

REPORT OF THE 9TH NATIONAL HUMAN RIGHTS/RACE RELATIONS CONFERENCE

**SEPTEMBER 14th to 15th, 2019
WINNIPEG, MANIBOTA**

The 9th National Human Rights/Race Relations Conference was officially called to order at 8:40 a.m. on Saturday, September 14th, 2019 by Sebastian Rodrigues, National Vice-President for Human Rights and Chairperson of the Human Rights/Race Relations Committee.

ABORIGINAL OPENING

Brother Rod Cunningham introduced Elder Barbara Nepinak, a member of Pine Creek First Nation who retired after serving 35 years in the federal public service. Elder Nepinak provided a welcoming Aboriginal Opening prayer.

MEMBERS OF THE HR/RR COMMITTEE

The Members of the HR/RR Committee introduced themselves from the front of the plenary:

- Sebastian Rodrigues, National Vice-President for Human Rights/Race Relations
- Judy Phillips, Racially Visible Female Representative
- Farid Tourkmani, Racially Visible Male Representative
- Genie McDougall, Members with Disabilities Female Representative
- Bruce Flannigan, Members with Disabilities Male Representative
- Gaylene Higgs, GLBT Female Representative
- Chris Davis, GLBT Male Representative
- Susie Blyth, Aboriginal Female Representative
- Rod Cunningham, Aboriginal Male Representative

Members of the National Executive that were in attendance as guests and observers were introduced by Brother Rodrigues. They are:

- Eddy Bourque, National President
- Crystal Warner, National Executive Vice-President
- Paul Croes, NVP for IRCC
- Rhonda Rumson, NVP for NB/PEI
- Chris Gardiner, NVP for MAN/SASK
- Fabienne Jean-François, NVP for Quebec and A/NEVP
- Debbie Morris, NVP for NL/NS

- Lyne Cartier, NVP for Quebec
- Nicole Ma, NVP for Ontario
- Vanessa Miller, NVP for BC/YT

Brother Rodrigues thanked the delegates, observers and guests for attending the 9th National HR/RR Conference.

The theme of the 9th HR/RR Conference was **Honour, Respect, Recognize and Reconcile**. He provided information of how the Committee came to be back in 1991 and provided the mandate of the Committee.

MOMENT OF SILENCE

The participants rose for a moment of silence for all trade union members who have lost their lives.

READING OF THE UNJUST PROFILING POLICY AND THE ANTI-HARASSMENT POLICY

Brother Tourkmani read the Unjust Profiling Policy.

Sister KuarSingh read the Anti-Harassment Policy. Brother Rodrigues introduced the members of the Anti-Harassment Committee for the duration of the Conference: Sister Lyne Cartier and Brother Chris Gardiner.

ADDRESS FROM THE NATIONAL PRESIDENT

After being introduced by the Chairperson, the National President addressed the delegates, observers and guests in attendance

The National President spoke on some of the issues that CEIU has and continues to work tirelessly for its members. These include being in consultation with the Employer to update the Telework Directive, the Duty to Accommodate Directive and the Harassment Complaint Procedure. These issues are always on the agenda at every National Union Management Consultation Committee to ensure that these discussions continue until we can agree what directives the Union can accept for its membership.

In the context of Human Rights, what does this Conference's Theme mean to you? We need to recognize that the land we are on today is from the First Nations. The theme reflects all the successful ingredients that go into ensuring that human rights are upheld. The 4 words in the theme are verbs meaning an action. Those 4 words represent what is essential to achieving equity for all. We need to recognize that every human being is different. We need to reconcile the mistakes of the past and we need to reconcile our relations. The issues raised at this Conference need to be shared with co-workers when everyone returns to the office. Education is key.

The National President invited the members of the National Executive that were in attendance at the Conference to come to the front of the room to unveil the new CEIU logo which consists of three individuals who form a shield in the shape of a maple leaf. It represents togetherness. Together we continue to grow, and we are strong.

Human Rights is at the forefront of the Union and a priority for the members of the National Executive. The National Human Rights/Race Relations Committee is there to fight for the members.

SPEAKER – TINA HOUSE

Tina House was introduced by Sister Phillips.

