



19TH ANNUAL

BROMLEY

LLOYD ARMSTRONG

Awards Gala

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Proceeds of the Bromley Lloyd Armstrong Awards Gala go toward supporting human rights and social justice work led by Labour Community Services, in partnership with the Equity Committee of Toronto & York Region Labour Council.

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19TH ANNUAL
BROMLEY

LLOYD ARMSTRONG

Awards Gala

JUNE 21, 2024

HOLIDAY INN TORONTO INTERNATIONAL AIRPORT
970 DIXON RD., TORONTO, ONTARIO M9W 1J9

HOSTED BY

LABOUR COMMUNITY SERVICES AND
THE EQUITY COMMITTEE OF
TORONTO & YORK REGION LABOUR COUNCIL

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Toronto **Community**
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BROMLEY

LLOYD ARMSTRONG

A Black trade unionist, community organizer and activist, Bromley Lloyd Armstrong was a pivotal figure in the early anti-discrimination campaigns in Ontario that led to Canada's first anti-discrimination laws. As a self-described "blood and guts" ally of the working poor, he demonstrated a lifelong commitment to the trade union movement and the battle against disadvantage and discrimination. For more than six decades, Armstrong worked for human rights, helping to generate civic and government support for racial equality and advocating for human rights reforms in public policy.



Program

EMCEES

KEITH MENEZES, USW 9197
SHYANNA MEDICINE, SEIU HEALTHCARE

5:30 PM - 7:00 PM

DINNER

7:00 PM - 9:00 PM

WELCOME

LAND ACKNOWLEDGEMENT

AFRICAN ANCESTRAL ACKNOWLEDGEMENT

PRESENTATION OF TOBACCO OFFERING

INDIGENOUS OPENING BY ELDER LARRY FROST

RED SKY PERFORMANCE

THE LABOUR MOVEMENT

SPONSOR RECOGNITION

BROMLEY LLOYD ARMSTRONG'S LEGACY

TOGETHER, MOVING FORWARD IN POWER

PRESENTATION OF THE 2024 BROMLEY LLOYD ARMSTRONG AWARDS

CONGRATULATORY MESSAGE

INDIGENOUS CLOSING BY ELDER LARRY FROST

9:00 PM - MIDNIGHT

DANCE / RAFFLE / RESOURCE TABLE / PHOTOBOOTH

LAND ACKNOWLEDGEMENT

WE BEGIN BY HONOURING THE LAND THAT WE'RE ON, WHICH HAS BEEN THE SITE OF HUMAN ACTIVITY SINCE TIME IMMEMORIAL. IT IS THE TRADITIONAL TERRITORIES OF THE HURON-WENDAT, ANISHINABEK, THE CHIPPEWA, THE HAUDENOSAUNEE CONFEDERACY AND MOST RECENTLY, THE MISSISSAUGAS OF THE CREDIT RIVER FIRST NATIONS.

THESE NATIONS AND THIS LAND WERE SUBJECT TO THE DISH WITH ONE SPOON WAMPUM BELT COVENANT, AN AGREEMENT TO PEACEABLY SHARE AND CARE FOR THE LAND AND ITS RESOURCES. OTHER INDIGENOUS NATIONS, EUROPEANS, AND NEWCOMERS, WERE INVITED INTO THIS COVENANT IN THE SPIRIT OF RESPECT, PEACE, AND FRIENDSHIP.

TODAY, TKARONTO, NOW KNOWN AS TORONTO, IS UNDER TREATY #13 AND IS HOME TO MANY INDIGENOUS NATIONS FROM ACROSS TURTLE ISLAND, INCLUDING THE INUIT AND THE METIS. WE ARE MINDFUL OF BROKEN COVENANTS AND STRIVE TO MAKE THIS RIGHT, WITH THE LAND AND WITH EACH OTHER.

WE ARE ALL TREATY PEOPLE. MANY OF US HAVE COME HERE AS SETTLERS, IMMIGRANTS, NEWCOMERS IN THIS GENERATION OR GENERATIONS PAST.

ABOUT *the*

BROMLEY

LLOYD ARMSTRONG

Award

The Bromley Lloyd Armstrong Award was established by Labour Community Services and the Equity Committee of Toronto & York Region Labour Council in 2005, to commemorate the courage, dedication, and outstanding service of Bromley Lloyd Armstrong to the Labour and Human Rights Movements in Canada.

The award has been presented annually to an individual(s) (who is a member of a Toronto & York Region Labour Council affiliated union local) that has demonstrated excellence in the areas of labour, equity, and human rights. Since 2021, the presentation of the Bromley Lloyd Armstrong Award has also been presented to a union local. The award goes to an individual/a union who:

- exemplifies the spirit, dedication, and ideas of the Labour Movement
- makes contributions to labour, equity, and human rights
- helps confront human rights violations and supports members experiencing such violations
- promotes equity within their union and the wider Labour Movement
- demonstrates leadership in the Labour Movement and the community
- organizes and educates members on human rights and equity issues (union)
- works to ensure that the employer and the union complied with the provisions under the Ontario Human Rights Code (union)

In 2024, the Bromley Lloyd Armstrong Award will be presented for the first time, to individuals and unions/collectives for Indigenous activism. The award for Indigenous activism goes to an individual/union or collective who:

- identifies as First Nations, Metis or Inuit
- advocates for Indigenous rights in the workplace and community
- exemplifies the spirit, dedication, and ideas of the Labour Movement
- contributes to labour, equity, and human rights
- helps confront human rights violations and supports members experiencing such violations
- promotes equity within their union/collective and the wider Labour Movement
- demonstrates leadership in the Labour Movement and the community (union/collective)
- is an Indigenous-led initiative within the Labour Movement (whether it be a local, caucus or other entity) (union/collective)
- organizes and educates members on human rights and equity issues (union/collective)
- works to ensure that the employer and the union comply with the provisions under the Ontario Human Rights Code (union/collective)

The selection of the award recipients go through a review and approval process by the Toronto & York Region Labour Council's Equity Committee and Executive Board.

BROMLEY LLOYD ARMSTRONG AWARD

Individual Activism

EST. 2005

2005 June Veacock

2006 Clarence Forde

2007 Nicole Ma

2008 Hassan Yussuff

2009 Marie Clarke Walker

2010 Pura Velasco

2011 Janice Gairey

2012 Jojo Geronimo

2013 Fred Upshaw

2014 Herman Stewart

2015 Beverley Johnson

2016 David Onyalo

2016 Winnie Ng

2017 Helen Liu

2017 Tyler Downey

2018 Nigel Barriffe

2019 Mark Brown

2021 Chris Campbell

2021 Liyu Guo

2021 Ivan Dawns

2022 Vanessa Stoby

2022 Carol Wall

2023 Abdi Hagi Yusuf

2023 Joseanne Job

2023 Nicholas Marcus Thompson

2024 Joy Davis

2024 Oyebode Ibidapo-Obe

2024 Deborah Karam

2024 Attasha Jordan

2023 BROMLEY LLOYD ARMSTRONG AWARD
RECIPIENTS



BROMLEY LLOYD ARMSTRONG AWARD

Union Activism

EST. 2021

2021 SEIU Healthcare

2022 Ontario Secondary School Teachers' Federation - District 16

2023 Society of United Professionals IFPTE 160

2023 Toronto Education Workers/CUPE Local 4400

2024 Unite Here Local 75

2022 BROMLEY LLOYD ARMSTRONG AWARD
AND SPECIAL RECOGNITION RECIPIENTS



BROMLEY LLOYD ARMSTRONG AWARD

Individual Indigenous Activism

EST. 2024

2024 Audrey Huntley

2024 Brent Pelletier

2024 Crystal Sinclair

2024 Melissa Somer

Union / Collective Indigenous Activism

EST. 2024

2024 OPSEU/SEFPO Indigenous Circle

2024 Society of United Professionals IFPTE 160

2021 BROMLEY LLOYD ARMSTRONG AWARD
AND SPECIAL RECOGNITION RECIPIENTS



BROMLEY LLOYD ARMSTRONG AWARD

Special Recognitions

Barry Stevens, International Brotherhood of Electrical Workers

Pat May Chandler, Canadian Union of Public Employees

2021 John Cartwright, Toronto & York Region Labour Council

2021 Megan Whitfield, Canadian Union of Postal Workers

2021 Andria Babbington, Toronto & York Region Labour Council

2022 Carolyn Egan, United Steelworkers Local 8300

2024 Nuredin Bulle, Unite Here Local 75



BROMLEY LLOYD ARMSTRONG AND AWARD
RECIPIENTS THROUGHOUT THE YEARS

BROMLEY AWARD

Alumni

PRESENTERS

Each year, it is with great pride that Bromley Lloyd Armstrong Award alumni present the award to the newest recipients as a symbol of Bromley's continued legacy and solidarity within the Labour Movement. This year presenting the awards:

