

## Resolutions adopted at the 2017 PSAC National Access Conference:

### 1. RESOLUTION EQ2-001 REGIONAL CONFERENCE FOR MEMBERS WITH DISABILITIES

#### As amended below:

**WHEREAS** members with disabilities both visible and invisible have very different needs and concerns from members of the other equity groups; and

**WHEREAS** many members with disabilities have invisible disabilities, such as cognitive and mental health issues that they choose not to disclose due to the real threat of discrimination and the members right to privacy;

**WHEREAS** members should have a forum to discuss their issues and receive education related to working with a disability in a safe place, without being “outed” to others;

**BE IT RESOLVED THAT** PSAC hold ~~a~~ Regional Members with Disabilities Conferences **in each Region** in the upcoming cycle and each 3 year cycle going forward.

#### Rationale

It is important to provide a forum for members with disabilities to discuss their issues with other members with disabilities in a safe space. Although there are PSAC Members with Disabilities Action Committees (MDACs), these committees do not bring members with disabilities from across the region to network and have in-depth

strategy discussions regarding disability specific issues over a period of a few days.

**2. RESOLUTION EQ2-002  
ACCOMMODATION FUNDS FOR OBSERVERS WITH  
DISABILITIES**

**WHEREAS** the PSAC has established a fund to fully cover the cost of accommodating members with disabilities as delegates to PSAC events (ie: person with the need for a personal attendant); and

**WHEREAS** the PSAC should be considered an all-inclusive union for all members; and

**WHEREAS** there are huge barriers that impact upon members with disabilities – (i.e.: special needs, translators, interpreters, or personal assistance):

**BE IT RESOLVED THAT** PSAC allocate funds to cover the costs of providing accommodations of special needs for observers with disabilities.

**Rationale**

The Committee supports this resolution with the recognition that the PSAC does not bear the costs for observers to attend PSAC events and that accommodation should only be provided at PSAC events.

There are members who cannot attend PSAC events as observers because they cannot afford to cover the costs of accommodation

incurred as a result of their disability. This barrier is not faced by observers without disabilities.

**3. RESOLUTION EQ2-004**

**DELEGATE SEATS FOR EQUITY (ABORIGINAL PEOPLES, RACIALLY VISIBLE PERSONS, PRIDE, ACCESS) AND WOMEN MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION**

(which covers EQ2-005)

**BECAUSE** there is a lack of Equity and Women members at leadership levels in our Union; and

**BECAUSE** conventions are where vital union decisions are made; and

**BECAUSE** there are designated Equity and Women representatives on all PSAC Regional Councils who undertake their work in their respective regions:

**PSAC WILL** amend the PSAC Constitution Section 19 Sub Section 7 to:

The Aboriginal Peoples, Racially Visible Persons, Pride, Access Equity and Women groups shall each be entitled to send two delegates to the National Triennial Convention of PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective equity caucus at their PSAC Regional Triennial Convention; and

Please note there was a motion to divide this resolution into three parts which was carried. Only the first part was dealt with and adopted at the conference. Therefore, the other two parts have not been adopted by the conference delegates.

## Resolutions adopted by the 2017 PSAC National Women's Conference:

### 1. RESOLUTION EQ5-014 DOMESTIC VIOLENCE LEAVE

**WHEREAS** domestic violence knows no boundaries and can happen to anyone in our society. Unfortunately, the vast majority of such victims are women. In the wake of said violence those on the receiving end often need time to consult medical or legal professionals or to make arrangements with schools for care and protection of children. This often must be done during regular business hours when many can simply not afford to take the time from work; and

**WHEREAS** the Manitoba legislation provides for five days of paid leave for such victims of domestic violence such that they have the opportunity to begin to get their lives in order or seek the protection they require. The legislation also calls for extended leave without pay up to 17 weeks should this be necessary; and

**WHEREAS** research done in Australia indicates such leave is not abused and indeed may lead to a stronger employee:

**BE IT RESOLVED THAT** the Public Service Alliance of Canada lobby provincial and territorial governments to enact legislation similar to Manitoba's Bill 8 The Employment Standards Code Amendment Act (Leave for Victims of Domestic Violence, Leave for Serious Injury or Illness and Extension of Compassionate Care Leave).

#### **Rationale**

PSAC works within the labour movement and with women's groups to help victims of domestic violence and to develop a national action plan against violence against women. The PSAC supports providing paid leave for victims of domestic violence, and is already undertaking the

work of ensuring that victims of domestic violence - regardless of gender- have access to support systems. The Committee considers that this should be a priority in all regions.

