

ETFO's Leadership Program for Black Members

CODE BLACK

Leaders with Purpose and Conviction

ETFO is excited and proud to offer the first leadership program for all members who self-identify as Black.

CODE BLACK is a multi-session program that includes online sessions, webinars, assignments and experiences directly related to leadership roles within ETFO. Participants are expected to participate fully in all aspects of the program.

This program is part of ETFO's multi-year strategy on addressing anti-Black racism and our commitment to equity and social justice.

CODE BLACK participants will;

- Gain an in depth understanding of the Federation's structure, procedures and policies;
- Identify their personal assets and leadership skills;
- Acquire mental health and self-care strategies that support the needs of Black educators;
- Examine different leadership opportunities within the educational sector;
- Analyze social and educational issues through an intersectional perspective; and
- Implement strategies and/or initiatives that contribute to systemic and sustainable change within the labour movement and/or educational sector.

PROGRAM REQUIREMENTS:

- Attending and participating in all sessions;
- Completing all online readings and assignments;
- Completing an action plan/practicum activity;
- Providing a brief presentation at the Annual Conference on Addressing Anti-Black Racism on May 28 and 29, 2021; and
- Preparing a handout summarizing action plan/practicum, activity for other participants.

To apply please go to

events.etfo.org/upcoming-events and click on the Leadership Program for Black Members tab. Please have your ETFO membership number available.

**Deadline to apply is
Friday, November 27, 2020.**

For more information please contact:
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CODE BLACK will be delivered online with the D2L learning platform used in ETFO's professional learning courses. Participants will complete online assignments and engage in online discussions on D2L.

ETFO will cover the costs applicable costs in-person session (course materials, meals, transportation, accommodations, dependent care and release time) for accepted participants as per provincial guidelines.

SELECTION CRITERIA:

As there are a limited number of spots available, consideration will be given to the following:

- Self-identify as Black;
- Fully completed application forms;
- Commitment to attend and complete all sessions; and
- Geographical representation (note more than one person in the same local may be selected).

Successful participants will be notified by Monday, December 7. Visit events.etfo.org to register.

CODE BLACK SCHEDULE:

Each module will incorporate guest speakers, resources and strategies for participants to cope with the many forms of oppression and microaggressions experienced daily. Team building and networking will be incorporated throughout the program for participants to build up support within their cohort.

Module	Location	Date
Module 1 Union Involvement	Online Via Zoom	January 8-9, 2021
Module 2 Personal Assets and Leadership Skills	Online Via Zoom	April 17, 2021
Module 3 Creating and Sustaining Systemic Change	In-person/Online Via Zoom	May 28-29, 2021