Abdi Hagi Yusuf

2023 INDIVIDUAL RECIPIENT

Winnie Ng

2016 INDIVIDUAL RECIPIENT

Chris Campbell

2021 INDIVIDUAL RECIPIENT

Nigel Barriffe

2018 INDIVIDUAL RECIPIENT

John Weatherup and

John Batasar

2023 UNION RECIPIENT

Marie Clarke Walker

2009 INDIVIDUAL RECIPIENT

John Cartwright

2021 SPECIAL RECOGNITION RECIPIENT

Andria Babbington

2021 SPECIAL RECOGNITION RECIPIENT

Congratulations!

2024 BROMLEY LLOYD ARMSTRONG AWARD RECIPIENTS

AUDREY HUNTLEY

BRENT PELLETIER

CRYSTAL SINCLAIR

MELISSA SOMER

SOCIETY OF UNITED PROFESSIONALS IFPTE 160

OPSEU/SEFPO INDIGENOUS CIRCLE

ATTASHA JORDAN

DEBORAH KARAM

JOY DAVIS

OYEBODE IBIDAPO-OBE

NUREDIN BULLE

UNITE HERE LOCAL 75

Audrey HUNTLEY



Known for her passion and fight for Indigenous rights, Audrey Huntley is of mixed Indigenous and settler ancestry.

Audrey is the co-founder of No More Silence (NMS). NMS is known for its advocacy and support of families of missing and murdered Indigenous women, girls, trans and two spirit (MMIWG2S) people. For the past 19 years, NMS has held a Strawberry Ceremony with the community, in front of the Toronto Police Headquarters on February 14. NMS has also created the first Indigenous-led community database of MMIWG2S in 2011.

During the pandemic, and in recent years, NMS has stood out in their efforts to create accessible space for disabled community members. Their disability justice work includes creating the only fully accessible sweat lodge in Ontario. The Raónraon (Hummingbird) Healing Lodge has been operating since May 2023.

Audrey has been involved in Palestine solidarity for over 30 years and co-founded the Indigenous Land Defence Across Borders Initiative.

Audrey walks her talks and follows through with action. She was instrumental in bringing the union to Aboriginal Legal Services. Others helped once Audrey did the research and made the initial contact. Without Audrey's contributions, Aboriginal Legal Services staff would still be without a union.



SOCIETY *of*
UNITED PROFESSIONALS
IFPTE 160

Brent PELLETIER



Brent Pelletier has worked at the Toronto Transit Commission (TTC) for over 30 years, as a service person in the maintenance division. He also serves as a Shop Steward of the Amalgamated Transit Union (ATU) Local 113. Pelletier is Anishinaabe from Serpent River First Nation and was born in Blind River, Ontario. He has a strong presence as a member of the Bear Clan. He is also a Sundancer, Buffalo Dancer and Pipe Carrier. Pelletier is a strong voice for Indigenous rights in Toronto's public transit system and continues to work to increase our understanding of racism towards Indigenous members and help the Indigenous workers to grow and thrive in the workplace.

Brent Pelletier has been instrumental in calling out the need to organize Indigenous members of Local 113, helping develop programming for ATU 113 Indigenous History Month commemorations since 2021. He helped the union understand the significance of the Land Acknowledgement, and contributed significantly to helping Local 113 develop its own, which is read at every General Membership Meeting. As a result of his commitment and advocacy work, Local 113 now celebrates an active United Indigenous Council with representation from the union's membership, who work to increase awareness and understanding of Indigenous history, culture, beliefs, historical issues, including the trauma of Residential Schools, Murdered and Missing Indigenous Women and Girls (MMIWG); as well as helping promote work opportunities in public transit to Indigenous youth. Brent Pelletier, through his leadership and his practice of Indigenous ways of living and being, has helped shape and strengthen relationships between the United Indigenous Council, the union and membership, and influenced the employer's outlook towards Indigenous workers.

Among Brother Pelletier's significant contributions, are the learning opportunities he creates for Indigenous and non-Indigenous union members, colleagues, and management at the workplace, as well as union leaders, to improve understanding of Indigenous beliefs and perspectives, their fight for equity and inclusion, and their fight against racism towards Indigenous Peoples. By consistently being present and engaged in discussions, joint meetings with labour, management, community organizations, youth job fairs, leading Indigenous ceremonies and Local 113's contingent at the Labour Day Parade, guiding and mentoring other Indigenous members, Brent Pelletier is helping ensure Indigenous workers have a strong voice and presence in their union, in the Labour Movement, and in the wider community.



Crystal **SINCLAIR**



Crystal Sinclair is a Cree woman originally from Treaty 5 Territory in Manitoba and has made Toronto her home. Crystal is an Indigenous rights activist, artist, and survivor of the Indian Act. She is the founder of Idle No More-Toronto, and is a vocal advocate for Indigenous rights, land defense, water protection and environmental justice. She is formerly of OPSEU SEFPO Indigenous Circle, Indigenous Mobilization Team, Local 548.

The Idle No More movement, which emerged in Canada in 2012, is a grassroots movement led by Indigenous people and allies, to raise awareness about Indigenous sovereignty, environmental protection, and social justice, emphasizing the importance of Indigenous rights and the need to protect the environment.

Crystal has been actively involved in supporting the Wet'suwet'en people in their struggle for land rights and sovereignty. She has spoken at rallies, train blockades and other events in solidarity with the Wet'suwet'en Nation, advocating for their rights and highlighting the importance of respecting Indigenous land and treaty rights.

The climate emergency is real. Crystal has participated in a climate emergency rally in Ontario, where she addressed issues related to climate change, community well-being, and environmental protection. Since July 2023, Crystal has been a member of the Review Committee for the City of Toronto's Indigenous Climate Action Grants Program.

She is a former chair of FoodShare's board of directors. FoodShare is a Toronto-based organization that focuses on food justice, community food programs, and addressing food insecurity.

Crystal Sinclair's dedication to Indigenous rights, environmental justice, and community well-being has made her a respected figure in the activist community. Her work continues to inspire others to take action for positive change.



Melissa SOMER



Melissa Somer, a Sauleaux Anishinaabe kwe from Little Saskatchewan of the Interlake tribes, Buffalo Clan, blended with Pennsylvanian Dutch, has been actively involved in Indigenous rights activities and contributions throughout her career. As an Early Childhood Educator with 15 years of experience in Toronto, she has worked with various Indigenous organizations and the Toronto District School Board (TDSB). At the TDSB, Melissa served on multiple Indigenous committees and supported projects to foster community relationships and understandings.

Melissa graduated from York University with a certification as an Ontario Certified Teacher (OCT), and an honorary Bachelor's in Indigenous Education. Currently, she is pursuing a master's degree in urban Indigenous education, serves as a research assistant in the Wuleelham program, and Chief Learning Officer at Time to Earth, an Indigenous learning organization. In addition to her roles as a mother and educator, Melissa is a union steward, chair for the Education committee, Graduate Indigenous cohort representative for York University, facilitator, and presenter for various postsecondary institutions and educational podcasts. Through these roles, she actively challenges stereotypes, addresses misconceptions, and promotes healthy perspectives on the challenges faced by Indigenous peoples today. Daily, Melissa brings awareness and support to community organizations and education to improve social circumstances, remove barriers, and decolonize systemic inequities.