As a proud Métis born in Vancouver, B.C, Tina has been working in the film industry as a background extra in television production in Vancouver and formed her very own company at the young age of 23. She has received the Amnesty International Human Rights Journalism Award for Canada for her work on a half news investigative story on 'Missing Women'.

She spoke of leadership running deeply in her roots. Her late grandmother Anne House co-founded the BC Association of Non-Status Indians in 1969. Her father, Fred House became President in 1971 and grew the organization to over 70 chapters across BC and created housing, employment training opportunities and advocacy for its members. He was a political leader and President of numerous provincial political Metis organizations for some 30 years. That leadership is what made her what she is today.

Tina invited the delegates to come to the mikes to share their ideas and thoughts on the following: 'How can we advance human rights and reconciliation throughout this country?' and spoke of the Butterflies in Spirit Campaign.

In her closing remarks to the participants, Tina stated: 'We are more powerful if we unite'.

“WE DESERVE TO BE INCLUDED” POSTCARD

Sister Higgs provided a summary of the “We Deserve to be Included” postcard. The delegation was asked to fill out the postcard included in the participant kit which could then be mailed out to Prime Minister Trudeau.

The postcard reads as follows:

Prime Minister Trudeau:

The LGBTQ2+ community is the only equity seeking group not included in the Employment Equity Act. Because of this, they are excluded from data collection which populates statistics that play a significant role in ensuring diverse and equitable hiring practices and workplace programs.

I call on you to add LGBTQ2+ persons to the Employment Equity Act to help remove barriers to equal employment and for employers to address inequity in the workplace.

Sister Higgs also provided information on the terminology of the LGBTQ2+ and the definition of pronoun.

CAMP AURORA

Camp Aurora is Manitoba's only LGBT2SQ+ youth four-day subsidized summer camp. The camp offers the typical summer camp experience of outdoor activities as well as identity-affirming community building workshops in a positive and supportive environment. A positive space for LGBT2SQ+ and allied youth to explore identity, make meaningful connections and feel a sense of belonging.

Sister McDougall challenged the National President to donate the cost of the registration fee for a child to go to Camp Aurora. The National President rose to the mike to accept the challenge and donated \$600 on behalf of CEIU National to send a child to camp.

Sister McDougall also challenged the participants to meet or beat her donation which some did. Sister Susie Blyth donated \$300.

The NVPs in attendance were also challenged and accepted the challenge to donate monies as follows:

Vanessa Miller, NVP for BC/YT – \$300

Nicole Ma, NVP for Ontario - \$300

Fabienne Jean-François and Lyne Cartier for Quebec - \$300

Debbie Morris for NL/NS \$150

Rhonda Rumson for NB/PEI \$150

A total of \$2,275 was raised and a cheque was issued to Camp Aurora, Winnipeg Rainbow Resource Centre.

REVIEW AND DISCUSSION OF RESOLUTIONS

The four (4) equity groups were divided into each of their own caucuses to review and discuss the resolutions that would be debated in plenary the next day. They also discussed the different issues that concern their specific equity group.

REPORT OF THE HR/RR COMMITTEE

Brother Rodrigues, the Chairperson of the HR/RR Committee presented the Report on behalf of the National HR/RR Committee.

The goal of the Committee is to help the members grow in an inviting and fair workplace where discrimination has no place. They explore, review, promote and respond to concerns related to HR/RR issues, policies and initiatives of the Employer, that of the PSAC and CEIU as a union and as an Employer.

The HR/RR Committee discusses work related issues and puts forth recommendations where appropriate to the National Executive, to the Human Resources Union Management Consultation Committee, or to the PSAC National Human Rights Committee through brother Rodrigues.

Brother Sebastian reminded everyone that when we all take ownership and recognize the importance of self-identification, only then will we be in a better position to answer these questions. We continue to face challenges when our Equity members are hesitant to self-identify. The Committee is encouraging everyone to talk to their colleagues and to check out the CEIU website and self-identify with CEIU.

In closing, Brother Rodrigues did ask the delegates to come to the mikes to raise some of their issues and ask questions for the Committee members.

CLOSING OF DAY 1

Day 1 of the conference ended at 4:00 p.m. to allow the members the time to board a shuttle bus to the Canadian Human Rights Museum for a tour of the museum which formed part of the conference agenda.

DAY 2 – Sunday, September 15, 2019

The 2nd day of the conference commenced at 9:00 a.m.

