

AGENDA ITEM 12 (c)

Sebastian Rodrigues
CEIU National Vice President – Human Rights
Spring 2019 Report

The awareness, the recognition, and the celebrations of diversity at the grass root levels appear to grow each day.

It is particularly encouraging to witness the motivation from various Locals in celebrating and promoting diversity within their Locals.

To this effect, I have witnessed the true spirit of the Union leaders at the Locals that support, embrace and recognize various cultures and celebrate diversity on a regular basis. This will go a long way in promoting solidarity.

There has also been progress in terms of hiring plans, wherein the employer has committed to target recruitment, and stated that the recruitment and staffing inventories are underway, which will address the gaps in the various equity groups.

At our Union/management meeting, I discussed the need to change the term **visible minorities** to '**racially visible**'. The employer stated that they would review the term racially visible; however, the 'visible minorities' term is legislated.

The employer's stats show that about 60% of ESDC employees with a disability will be eligible to retire in the next five years, making it the highest retirement eligibility rate in the department. ESDC states they continue to promote the hiring of persons with disabilities in partnership with Live-Work-Plan.

From a Human Rights perspective, I feel it is necessary to articulate concerns regarding hate crimes and the impact it has on innocent people. For example, a recent incident related to Islamophobia, highlights the effect of what hate crimes & ignorance can do. The senseless attack on our Muslim friends in New Zealand, wherein approximately 50 citizens of the Muslim community lost their lives, took place on March 8th 2019.

To this effect, the employees and members of CEIU extend our deepest sympathy and condolences to our Muslim friends, to the victims and their families, and, to the community, for the senseless attack at the New Zealand mosques.

CEIU supports human rights issues and condemns all acts of violence and hate that involve the loss of innocent citizens.

How often have we witnessed hate crime towards members of the lesbian, gay, bisexual, queer, transgender and transsexual communities, First Nations/Metis/Inuit, racially visible, members with disability and women in our communities. Working together in solidarity is sometimes difficult; however, each one of us can make a difference in promoting peace by understanding our cultural diversity and being mindful of the cultural differences.

The employer stated they ran a self-id blitz, however, they will run another one as they feel many employees did not participate in this self-identification process. As such, it would not have accurately reflected the various equity groups.

In our Union, we seem to face the same self-identification challenge. For example, in our workplace, we sometimes face challenges from a Human Rights perspective, i.e. mental health and invisible disability. When we struggle and suffer silently, we are slowly destroying ourselves. We must have the courage to explore our options; there is no better way than **self-identifying** and connecting with our **Regional and/or National office** to inquire about the **Regional and or National Human Rights Race Relations committees**'.

Respectfully submitted.

In solidarity,

Sebastian

*National Vice President Human Rights &
Chair National Human Rights/Race Relations Committee*

"We are way more powerful when we turn to each other and not on each other, when we celebrate our diversity... and together tear down the mighty walls of injustice." Cynthia McKinney

(S. Rodrigues NVP-HR) Activity Report for the period (October 2018 to March 2019):

- October 10th: CEIU-National Finance Committee meeting:
- October 11th – 14th: CEIU-NE Training & meeting
- November 15th, 2018: Conference call with the National Visible Minorities- (Network).
- November 27th, 2018: Conference call with the Members with Disability Network.
- January 16th, 2019: Conference call with Human Resources Union Management Consultation Committee:
- December 03rd – 5th, 2018: PSAC National Human Rights Committee meeting.
- January 28th, 2019: Call with CEIU-NEVP (HR/RR issues)
- February 05th, 2019: CEIU-NE conference call.
- February 25th, 2019: CEIU-NE conference call.
- February 28th, 2019: Conference call with the National Steering Committee for Diversity and Inclusion.
- March 18th, 2019: Conference call with Human Resources Union Management Consultation Committee: