



May–June 2019

Electronic version available for download under Social Justice Publications at bctf.ca

Many teachers are familiar with the [graphic](#) illustrating the concept of equality versus equity. Three people of varying heights are watching a baseball game behind a fence. Equality is represented by everyone standing on an identical box, which is not necessary for the tall person and does not help the shortest person. Equity is represented by each person standing on the number of boxes they need to allow them to see over the fence. In the final frame, the fence is removed. Everyone is able to watch the game with no extra support.

The BCTF's commitment to equity and inclusion parallels this baseball analogy. Some teachers face barriers to full participation that others do not experience. These barriers—put in place as a result of one's gender identity, sexual orientation, race, class, and disability, among other factors—are not always intentional, but have significant impacts. Policies and practices developed specifically to support those facing barriers are characterized by some as unequal treatment. They are, in fact, equitable treatment, as they increase accessibility for members facing barriers without limiting the participation of others. The [Sometimes you're a caterpillar video](#) provides an excellent explanation of these concepts.

The BCTF is committed to providing support for members facing barriers to inclusion while at the same time working to eliminate these barriers through systemic change. More information on BCTF policies aimed at achieving these goals is available on the [Equity and Inclusion policy page](#).

While work is being done at the provincial level, entry into union work often begins in the local. Locals can thus play a key role in supporting inclusion by examining their own policies and procedures for potential barriers to participation from members of equity seeking groups. Delegates to the Spring 2018 BCTF Representative Assembly expressed their support by passing the following resolution:

Equity surveys of local memberships

That the BCTF encourage and support locals to undertake equity surveys of local memberships.

The BCTF is developing strategies to support locals in this role. A number of resources available to members are featured in this edition of *Seeds of Social Justice*. For additional resources, visit the [Equity and Inclusion webpages](#) on the [BCTF website](#).

BCTF Social Justice Program Calendar of Events



May

- 3: World Press Freedom Day
- 5: International Family Equality Day
- 11: World Fair Trade Day
- 15: International Day of Families
- 17: International Day Against Homophobia and Transphobia
- 21–25: Aboriginal Awareness Week

Asian Heritage Month



May is Asian Heritage month. Visit the [CBC Asian Heritage Month webpages](#) for resources.

On **May 3, World Press Freedom Day**, participate in the [Defend Freedom-global media campaign](#). Resources are available on the [UNESCO World Press Freedom Day website](#).

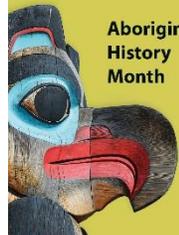
May 11 is World Fair Trade Day. Visit the [Fair Trade Federation website](#) for [lesson Plans](#).

The **International Day against Homophobia and Transphobia** is **May 17**. Resources in English and French are available on the [Fondation Émergence website](#).

Find resources to celebrate **Aboriginal Awareness Week, May 21 to 25** and **Aboriginal History Month in June** on the BCTF [Aboriginal Education webpages](#).

June

- 1: Injured Workers' Day
- 2–8: Canadian Environment Week
- 5: World Environment Day
- 9: Canadian Rivers Day
- 12: World Day Against Child Labour
- 20: World Refugee Day
- 21: National Indigenous Peoples' Day
- 27: Canadian Multiculturalism Day



Aboriginal History Month

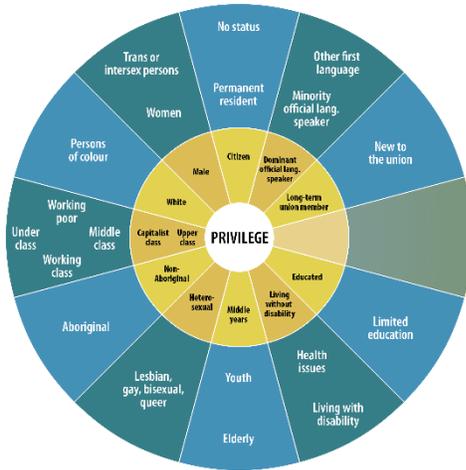


Resources for [Canadian Environment Week, June 2 to 8](#), and [World Environment Day, June 5](#), are available on the BCTF [Environmental Justice webpages](#).

On **June 12**, the [World Day Against Child Labour](#), visit the International Labour Organization website for [resources](#).

The BCTF [Refugee Resources page](#) features resources and lesson plans for [World Refugee Day](#), on **June 20**.

June 21 is [National Indigenous People's Day](#). If you haven't done so already, this is the perfect time to begin your summer reading with the Truth and Reconciliation Commission's [Final Report](#) and [Calls to Action](#). Or consider reading the recently released report, [Red Women Rising: Indigenous women survivors in Vancouver's Downtown Eastside](#).



The [Power Wheel poster](#) is a useful tool to guide teachers and students in identifying aspects of their identity in which they experience high levels of privilege. This self-identification allows each of us to reflect on ways to make space for those who may face barriers to inclusion.

Additional resources, including the [Watch your Language!](#), [Becoming an ally](#), [Inclusive meeting self reflection](#), and [BCTF Statement of Equity](#) posters are available on the [BCTF Equity and Inclusion webpages](#). To request hard copies of posters and pamphlets, email socialjustice@bctf.ca. Please include the name and number of each item along with your mailing address.



Equity and inclusion presentations from BCTF Zone Meetings are available for use in locals. Download PowerPoint, Facilitators' Notes and Handout packages from the [Tools](#) page of the [BCTF Equity and Inclusion webpages](#).



[Creating Inclusive Spaces](#) provides teachers with strategies to help contribute to more inclusive environments. Participants are introduced to a number of barriers to inclusion and explore strategies and resources available on the [BCTF Equity and Inclusion webpages](#) to address these barriers. Through an inquiry model, participants consider specific actions they can take in their classrooms, schools, locals, and communities.

Visit the [Social Justice workshop page](#) on the BCTF website to learn about additional workshops and to book a free workshop for a school based, local or regional professional development day.

Opportunities for Members



The BCTF is currently accepting applications for [workshop facilitators](#). Successful applicants will be appointed to a three-year term. The BCTF will provide training in general facilitation skills and specific workshops at Facilitator Institute Training in Kamloops from August 17 to 19. The **application deadline is May 6.**

The BCTF **Committee for Action on Social Justice** (CASJ) has [openings](#) beginning July 1 on its Antipoverty, Antiracism, Status of Women, Environmental Justice, and Peace and Global Education Action Groups. The **application deadline is May 24.**

More information and application forms are available on the [Opportunities for Members](#) webpage under [BCTF committee/facilitator postings](#).

Grants & Awards

The [Regional Social Justice Conference Fund](#) provides grants of up to \$25,000 to host conferences that support the growth of social justice in different regions of the province. These grants are usually offered on a biennial basis, subject to approval through the BCTF budget setting process. The application deadline for conferences taking place in the 2019/20 school year is **Friday, May 31, 2019.**

Application forms and information about [past regional social justice conference](#) are available on the [Social Justice Grants and Funds webpage](#).

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