Her commitment to Indigenous rights and education, extensive experience working with Indigenous organizations in the GTA and TDSB, showcases her dedication to advancing Indigenous rights and education within both formal and community-based settings. By building relationships and through community engagements, Melissa is able to be involved in various committees, workshops, and educational initiatives which highlight her ability to maintain relationships and engage with diverse communities. This underscores her belief in the importance of fostering inclusive environments and working collaboratively to address social barriers and issues. Melissa's efforts to advocate for the implementation of the Truth and Reconciliation Commission (TRC) and United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) is so that Indigenous people have opportunities to create a more informed and respectful society based on ancestral knowledge that maintained the land before colonization. She leads by challenging stereotypes and promotes understanding and empathy within each one's own community and workplace.

Through learning and professional development, Melissa's opportunity for continuous learning encompasses her involvement in conferences, workshops, and educational programs that demonstrate a commitment to lifelong learning and professional development.

Melissa's commitment to education emphasizes the importance she places on staying informed and actively seeking opportunities for growth and learning within the Labour Movement and wider community.





**SOCIETY of
UNITED PROFESSIONALS**
IFPTE 160

SOCIETY OF UNITED PROFESSIONALS IFPTE 160

The Society of United Professionals (the Society) is proud to have organized the workers at Aboriginal Legal Services (ALS). ALS was formed following a need for a legal related program for First Nations, Metis and Inuit people living in the Greater Toronto Area. ALS has grown to service all First Nations, Metis, and Inuit peoples right across Ontario. These workers needed a collective voice to stand up against an employer that was treating them unfairly; and the Society was proud to help bring unionism to this workplace. The Society is fighting to improve the rights, and fortify the respect for our Indigenous members, in every workplace - not only for the members at ALS, but for the over 10,000 members that the Society proudly represents.

The Society is immensely proud to nurture and grow their Indigenous Relations Circle; that is Indigenous-led and helps to shape their union's policy and procedure through an Indigenous lens and following the seven grandfather teachings. The Society gives generously to many Indigenous groups across Ontario, and as a union, works to influence employers where members work, to walk the path of reconciliation, and take action to build a better future for all who call Turtle Island home.

The Society encourages their employer to work towards free and informed consent for First Nations communities impacted by developments, be it a new hydroelectric transmission line, a new powerplant, or a used fuel repository buried deep underground. The Society has been called upon to assist with reconciliation plans and engagement activities and has partnered with Trent University's Indigenous Education Program to help better educate even more at the University and beyond.

The two-row wampum belt was about sharing the lands, in peace and harmony, with respect and honesty - and the Society looks to reinforce people's understanding of the treaties, so that better decisions can be made in the present, and for the next seven generations to come.

As a union, the Society has worked to enshrine September 21 as a holiday for all their members through the Collective Bargaining process, including granting the day off to their own unionized staff; so that they can use the day to reflect on the shared history as a country, where they can better shape, and build, a more inclusive and understanding future for all. We are all treaty people.



OPSEU/SEFPO INDIGENOUS CIRCLE

The OPSEU/SEFPO Indigenous Circle has been advocating for Indigenous rights in the workplace and community from its inception. As one of OPSEU/SEFPO's recognized equity groups, they encourage members from cross the province to get involved in Circle meetings, and to be part of the decisions they make.

The OPSEU/SEFPO Indigenous Circle has been a leading voice for change within OPSEU/SEFPO, pushing for the creation of 7 Equity Executive Board Members seats at the OSPEU/SEFPO Board. They have demonstrated leadership not just for Indigenous members of the union, but also for all other union members from different equity groups.

Members of the OPSEU/SEFPO Indigenous Circle have persisted in their quest to claim space in their union. They have helped ensure that the union is rolling out an enterprise-wide program for leaders at all levels on anti-Black and anti-Indigenous racism. These are positive signs of change and growth within OPSEU/SEFPO and there is much more knowledge and wisdom that they could bring to other organizations and unions.

Attasha JORDAN



Attasha Jordan is a seasoned labor and community advocate with a proven record in promoting equity and systemic change. Hired by the Ministry of the Attorney General in 2013, as a frontline worker at Toronto's busiest family court, she served two terms as president of OPSEU/SEFPO's Local 510. Shortly after, she joined the Coalition of Racialized Workers Committee, where she spearheaded initiatives like the first OPSEU/SEFPO scholarship for Black and racialized workers, and a Social Justice and Merit Award named after OPSEU/SEFPO's first Black president, Fred Upshaw. As an elected delegate for the Provincial Human Rights Committee and Provincial Women's Committee, she led multiple campaigns to provide essential services and reduce food insecurity for vulnerable community members, prioritizing the Black diaspora. Her work with OPSEU/SEFPO's Social Mapping Implementation Task Force and the Dismantling Systemic Racism Project underscored her commitment to addressing systemic barriers. Attasha played a pivotal role in creating Executive Board seats for Black and racialized members, implementing and facilitating mandatory anti-racism training for over 180,000 labor leaders, and taking a temporary contract to work for OPSEU/SEFPO as a Regional Staff Rep and Education Officer.

In response to community needs during the pandemic, Attasha founded Shared Closet, an organization providing asylum seekers, migrant workers, and the broader community with essential items like clothing, hygiene products, baby supplies, housewares, and food, free of charge. As a mother passionate about preserving cultural arts, she collaborated with her daughter to create Nsoromma Design and Culture Group (NDCG), offering Carnival Concierge Service to support children of the diaspora in playing Mas in Toronto's Junior Carnival parade, free of charge. These initiatives highlight her dedication to supporting and empowering underserved communities and ensuring they have a seat at the table.

A 2023 graduate of Seneca College's Paralegal Program, Attasha continues to champion inclusivity, equity, and diversity across various sectors. Currently, as the Project Coordinator at the Treasury Board Secretariat's Black Equity Branch, she deepens her involvement in research, policy development, and strategic analysis to support Black employees and advance anti-discrimination policies. She launched the Black Career Enhancement Program, a groundbreaking initiative that supports Black women affected by career stagnation and systemic racism, by transitioning them from entry-level positions to leadership roles through targeted hiring processes.



Deborah **KARAM**



Deborah Karam is the first racialized immigrant president of Toronto Elementary Catholic Teachers (TECT). Deborah is devoted to advancing equity, diversity, inclusion, and human rights within the union, Toronto Catholic District School Board (TCDSB), and the broader community. She has passionately led and participated in numerous initiatives geared towards positive outcomes in these areas. Deborah chaired the TECT Christian Living/Human Rights Committee and the OECTA Human Rights Committee, organizing pivotal events for union member engagement in social justice causes. These included: participation in Pride parades, Labour Day parades and rallies supporting other workgroups.

Her presentations on accessibility, inclusion, diversity, and equity have empowered TECT members. Deborah's effective advocacy for those needing accommodations in the workplace, set a high standard for leadership in challenging discrimination, promoting equity, and directly improving the working conditions and well-being of members. Deborah was the driving force in establishing the first TECT Status of Women Committee, and in fostering the implementation of In-services, like the "Legacy of Hope," which focuses on Indigenous issues such as the "sixties scoop" and how TECT members may become allies. A strong advocate for equity and human rights, Deborah served as a member of several joint committees with TCDSB. While in these roles, she helped shape and develop policies that have supported equity and human rights within the TCDSB. In her quest to advance these rights, Deborah helped to persuade the TCDSB Trustees to fly the Pride flag at all schools and worksites; and to obtain the inclusion of the following statement "to nurture a community focused on equity, diversity, inclusion, anti-racism, and anti-oppression" in the TCDSB's Multi-Year Strategic Plan.

Deborah's trailblazing leadership has inspired racialized members and new Canadians, by demonstrating the possibility of achieving significant roles within the union and beyond. Her resilience in the face of personal experiences with racism, including during her time as a Teacher Candidate, underscores her dedication to fighting for equity and human rights, enhancing the Labour Movement's inclusivity and strength.

