

# Accessibility, Inclusion, Diversity, and Equity

(A.I.D.E.)

## STRATEGIC PLAN

ONTARIO ENGLISH  
Catholic  
Teachers  
ASSOCIATION

October, 2022





The AIDE Strategic Plan aims to embed Accessibility, Inclusion, Diversity, and Equity into the culture of the Association for members and leaders. The AIDE Strategic Plan was informed by the July 2021 OECTA Equity, Diversity, and Inclusion (EDI) audit of the members' experiences within the union that provided valuable learning for the Catholic Association. Discussions with members and Association leaders over the past year have built a foundation to advance an inclusive and equitable culture within the Association's learning and engagement workplace practices. OECTA's vision to AIDE is guided by the [AIDE Framework](#).

### The strategy is intended to provide a roadmap to:

- ▶ An ecosystem approach to OECTA that leverages the connections between the Association consisting of a diverse membership of Ontario Catholic school board teachers, local units, and the provincial Association.
- ▶ An intersectional approach that acknowledges systemic discrimination due to gender identity, sexual orientation/sexual expression, abilities/disabilities, race, and ethnicity, among other aspects of identity that impact access to opportunities for underrepresented members.
- ▶ Identify, address, and remove systemic barriers that undermine the Association's vision for equitable participation for all members.
- ▶ An incremental approach to institutional change over the next five years (and beyond) that requires the full participation of all stakeholders.

### Goal

- 1/ Association Leaders (Provincial executive and unit leaders) champion the strategic value of AIDE for the Association's growth.
- 2/ An equitable culture that fosters belonging and inclusion, where diverse members thrive.
- 3/ AIDE governance and member structures are credible, valuable, and sustainable resources.
- 4/ Policies and practices promote an inclusive and welcoming environment.
- 5/ An inclusive culture that fosters the belonging and engagement of members in their diversities.

### Outcome 2022

- 1/ All leaders understand their members' equity barriers and plans are developed to close gaps in skills, systems, procedures, and practices.
- 2/ Equity deserving members' voices are elevated and support is provided to find creative solutions for their equitable participation.
- 3/ Capacity needs of AIDE governance and member structures are understood, and plans developed to support their mandate.
- 4/ Equity gaps in policies and practices are identified and understood. Strategies are developed to close the gaps.
- 5/ Equity data collection systems identify who is represented and who is left out.

### Outcome 2027

- 1/ Leaders model inclusive behaviour and champion AIDE internally and externally.
- 2/ An equitable culture that fosters belonging, inclusion, and where diverse members thrive is achieved.
- 3/ AIDE structures are sustainable and provide valued, ongoing recommendations for equitable governance and member engagement.
- 4/ Regular revision and updates ensure that policies and practices are equitable.
- 5/ Equity data informs culturally responsive programs and services that foster belonging of members in their diversities.

## Association Leaders and Members Champion AIDE:

The strategy aims to weave Accessibility, Inclusion, Diversity, and Equity at various levels of our Association. Strategic decision-making by Association leaders (provincial leaders and unit leaders) on issues related to equitable policies, practices, systems, and structures contained in the Association *Handbook*. Unit bylaws and provincial office operations are prioritized over the next five years to build equitable practices. This will be supported with a leadership training program to enhance cultural competency, inclusive leadership, and the duty of care of Association leaders.

Evidence-based communication that builds union support to eliminate systemic barriers faced by Indigenous members, racialized members, members with disabilities, and 2SLGBTQIA+ members who are often held back by racism, homophobia, ableism, and sexism in institutional systems and practices that were not designed inclusively. Priority is given to elevating diverse members' voices based on their lived experiences, promotion of self advocacy and allyship that allows them to thrive within the Catholic education system.

The AIDE Taskforce has played a pivotal role in reviewing the Association *Handbook* changes and providing recommendations to the 2022 and 2023 AGMs. The enhanced Diversity Advisory Board will be supported to curate safe spaces for difficult conversations / creative solution finding for affinity groups (resource groups organized on social identities: Indigenous members, members with disabilities, 2SLGBTQIA+, racialized, and Black members and their allies) at various engagement forums hosted by the Association, such as AGM Caucuses and Connecting with Members Forum series.

Metrics will measure the ability to address equity issues, representational equity across the association and AGM resolutions passed because of member and Association initiatives.

## The Five-Year Roadmap:

To embed Accessibility, Inclusion, Diversity, and Equity into the fabric of our culture will require deliberate action over the next five years to build sustainable change. The roadmap below shows how the strategic outcomes will be achieved.

The first year (2023) builds on the foundational work that began in 2022. It will focus on defining and developing identified operational plans for priorities such as anti-racism/anti-oppression programs for members while setting up equity data systems for staff. Years two and three (2024 and 2025) will support implementation and close monitoring for lessons. Years four and five (2026 and 2027) will focus on growth and sustainability with a plan to evaluate the five-year strategic plan at the end of the strategic period.

