

**“Critical pedagogy brings to the classroom an awareness of the structure of cultural systems and positions of power therein and ways in which they can positively or negatively affect groups or individuals.”**

“Critical Literacy in the Elementary Classroom”  
Donna C. Creighton, *Language Arts*,  
Volume 74, No. 6, 1997, p. 439.



**ELEMENTARY TEACHERS' FEDERATION OF ONTARIO**

480 University Avenue  
Suite 1000  
Toronto, Ontario  
M5G 1V2  
Phone: 416-962-3836  
Toll free: 1-888-838-3836  
Fax: 416-642-2424  
www.etfo.ca



**EQUITY AND WOMEN'S SERVICES**



# Programs Resources Funding

2009 - 2010



## Working Together for Social Justice and Equity

**Equity and Women's Services** is unique to teacher organizations across Canada and illustrates ETFO's commitment to women's equality and social justice. EWS staff, as well as staff across the other service areas, are responsible for a broad range of programs that are geared to the diverse needs of our members. These include initiatives for members who face subtle and overt discrimination — women, racialized members, Aboriginal members, members with a disability, and gay, lesbian, bisexual, and transgender members. Social class and poverty issues are also addressed.

Part of ETFO's intent is the education, stimulation, and transformation of provincial and local organizations to be responsive to the diverse needs of the membership, and to be a positive influence for change at a societal level.

Teachers and education support personnel are working in an increasingly complex world with greater diversity than ever in Ontario's student population. We believe that members need the support of their union to counter discrimination where it exists and to advocate for social justice. Our work flows from one of the founding objects of the Federation and the definition of equity adopted by the Executive.

- *One of the objects of ETFO is "to foster a climate of social justice in Ontario and continue a leadership role in such areas as anti-poverty, non-violence, and equity."*
- *ETFO recognizes that we live in a society characterized by individual and systemic discrimination against particular groups. Within this context, ETFO defines equity as fairness achieved through proactive measures that result in equality for all.*

[www.etfo.ca/AdvocacyandAction/SocialJusticeandEquity/Pages/](http://www.etfo.ca/AdvocacyandAction/SocialJusticeandEquity/Pages/)

### Linking our Mission to ETFO's Priorities

To protect the collective bargaining rights of all members.

To defend publicly-funded public education.

To serve the needs of the membership.

To provide for the professional development of members.

To promote social justice in the areas of anti-poverty, non-violence, and equity.

To support international assistance and co-operation.

To promote the care and protection of the environment.

To actively engage members in the Federation.

To promote and protect the health and safety of members.

## A Commitment to Social Justice and Equity

**Growth means change**, and change can sometimes challenge our comfort levels.

Equity work requires planning, commitment, and continual reflection. It is multifaceted and, to be effective, involves "walking the talk", changing the self as well as the world.

Equity work is controversial. It is about fundamental change, which is often vigorously resisted. Those who benefit from the way society is currently organized, or who are unaware of the pervasiveness of discrimination, or who are simply comfortable with the status quo, are often reluctant to contemplate new ways of doing things.

ETFO is a union whose members choose to foster a positive social transformation through education, networks, and resources.

**In moving towards a social justice philosophy, Duncan-Andrade suggests four strategies based on his study with a teacher inquiry group:**

**Engagement: Provide culturally responsive teaching to validate the knowledge that students bring;**

**Exposure to experiences outside our own: Present opportunities to learn about perspectives that are often omitted;**

**Empowerment: Use a critical and transformative pedagogy to give students a sense of agency so they can act on the conditions in their lives;**

**Enactment: Create opportunities for students to act out their growing sense of agency so they can reflect and learn from their challenges and successes.**

Adapted from, "Developing Social Justice Educators"  
Jeffrey M. R. Duncan-Andrade, *Educational Leadership*, March 2005, p. 70-71.