Deborah is personification of the fact that adversity can be a powerful catalyst for personal growth and social change. Her journey from encountering racism, to leading TECT, embodies courage, resilience, and a commitment to justice that inspires TECT members. Her leadership style, inclusive of diverse voices and experiences, has fostered a more equitable, supportive, and united union community, setting a precedent for future leaders in the Labour Movement and beyond. The TECT delegation, at Ontario English Catholic Teachers' Association (OECTA) events, is distinctively noticeable for its diverse and inclusive representation. Deborah, as the president of TECT, not only fosters this welcoming culture, but sends a strong visible message of the benefits of equity, diversity, and inclusion.

Joy DAVIS



Joy Davis is a Unit C Steward with Toronto Education Workers (TEW) / Canadian Union of Public Employees (CUPE) Local 4400. She is the communication chair of CUPE, Ontario Racial Justice Committee; an active member of the Coalition of Black Trade Unionists; a Job Coach with the Members' Action Centre supporting union members attain proficiency in their chosen profession and sits on the executive of CUPE's Toronto District Council. Joy is also a 2024 Honouree of the *100 Accomplished Black Canadian Women* educational publication which highlights, documents, acknowledges, and supports the accomplishments of Black Canadian women.

Joy is a giver and community/labour activist. Her tireless effort as an Education Worker with CUPE 4000, speaks volumes to her commitment. She exemplifies dedication when acting on behalf of her CUPE peers, students, parents, and people in the community, and in doing so, lives her mantra, "Say what you mean, and mean what you say!". Joy has co-facilitated many CUPE workshops on human rights, conflict resolution and building confidence to speak up.

Outside of Joy's union activism, she is a staunch supporter of Black youth empowerment in education and in life. Joy willingly mentors youth, sharing her wisdom and providing support when it is needed. Joy has lived experience with the struggles of workers - particularly temporary workers, the fight for better wages and benefits, and good working conditions.

Always ready to give a hand up and cognisant of the importance in fostering youth strength and resilience, Joy helped establish the Girls to Women Club (GWC) at *George S. Henry Academy*. The GWC offers instruction in social etiquette, social/community engagement, and educational pathways.

Joy believes the lack of access to food, and homelessness, are issues that can not be ignored. She believes organizations that provide shelter for those fleeing intimate partner violence and those who are homeless for whatever reason, must be supported. This belief was the driving force that propelled Joy to make time, even when it seemed impossible, and to participate in sandwich runs to assaulted women's shelters and homeless shelters in Toronto.

Conscious of Canada's growing aging population, some of whom lack the support of family and friends, Joy established a relationship with Eastview Community Centre to support seniors' interpersonal and social well-being. Regularly, Joy volunteers her time to escort seniors from Eastview Community Centre, helping them with their shopping, entertainment, and personal appointments, which help seniors socialize with others in the community and be accompanied to necessary health appointments.

When speaking to others who are hesitant about becoming active in labour and the community, Joy shares, "never think that you don't have what it takes to make a change for the better, just do what you can when the need presents itself. Always remember action is our greatest strength."



Oyebode (BODE) IBIDAPO-OBE



Oyebode Ibidapo-Obe, Bode as he is known to most, is a technology professional who immigrated to Canada in 2016. Before moving to Canada, Bode lived and worked in the United Kingdom and Nigeria (his country of birth). In June of 2020, Bode was appointed as co-chair of an Employee Resource Group (ERG) at Hydro One, which he led until March 2022.

The employee resource group was an amalgamation of various equity seeking groups under one umbrella. Knowledgeable of the devastating effects of anti-Black racism, Bode worked in collaboration with Jenny Okonkwo (formerly of Hydro One) to establish a distinct employee resource group centered on Black employees. This effort was no easy task, research on beneficial outcomes had to be undertaken, and a survey of Black employees was completed, analysed, and formally reported on.

The research and statistical analysis were then presented and defended in the presence of Hydro One's Diversity, Equity, and Inclusion (DEI) leadership team. The work undertaken by Bode and Jenny resulted in the creation of the Black Employee Resource Circle (BERC) in 2022. BERC has successfully been able to create a space for Black-Identifying employees to intermingle, develop, expand professional networks, build a sense of community within the workplace, and encouraged representation, inclusion, recognition, and visibility for members of the community.

Bode firmly believes that everyone can be an agent of positive change in our society by getting involved, regardless of their perceived reach, or level of influence.



SOCIETY of
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IFPTE 160

Nuredin **BULLE**



Nuredin Bulle shattered barriers in becoming the first Black president of UNITE HERE Local 75, leading 8,000 strong members across the GTA. Local 75's membership is comprised primarily of women, people of colour, and immigrants. Nuredin embarked on his journey in the Labour Movement after arriving to Canada from his native country, Ethiopia. As a hotel worker, turned advocate, Nuredin tirelessly championed better standards in his workplace at Toronto's Chelsea Hotel, where he worked for 15 years. His unwavering dedication to social justice propelled him from a rank-and-file leader to the pinnacle of union leadership, eventually ascending to one of the highest-ranking Black officers of UNITE HERE.

Throughout his tenure, Nuredin led numerous battles for justice within the Labour Movement. He helped build Local 75 through his strong leadership, dedication to working people, and his unwavering belief in the capacity of workers to drive meaningful change, both within the workplace and in broader contexts.

In 2017, Nuredin navigated the union through its most significant internal struggle, confronting the violations of democracy and racial divisions perpetuated by the local's former president, and those who followed her. Firm in his belief in workers' rights and inclusivity, Nuredin vehemently opposed the divisive leadership that threatened to tarnish his union's values. He emphasized the importance of immigrant workers of colour having a voice in the organization they helped build, rejecting any attempts to silence their rightful participation.

Even in the face of external challenges, Nuredin's leadership remained resolute. When faced with a vicious raid by another union which had absorbed the same individuals who had attempted to create division in the union, seeking to undermine workers' hard-won progress, Nuredin rallied the members and made sure UNITE HERE Local 75 emerged victorious. His commitment to bottom-up leadership, where every member's voice is respected and valued, ensured Local 75 members remained resilient against attempts to diminish their autonomy.

Following this fight, in the highest voter turnout in local 75's history, Nuredin was elected president of Local 75, when thousands of members turned out to vote. Nuredin and his slate won with over 90% of the votes. Nuredin had the ability to galvanize thousands of workers.

In Nuredin's own words, the essence of any union lies in its members' collective strength and unwavering dedication to justice: "This is the workers' organization, and they built it. They have a voice in their own organization, and they don't want to let it go."

Tragically, just two weeks after being elected President, and leading the local through the largest fight in the union's history, Nuredin suffered a massive stroke and was unable to fulfil his term. Nuredin is a true worker leader in every sense of the word. His remarkable leadership has helped change thousands of lives for the better.





UNITE HERE! LOCAL 75

UNITE HERE Local 75 is the union for hospitality workers in the Greater Toronto Area. Since the 1890s, Local 75 and its predecessor unions have represented workers in hotels, gaming, and food service. Local 75's 8,000-strong membership is comprised of a majority of women, people of colour, and immigrants. Diversity is reflected in every aspect of Local 75's mission - members leading the fight to break down the systems that divide and discriminate.

Local 75 has deep ties to grassroots community organizing and advocacy. President Guled Warsame led the 10-year Rexdale Rising campaign that won the first Community Benefits Agreement in Canada. Also, serving as the Union's Canadian Director, Brother Warsame is one of the highest-ranking officers at UNITE HERE. Secretary-Treasurer Shelli Sareen is a fierce advocate for racial equality and ensures the union is a leading voice in fighting discrimination. She played a vital role in combatting undemocratic practices and addressing inequality that persisted under a previous leadership at the local. Vice President Valrie Lue came from the rank-and-file membership - she joined the union in 1988 as a worker at the Airport Hilton and has since led the union's largest organizing drives in the GTA. All three of the local's top officers are racialized.

