



Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada

# 2023 PSAC NATIONAL EQUITY CONFERENCES

Rise for Equity: Working Together for a Better  
Tomorrow

## CALL FOR RESOLUTIONS

### THE DEADLINE FOR SUBMISSION OF RESOLUTIONS IS

Friday, April 14, 2023, 5:00 p.m. EDT

The 2023 PSAC National Equity Conferences will be held in Montreal, Quebec at the Fairmont the Queen Elizabeth Hotel from October 19 – 23, 2023.

Resolutions should be aimed at strengthening and improving the Union's equity work and at advancing PSAC equity objectives. **Only resolutions aimed at strengthening and improving the Union's work on the respective equity issues will be accepted. The BIR or the Action Requested must specifically address the equity issue to be actioned. Equity issues relate to the historical and longstanding structural systems of inequality that negatively impact people from marginalized communities such as Racially Visible Members, Members with Disabilities, 2SLGBT2QIA+, and Indigenous Peoples.**

Resolutions will be debated and voted on at the Conferences using the traditional resolutions process (i.e., resolutions committee, debate at the Conference). They will subsequently be submitted to the appropriate bodies including the next PSAC National Triennial Convention in 2024.

The following constitutionally recognized bodies and union structure may forward resolutions to the 2023 PSAC National Equity Conferences:

- Locals (includes DCLs)
- Area councils
- Regional committees
- Regional women's conferences
- Regional racially visible conferences

Only resolutions submitted properly will be accepted (e.g., debated on and voted by the constitutionally recognized body). **Only five (5) resolutions per body/structure will be accepted.**

Submitting bodies must ensure that resolutions meet the following mandatory requirements:

- be limited to 150 words;
- that the 150-word limit include the “Whereas” and “Be It Resolved” portions of the resolution (or clear language equivalent) but will not include the title of the resolution;
- be formatted in 14-point Arial font;
- be submitted in either the traditional or clear language formats (please see the following examples of the two formats);
- include the title, originating body and language of origin; and
- not include any special formatting such as boxes or drawings.

Please note that any proposed language change to the Constitution included in the resolution will not be part of the 150-word count.

Should you have any questions regarding the resolutions process, please contact the PSAC by email at [conferences@psac-afpc.com](mailto:conferences@psac-afpc.com).

In Solidarity,



Sharon DeSousa  
National Executive Vice-President  
and Officer responsible for 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  
Regional Council Members  
PSAC Management Team

The following is a **sample Pride Conference resolution** reproduced in both the Traditional format and the Clear Language format:

### TRADITIONAL FORMAT

**TITLE:** ADD 2SLGBTQIA+ COUNT TO CENSUS  
**ORIGINATOR:** BC REGIONAL CONVENTION  
**LANGUAGE OF ORIGIN:** F

**WHEREAS** there has never been an official count of the 2SLGBTQIA+ community in Canada; and

**WHEREAS** the 2016 Long Form Census only includes 1 question related to same-sex common-law or married partners and does not take into account single 2SLGBTQIA+ people:

**BE IT RESOLVED THAT** PSAC lobby the federal government to include questions pertaining to how Canadians self-identify to provide statistics on the number of 2SLGBTQIA+ people living in Canada, regardless of their marital status.

### CLEAR LANGUAGE FORMAT

**TITLE:** ADD 2SLGBTQIA+ COUNT TO CENSUS  
**ORIGINATOR:** BC REGIONAL CONVENTION  
**LANGUAGE OF ORIGIN:** F

**THE PROBLEM OR ISSUE:**

There has never been an official count of the 2SLGBTQIA+ community in Canada.

The 2016 Long Form Census only includes 1 question related to same-sex common-law or married partners and does not take into account single 2SLGBTQIA+ people.

**THE ACTIONS REQUESTED:**

The PSAC lobby the federal government to include questions pertaining to how Canadians self-identify to provide statistics on the number of 2SLGBTQIA+ people living in Canada, regardless of their marital status.

The following is a **sample Indigenous Peoples Conference resolution** reproduced in both the Traditional format and the Clear Language format:

### TRADITIONAL FORMAT

**TITLE:** INDIGENOUS PEOPLES' DAY  
**ORIGINATOR:** UNDE/UEDN  
**LANGUAGE OF ORIGIN:** E

**WHEREAS** the United Nations adopted the 'United Nations Declaration on the Rights of Indigenous Peoples" (UNDRIP) in 2007; and

**WHEREAS** Canada endorsed the UNDRIP in November of 2010 and removed its permanent objector status in 2016; and

**WHEREAS** The Government of Canada has identified a day of observance called "National Aboriginal Day" recognized annually on June 21<sup>st</sup>:

**BE IT RESOLVED THAT** PSAC will call on the Government of Canada to recognize and honour Indigenous Peoples in what is now Canada, through a national holiday - Indigenous Peoples' Day - that would completely replace the current National Aboriginal Day observed annually on June 21<sup>st</sup>.