Adapted from [www.etfo.ca/AdvocacyandAction/SocialJusticeandEquity/Pages/](http://www.etfo.ca/AdvocacyandAction/SocialJusticeandEquity/Pages/)



### Equity and Women's Services Staff 2009-2010

#### Executive Staff

Sherry Ramrattan Smith ([srsmith@etfo.org](mailto:srsmith@etfo.org))

Carol Zavitz ([czavitz@etfo.org](mailto:czavitz@etfo.org))

Kalpana Makan ([kmakan@etfo.org](mailto:kmakan@etfo.org))

Belinda Longe ([blonge@etfo.org](mailto:blonge@etfo.org))

#### Support Staff

Susy Costa ([scosta@etfo.org](mailto:scosta@etfo.org))

Althea Jensen ([ajensen@etfo.org](mailto:ajensen@etfo.org))

Nicole Tighe ([ntighe@etfo.org](mailto:ntighe@etfo.org))

Elizabeth Strater ([estrater@etfo.org](mailto:estrater@etfo.org))

## Funds Available to Members and Locals

### ANTI-POVERTY GROUP FUNDING

Anti-poverty group funding is intended for grassroots level organizations working on poverty issues, undertaking political activities to further their cause, or working directly to benefit those living in poverty in their community. Locals are encouraged to match the grant of up to \$1,000. Please contact Sherry Ramrattan Smith at the ETFO provincial office, extension 2239, [srsmith@etfo.org](mailto:srsmith@etfo.org), for details.

### INTERNATIONAL WOMEN'S DAY

ETFO supports locals' participation in, and develops materials for, International Women's Day events across the province. Please contact Carol Zavitz at the ETFO provincial office, extension 2238, [czavitz@etfo.org](mailto:czavitz@etfo.org), for details.

### ANTI-HOMOPHOBIA AND HETEROSEXISM INITIATIVES GRANT (LGBT LOCAL FUNDING)

The Anti-Homophobia and Heterosexism Initiatives Grant (LGBT Local Funding) is available to ETFO locals to assist with the costs to provide training on, awareness of, and/or participation in events that address homophobia and heterosexism. Please contact Sherry Ramrattan Smith at the ETFO provincial office, extension 2239, [srsmith@etfo.org](mailto:srsmith@etfo.org), for details.

### EQUITY WORKSHOP INCENTIVE FUNDING

A maximum of \$300 per local is available to encourage equity workshop presentations for members. Please contact Carol Zavitz at the ETFO provincial office, extension 2238, [czavitz@etfo.org](mailto:czavitz@etfo.org), for details.

### WORKING WITH EQUITY-SEEKING COMMUNITY GROUPS — WOMEN'S PROGRAM

This program is a partnership with locals focusing on support for women in their community. The ETFO provincial office provides a maximum of \$2,000 per local. Please contact Belinda Longe at the ETFO provincial office, extension 2244, [blonge@etfo.org](mailto:blonge@etfo.org), for details.

### LOCAL INCENTIVE FUNDING

This program provides funding to locals to assist them with costs related to providing the following programs: career awareness for female students, female athletic incentive, professional growth for women members, science, technology, and math programs for female students, and status of women activities. Please contact Sherry Ramrattan Smith at the ETFO provincial office, extension 2239, [srsmith@etfo.org](mailto:srsmith@etfo.org), for details.

### RACE RELATIONS LOCAL RETREATS

Locals and combinations of locals plan equity partnership programs with outreach to Aboriginal and racialized women members and women members with a demonstrated commitment to equity work. The provincial office provides up to \$2,000 per local. Please contact Sherry Ramrattan Smith at the ETFO provincial office, extension 2239, [srsmith@etfo.org](mailto:srsmith@etfo.org), for details.

### STATUS DONATIONS

This program provides donations to organizations that work to improve the status of women and girls in Canada. Please contact Sherry Ramrattan Smith at the ETFO provincial office, extension 2239, [srsmith@etfo.org](mailto:srsmith@etfo.org), for details.

### WOMEN IN CRISIS

This program provides annual donations to centres that provide emergency shelter, counselling, and referral services to women in crisis. The provincial grant is forwarded directly to the facility and a matching local grant is encouraged. Please contact Sherry Ramrattan Smith at the ETFO provincial office, extension 2239, [srsmith@etfo.org](mailto:srsmith@etfo.org), for details.

