

Dear Members of the OSSTF District 19 Teacher Bargaining Unit (TBU),

What follows is OSSTF District 19 TBU's statement condemning all forms of oppression and specifically anti-Black racism. We are sorry for the hurt that our public silence has caused. We acknowledge that this statement should have come long ago. Moving forward, we commit to doing better. We have a lot left to learn and a lot left to do. We will learn and we will act. The membership has communicated, both in email and through a petition, concrete calls to action. We have heard those calls and are committed to doing the work.

The OSSTF District 19 TBU has a responsibility to represent its members and stand up for our collective rights. When we see injustice, racism, and oppression, we must speak out and address it. We stand in solidarity with our Black members. Anti-Black racism, hate, and discrimination are real, unacceptable, and we denounce them. We have union sisters and brothers who live every day in fear, pain, and outrage because they do not feel safe at work due to the colour of their skin. We see you. We support you. We stand with you.

We acknowledge the findings of the Ministry Review of the Peel District School Board. We advised our members to read the review when it first came out but recognize that reading it is not enough. Systemic racism exists in our public institutions, and our schools are no exception. White privilege exists. Our members and students continue to deal with the impacts of a system that in many ways prioritizes and privileges one group over others. We are committed to holding the Peel District School Board accountable for addressing all of the Directives from the Ministry Review in a meaningful way.

We are also aware of Islamophobic remarks made by a principal at one of our secondary schools. In addition to speaking out against anti-Black racism, we must also be vocal opponents of all forms of discrimination. The OSSTF District 19 TBU denounces all forms of Islamophobia. Hate has no place in our public schools, or anywhere in society. We have heard from our members about the pain that Islamophobia causes, and we will stand with our members in calling it out when we hear it.

The OSSTF D19 TBU Executive will:

- 1) provide anti-Black racism and other equity training to our executive team;
- 2) work with our standing committees to develop strategies for removing barriers to leadership and engagement for BIPOC members in their union;
- 3) work with experts and members of BIPOC communities so that we can better reflect and represent the members we serve;
- 4) represent our membership on the PDSB committees created to address and implement the Ministry Directives; and
- 5) create an Advisory group comprising grassroots members to advise the TBU Executive.

The above commitments mark the beginning of our public work to address and combat anti-Black racism and all forms of oppression. We remain accountable to all members and will update regularly on our progress with these commitments.

Yours in solidarity,

[OSSTF District 19 TBU Executive](#)