RESOLUTIONS DEBATE

Brother Rodrigues read each of the resolutions submitted:

RESOLUTION # 1 reads as follows: (*Resolution # 2 submitted by Local 00648 is the same*)

TITLE: Acronym Update
ORIGINATOR: CEIU Local 90113
LANGUAGE: E

WHEREAS there is an element of misogyny in placing the G (Gay) before L (Lesbian); and

WHEREAS historically and universally L (Lesbian) is placed before G (Gay) in the acronym; and

WHEREAS the terminology GLBT does not encompass the wide range of persons within our membership and the broader community; and

WHEREAS the Canadian Government has moved to adopt LGBTQ2+ as the official acronym used in all documents; and

WHEREAS a resolution was passed at the 2018 PSAC Triennial Convention to change GLBT to LGBTQ2+ in Section 15, Sub-Section (1) of the PSAC Constitution.

BE IT RESOLVED THAT CEIU align with PSAC, the Government of Canada and elsewhere by using LGBTQ2+ on all CEIU documents including news releases, training documents; By-Laws, Regulations and Policies.

RESOLUTION # 1 WAS CARRIED. This resolution will now be submitted to the 2020 CEIU National Triennial Convention.

RESOLUTION # 3 reads as follows: *(Resolution # 4 submitted by Local 00648 is the same)*

TITLE: CEIU Specific Duty to Accommodate Training for Stewards and Executives
ORIGINATOR: CEIU Local 90113
LANGUAGE: E

WHEREAS local union representatives are seeing an increased number of duty to accommodate support requests from members; and

WHEREAS invisible and episodic disabilities, including mental illnesses are being addressed inappropriately or not at all; and

WHEREAS the process of accommodation can be complicated, unique and unnecessarily lengthy; and

WHEREAS local representatives need to be fully equipped to help members navigate the DTA process in order to determine if the employer is accommodating in good faith and up to the point of 'undue hardship'.

BE IT RESOLVED THAT CEIU develop a course specific to our departments and work environment in order to prepare local executives and stewards in supporting members who may need accommodations as defined under legislation; and

BE IT FURTHER RESOLVED THAT this training break down the step by step Duty to Accommodate process as well as provide familiarity with employer resources so that local representatives recognize when the employer is not properly following their own policies, our CA and human rights legislation.

RESOLUTION # 3 WAS CARRIED. This resolution will now be submitted to the 2020 CEIU National Triennial Convention.

RESOLUTION # 5 reads as follows:

TITLE: Term Limitation on Committee Seats
ORIGINATOR: CEIU Local 90113
LANGUAGE: E

WHEREAS succession planning is an integral part of CEIU; and

WHEREAS engaging alternates leads to consistency and a stronger understanding of the National Human Rights/Race Relations Committee.

BE IT RESOLVED THAT CEIU implement term limits for the National Human Rights Race/Relations Committee members; and

BE IT FURTHER RESOLVED THAT the term limit for HR/RR be 3 terms; and

BE IT FURTHER RESOLVED THAT the HR/RR Committee members readily share information with their alternate(s) in order to engage and mentor them in their roles; and

BE IT FURTHER RESOLVED THAT if after 3 calls for nominations there are none, the previous incumbent may run again

RESOLUTION # 5 WAS CARRIED. This resolution will now be submitted to the 2020 CEIU National Triennial Convention.

RESOLUTION # 6 reads as follows:

TITLE: Regional HR/RR Committees
ORIGINATOR: CEIU Local 20937
LANGUAGE: E

WHEREAS CEIU does have an existing HR/RR Committee on a national level; and

WHEREAS CEIU does not have any mandated regional HR/RR committees; and

WHEREAS CEIU should make HR/RR a priority at the local, regional and national levels of our union; and

WHEREAS regional and national committees of CEIU should work in collaboration on behalf of our members.

