



2023 PSAC NATIONAL EQUITY CONFERENCES

“Rise for Equity: Working Together for a Better Tomorrow”

March 13, 2023

REGISTRATION DEADLINE: (for both delegates and observers)	Friday, April 14, 2023 5:00 p.m. EDT
APPLICATIONS RECEIVED AFTER THE DEADLINE WILL NOT BE ACCEPTED	
RESOLUTIONS SUBMISSION DEADLINE:	Friday, April 14, 2023 5:00 p.m. EDT
CONFERENCE DATES:	October 19-23, 2023
CONFERENCE LOCATION:	Fairmont The Queen Elizabeth Hotel 900 René Lévesque Blvd. Ouest Montreal, Quebec H3B 4A5

This Registration Package includes the following:

- Introduction / Callout Letter
- Call for Resolutions
- Nomination Forms and Instructions

We are pleased to send this registration information package for the **2023 PSAC NATIONAL EQUITY CONFERENCES**, to be held **October 19-23, 2023**, at the Fairmont The Queen Elizabeth hotel under the theme **“Rise for Equity: Working Together for a Better Tomorrow”**.

This event offers delegates the opportunity to participate in one or more of the four equity conferences. The Indigenous Peoples, Racially Visible Persons, PRIDE and Access Conferences are each distinct conferences within the National Equity Conferences. In addition, space exists to explore common human rights issues and areas of intersectionality.

PSAC members in good standing who identify in any of the four equity groups, may apply to be delegates to this Conference. Delegates are eligible to participate in workshops, resolutions debates and elections of any of the four equity conferences for which they self-identify.

You are encouraged to inform members in your Locals and Committees to ensure they are aware of this conference. Bulletin boards may not always be accessible. Additional outreach is therefore important and necessary.

This registration package is available upon request in alternative format by contacting the PSAC at (613) 560-5457 or by email at conferences@psac-afpc.com.

French and English interpretation will be provided. If requested, based on the language preference identified on the registration form, Inuktitut will also be available. Sign language interpretation, alternate formats and accommodation related to the accommodation of a disability will be provided based on requirements identified on the registration form.

CONFERENCE OBJECTIVES AND WORKSHOPS

The primary objective of the workshops is to explore strategies for action and mobilization, to examine and discuss current issues confronting PSAC equity members, and to contribute to the Union's priorities. Participants are encouraged to share their personal experiences and knowledge.

Equity specific workshops were developed for each equity conference. Delegates must self-identify to attend the equity specific workshops.

National Access Conference

OBJECTIVES:

- Promote self-care and mental well-being among activists with disabilities
- Encourage members with disabilities to be more active and engaged in their union
- Raise awareness of disability related legislation and legal requirements
- Better understand intersectionality and the need for inclusivity

WORKSHOPS:

1. Taking care of ourselves as union activists

- Understand the importance of self-care and community care
- Identify signs of fatigue, psychological overload and being overwhelmed
- Strategize ways to prevent mental health breakdowns and prioritize mental well-being

2. Advocating for our Rights: Disability related legislation and legal requirements

- Better understand the Accessible Canada Act and its application in our workplaces
- Recognize the importance of self-identification under the Employment Equity Act for recruitment, hiring, promotion, career opportunities, and retention
- Navigate formal human rights process when necessary

3. Passing the torch – recruiting disability rights activists

- Identify barriers in self-identifying in the union
- Empower members with disabilities to get involved and advocate for disability rights
- Understand why members with disabilities should get involved in the union

National Indigenous Peoples Conference

OBJECTIVES:

- Increase the profile and understanding of the mandate, roles, and responsibilities of the National Indigenous Peoples Circle of PSAC including an overview of campaigns and allyship opportunities
- Understand the impact of colonization on the mental health of Indigenous peoples and learn how to identify when issues are impacting members in your workplace
- Explore and understand your role as a guardian and our collective responsibilities to Mother Earth

WORKSHOPS:

4. Trauma Informed Engagement for Indigenous members

- Learn about the impacts of colonization on Indigenous peoples in Canada
- Review the social statistics and health determinants that show the increased risk factors for Indigenous people
- Discuss how these social statistics and health determinants reveal themselves:
 - In our homes
 - In our society
 - In our workplaces
- Develop strategies to identify collective care and self-care measures in the workplace and at home

5. Decolonizing Climate Policy

- Investigate the shortcomings with Canadian Climate policy
- How to support Indigenous-led climate policies that raise up and empower Indigenous led solutions.
- How to engage in this work as a PSAC member

6. Decolonizing & Indigenizing Collective Agreements

- Provide an overview of the collective bargaining process
- How to engage Indigenous members in the bargaining process
- Provide tools to Indigenous members to be successful as a bargaining team member

- Review of collective agreement language wins for Indigenous members
- Developing bargaining proposals using an equity lens and decolonial process