Hospitality workers are Toronto's ambassadors, yet despite their pivotal role in our local economy, the industry's largely immigrant, racialized and gender-oppressed workforce still face significant barriers. Local 75 breaks those barriers down and builds a solid foundation for hospitality workers to raise their families with dignity. The member-led union continues to win industry leading standards in healthcare and pensions across the GTA, as well the largest wage increases ever won by hotel workers in Ontario. The union not only champions for working people's rights but also extends its fight into the broader community. In their advocacy for progressive policies, Local 75 members lead the fight for affordable housing, fair access to transit, and the right to good jobs on which workers can shape their communities.

As the hospitality industry rebounds, Local 75 members are ready to join 300,000 UNITE HERE members across Canada and the US in their continued fight to build on those victories, to fight for workers and human rights, and to demand employers "Respect Our Work!"

Recognizing

THE **IMPACT** THE **2024 NOMINEES** ARE MAKING IN LABOUR AND OUR COMMUNITIES

FLORENCE MWANGI

CUPE LOCAL 79

Florence has been an instrumental force in promoting equity and justice within Local 79. Through tireless advocacy, education, and phone calls, they have empowered members to confront workplace injustices and discrimination head-on. Their commitment to organizing and educating members on their rights under our Collective Agreement has fostered a culture of trust and solidarity within our Local. One of Florence's most notable contributions is their unwavering support for members who experience harassment and discrimination. Florence has provided invaluable assistance, support and solidarity to those in need, ensuring that every member feels heard, respected, and protected. Florence also works diligently to ensure that both employers and the union comply with the provisions under the Ontario Human Rights Code. Through her leadership and advocacy, she holds decision-makers accountable for upholding the rights and dignity of all workers, regardless of race, gender, or background.

FRED HAHN

CUPE ONTARIO

Fred Hahn has been on the frontline of many human rights struggles for workers, both inside and outside of the Labour Movement including LGBTQ2S+, trans rights, development of the CUPE Ontario Anti-Racism and Oppression Action Plan, pay equity campaign, international solidarity, and supporting the CUPE Ontario Women in Leadership Development (WILD) program. Fred has endured the wrath of those who wish to silence the voices of the marginalized and most vulnerable. But, he has been unwavering in his commitment to these struggles. He continues to show up over and over again for folks, always centering their voices and struggles. Fred is a light and what is hopeful about the Labour Movement in Ontario and in Canada. Fred has become synonymous in the Labour Movement for saying the things that others are afraid to say and taking a stance when most would be too afraid too. Fred empowers people to stand up for what they believe in, and models that in his activism every single day. Fred's commitment to equity, diversity and justice, is what gives CUPE Ontario it's unique face, as CUPE Nationals 'political' provincial union. His energy, passion, resilience, dedication and enthusiasm in fighting for workers both here and abroad, has had him locked in at CUPE Ontario by its membership for over two decades. Above all, it is Fred's humanity and ability to draw intersections between various marginalized groups and their struggles that is special.

KAREN BROWN

ELEMENTARY TEACHERS FEDERATION OF ONTARIO

Through Karen Brown's visionary leadership, she has cultivated a culture of inclusivity and activism within her union, inspiring a new generation of leaders committed to social justice. Karen's initiatives, such as the establishment of scholarships and mentorship programs, have provided tangible opportunities for Black students aspiring to pursue careers in education, breaking down barriers and creating pathways for underrepresented individuals to enter the profession. These efforts not only enrich the talent pool within the education sector but also contribute to greater diversity and inclusion in classrooms, benefiting students from all backgrounds. Karen's advocacy for the prioritization of anti-Black racism within the Federation has been instrumental in amplifying marginalized voices and ensuring that their experiences and perspectives are centered in decision-making processes. By allocating resources and funding to initiatives such as the Black Women's

Leadership Forum and Leaders for Tomorrow, Karen has empowered Black and racialized members with the training and support needed to engage meaningfully at the local level, fostering leadership development and community engagement. Furthermore, Karen's instrumental role in advocating for the creation of ETFO's first-ever anti-Black racism additional qualifications course for Ontario teachers, demonstrates her commitment to systemic change and educational equity. This groundbreaking course equips educators with the tools and knowledge necessary to address and dismantle anti-Black racism within the education system.

MELISSA ALEXANDER **THE CARPENTERS' UNION LOCAL 27**

Before Melissa Alexander became a member of the Carpenters' Union, she went through many challenges in her life. As a woman who identifies as someone underrepresented in the trades, Melissa has worked to break barriers for people who are in the system so that they can find avenues to get decent work in the construction industry. Melissa is also part of the Toronto Community Benefits Network (TCBN) Ambassadors program. She mentored new trainees that were in the same situation as she was, and helped them navigate to be successful in the trades. For over 10 years, Melissa has been part of "Walls to Bridges," an innovative educational program that brings together incarcerated and non-incarcerated students to study post-secondary courses in jails and prisons across Canada. Melissa's story and background shows the rest of the industry that its okay to go through a hard patch. With the support of a union, you have someone that understands and believes that you can turn your life around.

PAULA GOWDIE ROSE **YUSAPUY**

As a steadfast member of the YUSAPUY Executive Board since 2001, and an active member in the union since 1997, Paula has continuously demonstrated a deep-rooted passion for advancing the rights and interests of union members, embodying the principles of equity, fairness, and solidarity in every aspect of her work. Through her remarkable tenure, which has spanned decades of dedicated service on many committees, working groups and task forces, Paula has played instrumental roles in shaping and championing key initiatives related to occupational health and safety, workplace accommodation, fair and decent work, advocating for changes to the union's constitution, policies and practices, and anti-oppression and anti-racism efforts within YUSAPUY, and the broader Labour Movement.

SEAN BLAKE **THE CARPENTERS' UNION LOCAL 27**

Sean has an unshakeable love and passion for the Labour Movement. Through the Carpenters' Union, Sean is a member of the Coalition of Black Trade Unionists from 2018 to present. He also mentors with the City of Toronto Community Benefits Network Next Gen program, helping to guide people from underserved communities to employment in the skilled trades, as a union carpenter apprentice. Sean is also a member of the three Community Benefits Framework Ad Hoc Working Groups with the City of Toronto and Industry Stakeholders on workforce level through CB lens. His dedication for education and apprenticeships for skills development, his fight for fair compensation and conscientious labour, access to good jobs and decent working condition, his stand for employment equity and against discrimination and racism, have all contributed to the quality of life for our diverse society.

"IT IS OUR DUTY TO UPLIFT THE HUMAN SPIRIT AND MAKE
OUR OWN INDIVIDUAL CONTRIBUTIONS TO THE
FURTHERANCE OF HUMANITY."

BROMLEY LLOYD ARMSTRONG

Welcome from

LABOUR COMMUNITY SERVICES

and

TORONTO & YORK REGION
LABOUR COUNCIL



FADUMA MOHAMED
EXECUTIVE DIRECTOR
LABOUR COMMUNITY SERVICES

Faduma Mohamed has been the Executive Director of Labour Community Services (LCS) since 2005. Prior to joining LCS, Faduma served with several community organizations, including being the Executive Director of the Somali Youth Association of Toronto, a Settlement Coordinator with the Rexdale Women's Centre, and as a Youth Outreach Worker with African Youth Settlement and Development Project. She was also a member of the City of Toronto's "Confronting Anti-Black Racism" Partnership Accountability Circle.

In 2004, Faduma was a recipient of the Person's Day Award from the City of Toronto, which honours women who have made significant contributions to society and advanced the standing of women in Toronto. She holds a Master of Science Degree in Agriculture from the Justus Liebig University in Germany, as well as a Management Certificate from York University's Schulich School of Business. She is a graduate of the Leaders for the Change program from the Maytree Foundation. She has taken Anti-Racism training from the Toronto District School Board and Political Leadership training from the Canadian Centre for Political Leadership.

SOCIAL SOLIDARITY BETWEEN
LABOUR AND COMMUNITY TO
ACHIEVE A JUST AND EQUITABLE
SOCIETY FOR ALL.

