

ONA's HRE and ARAO Journey

ONA celebrates 50 years of milestones

1970s



1973

The Ontario Labour Relations Board approves the status of ONA as a trade union.



1979

ONA filed a grievance in 1979 on behalf of Josie Makotoko, a Registered Nurse and Midwife, alleging racial discrimination at the Sudbury District Health Unit. Parties settled and agreed she would be promoted.

1980s



1981

Landmark arbitration award between ONA and the OHA that states "3.03 It is agreed that there will be no discrimination by either party or by any of the nurses covered by this Agreement on the basis of race, creed, colour, national origin, sex, sexual orientation, marital status, age, religious affiliation or any other factor which is not pertinent to the employment relationship."

1990s



1992

ONA pioneers a new group policy for AIDS coverage for its 55,000 members. The policy, reportedly the only one of its kind in North America, becomes effective on February 1 and draws tremendous media attention.



1993

Elizabeth Clinton, a staff RN at Local 209, wins a human rights bid to allow same-sex spouses to receive benefits.



1994

A landmark settlement for seven Black nurses, Valda Christian, Sue Dillon, Janet Edwards, Lana Henry, Sharon Luddington (formerly Palmer), Annette Wilmot, and Hazel Washington, from Toronto's Northwestern General Hospital, which included compensation to the nurses and a mandatory human rights complaint process in the hospital, ends a bitter four-year battle which included the nurses taking their case to the Ontario Human Rights Commission.



1995

- ▶ Anita Henson is elected to the ONA Board of Directors; one of the first Black ONA Board members.
- ▶ Ancilla Ho Young elected to the ONA Board of Directors; one of the first Persons of Colour on the ONA Board of Directors.

2000s



2000

ONA presents its first Human Rights and Equity Caucus to precede the ONA Biennial Meeting. Dr. Tania Das Gupta leads panel discussion in regard to racism and other discrimination issues.



2006

ONA launches the Equity Leadership Development Program, inviting female members from designated groups to participate in an intensive program designed to help cultivate new leaders who reflect diverse grassroots members.



2007

ONA leaders and staff carry ONA's rainbow flag in the Toronto Pride Parade for first time as part of the union's commitment to human rights and equity.

ONA's HRE and ARAO Journey

ONA celebrates 50 years of milestones

2010s



2011

- ▶ ONA hosts a contingent from the Caribbean-Canada Emerging Leaders' Dialogue, an executive leadership development program.
- ▶ ONA initiates quarterly Human Rights Teleconnects.



2013

- ▶ ONA members attended the Pride Parade in Toronto resulting in a record turnout for us as a union.
- ▶ Pam Mancuso elected to the ONA Board of Directors; one of the first Indigenous ONA Board members.



2014

- Pride flag raised at ONA Toronto Office for first time.



2015

- ONA moves to highlight to its membership major observances, including Black History Month, International Women's Day, International Day for the Elimination of Racial Discrimination, National Day of Mourning, National Indigenous Peoples Day, Pride, Labour Day, and the National Day of Remembrance and Action on Violence Against Women.



2017

- ONA Local 83 participates in Ottawa Pride Parade for the first time.



2018

- ONA celebrates LGBTQI2S members with its "RN Pride" campaign.



2019

- ▶ ONA commemorates Black History Month with its first ever telecast focusing on the experiences of Black members.
- ▶ The last in-person caucus before the COVID-19 pandemic, *LGBTQI2S Issues in Health Care*, is a major success with one of the largest member turnouts to date."

2020s



2020

- ONA observes Black History month with the launch of a Podcast which recognizes the contributions, leadership, and resiliency of Black and African nurses and healthcare professionals.



2020

- In the response to tragic deaths in the Black and Indigenous communities, ONA releases its Anti-Racism Position Statement.



2020

- ONA's 2020 Human Rights and Equity Caucus for the first time focuses on Indigenous, Black and Racialized ONA members sharing their stories, under the theme *Beyond Good Intentions: Confronting Racial Discrimination Through Solidarity*.



2021

- ONA launches our inaugural human rights and equity podcast and book club, along with a website full of resources.



2021

- ONA achieves a Letter of Understanding in the Hospital Central Collective Agreement with a commitment to equity, diversity and inclusivity and an establishment of a committee to achieve the goal of providing quality care and equitable outcomes for patients.



2021

- ONA creates the Anti-Racism Advisory Team, a membership-driven team, which will provide the Board of Directors, Senior Leadership, and membership with recommendations on anti-racism and anti-oppression matters.



2021

- ONA establishes the staff-led Anti-Racism and Anti-Oppression (ARAO) Working Group, and engages Tomee Sojourner-Campbell as Lead Consultant to help guide their work to consult with ONA members and devise an ARAO action plan for the organization.



2022

- ONA releases a four-year Anti-Racism and Anti-Oppression Action (ARAO) Plan—a direct result of a call to action from ONA members, leaders and staff with lived experiences with intersectional forms of racism.



2022

- ONA's Human Rights and Equity Caucus *Truth and Reconciliation: History, Healing and Hope*, is our first time focusing on Indigenous Peoples.

If you have corrections or updates to this ONA Milestones document, please let us know through email at arao@ona.org



ONA PROVINCIAL OFFICE: 85 Grenville St. | Toronto, ON M5S 3A2 | TEL: (416) 964-8833 | TOLL FREE: 1-800-387-5580 | FAX: (416) 964-8864