## **2. RESOLUTION EQ5-006 VIOLENCE PREVENTION**

**WHEREAS** women are the most common victims of violence;  
and

**WHEREAS** organizations for women who are victims of violence  
must deal with the challenges of uncertain government funding;  
and

**WHEREAS** women are often the main breadwinner in a single-  
parent nuclear family; and

**WHEREAS** women's jobs are often precarious; and

**WHEREAS** all forms of violence have harmful repercussions,  
such as isolation and poverty, on women's well-being; and

**WHEREAS** PSAC is aware of this issue, speaks out against  
violence against women and wishes to support violence-  
prevention agencies:

**BE IT RESOLVED THAT** PSAC, to support the anti-violence  
network, undertake, as often as possible, to invite agencies that  
are part of the network to send speakers to PSAC meetings,  
training sessions and conventions, in return for a speaker's fee.

### **Rationale**

PSAC has a consistent practice of denouncing violence against  
women and working with the anti-violence network of women's  
organizations across the country, and in particular with the Canadian

Women's Shelter Association. We have supported the call for a National Action Plan on Violence against Women, and for a National Inquiry into the missing and murdered Aboriginal Women. The issue should be a priority, and the topic of violence should be introduced at every possible venue: national, regional and local.

### **3. RESOLUTION EQ5-016 ADDRESSING RESTRICTIONS IN THE FAMILY CARE POLICY**

**WHEREAS** PSAC believes that provision of comprehensive child care arrangements is a shared social responsibility; and

**WHEREAS** the Women and the PSAC Policy states PSAC must clearly demonstrate there is a place for families in our Union and provide a framework that recognizes our families; and

**WHEREAS** the Family Care Policy is intended to assist members by covering additional fees incurred as a result of attending authorized PSAC activities and to remove barriers which prevent members from participating; and

**WHEREAS** Family Care Policy "restrictions" limit care of family members (children, persons with disabilities, dependant adults) who require care to outside agencies thereby creating a systemic barrier for many members involved in union activities:

**BE IT RESOLVED THAT** Public Service Alliance of Canada remove the barrier of who is providing family care by amending the definition of family care provider to be any person who provides this care with receipt (utilizing policy financial limits).

## **Rationale**

With changing family dynamics, the Committee believes that it may be constructive to assess and possibly reconsider this policy.

### **4. RESOLUTION EQ5-011 UTILIZATION OF ALTERNATES**

**WHEREAS** through PSAC conferences and conventions alternates are duly elected to positions; and

**WHEREAS** when the substantive elected rep is not able to attend meetings, events or conferences the alternate is not always utilized; and

**WHEREAS** not utilizing the duly elected alternate rep to attend in the substantive elected reps absence is a disservice to the constituency and/or Region; and

**WHEREAS** when the duly elected rep is not able to attend there is no additional cost to send the duly elected alternate as the funding is already in place for the elected rep to attend; and

**WHEREAS** utilizing the alternates helps to encourage growth in the labour movement and ensures continuity if the duly elected rep is not available:



**BE IT RESOLVED THAT** the PSAC National Human Rights Committee amend their terms of reference and policy to ensure that in the event that Committee members are not able to attend meetings, events, conferences and other functions in the course of performing their duties, their duly elected Alternate shall attend on their behalf and submit a written report of their activities.

### **Rationale**

It is important to ensure that every region is represented by their various equity representatives on the National Human Rights Committee. Permitting elected regional alternates attend these meetings as required contributes to succession planning. The component representatives on the NHRC are afforded this opportunity and it has worked well.

## **5. RESOLUTION EQ5-019 JORDAN'S PRINCIPLE**

**WHEREAS** Jordan's Principle is a child first principle in memory of Jordan River Anderson, a First Nations child with complex medical needs who died at age 5 in hospital while the provincial and federal governments battled over payment of his at home care. It is intended to ensure that First Nations children do not experience delay, denial or disruption of services that are normally available to all children; and

**WHEREAS** in January 2016 the Canadian Human Rights Tribunal ordered the federal government to fully implement Jordan's Principle by May 10, 2016 to ensure First Nations children can access government services on the same terms as other children:

**BE IT RESOLVED THAT** the Public Service Alliance of Canada expresses full support of Jordan's Principle by promoting Bear Witness days every year on May 10th to ensure we do not lose sight of the importance of First Nations children accessing government services on the same terms as other children.