BE IT RESOLVED THAT the CEIU National Regulations be amended to include a new section that reads as follows:

“XX. Regional Human Rights Committees

- a) shall be established in each region;
- b) the committee and/or committees’ structure shall be determined at a regional level and shall include representation from all equity seeking groups represented by the national HR/RR committee;
- c) shall establish and maintain contact with each local in their region on HR/RR related topics and initiatives;
- d) share human rights and equity information of concern to the regional membership with the national HR/RR committee and their regional NVP(s);
- e) develop and foster working relationships with the regional NVP(s) and HR/RR NVP, including keeping them advised of activities of the Committee and integrating them, where relevant, into regional planning;
- f) submit annual written reports to the National HR/RR committee and their regional NVP(s) to keep them informed of their human rights and equity work;
- g) actively participate and promote CEIU campaigns involving human rights and equity issues;

RESOLUTION # 6 WAS DEFEATED

RESOLUTION # 7 reads as follows:

TITLE: Change to Regulations
ORIGINATOR: CEIU Local 20937
LANGUAGE: E

WHEREAS the HR/RR Committee is the only national committee governed by the CEIU By-laws and not the National Regulations; and

WHEREAS CEIU is unable to amend or add to the By-laws except between conventions; and

WHEREAS there is both a desire for consistency in our By-laws as well as the ability to be flexible and responsive as needs arise.

BE IT RESOLVED THAT By-law 15, National HR/RR Committee, be moved into the CEIU National Regulations in its entirety.

RESOLUTION # 7 WAS DEFEATED UNANIMOUSLY

RESOLUTION # 8 reads as follows:

TITLE: NVP HR/RR Responsibilities
ORIGINATOR: CEIU Local 20937
LANGUAGE: E

WHEREAS during the 2017 CEIU Triennial Convention, By-Law 14.12 was amended to include the HR/RR serving as Chair of the National HR/RR Committee; and

WHEREAS this change renders By-Law 14.12(g) irrelevant.

BE IT RESOLVED THAT CEIU By-Law 14.12(g) be removed in its entirety.

RESOLUTION # 8 WAS CARRIED. This resolution will now be submitted to the 2020 CEIU National Triennial Convention.

RESOLUTION # 9 reads as follows:

TITLE: Scholarships for Equity Members
ORIGINATOR: CEIU Local 20937
LANGUAGE: E

WHEREAS CEIU promotes inclusion and access for equity seeking members; and

WHEREAS CEIU awards annual scholarships.

BE IT RESOLVED THAT a criteria for scholarship selection include consideration for applicants who come from equity seeking groups.

RESOLUTION # 9 WAS DEFEATED

RESOLUTION # 10 reads as follows:

TITLE: Non-Binary Member Inclusion
ORIGINATOR: CEIU Local 20937
LANGUAGE: E

WHEREAS the HR/RR committee consists of a male and female chair for each equity group; and

WHEREAS this requirement does not leave space for members who identify as non-binary; and

WHEREAS our union should ensure space for all members.

BE IT RESOLVED THAT an additional chair for non-binary members be added to the LGBTQ chairs for the National HR/RR committee; and

BE IT FURTHER RESOLVED THAT all relevant By-Laws and Regulations be amended to include this change.

RESOLUTION # 10 WAS CARRIED. This resolution will now be submitted to the 2020 CEIU National Triennial Convention.

RESOLUTION # 11 reads as follows: *(Resolution # 12 submitted by Local 00648 is the same)*

TITLE: Gender Parity
ORIGINATOR: CEIU Local 90113
LANGUAGE: E

WHEREAS the CEIU National HR/RR Committee includes a male and female representative for each equity group; and

WHEREAS more members are identifying as transgender/non-binary.

BE IT RESOLVED THAT the CEIU National HR/RR Committee include a transgender/non-binary seat to the LGTBQ2+ representatives.

MOTION: That Resolution 11 be tabled.
m/s Gibbs & Finnigan

CARRIED

RESOLUTION # 11 WAS TABLED.

RESOLUTION # 13 reads as follows: (*Resolution # 14 submitted by Local 00648 is the same*)

TITLE: Gender Parity
ORIGINATOR: CEIU Local 90113
LANGUAGE: E

WHEREAS the CEIU National HR/RR Committee includes a male and female representative for each equity group; and

WHEREAS more members are identifying as transgender/non-binary.

BE IT RESOLVED THAT the CEIU National HR/RR Committee include a transgender/non-binary seat to the LGTBQ2+ representatives; and

BE IT FURTHER RESOLVED THAT the cost be found within the existing budget.

MOTION: That Resolution 13 be tabled.
m/s Gibbs & McDougall

CARRIED

RESOLUTION # 13 WAS TABLED.

