



# 2026 PSAC NATIONAL EQUITY CONFERENCES

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

September 9, 2025

<b>REGISTRATION DEADLINE:</b> (for both delegates and observers)	<b>Friday, October 31, 2025</b>
<b>APPLICATIONS RECEIVED AFTER THE DEADLINE WILL NOT BE ACCEPTED</b>	
<b>RESOLUTIONS SUBMISSION DEADLINE:</b>	<b>Friday, November 14, 2025</b>
<b>CONFERENCE DATES:</b>	<b>May 3-7, 2026</b>
<b>CONFERENCE LOCATION:</b>	<b>RBC Convention Centre Winnipeg, 375 York Ave, Winnipeg, MB R3C 3J3</b>

This Registration Package includes the following:

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

The **2026 PSAC National Equity Conferences** will be held **May 3-7, 2026**, at the RBC Convention Centre in Winnipeg, Manitoba, under the theme “Intersections of power: Lifting every voice!”.

PSAC members in good standing who belong in any of the four equity groups: Access, Indigenous Peoples, Racialized and Pride, may apply to be delegates to this conference. Delegates may take part in workshops, resolutions debates and elections of any of the four equity conferences to which they belong.

You are encouraged to inform members in your local 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 through the Conferences Team by contacting us (613) 560-2597 or by email at [conferences@psac-afpc.com](mailto:conferences@psac-afpc.com) .

French, English and Inuktitut interpretation will be available.



## WORKSHOPS AND OBJECTIVES

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.

**Equity-specific workshops were developed for each equity conference. Delegates must belong to the respective equity groups to attend the workshops.**

### National Access Conference

#### Your Voice: Self-Advocacy

This workshop is designed to equip union members with the knowledge and confidence to advocate for their own needs in the workplace and the union. This session empowers participants to take control of their rights with confidence. This workshop will help members:

- understand their rights and responsibilities when requesting a Duty To Accommodate (DTA) and navigating the GC Passport system.
- learn practical tools, tips and tricks to effectively self-advocate through workplace processes.
- access tools designed to simplify and support accommodation and DTA requests.

#### Accessibility Matters: Understanding the Accessible Canada Act (ACA)

This hands-on workshop introduces participants to the *Accessible Canada Act* (ACA). Focusing on the ACA's history and seven pillars, participants will gain a clear understanding of its purpose and application. This workshop seeks to identify and remove barriers in the union and in the workplace and will help members:

- explore the history and purpose of the *Accessible Canada Act* (ACA) and its role.
- break down the seven pillars of accessibility and how they apply to federal workplaces.
- engage in interactive scenarios to identify barriers to gain insight and apply it to real-life situations.

#### Disability Insurance 101

This workshop seeks to equip members with the knowledge to navigate the process of Disability Insurance while working to identify their rights – through engaging and interactive scenarios. This workshop will:

- review the process while providing meaningful support to members through an awareness-driven approach that centres disability rights, inclusion, and dignity.
- breakdown the stages and phases of the disability insurance process.

## National Indigenous Peoples Conference

### **Inuit Qaujimajatuqangit (IQ) in Inuit Nunangat: Exploring Inuit Traditional Knowledge and Principles.**

This workshop focuses on sharing Inuit traditional knowledge (Inuit Qaujimajatuqangit) in Inuit Nunangat, the Inuit homeland encompassing regions in Nunavut, Nunavik, Nunatsiavut, and the Inuvialuit Settlement Region. The program will allow participants to learn about each of the 8 “IQ” Principles and their significance to Inuit ways of knowing and being. This workshop will:

- introduce the concept of Inuit Qaujimajatuqangit (IQ) and its importance in guiding Inuit culture, governance, and everyday life.
- explore the 8 core IQ Principles, discussing their meaning, origin, and relevance to Inuit ways of knowing, being, and doing.
- highlight the geographic and cultural diversity within Inuit Nunangat, encompassing Nunavut, Nunavik, Nunatsiavut, and the Inuvialuit Settlement Region.
- encourage reflection and dialogue on how IQ principles can inform contemporary practices in education, leadership, and community development.
- foster respect and deeper understanding of Inuit Traditional Knowledge among both Inuit, First Nations and Metis participants through storytelling, discussion, and experiential learning.

### **500 Years of Indigenous Resistance: Understanding the Legacy and Ongoing Struggles for Justice**

Members will explore and understand key historical milestones and impacts of colonial oppression via resistance and solidarity by:

- identifying and learning about pivotal events in the timeline of Indigenous resistance to colonialism, from first contact to present day.
- Analyzing systems of colonial control through examination of the legal, political, and cultural mechanisms (e.g., the Doctrine of Discovery, Indian Act, residential schools, caselaw) used to dispossess and assimilate Indigenous Peoples.
- recognizing forms of Indigenous resistance through the exploration of the diverse strategies of resistance — including armed resistance, legal action, cultural revival, and grassroots organizing — employed by Indigenous communities over time.
- critically engaging with modern struggles through reflection of current Indigenous movements such as Idle No More, ‘LandBack’ defense actions, and the implementation of UNDRIP in the context of historic and ongoing settler colonialism.
- identifying allyship and solidarity opportunities through consideration of meaningful ways settlers and non-Indigenous allies can support our sovereignty and justice movements as First Nation, Inuit and Metis in contemporary Canada.