### **Rationale**

Jordan's Principle is a "child first" principle used in Canada to resolve jurisdictional disputes within and between government regarding payments for government services provided to First nation's children. Currently First Nations children do not have equal access to quality education and services. The Committee stands behind the principle that every child should have equal access.

**Resolutions adopted at the 2017 PSAC National Conference for Racially Visible Members:**

**1. RESOLUTION EQ4-025  
REMOVING OBSTACLES TO ADVANCEMENT  
FOR EQUITY GROUPS**

**WHEREAS** in the workplace, members of equity groups are for the most part the first targets of discrimination, harassment and job loss, which places them in the Workforce Adjustment Program:

**BE IT RESOLVED THAT** PSAC work to remove the obstacles to the advancement of members of equity groups in the federal public service; and

**BE IT FURTHER RESOLVED THAT** PSAC lobby Treasury Board to set clear targets at every level of the public service to encourage the advancement of equity groups; and

**BE IT FURTHER RESOLVED THAT** PSAC also lobby Treasury Board to stop delegating this responsibility to the federal departments.

**Rationale**

The Committee believes the employer should set employment equity targets at every level including in the recruitment and promotion of equity groups. Barriers should also be removed for equity groups so that the targets can be met and they can advance in their careers.

PSAC must continue to advocate for a workplace can be fully representative of the Canadian population.

**2. RESOLUTION EQ4-027**

**DELEGATE SEATS FOR EQUITY (ABORIGINAL PEOPLES, RACIALLY VISIBLE PERSONS, PRIDE, ACCESS) AND WOMEN MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION (WHICH COVERS EQ4-028)**

**BECAUSE** there is a lack of Equity and Women members at leadership levels in our Union; and

**BECAUSE** conventions are where vital union decisions are made; and

**BECAUSE** there are designated Equity and Women representatives on all PSAC Regional Councils who undertake their work in their respective regions:

**PSAC WILL** amend the PSAC Constitution Section 19 Sub Section 7 to:

The Aboriginal Peoples, Racially Visible Persons, Pride, Access Equity and Women groups shall each be entitled to send two delegates to the National Triennial Convention of PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective equity caucus at their PSAC Regional Triennial Convention; and

**PSAC WILL** ensure each Equity and women representative on each PSAC Regional Council to be entitled to one of the two seats; and

**PSAC WILL** ensure these two seats to have gender parity (for PRIDE; a woman or a man or other) in the four Equity groups.

### **Rationale**

This resolution calls for 70 delegates to be elected at their respective regional triennial conventions. This means that two delegates per each of the five equity groups would be elected at their regional triennial conventions.

This resolution would increase the equity representation at the PSAC Triennial Convention.

### **3. RESOLUTION EQ4-019 PRECARIOUS WORK**

**WHEREAS** Precarious Jobs are Part-Time, Temporary, Seasonal, Casual or Contract, Unstable, mostly Poorly Paid with erratic scheduling, sometimes with dangerous working condition and few benefits; and

**WHEREAS** the negative impact of Precarious Employment includes, Poor Mental Health, Decrease Physical Health related to stressful and strenuous working conditions, lack of benefits such as drug plans, increase poverty and low income, loss of skills and social status and family conflicts; and

**WHEREAS** Health and Safety risks are increase due to lack of training or experience, fear of losing job or being Deported and pressure of holding multiple jobs for long hours:

**BE IT RESOLVED THAT** PSAC work alongside other labour unions to find creative ways to give a voice to precarious workers within the union structures; and

**BE IT FURTHER RESOLVED THAT** the PSAC organize and lobby Governments for Fair Wages and Working Conditions to prevent these workers from been continually exploited.

### **Rationale**

There is a growing trend by employers to use precarious workers rather than hire full time permanent workers. According to an internal PSAC study conducted in January 2015, 36% of survey respondents fit under precarious worker category and 15% of those workers were racialized. The survey revealed that precarious workers are less likely to have a stable income and tend to have much lower personal income than non-precarious workers.

The Committee felt that the union should do more work for precarious members within PSAC, as well as, lobbying governments for better working conditions for all precarious workers.

