

Solidarity Funds

OPSEU is committed to enhancing social justice on a global scale.

The *Social Justice Fund* builds linkages with communities in Africa, Asia, the Caribbean and Latin America. It funds projects that support trade unions, community groups, indigenous rights and women's rights.

The *Live and Let Live Fund* exclusively supports organizations that are actively combating HIV/AIDS in Ontario and Southern Africa.

Resources

These materials are available to assist OPSEU members in promoting policies and practices which enable full involvement in their workplaces, locals and communities.

- The Observances Calendar is a highlight of religious celebrations and achievements in equity and human rights. Schedule OPSEU meetings, activities and events with these key dates in mind.
- *Equitably Speaking* (Equity Newsletter) contains information on changes to human rights-related legislation. It is also a way to keep up to date with initiatives the Equity Unit may be developing.
- *Orientation Manual* for members of OPSEU's Equity Groups – what you need to know. (Coming Soon)

For more information, please visit the Equity Unit website:

www.opseu.org/equity-unit.



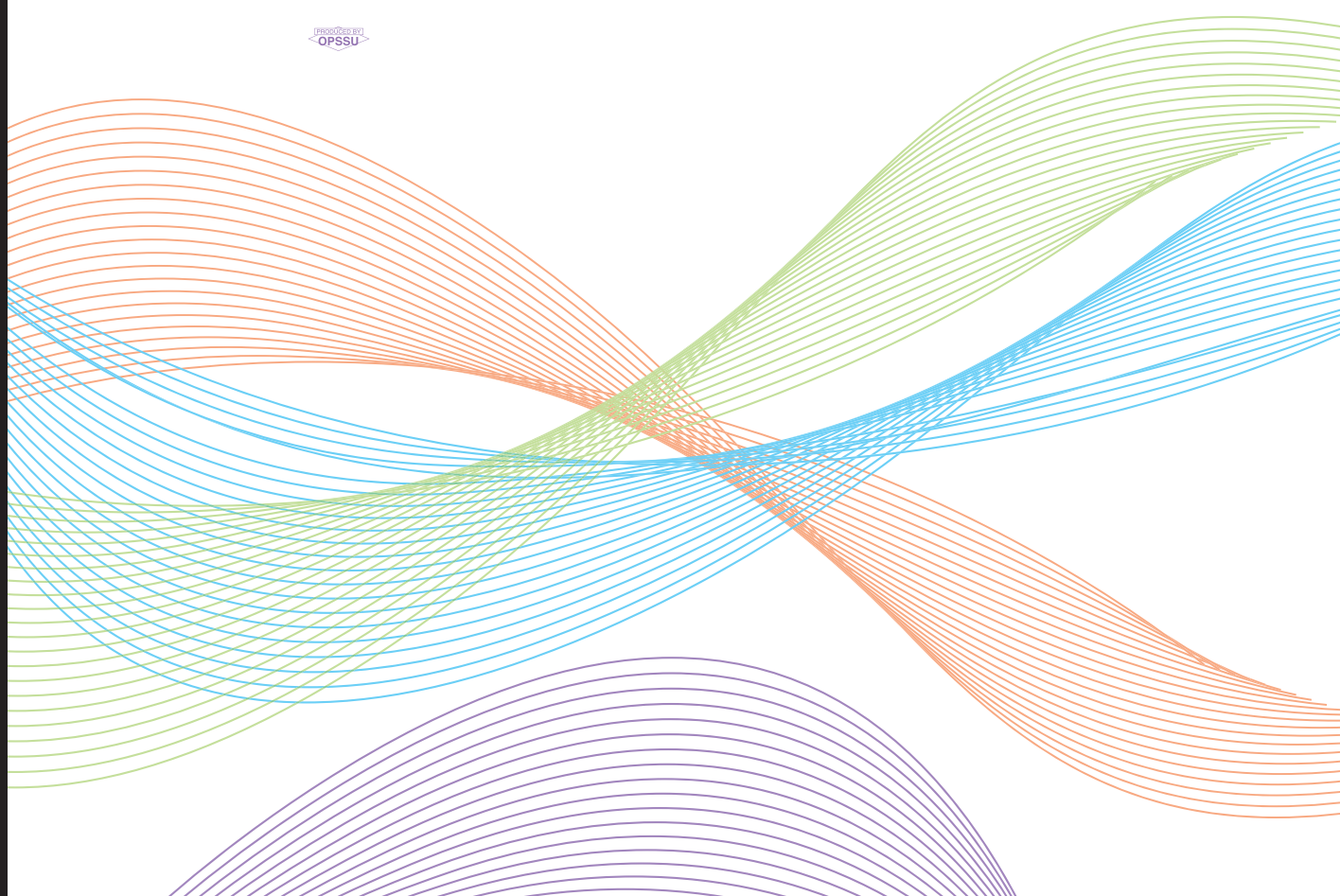
For more information:
www.opseu.org/equity-unit
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equity

UNIT



The Equity Unit

Our Unit provides advice, research and support in the following key areas:

- for Equity committees and caucuses;
- planning conferences and events.
 - The Gathering – January 19, 2017
 - Francophone Conference – June 9-11, 2017 (Ottawa)
 - Young Workers Conference – August 11-13, 2017
 - Women’s Conference – November 3-5, 2017
 - Indigenous Conference – 2018
 - Human Rights Conference - 2018
- assisting members with harassment and discrimination complaints; and
- assisting members with accommodations required to attend Union events.

Equity Committees and Caucuses

The equity groups advocate for equal opportunities on behalf of marginalized groups by, for example, presenting resolutions at Convention, networking with members regionally and supporting community campaigns. They are:

- Indigenous Circle
- Provincial Francophone Committee
- Provincial Human Rights Committee
- Provincial Women’s Committee
- Provincial Young Workers Committee
- Disability Rights Caucus
- Rainbow Alliance arc-en-ciel
- Workers of Colour Caucus

Harassment and Discrimination Prevention Policy (HDPP)

This policy exists in order to remove a climate of intolerance and division amongst the membership. It addresses:

- allegations of discrimination under the Ontario Human Rights Code (i.e. race, gender, sexual orientation, age, etc.)
- personal harassment that is unrelated to the Code (i.e. repeated and offensive conduct, exclusion from union activities, public humiliation, etc.).

The HDPP applies to all OPSEU members (elected and retired) and for incidents that may occur during any union-related duties, activities and functions.

For more information and to access complaint forms, visit: <https://opseu.org/information/equity-policies>

Accommodation Policy

In accordance with the Ontario Human Rights Code, this policy allows OPSEU members to participate fully in union-related activities and functions.

Equity Unit staff assess all accommodation requests and explore options to allow members full involvement.

For more information and to access the request form, visit: <https://opseu.org/information/requesting-human-rights-accommodation>

Social Mapping Project (SMP)

Launched in 2010, the Social Mapping Project has allowed OPSEU to identify gaps and barriers in its programs and policies with the goal of increasing union participation of women, racialized members and youth in particular. Some examples of changes the SMP has brought about include:

- two seats, one for a woman of colour and another for an Aboriginal woman, have been designated for delegates to CLC Women’s School;
- members of equity groups assist in planning regional educationals and equity weekends;
- a recruitment supplement was developed (in conjunction with the *Steward’s PowerTool* handbook) specifically to attract new activists from equity-seeking groups.

