensure that the plan include the following focus areas:

1. Leadership: How can the BCTF leadership engage members in equity issues?
2. Structure: How can member engagement be promoted through a transparent union structure?
3. Conversations: How can the BCTF enhance members' understanding of equity, diversity, and inclusion?

Supporting leadership in diversity, equity, and inclusion

That the Federation support the Executive Committee in its leadership on issues of equity, inclusion, and diversity by providing training opportunities on an annual basis.

Program of training on issues of equity, inclusion, and diversity

That the Executive Director, in collaboration with the HR Director and in consultation with staff, design a program of training on issues of equity, inclusion, and diversity for all BCTF staff.

Federation Leadership Institute

That the Federation provide support to local released officers by regularly offering training in diversity, equity, and inclusion at the Federation Leadership Institute.

Teacher Inquiry Group

That the Federation support a Teacher Inquiry group on the issue of diversity, equity, and inclusion in the workplace and the union.

Meetings and events

That the Federation regularly build into meetings and events the opportunity from members from equity seeking groups and allies, where appropriate, to share their perspectives and advice regarding factors that both contribute to and act as a barrier to engagement of members from equity-seeking groups in the union.

Facilitating diverse groups

That the Federation support BCTF SURT and workshop facilitators by including a session on facilitating diverse groups and understanding equity issues in Facilitators' Institute Training annually, and developing a guide to support facilitators in this important aspect of their work.

Regular training in chairing

That the Federation provide support to RA and AGM chairpersons, the Nominating Chairpersons, and others elected to positions with duties at the RA and AGM by providing regular training in diversity, equity, and inclusion.

Online site with resources

That the BCTF develop an online site with resources to support members, staffs, locals, and the Federation overall in understanding and acting on issues of diversity, equity, and inclusion.

Resources for advisory committees

That the Federation provide a resource for advisory committees with tips and strategies for running inclusive meetings.

Focus groups

That the Federation hold focus groups with members on issues of diversity, equity, and inclusion at least once a year, in conjunction with Federation meetings or events, and provide assistance to locals that wish to do the same at a local level.

Questions

That the Federation continue to include questions related to equity, diversity, and inclusion on evaluation forms for meetings and events.

Commitment to Solidarity

That the Commitment to Solidarity be amended to add specific references to equity, diversity, and inclusion at all BCTF meetings and events.

Connections with other unions

That the Federation continue the connections with other unions and other teacher organizations by working together on issues of diversity, equity, and inclusion directly and within the BCFED, CLC, and CTF.

Advisory committee meetings

That the Federation regularly incorporate discussion of equity, diversity, and inclusion into advisory committee meetings.