## **4. RESOLUTION EQ4-021 EMPLOYMENT EQUITY POLICIES**

**WHEREAS** the population of immigrants entering Canada continues to grow at unprecedented rates as exemplified by the record breaking number of immigrants in the first quarter of the 2016; and

**WHEREAS** language and cultural barriers negatively impact the quality of federal services these immigrants receive as well as the quality of the lives they build in Canada; and

**WHEREAS** the Indigenous People of Canada face similar barriers; and

**WHEREAS** the PSAC has long advocated for a strong, responsive civil Service that is reflective of the population of Canada:

**BE IT RESOLVED THAT** the PSAC lobby the Federal Government to develop and implement Employment Equity Policies that ensure a representative workforce and identify and address challenges in attaining equity in hiring, promotion, succession planning; and

**BE IT FURTHER RESOLVED THAT** the PSAC lobby the federal government to report annually to the public on progress made in the implementation of said policies.

### **Rationale**

Employment equity programs and practices in the federal public service have been eroded over the last decade under the previous Conservative government. Therefore, it is important that the PSAC lobby the federal government to strengthen the *Employment Equity Act*, including reporting processes.

**5. RESOLUTION EQ4-020  
REGIONAL EMPLOYMENT EQUITY COURSES**

**WHEREAS** there is limited knowledge and misinformation among the membership on what Employment Equity means; and

**WHEREAS** this lack of knowledge leads to discrimination and Employment barriers for PSAC members who self-identify as Members with Disabilities, Indigenous Members, Racially Visible Members, Women and Gay, Lesbian, Bisexual and/or Transgender Members; and

**WHEREAS** misinformation on Employment Equity has an adverse impact and leads to harassment, isolation, various human rights violations and other forms of backlash within the workplace; and

**WHEREAS** PSAC is committed to Employment Equity and a barrier free workplace:

**BE IT RESOLVED THAT** the PSAC organize and deliver Regional Employment Equity Courses once per three (3) year cycle.

**Rationale**

Employment equity is an extremely important issue for racialized members. The federal government has not been proactive in ensuring that departments are implementing employment equity initiatives and holding them accountable. Therefore, educating members on employment equity is necessary to ensure that employment equity stays on workplace agendas and members push their employers to undertake employment equity initiatives.



**6. RESOLUTION EQ4-001  
RACIALLY VISIBLE LEADERSHIP  
(WHICH COVERS EQ4-002, EQ4-003, EQ4-004, AND EQ4-005)**

**BECAUSE** the B.C. Regional Conference for Racially Visible members identified the lack of racialized leaders as a priority issue; and

**BECAUSE** racialized members face unique needs, challenges, and experiences; and

**BECAUSE** creating a safe space where each of us can feel free to speak up is a priority for our union:

**THE PSAC WILL** develop leadership training customized for racialized members to encourage active participation and more equitable representation in leadership; and

**THE PSAC WILL** ensure training will be implemented within the next three-year cycle.

**Rationale**

The PSAC is not yet fully reflective of racialized members in various union positions. Currently, there is no specific leadership training for racialized members. Leadership training will provide the necessary tools and skills for racialized members to become more engaged and take on leadership positions within the union.

**7. RESOLUTION EQ4-024  
PROTECTING THE SERVICES USED BY EQUITY  
GROUPS AT PSAC**

**WHEREAS** in the workplace, members of equity groups are for the most part the first targets of discrimination, harassment and job loss, which places them in the Workforce Adjustment Program; and

**WHEREAS** because of the cuts to federal public services, many members of equity groups have been affected by workforce adjustment:

**BE IT RESOLVED THAT** if PSAC cuts its resources, the cuts will have as little impact as possible on programs for equity groups and on diversity; and

**BE IT FURTHER RESOLVED THAT** these cuts have no effect on existing services for members of equity groups.

**Rationale**

The general practice of the employer has been to cut programs and services for equity groups when there is a downsizing of its workforce. The Committee does not want the union to also cut its own programs and services for equity groups, further marginalizing equity group members.

This resolution calls for the PSAC to ensure that, if there are cuts to union's resources, then those cuts should have little impact on programs (e.g. human rights programs, disability Insurance and pensions programs, education program) and no effect on existing services (e.g. support for persons with disability filling out forms for disability insurance) for members of equity groups.