National Conference for Racially Visible Persons

OBJECTIVES:

- Raise awareness and strategize on issues impacting racially visible members
- Equip members with tools and resources to confront racism
- Work toward building an anti-racist labour movement

WORKSHOPS:

7. Racism, Mental Health and Self-care

- Explore the impact of racism, racial discrimination, microaggressions and harassment on mental health of racialized people
- Discuss how racially visible members were affected differently by COVID and how it impacted their wellbeing
- Share tools and ways to self-care

8. Fighting racism within the PSAC and workplaces

- Explore the recourses available to report a discriminatory incident in the workplace
- Explore tools and resources available to use when facing discrimination within your workplaces and union
- Reflect on how to prevent racism in your workplaces and union

9. Snapshot of Racism in 2023

- Explore the rise of far-right movements and its consequences
- Highlight the impact of COVID-19 on racialized members
- Explore existing workplace challenges (recruitment, promotion, representation, retention) and provide tools to address them

National Pride Conference

OBJECTIVES:

- Understanding the history of 2SLGBTQIA+ communities, learning about our present struggles, and planning for our future
- Providing tools and resources to engage 2SLGBTQIA+ members in union and community activism

- To encourage and empower members to share knowledge and resources to build resilience
- To build stronger 2SLGBTQIA+ communities and to promote allyship and solidarity with other equity groups

WORKSHOPS:

10. Looking Back to Look Forward – 2SLGBTQIA+ History

- Explore the history of the ongoing fight for 2SLGBTQIA+ rights
- Discuss what history can teach us about building an equitable and intersectional future
- Identify methods and strategies to take collective action against discrimination and violence

11. We Got This! 2SLGBTQIA+ Leadership

- To further support and develop 2SLGBTQIA+ leadership within the PSAC and in our communities
- To understand the importance of Queer leadership
- To understand the many diverse forms 2SLGBTQIA+ leadership can take
- To provide tools and strategies to create personal leadership plans

12. Beyond the Binary: Gender and Inclusion

- To educate and raise awareness around gender diversity
- To learn more about gender identity and pronouns
- To discuss ways we can support gender diverse, Two-Spirit, trans and non-binary people
- To provide tools and resources around pronouns and gender inclusive language

PARTICIPANTS

DELEGATES

Selection of Delegates

If you are selected as a delegate to these conferences, you will be advised by email by the end of June 2023.

Priority will be given to those union activists who are leaders and activists on human rights issues. The selection of delegates will also consider representation (Region, Component, language, gender, and young worker designation).

Delegates will be selected by their respective Components and Regions and will be entitled to full voice and vote during the conferences.

Funding for Delegates:

Delegates are entitled to the following:

- travel costs, including ground transportation;
- hotel accommodation costs at The Fairmont the Queen Elizabeth Hotel;
- loss of salary;
- meals;
- incidental costs;
- family care as per the Family Care Policy; and
- costs related to accessibility requirements (based on pre-approval).

OBSERVERS

PSAC members in good standing may also attend the Conference as observers.

Please note that the number of observers is limited to the space available at the Conference. Observers have voice only during the discussion period after the panel presentations. If space permits, observers may attend workshops, however it may be impossible to grant their first options. **Observers do not have the right to voice or vote during the resolutions debate and are not eligible to vote in elections.**

Observers are responsible for all costs associated with their participation, including:

- loss of salary and meals;
- hotel and travel arrangements;
- incidental costs;
- **the conference registration fee of \$200**; and
- family care requirements.

Members who indicated on their registration form that they wanted to be considered as observers if they were not selected to attend the Conference as a delegate will be notified **by end of June 2023**.

HOW TO REGISTER

Please click on the link below to register:

<https://psacunion.ca/2023-equity-registration>

- Please note: when applying on-line, you should receive a confirmation number that your application form has been received successfully. This does not guarantee your seat at the Conference. **You will be notified under separate cover at the end of June, once delegates are selected.**

APPLICATIONS RECEIVED AFTER THE DEADLINE
WILL NOT BE ACCEPTED

For further information or assistance please contact the PSAC:

- by phone at (613) 560-5457 and someone will get back to you within 24 working hours: or
- by email at conferences@psac-afpc.com.

We look forward to the upcoming 2023 PSAC National Equity Conferences. These conferences are an opportunity for members to continue the important work of maintaining and improving the militancy and activism of the Union in the struggle to improve the human rights and working conditions of all PSAC members.

In Solidarity,



Sharon DeSousa
National Executive Vice-President
and Co-Chair of the 2023 PSAC National Equity Conferences



Eddy Bourque
National President, CEIU
and Co- Co-Chair of the 2023 PSAC National Equity Conferences

cc: National Board of Directors
Component National Officers and Head Offices
Regional Offices
Area Councils
National Human Rights Committee (NHRC)
National Indigenous Peoples' Circle (NIPC)
Regional Committees
PSAC Management Team