

# Responding to Discrimination, Racism, and/or Hate

## A TOOLKIT FOR OSSTF D16 T/OT MEMBERS



Included below are avenues for members to consider when responding to incidents of racism, discrimination, and/or hate in the workplace. Members are always encouraged to contact the OSSTF D16 T/OT Office for support options and potential next steps.

### BRANCH PRESIDENT(S)

- Connection to OSSTF D16 T/OT Office
- Support in connecting with Administration
- Direction to available resources

### ACCESSING SUPPORT AT THE SCHOOL LEVEL

- Support and advocacy in responding to/or reporting discrimination to Administrators or Superintendents

### OSSTF PROVINCIAL

- Provincial Equity Team & Equity Officer
- Protective Services Department
- Legal Services
- Mediation Services Resource Bank
- Educational Services Department

### ANTI-HARRASSMENT OFFICER(S)

- Available at all OSSTF District and Provincial meetings / events
- Contact info is provided at the start of every meeting / event

### OSSTF D16 OFFICE STAFF

Muna Kadri - President  
[muna.kadri@osstfd16.on.ca](mailto:muna.kadri@osstfd16.on.ca)

Vanessa Stoby - 1st Vice President  
[vanessa.stoby@osstfd16.on.ca](mailto:vanessa.stoby@osstfd16.on.ca)

Carmella Goodridge - Dismantling Anti-Black Racism Officer: Equity, Anti-Racism and Anti-Oppression Officer  
[carmella.goodridge@osstfd16.on.ca](mailto:carmella.goodridge@osstfd16.on.ca)

Scott West - District Executive Officer  
[scott.west@osstfd16.on.ca](mailto:scott.west@osstfd16.on.ca)

### HUMAN RIGHTS COMMISSIONER'S OFFICE

[human.rights@yrdsb.ca](mailto:human.rights@yrdsb.ca)

- Receives and responds to human rights complaints, concerns and/or matters brought forward by a member of the board
- Independent from the school board

### ACCESSING SUPPORT FROM HUMAN RESOURCES

- Support and advocacy in responding to/or reporting discrimination to the Human Resource Services Department
- Available mental health and wellness supports/resources

### ACCESSING SUPPORTS FROM ISCS

- Support and advocacy in responding to and/or obtaining supports from Inclusive Schools and Community Services Department