

ONA'S ANTI-RACISM AND ANTI-OPPRESSION (ARAO)

Action Plan Priority Areas

“Strengthening Our Union Collectively Through Anti-Racism and Anti-Oppression.”

ARAO EDUCATION

Provide ARAO education to address intersectional forms of racism.

GENERAL SUPPORT, RESOURCES AND TOOLS

Provide ARAO support, resources and tools to members and staff who may not have direct lived experiences with intersectional forms of racism.

ORGANIZATIONAL DEVELOPMENT & OPERATIONS

Integrate ARAO practices into every level of operations and work environments.

RECONCILIATION

Develop ONA's Reconciliation Action Plan to strengthen our capacity to support Indigenous members and staff.

REPRESENTATION MATTERS! LEADERSHIP

Increase the representation of Indigenous, Black, Racialized and historically marginalized members at every level of leadership, including the Board of Directors.

SUPPORTING INDIGENOUS, BLACK, RACIALIZED & HISTORICALLY MARGINALIZED MEMBERS AND STAFF

Develop systems of accountability to better support Indigenous, Black, Racialized and historically marginalized members and staff.

LEADING CHANGE: 2022 AND BEYOND

Leverage ONA's leadership to advocate for the intentional integration of anti-racism and anti-oppression into Ontario's health-care system.