**8. RESOLUTION EQ4-008  
ADDITIONAL DELEGATE SEATS FOR RACIALLY VISIBLE  
MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION  
(WHICH COVERS EQ4-011)**

**BECAUSE** the B.C. Regional Conference for Racially Visible members identified the lack of racialized leaders as a priority issue; and

**BECAUSE** there is a lack of racialized members at leadership levels in our union; and

**BECAUSE** conventions are our highest decision-making body; and

**BECAUSE** delegates to the PSAC National Triennial Convention are union leaders:

**THE PSAC WILL** address the lack of racialized leaders by designating 2 seats for racialized members from each PSAC Region at the PSAC National Triennial convention; and

**THE PSAC WILL** ensure that there is gender parity in these two seats; and

**THE PSAC WILL** designate one of the two seats to the PSAC National Triennial Convention to the Representative for Racially Visible members who sits on the PSAC Regional Council; and

**THE PSAC WILL** ensure that the other delegate seat be elected at the PSAC Regional Racially Visible Conference.

## **Rationale**

PSAC Triennial Convention should be more reflective of the Canadian population. Racially visible members have been under-represented at past conventions.

This resolution calls for an additional 14 seats with gender parity for racially visible members. They would be elected at their respective regional conference for racially visible members. One of the two regional seats would be designated for the Regional Council member.

The committee felt that regional council members who represent and are accountable to racially visible members should be able to attend the PSAC Triennial Convention as full delegates.

Currently, there are two delegate seats with gender parity for racially visible members. These two delegates are elected at their respective national equity conference.

## **9. RESOLUTION EQ4-022 VISIBLE MINORITIES**

**WHEREAS** the term “Visible Minorities” has been deemed racist by the United Nations Convention on the Elimination of All Forms of Racial Discrimination since March 2007; and

**WHEREAS** the United Nations Human Rights Committee on the Elimination of Racial Discrimination (CERD) recommended that Canada cease using this term in their report of March 2007; and

**WHEREAS** the Federal Government of Canada continues to use the term as defined in the Canadian Employment Equity Act as "persons, other than Aboriginal people, who are non-Caucasian in race or non-white in colour" as a census category that has been contrived for a particular public policy purpose:

**BE IT RESOLVED THAT** the PSAC, in support of all equity groups, lobby the Federal Government, through education and action campaigns, to discontinue the use of the term Visible Minorities and instead use the term Racially Visible.

### **Rationale**

In 2007, the United Nations Committee on the Elimination of Racial Discrimination stated that the term “visible minority” may not be in accordance with the aims and objectives of the *International Convention on the Elimination of All Forms of Racial Discrimination*. In other words, the term was discriminatory. It is currently used in the *Employment Equity Act (EEA)*, and used to gather data for the Canadian census. The Committee felt that the union should actively lobby the government to change the terminology in the *EEA* and the census.

The PSAC uses the term “racially visible” in its *Constitution* to describe racialized members.

## **10. RESOLUTION EQ4-018 SOLIDARITY WITH RECENT IMMIGRANTS TO CANADA ENTERING THE WORKFORCE**

**BECAUSE** “Canadian Experience” is code language for systemic employment barriers that discriminate against ethnic origin, colour and race; and

**BECAUSE** ethnic origin, colour, and race are grounds for discrimination in the human rights law; and

**BECAUSE** all Canadians should have equal treatment by and equal access to the workforce:

**THE PSAC WILL** develop policy and partner with other organization to minimize the impact of “Canadian Experience” on well-trained and qualified immigrants entering the Canadian workforce.

### **Rationale**

Immigrants may be discriminated against by employers due to their lack of Canadian work experience. The impact of this discriminatory attitude and behaviour is greater on racialized communities since the majority of immigrants come from mainly racialized countries.

The Ontario Human Rights Commission’s policy on “Canadian Experience” which can be used as a model.

## Resolutions adopted at the 2017 PSAC Pride Conference:

### 1. COMPOSITE RESOLUTION EQ3-001A GENDER INCLUSIVE LANGUAGE (which covers EQ3-001 and EQ3-007)

**WHEREAS** the gender neutrality movement suggests that policies, language, and other social institutions should avoid distinguishing roles according to people's sex or gender, in order to avoid discrimination arising from the impression that there are social roles for which one gender is more suited than another; and

**WHEREAS** PSAC values inclusion of our membership especially those facing barriers to participate; and

**WHEREAS** saying brother(s) and sister(s) is not inclusive for all who identify outside the male/female binary; and

**WHEREAS** not all PSAC members identify with traditional binary of male and female or brother and sister:

**BE IT RESOLVED THAT** PSAC find and implement alternative, more inclusive terms such as friend(s), comrade(s) or delegate(s) in addition to sister(s) and brother(s) when addressing the entirety of the membership or delegation (in written and verbal communication) unless the member indicates their preference otherwise; and

**BE IT FURTHER RESOLVED THAT** PSAC educate the membership on the importance of inclusivity in greetings.

## Rationale

Increasingly, people are embracing gender neutral language in different meetings and union events. For example, the BC Federation of Labour has embraced this change, and delegates at the last Convention were using the expression “comrade” on the floor.