### DISABILITY CONNECTIONS INCENTIVE FUND

Members may apply for a maximum of \$300 to attend disability-focused events in their local community in order to provide more connections for students and teachers with community resources in the area of disability awareness and education. Please contact Belinda Longe at the ETFO provincial office, extension 2244, [blonge@etfo.org](mailto:blonge@etfo.org), for details.

### LOCAL ANTI-RACIST/EQUITY COMMITTEE SUPPORT

ETFO staff work with locals to support their equity work or to establish committees responsible for equity and social justice initiatives. Please contact Sherry Ramrattan Smith at the ETFO provincial office, extension 2239, [srsmith@etfo.org](mailto:srsmith@etfo.org), for details.

## Programs, Workshops, and Initiatives

### ...and still we rise

#### ANNUAL LEADERSHIP AND PROFESSIONAL DEVELOPMENT CONFERENCE FOR WOMEN

Conference Theme: *Working Together to Create Healthy Schools and Communities.*

February 10-12, 2010, Fairmont Royal York Hotel, Toronto. 2010 marks the 10<sup>th</sup> year for ETFO's provincial conference for women. The conference will feature motivational speakers such as Linda Edgecombe and Dr. Jane Bluestein, as well as a variety of elective sessions and workshops that develop and explore the conference theme.

#### LOCAL SOCIAL JUSTICE & EQUITY COMMITTEE CHAIRPERSON TRAINING

September, 2009

This workshop provides members chairing local social justice/equity/human rights committees with training and support in their roles, and with opportunities to share expertise and strategies.

#### PROFESSIONAL LEARNING COMMUNITIES WP

This program invites participants to critically examine their equity understandings and practices through personal reflections and discussions of current research. Three social justice programs are offered this year. Registration forms are available on the ETFO website.

#### FUTURE TEACHERS OUTREACH INITIATIVE

This initiative will be focused on outreach to university, high school, and middle school students from designated groups that are under-represented in the teaching population. Initiatives may include a one-day conference that teachers from across the province could bring students to, to learn more about the profession of teaching and how to become a teacher in Ontario. Funds may also be used in liaising with community groups that have a focus on outreach to under-represented groups in teaching.

#### VISIONS: NEW TEACHER LEADERSHIP

This program is for women in their first five years of teaching. Emphasis is on leadership within the union.

#### LEADERS FOR TOMORROW

This program provides women members from designated groups with an intensive, year-long leadership development opportunity. Participants put their learning into practice throughout the year.

#### ETFO EQUITY NETWORK

<http://teams.etfo.ca/equitynetwork>

The ETFO Equity Network is an online forum that is dedicated to promoting equity issues within the union and in society in general. Registered members will have access to discussion forums where they can share thoughts, ideas, and opinions with colleagues across the province. Members also share information such as articles, websites, and resources pertaining to various equity issues that are integral to the pursuit of social justice.

#### STATUS OF WOMEN CHAIRPERSON TRAINING

This program allows for provincial training and support of Status of Women chairpersons from each local.

#### EXAMINING VIOLENCE AGAINST WOMEN: BREAKING THE SILENCE

ETFO provides training to members who then offer and facilitate local workshops focusing on understanding violence against women. This program includes a mixed-gender format and a women's only workshop.

#### TAKE BACK THE NIGHT

This is an initiative highlighting the issue of violence against women, and the right of women to be safe and able to walk without fear, particularly at night.

#### CONNECTIONS

This workshop uses suggested lessons from the *Connections* resource to engage in discussion and learning about gender-related issues.

#### FOCUS ON ABILITY:

#### PROMOTING AN INCLUSIVE WORK ENVIRONMENT

This workshop presented by provincial staff is a 30 minute overview of disability issues that affect our members, with a focus on their rights and the union's responsibilities. It also highlights the four A's of Accessibility: Advocacy, Awareness, Accommodation, and Ability. This could be offered as a component of steward training.

#### BEYOND THE BREAKFAST PROGRAM

This workshop explores the stigma of being poor, issues connected to family poverty, self-esteem and literacy problems, and steps teachers can take to make a difference in their classrooms, schools, and beyond.

### CRITICAL DISCOURSE ANALYSIS

Critical Discourse Analysis (CDA) is a strategy of examining communicative methods such as text, conversations, and films for understanding how racism is reproduced. The CDA workshop involves searching for messages, assumptions, and persuasive techniques that often remain hidden and making them visible in an effort to become more critically informed in our decision-making.

### ACCESS WITHOUT BORDERS: EXPLORING DISABILITY ISSUES

This workshop is intended to inform members about visible and non-visible disabilities. It explores attitudinal, physical, policy and societal barriers, and works to dispel myths about people with disabilities.

### IMAGINE A WORLD THAT IS FREE FROM FEAR

This workshop is named after the ETFO resource upon which it is based. The Kindergarten-to-Grade 8 equity curriculum focuses on the following themes: pride and self-respect, safe schools and safe communities, anti-bullying and conflict resolution, and relationships.

### HOMOPHOBIA AND HETEROSEXISM: MEMBER RIGHTS, UNION RESPONSIBILITIES

This 30 minute workshop presented by provincial staff can be offered as a component of steward training. The focus is on the legal aspects of discrimination based on sexual orientation and includes strategies for stewards in their advocacy role.

### THE POWER OF STORY: VOLUMES ONE AND TWO

Locals can access a workshop based on these Kindergarten-to-Grade 8 curriculum resources that present real stories that relate to a variety of social justice issues. Lesson activities and extensions are linked to the Ontario curriculum.

### LOCAL ANTI-RACIST EDUCATION AND EQUITY COMMITTEES

Provincial staff will assist in establishing and/or continuing the work of local equity committees with some resources provided by ETFO.

### WE'RE ERASING PREJUDICE FOR GOOD AND RESPECTING CULTURES AND HONOURING DIFFERENCES

This workshop uses the ETFO anti-bias curriculum resources *We're Erasing Prejudice For Good* and *Respecting Cultures and Honouring Differences*. The goal is to provide educators and students with a viable method of acquiring skills and knowledge to successfully navigate in a diverse world.

### MEDIA AWARENESS WORKSHOP

The focus of this workshop is to assist members to teach Junior and Intermediate students to become critical and informed consumers of mass media. Lesson plans are linked to the Ontario curriculum.

### THE CIRCLE OF LEARNING: ABORIGINAL PERSPECTIVES FOR ELEMENTARY CLASSROOMS

This workshop focuses on traditions as well as current Aboriginal issues. It features lessons linked to Ontario's curriculum. Relevant resources are explored.

### LEARNING ABOUT AND UNDERSTANDING CULTURAL AND RELIGIOUS DIFFERENCES: A FOCUS ON ISLAM

As part of a new equity workshop series, this workshop will explore the cultural and religious practices related to Islam that teachers must understand in order to provide safe learning environments for all of their students. The workshop will highlight the key components of Islam as well as work to dispel myths, stereotypes, and prejudices that are related to cultural and religious differences.

### ROOTS OF EQUALITY

This workshop is an introduction to the *Roots of Equality* resources, raising awareness of violence against women and fostering students' healthy, equal relationships.

### EQUITY 101

This workshop is meant to introduce members and locals to some fundamental ideas in equity work and the legal context.

### WOMAN ABUSE AFFECTS OUR CHILDREN

ETFO partners with the Ontario Women's Directorate and Springtide Resources in this program, which provides workshops for members on the effects of woman abuse on children and how educators can help.

### CURRICULUM WRITING — A SOCIAL JUSTICE FOCUSED ONLINE RESOURCE FOR ELEMENTARY STUDENTS

Five members will be selected to create a resource that promotes equity and inclusion. The application form will be posted on the ETFO website in the Equity and Women's Services section.