LABOUR COMMUNITY SERVICES' MISSION



ABDI HAGI YUSUF
CHAIR OF THE BOARD
LABOUR COMMUNITY SERVICES

Abdi Hagi Yusuf began working at Canada Post as a temporary worker in 1991, and quickly became a Shop Steward working to protect the rights of workers. In 2004, he was elected the first Black Chief Shop Steward for what was then, Canada's largest postal facility. Abdi has since held many positions within CUPW, which includes Chief Shop Steward, Gateway East/WPDH/Kestrel for two terms, and a former member of the Toronto Local Trustee Committee. He has attended, and actively participated in CUPW, Ontario Federation of Labour and Canadian Labour Congress conventions, activities, is quick to attend rallies on social issues, and walked picket lines with many labour unions and community issues.

Abdi is currently the Secretary-Treasurer for the CUPW-Toronto Local and works to push the equity and human rights agenda to the forefront of all Labour actions and activities. He also serves as Secretary and member of the Financial Committee for Toronto & York Region Labour Council, and is Chair of the Board of Directors for Labour Community Services. He is trained in benefits, human rights, labour code, health & safety, WSIB, temporary workers rights and arbitration.

His accomplishments also include being a former executive member for CBTU, Canadian Chapter, past president of the Springdale NDP riding, and recipient of the NDP Human Rights Award. Abdi is the recipient of the Bob Borch Human Rights Award at the OFL Convention, and the Community Changer Maker Award. He is an active member in the Somali Community and is co-chair of the Somali Workers' Network. Abdi has been recognized by his peers for his work in labour, equity and human rights, receiving the Bromley Lloyd Armstrong Award in 2023.



ANDRIA BABBINGTON
PRESIDENT
TORONTO & YORK REGION LABOUR COUNCIL

Andria Babbington is the President of the Toronto & York Region Labour Council, representing over 220,000 union members in Canada's largest urban centre. An immigrant to Canada in her youth, Andria joined the Labour Movement when she began working in the hotel sector in downtown, Toronto. She became one of the youngest chief stewards in her union's history at the age of 19. As a union organizer for many years, Andria played a pivotal role in campaigns like Hotel Workers Rising, which raised the living standard for thousands of hospitality workers across North America.

Andria has been on the Labour Council Executive Board since 2004, serving for eight years as Vice President. She is the first woman of colour to sit as President. Andria is committed to fighting for a just economic recovery from the COVID-19 pandemic and beyond; equality and justice for all workers; growing the Labour Movement by increasing union density; and fighting for climate justice to ensure a future for our children. Andria joined the Bromley Lloyd Armstrong Award alumni after receiving the Special Recognition in 2021.

EMCEES



KEITH MENEZES **EQUITY COMMITTEE CO-CHAIR**

Keith Menezes is a committed labour and community activist. He is the current co-chair of the Toronto & York Region Labour Council's Equity Committee, where he has been an active member for the past 11 years. Keith's work in human rights extends to his role in United Steelworkers Toronto Area Council Human Rights Committee. His ability to provide gentle and decisive leadership has seen him hold the office of president and vice president of his Steelworkers local-9197. A firm believer in acting for change, Keith was a candidate in the 2014 and 2018 Richmond Hill city council elections.

Keith is constantly supporting his community in various ways. He participates in several committees with his local Church to improve the community's well-being. Keith was a member of the Richmond Hill Road Watch Committee, where his participation helped build awareness and promote citizen involvement in improving road safety in Richmond Hill. He and his wife are supporters of York Communities for Public Education, a labour-community coalition that advocates for keeping education public and well funded. For over 22 years, Keith volunteered his time to support fundraising initiatives to benefit the Canadian National Institute for the Blind York Region.



SHYANNA MEDICINE **EQUITY COMMITTEE MEMBER**

Shyanna Medicine, the daughter of Anne Medicine, is from the Tonawanda Territories and is a member of the wolf clan. She has followed in her mother's footsteps and continues to fight for the rights of Indigenous people. Shyanna works as a personal support worker at the Reikai Centre at Wellesley Central Place. She also serves as the workplace's union Chief Steward and holds the Indigenous Seat on SEIU Healthcare's Executive Board. In her role on the Executive Board, she aims to guide her union on how to be an ally to the Indigenous community. Shyanna is a dedicated advocate for equal opportunities and a safe work environment for all. Shyanna is working towards Truth and Reconciliation Commission of Canada (TRC) awareness with SEIU Healthcare and Toronto & York Region Labour Council. Shyanna also enjoys good fried bread.

INDIGENOUS OPENING AND CLOSING CEREMONY



ELDER LARRY FROST

Elder Larry Frost is from the Serpent River First Nation Reserve in Ontario. He is Ojibway and has been a member of the Aboriginal community in Toronto since 1967.

Elder Larry Frost was the Executive Director of the Native Canadian Centre of Toronto for 17 years and is now retired.

Elder Larry Frost has been a Director and President on many boards. He was Chair on the 2015 Pan Am Games for the Aboriginal Leadership Partnership. Currently, and he sits as an advisor for the FIFA World Cup 2026.

He has been in the Leadership role for 26 years.

He has been an independent businessman since 1992.

Currently, Elder Larry Frost is servicing the Indigenous Community of Toronto as a knowledge Keeper.

RED SKY PERFORMANCE

Red Sky Performance is a leading company of contemporary Indigenous performance in Canada and worldwide.

Since its creation in 2000, Red Sky's vision is to lead in the creation, elevation, and evolution of contemporary Indigenous performance and make a significant contribution to the vibrancy of Canada and the world.

Now in their 23rd year of performance (dance, theatre, music, and media), Red Sky continues to be guided by their mission to create inspiring experiences of contemporary Indigenous arts and culture that transform society in meaningful ways.

Red Sky is an Indigenous-led company. The vision of Red Sky Performance derives from its creator Sandra Laronde (Misko Kizhigoo Migizii Kwe) which means "Red Sky Eagle Woman" in Anishinaabemowin (Ojibway) language from the Teme-Augama Anishinaabe (People of the Deep Water). Her vision is to elevate and expand contemporary performance informed by Indigenous worldview and culture. Laronde plays a pivotal role in the ongoing cultural resurgence and shines a light on Indigenous ingenuity, beauty, and powerful new work.

Laronde's concept of performance explores the relationship between movement, live music, theatricality, and image. Her engagement in these disciplines involves collaborations with dancers, musicians,

composers, choreographers, visual artists, actors, writers, designers, researchers, and culture keepers are integral to Red Sky Performance's distinct productions. 'Story' is paramount to Red Sky because Laronde sees stories as the embodiment of Indigenous voice, ethos, and key to empowerment.

Red Sky provides unparalleled opportunities to emerging and established artists as they hone their artistic practice through a collaborative Indigenous process, offering unique opportunities for these practitioners to thrive creatively and professionally.

Touring since 2003, Red Sky has delivered close to 3,000 performances across Canada including international performances in 21 countries on four continents, including two Cultural Olympiads (Beijing and Vancouver), World Expo in Shanghai, Venice Biennale, Jacob's Pillow, and the Kennedy Center, among others. At the same time, we remain deeply rooted and regularly perform in urban, rural, and reserve communities across Turtle Island.

Red Sky is the recipient of 17 Dora Mavor Moore awards and nominations, two Canadian Aboriginal Music Awards, three International Youth Drama Awards from Shenzhen, China, and the Smithsonian Expressive Award, among other recognitions.

"More than Dance, We are a Movement."



red Sky
PERFORMANCE



KEYNOTE SPEAKERS

Together, Moving Forward in Power



KRISTA MARACLE **OPSEU INDIGENOUS CIRCLE**

Krista Maracle is a Mohawk from the Tyendenaga Mohawk Reserve with ties to the Six Nations of the Grand River Territory. She has been a member of the OPSEU Indigenous Circle since 2004, and has been the Chair of the OPSEU Circle since 2015. Krista is also a past Ontario Federation of Labour Vice-President representing First Nations, Metis and Inuit people. Krista works full time as a Senior Medical Laboratory Technologist at the University Health Network in the Blood Transfusion Lab.