### **2. RESOLUTION EQ3-002 ORGAN DONATION**

(which covers EQ3-003)

**WHEREAS** the Health Canada policy prohibiting gay men from donating organs is discriminatory and could adversely affect patients on the transplant wait list; and

**WHEREAS** reducing the number of donors means increasing the number of deaths related to organ transplant shortages; and

**WHEREAS** Health Canada refuses to clarify the reasons for this ban (not only does this policy stigmatize an entire group, but it encourages those who are not part of this group to believe they are, so to speak, invulnerable); and

**WHEREAS** the safety argument cited by Health Canada is quite simply false: genuine concern for safety would involve making an inventory of risky practices, not pointing a finger at the gay community and fostering an unacceptable prejudice against it:



**BE IT RESOLVED THAT** PSAC work with its affiliated unions to make the Canadian public aware of the potential exclusion of male organ donors; and

**BE IT FURTHER RESOLVED THAT** PSAC lobby Health Canada to abolish this discriminatory ban.

**Rationale**

While the timeframe for excluding organ donations has been reduced from five years to one, this does not change the fact that the exclusion remains discriminatory. It has been abolished in other countries, and it should also be abolished in Canada.

**3. RESOLUTION EQ3-004  
BLOOD DONATION**

(which covers EQ3-005)

**As amended below:**

**WHEREAS** Health Canada's policy prohibiting men from donating blood if they have had sex with a man in the past year is discriminatory and implies that sex between two men is a risky practice; and

**WHEREAS** the policy was introduced at the time of the discovery that sex between men was a significant mode of HIV transmission and screening techniques did not exist; and

**WHEREAS** nowadays, every donation of blood is tested; and

**WHEREAS** it is not sexual orientation that should be targeted, but risky practices regardless of the donor's sexual orientation:

**BE IT RESOLVED THAT** PSAC work with its affiliated unions to make the Canadian public aware of the exclusion of potential male **or transgender** blood donors who have had sex with a man in the past year; and

**BE IT FURTHER RESOLVED THAT** PSAC lobby Health Canada to abolish this discriminatory ban.

### **Rationale**

While the timeframe for excluding blood donations has been reduced from five years to one, this does not change the fact that the exclusion remains discriminatory. It has been abolished in other countries, and it should also be abolished in Canada.

## **4. RESOLUTION EQ3-006 ACCESS TO BLOOD DONATIONS**

**WHEREAS** gay men cannot donate blood anywhere in Canada without declaring they have not had sexual relations with another man for one year; while straight men and women do not have this restriction; and

**WHEREAS** gay men cannot donate their organs in cases of death; and

**WHEREAS** the testing for HIV and AIDS are performed with an almost instant result; and

**WHEREAS** blood and organ donations are subject to blood tests anyway:

**BE IT RESOLVED THAT** the PSAC lobby the Federal, Provincial and Territorial Governments to allow any person (regardless of sexual orientation) to donate blood or their organs without discrimination; and

**BE IT FURTHER RESOLVED THAT** the health and processing guidelines for blood and organ donation be adjusted to reflect the world wide practice of testing of blood and organ tissue to clear either for donation.

### **Rationale**

While the timeframe for excluding blood and organ donations has been reduced from five years to one, this does not change the fact that the exclusion remains discriminatory. It has been abolished in other countries, and it should also be abolished in Canada.

Blood and organ donations save lives. It is important to lobby the federal and provincial governments to achieve systemic changes in all jurisdictions.

## **5. RESOLUTION EQ3-008 UPDATE GLBT ACRONYM TO LGBT+**

**WHEREAS** a similar resolution was passed at the November 2013 Equity Conferences to update the acronym GLBT; and

**WHEREAS** the preferred acronym in use by the United Nations is LGBT see [https://www.unfe.org/system/unfe-7-UN\\_Fact\\_Sheets\\_v6\\_-\\_FAQ.pdf](https://www.unfe.org/system/unfe-7-UN_Fact_Sheets_v6_-_FAQ.pdf); and

**WHEREAS** it is less sexist to place L (Lesbian) before G (Gay); and

**WHEREAS** the terminology GLBT does not encompass the wide range of PSAC members who self-identify differently, especially aboriginal and gender non-conforming members:

**BE IT RESOLVED THAT** the PSAC update Section 15, Sub-Section (1) of the Constitution to read LGBT+ (Lesbian, Gay, Bisexual, Transgender with a plus to encompass Intersex, Queer, Questioning, 2-Spirited, Asexual and other forms of sexual orientation and gender expression, such as genderqueer or gender non-conforming persons).