## “The Relational Activist: Building on the gifts of Cultivating Safe Spaces & Braiding Sweetgrass.”

This workshop invites members to explore activism as a relational and healing practice, grounded in the teachings of Indigenous authors and knowledge keepers, Robin Wall Kimmerer (*Braiding Sweetgrass*), Monique Gray Smith (*You Hold Me Up, Braiding Sweetgrass for Young Adults, Tilly*), and Elaine Alec (*Calling My Spirit Back*). Through storytelling, reflection, and shared dialogue, participants will examine how to cultivate safer, more inclusive, and reciprocal spaces — within themselves, their communities and their union. This workshop will:

- define “relational activism” and how it differs from conventional models of social change.
- explore the importance of emotional and spiritual safety in community-building and advocacy work.
- reflect on Indigenous teachings about reciprocity, belonging, and healing, as shared by Alec, Smith, and Kimmerer.
- identify personal practices that support the cultivation of safer, respectful, and accountable spaces.
- envision activism as ceremony and medicine — rooted in love, compassion, and interconnection.

### National Conference for Racialized Members

Racialized communities continue to feel the deep impacts of colonial histories and internalized barriers. These workshops will help us reflect, learn, and build unity. Together, we’ll explore how to challenge harmful norms and celebrate our diverse strengths.

#### Decolonizing our minds in the face of racism

This workshop will:

- examine the on-going effects of the “colonization of the mind” on racialized people
- raise awareness on how to decolonize our minds (e.g. the language we use, cultural behaviours and norms)
- build unity among our diverse communities

#### Breaking down barriers within our diverse communities

This workshop will give members an opportunity to:

- examine why internalized racism exists
- provide tools on how to address internalized racism
- celebrate the strengths within our diverse communities

## Can't take the racism out of Artificial Intelligence (A.I.)

In this workshop, participants will:

- Examine what is A.I. and how far reaching it is in our everyday life
- Understand how A.I. impacts racialized people (i.e. employment, immigration, security, etc.) – both positively and negatively (e.g. job displacement)

## National Pride Conference

These Pride workshops will deepen our understanding of 2SLGBTQIA+ history, strengthen our ability to advocate for ourselves and others, and build a more informed, inclusive union community.

### History of Pride

Participants in this workshop will:

- explore the origin of Pride and its milestones.
- study the importance of Pride and why it's necessary in our union.
- analyze “rainbow washing” and how unions can follow or move away from this trend.

### Me, myself and I

The goals of this workshop:

- To provide tools and practical advice to advocate for myself in different spaces as a member of the 2SLGBTQIA+ community.
- To teach how to practice self-care while being an advocate.

### Pride community awareness

This workshop will:

- support allyship within the 2SLGBTQIA+ community.
- dismiss myths about the 2SLGBTQIA+ community.
- understand how legislation has impacted the 2SLGBTQIA+ community.
- help participants find balance between safe spaces and opening our space to allies.



## PARTICIPANTS

### 1. Delegates

**Selected delegates will be advised by email on February 2, 2026.**

Priority will be given to members in good standing who are leaders on human rights issues in their union, workplace or community. The selection of delegates will also consider representation (i.e. region, component, language, young workers and equity group representation).

Delegates are selected by their respective components and regions.

#### **Funding for Delegates:**

Delegates are entitled to the following:

- travel costs, including ground transportation;
- accommodation costs in the PSAC hotel guestroom block;
- loss of salary;
- meals;
- incidental costs; and
- family care as per the Family Care Policy.

### 2. Observers

PSAC members in good standing who belong in any of the four equity groups: Access, Indigenous Peoples, Racialized and Pride, may also attend the conference as observer.

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

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

Funding for observer participation is not available from PSAC. Please note that the number of observers is limited to the space available at the conference.

**Observers do not have the right to voice or vote during the resolutions debate and elections.**

Members who indicated on their registration form that they wanted to be considered as observers if they were not selected as a delegate will be notified on **February 9, 2026.**





## HOW TO REGISTER

Please click on the link below to register:

<https://psacunion.ca/2026-NatEquityConf-Registration>

- 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 on February 2, 2026, if you have been selected.**

**DEADLINE TO APPLY IS:  
FRIDAY, OCTOBER 31, 2025**

For further information or assistance please contact PSAC:

- by phone at (613) 560-2597; or
- by email at [conferences@psac-afpc.com](mailto:conferences@psac-afpc.com)

The upcoming 2026 PSAC National Equity Conferences are an opportunity for PSAC members to continue the important work of maintaining and improving the militancy and activism of the union in the struggle to improve the working conditions of all PSAC members.

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  
Regional Councils  
Regional Committees  
National Human Rights Committee (NHRC)  
National Indigenous Peoples' Circle (NIPC)  
Regional Women's Committees  
PSAC Management Team