



# 2026 PSAC NATIONAL EQUITY CONFERENCES

**“Intersections of power: Lifting every voice!”**

## CALL FOR RESOLUTIONS

**THE DEADLINE FOR SUBMISSION OF RESOLUTIONS IS  
FRIDAY, NOVEMBER 14, 2025**

The **2026 PSAC National Equity Conferences** will be held in Winnipeg, Manitoba at the RBC Convention Centre Winnipeg from May 3-7, 2026.

- Only resolutions aimed at strengthening and improving the PSAC’s work on advancing equity issues and objectives will be accepted.
- Resolutions must be submitted to the relevant equity conference.

Resolutions must have been individually debated and adopted by the constitutionally recognized submitting body. Resolutions cannot be submitted by individual members. A maximum of five (5) resolutions per submitting body will be accepted.

**Resolutions should meet the following criteria:**

- focus on new and emerging equity issues or priorities for the union;
- be submitted to the relevant equity conference;
- clearly identifies the issue and specifically outlines the required action;
- each “Be It Resolved” in the resolution should stand alone;
- does not call for an action or outcome that contradicts or contravenes PSAC’s Constitution;
- the proposed action(s) are within the jurisdiction of PSAC to implement;
- does not make a bargaining demand; and
- does not duplicate an existing resolution of record;

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

- be limited to 150 words; (the 150-word limit includes the “Whereas” and “Be It Resolved” portions of the resolution [or clear language equivalent] but does not include the title of the resolution. Any proposed language change to the Constitution included in the resolution will not be part of the 150-word count);



- be formatted in 14-point Arial font;
- be submitted in either the traditional or clear language formats (see the following examples of the two formats);
- include the title, originating/submitting body and language of origin; and
- not include any special formatting such as boxes, drawings or links to additional information.

Resolutions will be debated and voted on at the conferences using the traditional resolutions process (i.e., resolutions committee, debate at the conference). Resolutions adopted by conference delegates will be reviewed by the PSAC Alliance Executive Committee and either actioned or referred to the next PSAC National Triennial Convention in 2027.

The following constitutionally recognized bodies and union structures may forward resolutions to the 2026 PSAC National Equity Conferences:

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

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

In solidarity.

Josée-Anne Spirito, Regional Executive Vice-President, North  
and Co-Chair of the 2026 PSAC National Equity Conferences

Toufic El-Daher, National President, UVAE  
and Co-Chair of the 2026 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 Women's Committees  
Regional Councils  
PSAC Management Team



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>
<b>WHEREAS</b> members with disabilities face unique needs, challenges, and experiences:	
<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.	

**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>
<b>THE PROBLEM OR ISSUE:</b>	
Members with disabilities face unique needs, challenges, and experiences.	
<b>THE ACTIONS REQUESTED:</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.	



The following is a **sample Indigenous Peoples Conference resolution** reproduced in both the traditional format and the clear language format:

**TRADITIONAL FORMAT**

<b>TITLE:</b>	<b>INDIGENOUS PEOPLES' DAY</b>
<b>ORIGINATOR:</b>	<b>UNDE/UEDN</b>
<b>LANGUAGE OF ORIGIN:</b>	<b>E</b>

**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**

<b>TITLE:</b>	<b>INDIGENOUS PEOPLES' DAY</b>
<b>ORIGINATOR:</b>	<b>UNDE/UEDN</b>
<b>LANGUAGE OF ORIGIN:</b>	<b>E</b>

**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 Racialized Members Conference resolution** reproduced in both the traditional format and the clear language format:

**TRADITIONAL FORMAT**

<b>TITLE:</b>	<b>SYSTEMIC RACISM</b>
<b>ORIGINATOR:</b>	<b>NATIONAL RACIALIZED MEMBERS CONFERENCE</b>
<b>LANGUAGE OF ORIGIN:</b>	<b>E</b>
<b>WHEREAS</b> 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	
<b>WHEREAS</b> systemic racism is an obstacle to solidarity, mobilization and union strength; and	
<b>WHEREAS</b> 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:	
<b>BE IT RESOLVED THAT</b> PSAC adopt a policy designed to eliminate systemic racism; and	
<b>BE IT FURTHER RESOLVED THAT</b> 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**

<b>TITLE:</b>	<b>SYSTEMIC RACISM</b>
<b>ORIGINATOR:</b>	<b>NATIONAL RACIALIZED MEMBERS CONFERENCE</b>
<b>LANGUAGE OF ORIGIN:</b>	<b>E</b>
<b>THE PROBLEM OR ISSUE:</b>	
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.	
<b>THE ACTIONS REQUESTED:</b>	
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.	



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.