### **Rationale**

Most people today use the expression LGBT. Other unions have abandoned the older expression “GLBT” that PSAC is still using. LGBT is now understood by the general public.

And many people now use the expression LGBT+ to include the full range of identities that have emerged in the last few years.

## **6. RESOLUTION EQ3-009 PREP AWARENESS CAMPAIGN**

**WHEREAS** the World Health Organization endorsed the use of PrEP (Truvada) for people who are at risk for HIV; and

**WHEREAS** PrEP (Truvada) is 92% effective at preventing HIV transmission when taken daily; and

**WHEREAS** Health Canada approved PrEP (Truvada) on February 28, 2016; and

**WHEREAS** new HIV cases in 2014 affect equity seeking members:

- 6 in 10 were gay men;
- 1 in 5 were women;
- Almost half were racially visible; and
- 1 in 10 were Indigenous; and

**WHEREAS** PrEP (Truvada) can cost \$1,000-\$1,100 per month and thus most Canadians cannot afford it:

**BE IT RESOLVED THAT** the PSAC conduct an awareness campaign on PrEP (Truvada).

### **Rationale**

It is important that more people be aware of the existence of this medication. PrEP (Truvada) significantly reduces the risk of HIV transmission. It can enhance the quality of life of the partners of people with HIV.

**7. RESOLUTION EQ3-012  
DELEGATE SEATS FOR EQUITY (ABORIGINAL PEOPLES,  
RACIALLY VISIBLE PERSONS, PRIDE, ACCESS) AND WOMEN  
MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION**

(which covers EQ3-013)

**BECAUSE** there is a lack of Equity and Women members at leadership levels in our Union; and

**BECAUSE** conventions are where vital union decisions are made; and

**BECAUSE** there are designated Equity and Women representatives on all PSAC Regional Councils who undertake their work in their respective regions:

**PSAC WILL** amend the PSAC Constitution Section 19 Sub Section 7 to:

The Aboriginal Peoples, Racially Visible Persons, Pride, Access Equity and Women groups shall each be entitled to send two delegates to the National Triennial Convention of PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective equity caucus at their PSAC Regional Triennial Convention; and

**PSAC WILL** ensure each Equity and women representative on each PSAC Regional Council to be entitled to one of the two seats; and

**PSAC WILL** ensure these two seats to have gender parity (for PRIDE; a woman or a man or other) in the four Equity groups.

### **Rationale**

This resolution would allow all of the National Human Rights Committee equity members to be delegates at the PSAC Convention. This resolution would ensure a greater participation of equity representatives, and it would increase the number of women delegates.

**Resolutions adopted by the 2017 PSAC National Aboriginal Peoples' Conference:**

**EQ1-001: THE TRUTH AND RECONCILIATION  
COMMISSION'S CALL TO ACTION #57  
TRAINING FOR NBOD**

**ORIGINATOR: PSAC BC MAINLAND HUMAN RIGHTS  
COMMITTEE**

**LANGUAGE OF ORIGIN: E**

**WHEREAS** the genocide of Canada's Indigenous Peoples is acknowledged;  
and

**WHEREAS** the Truth and Reconciliation Commission's Call to Action #57  
which calls upon all levels of government to:

“provide education to public servants on the history of Aboriginal peoples,  
including the history and legacy of residential schools, the United Nations  
Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal  
rights, Indigenous law, and Aboriginal-Crown relations. This will require  
skills-based training in intercultural competency, conflict resolution, human  
rights, and anti-racism”; and

**WHEREAS** PSAC has many Indigenous members and is a strong ally; and

**WHEREAS** PSAC values meaningful reconciliation with Canada's  
Indigenous Peoples; and

**WHEREAS** we need our union leaders to lead our social justice causes:



**BE IT RESOLVED THAT** PSAC use its education resources to deliver Indigenous awareness training to its leaders, the NBoD, on the Truth and Reconciliation Commission's Call to Action #57 in the next three-year cycle.