### CLEAR LANGUAGE FORMAT

**TITLE:** INDIGENOUS PEOPLES' DAY  
**ORIGINATOR:** UNDE/UEDN  
**LANGUAGE OF ORIGIN:** E

#### **THE PROBLEM OR ISSUE:**

The United Nations adopted the 'United Nations Declaration on the Rights of Indigenous Peoples" (UNDRIP) in 2007.

Canada endorsed the UNDRIP in November of 2010 and removed its permanent objector status in 2016.

The Government of Canada has identified a day of observance called "National Aboriginal Day" recognized annually on June 21<sup>st</sup>.

#### **THE ACTIONS REQUESTED:**

The PSAC will call on the Government of Canada to recognize and honour Indigenous Peoples in what is now Canada, through a national holiday - Indigenous Peoples' Day - that would completely replace the current National Aboriginal Day observed annually on June 21<sup>st</sup>.

The following is a **sample Access Conference resolution** reproduced in both the Traditional format and the Clear Language format:

**TRADITIONAL FORMAT**

<b>TITLE:</b>	<b>MEMBERS WITH DISABILITIES LEADERSHIP TRAINING</b>
<b>ORIGINATOR:</b>	<b>WINNIPEG AREA COUNCIL</b>
<b>LANGUAGE OF ORIGIN:</b>	<b>E</b>
<p><b>WHEREAS</b> members with disabilities face unique needs, challenges, and experiences:</p> <p><b>BE IT RESOLVED THAT</b> the PSAC develop, deliver, and fund ongoing leadership training customized for members with disabilities, within the 2019- 2021 cycle, to encourage active participation and more equitable representation in leadership.</p>	

**CLEAR LANGUAGE FORMAT**

<b>TITLE:</b>	<b>MEMBERS WITH DISABILITIES LEADERSHIP TRAINING</b>
<b>ORIGINATOR:</b>	<b>WINNIPEG AREA COUNCIL</b>
<b>LANGUAGE OF ORIGIN:</b>	<b>E</b>
<p><b>THE PROBLEM OR ISSUE:</b></p> <p>Members with disabilities face unique needs, challenges, and experiences.</p> <p><b>THE ACTIONS REQUESTED:</b></p> <p>The PSAC develop, deliver, and fund ongoing leadership training customized for members with disabilities, within the 2019- 2021 cycle, to encourage active participation and more equitable representation in leadership.</p>	

The following is a **sample Racially Visible Persons Conference resolution** reproduced in both the Traditional format and the Clear Language format:

### TRADITIONAL FORMAT

**TITLE:** SYSTEMIC RACISM  
**ORIGINATOR:** NATIONAL RACIALLY VISIBLE MEMBER'S CONFERENCE  
**LANGUAGE OF ORIGIN:** E

**WHEREAS** systemic racism is the social production of inequality based on race in the decisions to which people are subject and the manner in which they are treated; and

**WHEREAS** systemic racism is an obstacle to solidarity, mobilization and union strength; and

**WHEREAS** systemic racism is a form of violence that advances under cover, without a single or clearly distinguished guilty party, and that is detected mainly by its effects:

**BE IT RESOLVED THAT** PSAC adopt a policy designed to eliminate systemic racism; and

**BE IT FURTHER RESOLVED THAT** PSAC, in conjunction with Regional Racially Visible Action Committees, launch a national information campaign on systemic racism and good ways of eliminating it.

### CLEAR LANGUAGE FORMAT

**TITLE:** SYSTEMIC RACISM  
**ORIGINATOR:** NATIONAL RACIALLY VISIBLE MEMBER'S CONFERENCE  
**LANGUAGE OF ORIGIN:** E

#### **THE PROBLEM OR ISSUE:**

Systemic racism is the social production of inequality based on race in the decisions to which people are subject and the manner in which they are treated.

Systemic racism is an obstacle to solidarity, mobilization and union strength.

Systemic racism is a form of violence that advances under cover, without a single or clearly distinguished guilty party, and that is detected mainly by its effects.

#### **THE ACTIONS REQUESTED:**

PSAC adopt a policy designed to eliminate systemic racism.

PSAC, in conjunction with Regional Racially Visible Action Committees, launch a national information campaign on systemic racism and good ways of eliminating it.