GINELLE SKERRITT **YORK REGION CHILDREN'S AID SOCIETY**

Ginelle Skerritt, an executive with over 30 years of leadership experience in the non-profit sector, is the Chief Executive Officer of York Region Children's Aid Society. Her previous roles include Regional Director of UNICEF Ontario, and leadership roles at The Neighbourhood Group, Warden Woods, United Way Greater Toronto and Tropicana Community Services.

Ms. Skerritt's passion for equity, advocacy and justice, guides her leadership approach, which is focused on creating an environment for children's success founded on mutual respect and engagement with the families and communities. She combines a community-centred approach that considers the social determinants of health with a strong grounding in equity practice.

She is an initiate and teacher in the Akan Rites of Passage tradition, a published author on the topic of traditional savings and credit associations, ROSCA's, a skilled moderator and public speaker.

Her leadership experience includes participation on several Boards and Committees including, United Way/BMO Inclusive Economic Leadership Table, TDSB Equity Planning Task Force, CAMH Constituency Council, Black Health Coalition, Toronto Black Food Sovereignty Initiative, Social Planning Toronto, Toronto Neighbourhood Centres, Rosalie Hall and Human Services Planning Board. Ms. Skerritt has been the recipient of numerous awards for her community leadership and service.

As co-owner of Adinkrafarm where she resides with her family, Ms. Skerritt devotes her spare time to hosting community retreats, children's camps, special events and gatherings focused on sharing Indigenous African knowledge, wellness and connecting with guests through land-based therapies, cooperative farming and activities.

19TH ANNUAL

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LLOYD ARMSTRONG

Awards Gala

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When you become a Bromley Lloyd Armstrong Awards Gala Sponsor, your dedicated support continues to make an impact in essential human rights and social justice work led by Labour Community Services, in partnership with the Equity Committee of Toronto & York Region Labour Council.

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SOCIETY of UNITED PROFESSIONALS
IFPTE 160

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Transforming Our Jobs!

UNITE HERE Local 75 members lead our industries with good wages, strong pensions, and the best benefits in the country!



“As a Local 75 member, I know my union is always with me. Local 75 members served Toronto hotels for more than 80 years. Thanks to Local 75, we a unified voice in the workplace. We have the power to fight injustice in the workplace. We are stronger together!”

— Khaled | Bellperson, Fairmont Royal York Hotel

HOSPITALITY WORKERS RISING!

UNITE HERE Local 75 is the powerhouse union for hotel, food service, and gaming workers in the Greater Toronto Area. Since the 1890s, Local 75 and its predecessor unions have represented workers in hotels, gaming, and food service. It's 8,000-strong membership is comprised of a majority of women, people of colour, and immigrants. Diversity is reflected in every aspect of Local 75's mission – members leading the fight to break down the systems that divide and discriminate.

As the hospitality industry rebounds, Local 75 members are ready to join **300,000 UNITE HERE** members across Canada and the US in their continued fight to build on those victories, to fight for workers and human rights, and to demand employers "Respect Our Work!"



UNITE HERE! Local 75 - Diversity is Our Strength!



Hospitality Training Action Centre 75 (HTA 75) was established by Local 75 in 2020. To date, over 4,700 trainings have been completed by Local 75 members, many of whom completed several training courses to build up their career ambitions and needs, all at no cost to the members. To learn more, contact HTA75 by **phone: 1-888-412-HTAC (4822)** or by **email: hello@hta75.com**.



Toronto Community
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“LEAVING NO ONE BEHIND”

We envision an equitable thriving city where the full diversity of its residents contributes to and benefits from its growth and development.

TCBN Mission

Acknowledging systemic and structural inequities experienced by Black Indigenous and people of color communities within the construction industry, the Toronto Community Benefits Network negotiates and facilitates systems change through the advancement of Community Benefits through policy and practice.

TCBN Mandate

Support historically disadvantaged communities and equity deserving groups to build local power, to articulate and advance their vision for community benefits during the infrastructure planning and development phases, in areas such as workforce development, social procurement and neighbourhood and environmental improvements.

Ensure a community voice at the planning, decision making and oversight table, and clear commitments and accountability from all parties to deliver (implement, monitor, track, report and evaluate) the CBA.





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Celebrating amazing work in Labour, Equity
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EXCELLENCE
AT WORK
IBEW Local 353





SOCIETY *of* UNITED PROFESSIONALS

IFPTE 160

The Society of United Professionals is honoured to accept the 2024 Bromley Lloyd Armstrong Award for Indigenous Activism (Union/Collective).

The Society of United Professionals is a union of more than 10,000 professional workers employed primarily in the electrical and legal sectors in Ontario. As a union we strive to support reconciliation and actively work to empower Indigenous workers and support Indigenous programs and communities.

Our union is proud to have organized more than 60 professional workers at Aboriginal Legal Services, including lawyers, court workers, Gladue writers/caseworkers, and program facilitators. ALS exists to provide legal programs for First Nations, Metis and Inuit people living in the Greater Toronto Area, and across Ontario.



The workers at ALS were seeking a way to collectively stand up against an employer that they felt was treating them unfairly. Working with the Society, the workers were able to unionize and bargain a first collective agreement, including using traditional Indigenous practices during the bargaining process, which has enabled them to begin to address many of their workplace issues.

The Society is immensely proud to support our Indigenous Relations Circle, which is a very active Indigenous-led committee that helps to shape our union's policy and procedures through an Indigenous lens. The IRC has led many activities for the Society's membership, including blanket exercises and beading workshops, which introduce members to Indigenous experiences and cultural practices. The Circle has also joined the Canadian Labour Congress on their federal lobby days to advocate for issues of critical importance to Indigenous communities and continues to have representation on the CLC's Indigenous relations group. .

The union works to encourage our employers to work towards free and informed consent for First Nations communities impacted by our members' work, whether it is a new hydroelectric transmission line, power plant, or a spent fuel storage site. We are also working with our employers through collective bargaining to grant time-off for Indigenous cultural days for our Indigenous members.

As a union, we provide donations to many Indigenous groups and programs across Ontario including the Downie Wenjack fund, Minwaashin Lodge (Ottawa), Atlohsha Family Healing Services (London), ENAGB Youth Agency (Toronto), Gathering of Rivers Community Care (Thunder Bay), Omushkegiskwew House Family – Moosonee Family Resource Centre, and the Moose Hide Campaign. The Society also supported the students at the Nibinamik First Nation to take part in a once-in-a-lifetime school trip to Toronto from their Northern Ontario community.