**Rationale**

The Truth and Reconciliation Commission Call to Action #57 seeks to ensure that all levels of governments educate all public service employees on the history of Indigenous peoples. The Committee believes that, in order to properly advocate for this training, the PSAC leadership must also understand and be trained on these issues.

**EQ1-002: THE TRUTH AND RECONCILIATION  
IMPLEMENTATION OF CALL TO  
ACTION #57**

**ORIGINATOR: VANCOUVER ISLAND HUMAN RIGHTS  
COMMITTEE**

**LANGUAGE OF ORIGIN: E**

**WHEREAS** the PSAC welcomed the Truth and Reconciliation Commission's report in June of 2014; and

**WHEREAS** the PSAC recognizes and particularly holds close to home Call to Action #57 to call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism:

**BE IT RESOLVED THAT** the PSAC undertake actions to pressure the Government of Canada to implement Call to Action #57 for its members; and

**BE IT FURTHER RESOLVED THAT** the PSAC provide direction, training and resources to its members on how to force the implementation of Call to Action #57 on the employer at the local level.

### **Rationale**

Public services workers provide many important and substantive services to Indigenous communities. Therefore, to best serve Indigenous communities and peoples, the Committee believes that it is vital to educate and train public service workers on the history of Indigenous peoples. The PSAC should advocate for the implementation of the Call to Action #57.

**EQ1-003: THE TRUTH AND RECONCILIATION  
COMMISSION RECOMMENDATION FOR  
PROFESSIONAL DEVELOPMENT AND  
TRAINING FOR PUBLIC SERVANTS**

**ORIGINATOR: ABORIGINAL ACTION CIRCLE/ ATLANTIC  
REGIONAL COUNCIL**

**LANGUAGE OF ORIGIN: E**

WHEREAS The Truth and Reconciliation Commission of Canada (TRC) issued 94 Calls to Action on diverse topics including child welfare, education, language & culture, health, justice, implementation of the United Nations Declaration on the Rights of Indigenous Peoples & the development of a Royal Proclamation & Covenant of Reconciliation; and

WHEREAS TRC Call to Action #57 calls on Parliament to educate public servants on the history of Aboriginal Peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties & Aboriginal rights, Indigenous law, & Aboriginal–Crown relations:

BE IT RESOLVED THAT the PSAC immediately communicate with the Treasury Board of Canada, & its relevant provincial and territorial counterparts, that the PSAC is to be included in all aspects in the implementation of Call to Action #57; and

BE IT FURTHER RESOLVED THAT the PSAC begin a process of consultation with our membership to establish what training needs & requirements are to fulfill #57.

### **Rationale**

The federal government's Canada School of Public Services has begun to develop training related to the Truth and Reconciliation Commission's report. The PSAC has requested that it be consulted in the development of this training.

Initial consultations have begun within PSAC at the National Aboriginal Peoples' Circle and with the Aboriginal Working Group of the National Human Rights Committee.

### **RESOLUTION EQ1-005: DELEGATE SEATS FOR EQUITY (ABORIGINAL PEOPLES, RACIALLY VISIBLE PERSONS, PRIDE, ACCESS) AND WOMEN MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION**

**ORIGINATOR: PSAC BC WEST FRASER VALLEY AREA COUNCIL**

**LANGUAGE OF ORIGIN: E**

**BECAUSE** there is a lack of Equity and Women members at leadership levels in our Union; and

**BECAUSE** conventions are where vital union decisions are made; and

**BECAUSE** there are designated Equity and Women representatives on all PSAC Regional Councils who undertake their work in their respective regions:

**PSAC WILL** amend the PSAC Constitution Section 19 Sub Section 7 to:

The Aboriginal Peoples, Racially Visible Persons, Pride, Access Equity and Women groups shall each be entitled to send two delegates to the National Triennial Convention of PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective equity caucus at their PSAC Regional Triennial Convention; and

### **Rationale**

This resolution calls for two delegates per five equity groups to be elected at each Regional Triennial Convention and that these 70 delegates would attend the PSAC National Triennial Convention. There would also be gender parity for delegates representing members with disabilities, racially visible members, and Aboriginal members. Delegates for GLBT members would identify as woman, man or other. Both delegates for women would be women.

Please note there was a motion to divide this resolution into three parts which was carried. Only the first part was dealt with and adopted at the conference. Therefore, the other two parts have not been adopted by the conference delegates.