ELECTIONS FOR THE HR/RR COMMITTEE

Each of the four (4) equity group went in their own caucus to elect their representatives and alternates. The election results for each equity groups are as follows:

- ***FIRST NATIONS, METIS, INUIT***

Representative – Female: Susie Blyth
1st Alternate: Lee Hyndman
2nd Alternate: Linda Davis
3rd Alternate: Deb Foster

Representative – Male: Rod Cunningham
1st Alternate – Tony Nicolas
2nd Alternate – Vacant
3rd Alternate – Vacant

- ***RACIALLY VISIBLE***

Representative – Female: Sarita Censoni

1st Alternate: Miriam Colfax

2nd Alternate: Sonia Bellevue

3rd Alternate: Mildred Ncube

Representative – Male: Riazuddin Ahamed

1st Alternate – Farid Tourkmani

2nd Alternate – Vacant

3rd Alternate – Vacant

- ***GLBT***

Representative – Female: Gaylene Higgs

1st Alternate: Allison Doyle

2nd Alternate: Karen McFarlane

3rd Alternate: Nia Gillies

Representative – Male: Christopher Tate

1st Alternate – Chris Davis

2nd Alternate – Aly Kanani

3rd Alternate – Stephen Locke

- ***MEMBERS WITH DISABILITIES***

Representative – Female: Genie McDougall

1st Alternate: Wendy-Ann Moulton

2nd Alternate: Charmaine Nelson

3rd Alternate: Helen King

Representative – Male: Phil Matheson

1st Alternate – Ryan Ducedre

2nd Alternate – Bruce Flannigan

3rd Alternate – Mohamed Moinuddin

MOTION: That the ballots for all four (4) elections be destroyed.

m/s McDougall & Flannigan

CARRIED

ADDRESS FROM THE NATIONAL EXECUTIVE VICE-PRESIDENT

Crystal Warner, the CEIU National Executive Vice-President addressed the delegation and provided a summary of her family's background, Chilean asylum seekers who came to Canada in the 1970's.

She spoke of the first meeting of the Joint CEIU National Equity Committees including the young workers. At that meeting, all the committees received some education about intersectional representation as well as having the opportunity to collaborate and share their common issues and advocacy.

While there is still some work to be done, it is also necessary that we recognize the work of CEIU activists that came before us. It is now on us to raise the bar.

The NEVP intends to highlight why intersectional representation matters at CEIU because the public sector is a large employer of women and equity seeking groups.

An intersectional approach is necessary in order to understand why equity seeking members are over-represented in term positions or in lower salary classifications in our workplaces.

We need to advocate for all members. How can we offer all workers more support? True equity must come hand in hand with accountability. And equity isn't always visible.

In closing, Sister Warner thanked everyone for working together to create a stronger, more accessible union, and for putting the members at the forefront of our work.

GUEST SPEAKER - NIA GILLIES

Sister Nia Gillies spoke of the difficulties she has had since a young age as a transgendered person.

What can union do to support transgendered members? Fight for all-inclusive washrooms in workplaces and in the communities, union contract should negotiate for trans surgery, education courses, union contract should protect trans.

Respect our pronouns, educate yourself on trans issues, stand up on trans phobias and most of all, listen to our stories.

Sister Gillies's presentation was well received by all participants.

BUTTERFLIES IN SPIRIT

Butterflies in Spirit is a dance group that raises awareness of missing and murdered Indigenous women. Founded in 2012, the group consists of family members of missing and murdered Indigenous women and girls whose goal is to keep the stories of their loved ones alive through dance.

Donations for Butterflies in Spirit were raised through the sale of Red Dress cookies which were baked and decorated by Sister Susie Blyth as well as with a 50/50 draw. In total \$523.15 was raised.

The National President donated \$500 on behalf of CEIU National.

Sister Kelly Megyesi, the winner of the 50/50 draw donated her winnings. She also added that she would be sending a donation of \$50 from the PSAC Okanagan Women's Committee and a donation of \$50 from the PSAC Okanagan Human Rights Committee.

A grand total of \$1,123.15 was donated to Butterflies in Spirit.

ADJOURNMENT

The 9th National Human Rights/Race Relations Conference adjourned at 2:30 p.m. on Sunday, September 15th, 2019.