

Anti-Oppression Training Protocol

Approved by CUPE 3903 Executive: July 20, 2009

Presented to CUPE 3903 GMM: August 18, 2009

Preamble

The implementation of this protocol results from a motion passed at the Feb 4, 2009 CUPE 3903 General Members' Meeting.

The CUPE 3903 policy manual states:

CUPE 3903 requires that the Executive Committee and the Stewards' Council all do anti-oppression training at the beginning of their term in office.

We should hold an anti-oppression training session at the first GMM in September, in order to familiarize new union members with anti-oppression principles.

All CUPE 3903 committees are to undertake anti-oppression training within the first 75 days of their appointment.

This protocol will be the guide by which these policies are implemented.

The union commits to a process of implementing co-facilitation of anti-oppression training workshops. This includes for workshops that are conducted by staff, members and outside individuals or groups. The principle of co-facilitation recognizes the expertise of and representation by people in oppressed groups in anti-oppression work.

Overview

1. At the September GMM, the Equity Officer and a co-facilitator (when possible) will carry out a brief overview of "Union Membership and Anti-Oppression Principles." Based on the principles and guidelines in the equality statement, this will be an overview of how power relations and oppression tend to happen in union and workplace life (both union/management and member-to-member).

2. Within one month of the start of their term all executive committee members will:

a) attend a training run by the Equity Officer and a co-facilitator (when possible) to learn how to implement the "Member-to-Member Anti-Harassment Procedure";

b) at the first GMM after the GMM at which committees are elected ask for member input on priorities for union equity work in the executive committee's upcoming term;

c) meet with the Equity Officer to assess educational needs and plan for equity work for their term in office.

3. At the start of their terms, with the assistance of the Equity Officer, each committee and working group will assess their equity educational needs and organize activities to specifically address these.

4. In addition, every April an “Introductory Anti-Oppression Education Workshop” will be offered by the Equity Officer and a co-facilitator (when possible) to all committee and group members new to oppression issues and power relations.

Developing, Implementing and Evaluating Anti-Oppression Educational Sessions

1. Each committee and working group will meet with the Equity Officer (EO) for an initial discussion on education and training needs. In consultation with the group, the EO may also follow up with a written needs assessment with committee and working group members.

2. On completion of the needs assessment, the EO will prepare a proposal to the committee with suggestions for how the training and equity planning work may be carried out. The proposal will include an outline of the content, the process by which the work may be done, recommendations for co-facilitation, recommendations for staff, member or outside individuals or groups’ involvement in the work, and the amount of time required.

Where workshops are proposed, there will be a minimum of one, three-hour session, plus a second follow-up session of two-hour minimum within one month of the first session.

3. The committee will discuss the proposal with the EO and then make a decision on the implementation of the proposal.

4. An evaluation form will be made available at the end of workshops. This will be the case whether staff, member or outside individual or groups conduct the workshop. The EO will follow-up and provide a general report on evaluation feedback with the committee and working group as part of the follow-up session. Evaluation forms will then be shred.