THE CARPENTERS' UNION LOCAL 27
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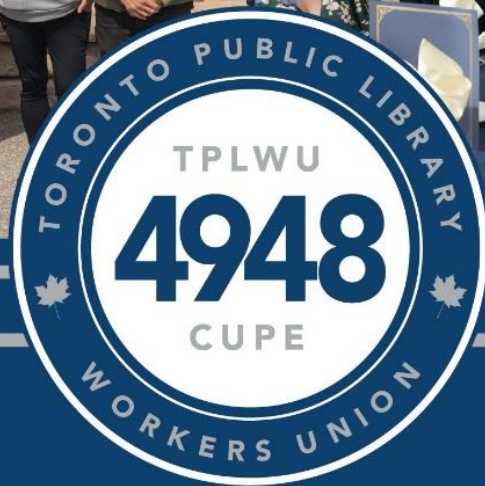
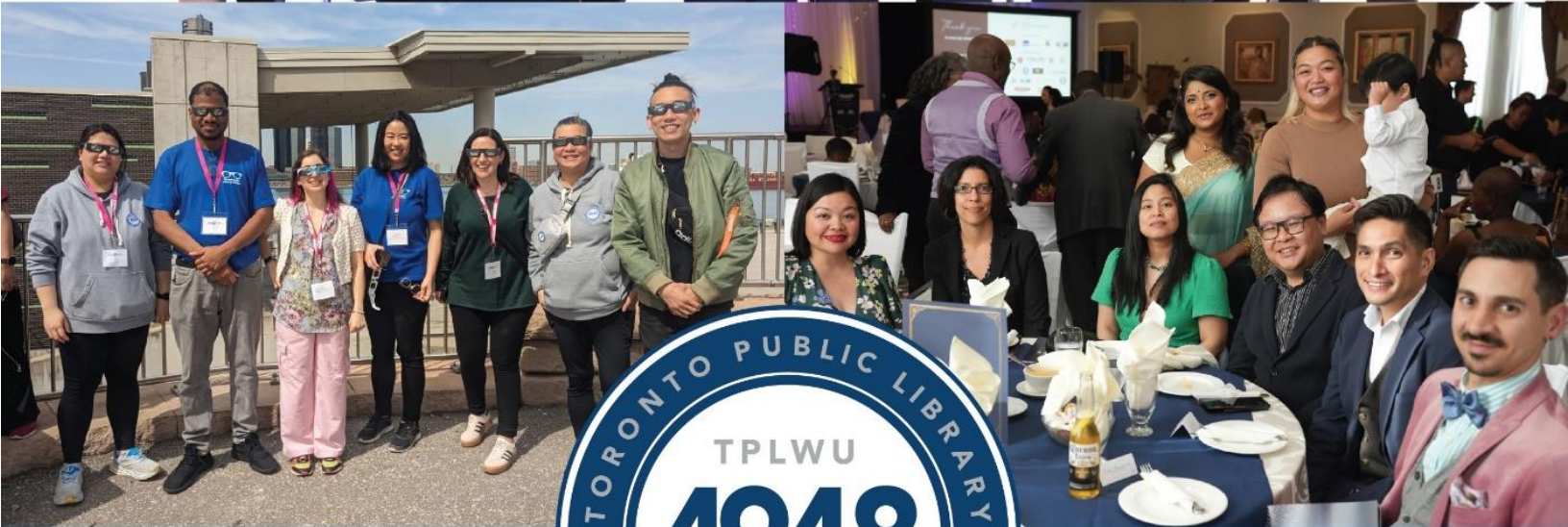
@CARPENTERS27



Many roles, one job: to take care of Toronto

We serve as nurses, child care workers, planners, clerks, social service employees, housing workers, cleaners, court services staff, ambulance dispatchers, and many other occupations supporting our neighbours and our communities. You'll find us at civic centres, including City Hall and Metro Hall. We ensure that Toronto's water is safe to drink and our food is safe to eat. We inspect apartment buildings, homes and workplaces. Our Public Health members work to prevent infectious diseases, and we shelter those without homes.

Toronto works, lives and grows thanks in part to the passion and commitment of CUPE Local 79 members working at the City of Toronto, Hennick Bridgepoint Hospital, Toronto Community Housing and Toronto Seniors Housing.



**Congratulations to all the nominees
and winners of the Bromley Lloyd
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SEIU Healthcare is committed to creating an equitable and inclusive future for all our members.

Our work reflects our members and our mission is to educate and develop leaders who stand with us in dismantling discrimination and racism.

Through education, action and advocacy, we continue to hold communities, employers and governments accountable as we strengthen our commitment to ensuring an equitable Ontario for all.



CANADA'S HEALTHCARE UNION

TORONTO ELEMENTARY CATHOLIC TEACHERS

The Toronto Elementary Catholic Teachers (TECT), led by Deborah Karam, represents more than 5,000 elementary teachers in economically and socially diverse Catholic Schools in the Toronto Catholic District School Board. TECT is the largest unit of the Ontario English Catholic Teachers' Association (OECTA). Our members (Permanent and Occasional) are teachers of students in all grades and programmes from kindergarten to Grade Eight throughout the city of Toronto.

TECT provides confidential membership counselling support and professional advice for teachers. We are responsible for promoting and defending the contractual rights and welfare of our members. TECT is committed to equity, human rights, the advancement of the teaching profession and to a vibrant and inclusive publicly funded Catholic school system based on Gospel values.



STEELWORKERS TORONTO AREA COUNCIL &
USW LOCAL 8300 CONGRATULATES ALL RECIPIENTS OF THE
2024 BROMLEY ARMSTRONG AWARDS



CONGRATULATIONS!



GET TO KNOW YOUR TORONTO EDUCATION WORKERS!



AFRICAN HERITAGE INSTRUCTOR

African Heritage Instructors introduce youth to the history, achievements and contributions of African Canadians and other groups from the African Diaspora with the goal of developing a deeper appreciation for African Heritage.

Africa is still a mystery to many. Our African Heritage Instructors introduce all the children who come to their classes to the achievements and contributions of African Canadians, other groups from the African Diaspora and the ongoing knowledge and strength of those whose lives remain rooted in the many cultures and countries of continental Africa.



STAY CONNECTED!

cupe4400.org





Fred Upshaw
The late Fred Upshaw receiving the award from Bromley L. Armstrong in 2013.



JP Hornick, OPSEU/SEFPO President
JP was re-elected OPSEU/SEFPO President for a second term on April 26, 2024. They believe in strengthening union democracy, ensuring financial responsibility, fostering an inclusive union culture by centering equity as a practice, and deepening connections to the labour movement.



Joseanne Job
Joseanne Job, a member of OPSEU/SEFPO Local 527 – representing members of the OPS and BPS – and recipient of last year's Bromley Lloyd Armstrong Award.

OPSEU/SEFPO is a proud sponsor of the annual Bromley Lloyd Armstrong Awards, celebrating union activists who dedicate themselves to the pursuit of social justice through their work and in their communities.

OPSEU/SEFPO represents more than 180,000 members across Ontario, and our ranks are growing every year with organizing victories across the province. We are a union of full-timers and part-timers, young and old workers who can trace their ancestry across the globe. Together, we hold the power of many – from the Ontario Public Service (OPS) to the Broader Public Service (BPS) and in our public colleges.

Across our workplaces and many diverse identities, solidarity connects us in our shared struggle for better working conditions and a better world. At a time when anti-worker political forces and employers seek to divide and conquer, OPSEU/SEFPO knows that the fight for social justice and racial equity belongs squarely at the heart of the labour movement – we owe each other a just and collective future, and we are stronger when we work towards it, together.



www.opseu.org



Congratulations to this year's Bromley Lloyd Armstrong Awards recipients!



FORWARD TOGETHER

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ETFO is a proud sponsor of the

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Congratulations to all award recipients on their
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Stay tuned!

2024 PRESIDENTS' BREAKFAST

OCTOBER 23, 2024

All Peel, Toronto & York Region local presidents and leaders are invited to come kick-off the 2024 United Way Greater Toronto fundraising campaign.



“

WORKERS DESERVE DIGNITY.
WE CANNOT SIT
ON THE SIDELINES.

THE TIME TO ACT
IS NOW!

”

Andria Babbington
President



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Acknowledgements

LABOUR COMMUNITY SERVICES

Faduma Mohamed, Executive Director
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Najib Soufian, Labour Community Advocate Training Program Coordinator
Olivia Liu, Finance and Admin Coordinator
Sharon Clarke, Lifeline Coordinator
Richelle Himaya, Communications Coordinator and United Way Greater Toronto Labour Liaison

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Thank you to all the volunteers for your help in making this event such a success!

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TO ALL OF YOU

Thank you for supporting the
19th annual Bromley Lloyd Armstrong Awards Gala.

Thank you!

“I see before me a gathering of wonderfully engaged and dynamic people, all poised for action. It is a pleasure to be here, not only to welcome this new generation of thinkers to the world, but also to welcome what I believe is a community of activists. If you accept the role and become an agent of change, this is what you will be up against. But the rewards will be beyond measure.”

BROMLEY LLOYD ARMSTRONG

Excerpt from Bromley Lloyd Armstrong's acceptance speech on June 11, 2013, when he received an honorary doctor of laws degree from York University for his demonstrated dedication, passion and lifelong commitment to the battle against racism.

Learn more about the anti-racism work being done by Labour Community Services, in partnership with the Equity Committee of Toronto & York Region Labour Council, by visiting:

WWW.LABOURCOMMUNITYSERVICES.CA