### INCLUSIVE CURRICULUM SYMPOSIUM

This program focuses on leadership in equity and inclusion. Goals include exploring the role that leadership plays in infusing equity issues throughout the formal and informal curriculum and developing strategies to address challenges that may arise.

## ETFO Equity Resources

ETFO develops a variety of resources to assist teachers in addressing social justice issues.

Visit [www.etfo.ca](http://www.etfo.ca) to order these resources from shopETFO.

### CURRICULUM & PROGRAM DOCUMENTS

- *We're Erasing Prejudice for Good: A School-Wide (Kindergarten-to-Grade 8) Anti-Oppression Curriculum Support Resource*
  - Literature-based, thematic, curriculum resource.
  - 360 lessons and resource guide.
- *Respecting Cultures and Honouring Differences:*
  - 2002 Supplement to *We're Erasing Prejudice for Good*
  - revised resource guide and 70 additional lessons
- *Effaçons les préjugés pour de bon.*
- *Community Role Models Resource Inventory.*
  - Hastings-Prince Edward.
  - Thames Valley.
  - Toronto.
  - Algoma.
- *The School That Equity Built.*
- *Imagine a world that is Free from fear: A Kindergarten-to-Grade 8 resource addressing issues relating to homophobia and heterosexism.*
- *Connections: A Kindergarten-to-Grade 8 resource with suggested activities and creative pieces that engage students in learning about gender-related issues. A variety of social justice topics are addressed.*
- *Lesbian, Gay, Bisexual, and Transgender Issues in Education Resource List.*
- *Pregnancy & Parental Leave: A Guide to Rights & Responsibilities (Bilingual).*
- *The Power of Story: A Kindergarten-to-Grade 8 resource that links the experiences of*

- Canadian girls and women to curriculum. Volumes One and Two.
- *Blurred Vision: Rethinking the Ontario Curriculum.*
- Status of Women Resources Binder.
- *Take a Closer Look: A practical guide to exploring issues of media violence in the Intermediate classroom.*
  - Supplement: Curriculum Links for Junior grades.
- Anti-Racist Education Pamphlets:
  - Working in the Classroom.
  - Working with Parents and Community.
  - Working with Students.
- *Roots of Equality* Resources designed to help foster students' healthy, equal relationships and raise awareness of violence against women:
  - Lesson plans for Grades 1 to 8.
  - Tip sheets for educators and parents.
  - Workshops for Grade 7/8 girls' conferences.
- *Racism Hurts* lesson plans and posters.
  - French and English posters.
  - Kindergarten-to-Grade 8 lesson plans.
  - Reproducibles (available on the ETFO website).
- *Let's Talk About It: Exploring issues of gender equity and violence against women (coming October, 2009).*
- *Beyond the Breakfast CD: Kindergarten-to-Grade 8 curriculum resource.*
- *Social Justice Begins With Me: A curriculum support resource.*

- A comprehensive, literature-based, Kindergarten-to-Grade 8 school-wide program.
- Promotes critical thinking and anti-oppression education.
- Offers tips for teachers, suggested activities, book lists, and strategies for community involvement (to be released in 2010).

### POSTERS AND PAMPHLETS

- Connections Bookmark and Poster.
- Embrace Diversity/Confront Prejudice Bookmark.
- Welcome to School Poster and Language Map.
- Inclusive Curriculum Comes Out of the Closet Poster.
- Challenging Homophobia and Heterosexism Pamphlet.
- Free from Fear Bookmark.
- Positive Space Poster.
- Responding to Homophobia and Heterosexism Pamphlet.
- Focus on Ability Pamphlet and Poster.
- Nurturing a Child's Self-Esteem Pamphlet.
- Say NO to Bullying Pamphlet.
- Women's Issues Posters Package.
- Turtle Island Poster.
- Women's Programs Pamphlet.
- A package of Human Rights materials.
- Human Rights Poster and Pamphlet.
- Power of Story Poster.
- Building Understanding About Classism Pamphlet.
- See Ability, Not Disability Bookmark.