

# National Conference for Racially Visible Members

## WORKSHOPS

### **1. Organizing an effective movement**

To bring about effective change, racially visible members need to be engaged and involved in their workplaces, unions and communities. This workshop will provide tools to motivate our members to work with community activists and take action on issues that affect our communities.

### **2. Impact of systemic and structural racism in our workplaces**

Racism exists today, even though we have systems and processes such as human rights and employment equity legislation to address it. This workshop will examine how racism in society (e.g. justice system, immigration, education, political systems, etc.) continues to create barriers and impacts career opportunities for racially visible workers.

### **3. Employment equity: are we there yet?**

Racialized people are under-represented and under-employed in workplaces and have higher levels of poverty and unemployment than non-racialized people. This workshop will examine the representation and career opportunities for racially visible workers (e.g. hiring, promotions, retention and training). It will provide tools and strategies (e.g. employment equity) that will increase the representation of racially visible workers. It will also provide tools on lobbying and taking political action on employment equity.

### **4. Combatting racism, discrimination and harassment in the workplace**

This workshop will examine racism in the workplace. It will provide tools and strategies to address workplace racism, discrimination and harassment including union processes and structures. It will also examine the impact of the racism, discrimination and harassment in the workplace.

## National Access Conference

### WORKSHOPS

#### **5.Strength in awareness of different abilities**

This workshop will raise awareness of our different abilities and how to take care of those abilities. It will also examine stigma and foster a better understanding of different abilities including mental health, both visible and non-visible.

#### **6.Taking political action on disability rights**

The federal government has indicated that it will be considering the implementation of a *National Disabilities Act*. This workshop will examine the pros and cons of such an *Act* and empower and provide tools to lobby on disability rights.

#### **7.Where are we?**

Persons with disabilities have higher levels of poverty, under-employment and unemployment than persons without disabilities. This workshop will examine the representation and career opportunities for persons with disabilities (e.g. hiring, training, and retaining in the workplace). It will also examine the issue of self-identifying and provide tools and strategies (e.g. employment equity) that will increase the representation of persons with disabilities in the workplace.

#### **8.Road to mental health**

For many workplaces, mental health is a critical issue. This workshop will examine how the workplace impacts our mental health. It will also provide tools and strategies to deal with workplace hazards for persons with disabilities, co-workers, and employers.

## National Pride Conference

### WORKSHOPS

#### **9.What's in a name?**

Words have been used to shame us and to marginalize us. And words are now used to reclaim our experiences, and make our reality visible. Gay, lesbian, bisexual, transgender, queer, questioning, Two-Spirited, intersex: this workshop will explore how participants identify and why. Different generations have claimed different names: together we will explore our shared history and discuss our common ground.

#### **10.Equity at work**

The Pride community is not included in the federal *Employment Equity Act*. how can we ensure that workplaces are inclusive and safe? This workshop will explore different strategies to ensure that we are fully included, recognized and respected in the workplace.

#### **11. Ageing and discrimination against the GLBT community**

After having been out for decades, many older GLBT persons are forced back into the closet when they enter retirement homes or palliative care facilities. The increasing privatization of these services is a threat to the quality of the services, and the respect for older people's human rights. This workshop will look at what is at stake when we are "out" in our communities, and what we can do to support the elders in our Pride community.

#### **12.Defending trans members' rights in the workplace**

This is a training session that will help participants better understand the trans experience. It will help shop stewards and other activists better understand their role when a member transitions. We will review the employer's responsibilities, as well as collective agreement language that protects trans workers. The workshop will provide basic knowledge and tools to properly represent a transitioning members.

## National Women's Conference

### WORKSHOPS

#### **13. Child care: making it a reality**

Child care is the ramp to women's equality. PSAC sisters were instrumental in making child care an election issue. Now we have to ensure that the federal government and the provincial and territorial governments make this a reality. This workshop will provide hands-on tools and training for effective lobbying and help participants develop convincing arguments. Together, we can transform our vision for child care into a reality for all families, in all communities across the country.

#### **14. Can work be safe when home isn't?**

This workshop will look at the groundbreaking survey that was done for the Canadian Labour Congress on the ramifications of domestic violence in the workplace. We will discuss how domestic violence impacts PSAC members, and what the union can do to better support our sisters. We will examine model language that can be bargained and innovative law reform initiatives that we can advocate with our provincial and federal governments.

#### **15. Promoting women's leadership**

Women make the union strong! Are you looking to make a difference for women in the union? This course offers union women an opportunity to develop and enhance their leadership skills, find their voice and ignite the spark to take on further challenges. Participants will build their knowledge in a variety of current and emerging labour issues, and explore ways of building their skills to become a candidate or support diverse, progressive women running for various levels of leadership.

#### **16. The economic empowerment of women at work**

In March 2017, the United Nations Commission on the Status of Women will be discussing this theme, focusing on women and work for the very first time. This workshop will explore the different issues that impact women at work, in all our diversity. Participants will learn about international human

rights that protect them as workers, and they will be invited to contribute their ideas to what the PSAC's agenda should be on these issues.

## **National Aboriginal Peoples' Conference**

### **WORKSHOPS**

#### **17. Truth and Reconciliation Commission's calls to action**

In this workshop participants will learn and discuss the TRC final report and make decisions on which of the 94 recommendations they wish to prioritize. Participants will then build strategies for implementation

#### **18. Safe drinking water for First Nations**

This will be an extension of our existing campaign. It will help participants learn what the barriers are to safe drinking water and ways in which they can be removed. Lobby training will play a big part of this workshop.

#### **19. Missing and Murdered Indigenous Women - Why was there such a pushback against calling the inquiry in the first place?**

This workshop will include a deeper look into the issues that a full public inquiry would investigate. Featured in this exercise will be the strategies and tactics Indigenous women used to bring the issue forward, and a discussion of how PSAC can provide ongoing support to this important struggle.

#### **20. Victory at the Canadian Human Rights Tribunal**

In this workshop participants will deepen their understanding of the impacts of the decision that saw the Tribunal rule that the federal government has been discriminating against First Nations children. It will then begin to explore the other ways that similar forms of discrimination have taken place.