



## UNIVERSITY OF TORONTO EDUCATION WORKERS

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8 June 2020

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This past week, millions mobilized against anti-Black racism, white supremacy, and the police state in the United States and around the world. Here in Toronto, thousands took to the streets to demand [an independent investigation into the death of 29-year-old Regis Korchinski-Paquet](#) at the hands of Toronto Police. All of this has taken place in the midst of a pandemic that has demonstrated the failure of public services to care for Black, Indigenous, and racialised lives.

Meanwhile, our Prime Minister [failed to condemn](#) the targeted violence that sparked this uprising and our Premier denied that Canada even has a comparable [racial discrimination problem](#). If the parties imposing austerity on our social services truly cared about their bottom line, they would listen to the [call of Black activists](#) and defund the police. But, no. Our Prime Minister, Premier, and Mayor have all refused to act on these calls. It appears these structural solutions aren't in their interests.

We must confront institutional racism not only in our city, but also in our workplace. Academia enshrines and protects structural inequities that privilege white voices and disadvantage Black students and scholars, and the University of Toronto is no exception. Its basis in colonialism and white supremacy continues in the everyday racism in our departments and classrooms.

In 2018, a group of CUPE Local 3902 members created the [Sick of Racism](#) campaign to diagnose this everyday racism as a serious health and safety issue. This campaign also provided tools to [respond to racism and harassment in the classroom](#). We share these resources now to recognize the work of the members behind this campaign, while acknowledging that more must be done to combat racism in our workplace and communities, including our Local.

In solidarity with the [Black Students' Caucus of the Canadian Federation of Students](#) and all of our BIPOC members and allies, we call on the University of Toronto to:

1. Call on the government at all levels to defund and disband the police and fund anti-oppressive alternatives to militarised policing.
2. Publicly reject the false narrative that there is no systemic anti-Black racism in Canada.
3. Treat racism as a public health crisis that afflicts our workplace. Support departments and Joint Health and Safety Committees in implementing the University's [equity and anti-harassment policies](#).
4. Offer quality, paid training to all academic workers on decolonial and anti-oppressive pedagogy.
5. Implement the calls to action of the University's [report on Truth and Reconciliation](#) and integrate Indigenous thought and philosophies throughout the curriculum.

In addition to lobbying our government and employer, we must take a hard look at the structures that shield and perpetuate racial injustice in our own organisation. At CUPE Ontario Conventions, CUPE 3902 delegates have repeatedly advocated for motions to remove police from our Union, and we will continue to take this stance until we see the change we need.

CUPE 3902 offers its resources to members who have campaigns and initiatives that support Black, racialized, and Indigenous communities.

1. The Executive Committee can quickly approve donations of up to \$200. Larger donations must be approved at a General Membership Meeting, and typically range between \$1000 and \$5000 for progressive organisations and initiatives. Complete our [donation request form](#) to request a donation of any amount.
2. In addition, our budget sets aside funds to cover expenses related to rallies and other solidarity actions. Contact [st@cupe3902.org](mailto:st@cupe3902.org) if you are interested in accessing these funds to support Black Lives Matter.

In solidarity,

The Executive Committee  
CUPE 3902