



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

2021 NATIONAL EQUITY CONFERENCES “ENGAGE, EMPOWER, UNITE”

June 11, 2021

REGISTRATION DEADLINE	Friday, July 30, 2021 5:00 p.m. EST
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APPLICATIONS RECEIVED AFTER THE DEADLINE
WILL NOT BE ACCEPTED

RESOLUTIONS SUBMISSION DEADLINE:	Friday, August 13, 2021 5:00 p.m. EST
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CONFERENCE DATES:	November 22-27, 2021
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CONFERENCE LOCATION:	Virtual Event
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INTERPRETATION WILL BE PROVIDED IN THREE LANGUAGES ENGLISH, FRENCH, INUKTITUT

This Registration Package includes the following:

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

We are pleased to be sending you this Registration package for the **PSAC 2021 NATIONAL EQUITY CONFERENCES**, to be held **November 22-27, 2021** virtually.

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

Delegates are eligible to participate in workshops and the resolutions debates of any of the four equity conferences for which they self-identify. Delegates are, however, only eligible to vote in the elections for the conference they were selected to attend as a delegate.

This registration package is available upon request in alternative format through the PSAC Programs Section by contacting us at (613) 560-5457.

We encourage you to personally inform the members and activists in your Locals and Committees.

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 Indigenous Conference

OBJECTIVES:

- To ensure that delegates leave the conference with a commitment and sense of urgency on the many issues facing Indigenous Peoples.
- To provide an opportunity to network with Indigenous people in members own region and across the union.
- To equip and empower ourselves to raise awareness, develop allies and be united in the work that needs to be done.
- To empower and embrace the natural resiliency and empathy that we have as Indigenous Peoples.
- To provide the necessary tools for members to become active in their communities.
- Empower Indigenous members to become better allies to other equity groups.

WORKSHOPS:

1) Zero Tolerance for Racism

- Share our reactions to cases of personal, systemic and violent racism.
- Strengthen our resilience to overcome the impacts of racism.
- Build strategies to counteract the permissiveness of hate and intolerance.

2) Calls for Justice – End the Violence

- Examine sections of the 231 Calls for Justice from the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.
- Determine where we can best focus our efforts.
- Strategize ways that we advocate for the implementation of the most important and needed actions.

3) Building Political Strength

- To define what lobbying is and explore the reasons why it is important.
- To learn and practice the skills of effective lobbying techniques to influence Indigenous public policy.
- To build the confidence and comfort level of participants.

National ACCESS Conference

OBJECTIVES:

- To provide tools for members to defend disability rights in the workplace.
- To better engage members with disabilities in their union to address and advance their issues.
- To understand accessibility legislation and policies to engage governing bodies and the public to advance disability rights in our workplace and communities.

WORKSHOPS:

4) Introduction to Disability Rights and Engaging Members with Disabilities in their union

- Identify issues and raise awareness of disability rights.
- Explore ways to identify and engage members to support and/or get involved in the union.
- Build networks within your regions and locals.

5) Defending disability rights in the workplace

- Examine current issues in duty to accommodate processes and other options when a member cannot fully participate in the workplace.
- Provide tools to address and resolve workplace issues.

6) Making Accessibility Work for Us

- Provide an overview of accessibility legislation and policies at the federal, provincial and territorial levels.
- Understand our roles, as MWD and union activist, under these legislations in our workplaces and communities.
- Build relationships with community and labour organizations to lobby for change to advance disability rights and ensure that the legislation is implemented and enforced.

National PRIDE Conference

OBJECTIVES:

- To educate, raise awareness and mobilize PSAC LGBTQ2+ members with a focus on intersectionality by making the links between union, workplace and LGBTQ2+ rights within a safe space.
- To provide tools and resources to improve and promote political engagement and fight for our human rights.
- To empower our members to strengthen relationships and build coalitions to support the advancement of our communities.

WORKSHOPS:

7) Intersectionality in the LGBTQ2+ Community

- To allow a space for participants to discuss their different identities and to understand, on a more interpersonal level, each other's experiences.
- Explore frameworks and definitions of identity, intersectionality and power.

- Understand the ways in which intersecting identities can impact an individual's experience in the workplace.
- Examine tools and tactics to create workplaces that are more inclusive of the LGBTQ2+ community with intersecting identities.

8) It is Time: A look back in time for a better tomorrow

- Explore the history and current realities of violence and discrimination faced by the LGBTQ2+ community.
- Understand the systems and structures in place that promote violence and discrimination towards the LGBTQ2+ community.
- Examine the ways in which political movements are amplifying hate towards the LGBTQ2+ community.
- Identify methods and strategies to work collectively to combat this hate.

9) Emerging Issues in the LGBTQ2+ Community

This workshop will allow participants to work in smaller groups to explore and put together a plan of action to address current and emerging issues in the LGBTQ2+ community.

The issues are:

- Ageing in the community
- The Blood Ban
- Employment Equity for the LGBTQ2+ community
- LGBTQ2+ rights on the global stage

National Conference for Racially Visible Members

OBJECTIVES:

- To educate, politicize, and mobilize racialized members to become active and build solidarity in our union, workplace and communities.
- To analyze what is racism, the impact and how to fight against it in our workplaces and communities.
- To provide tools and leadership skills to advocate for racialized workers and take political action in our workplaces, union and communities.

WORKSHOPS:

10) The System is Broken: Time for a Reboot

- Examine the historical and current context of systemic racism: inter-generational trauma of slavery and colonization, employment, immigration, criminal justice, education and climate change.
- Analyze how the historical and current context contribute to workplace discrimination.
- Explore solutions to bring about change.

11) Leadership: A Labour of Love

- Identify barriers for racialized members to take on leadership positions within the union.
- Analyze your leadership style, recognize your own skills, how to connect with mentors and identify educational tools and programs to enhance your leadership skills.
- Explore ways to raise awareness among allies and deal with "backlash" against the equity agenda.

12) The Impact of Racism on Mental Health

- Provide an overview of mental health issues and then focus on the specific impact of racism, racial discrimination and harassment on mental health of racialized people (micro-aggressions, subtle, overt, systemic) in the workplace, home and communities.
- Examine the mental strain of expectations placed on racialized people to address racism and to advocate for the equity agenda.
- Provide tools and strategy for building resilience, self-care and supporting others for good mental health.

SELECTION OF DELEGATES

If you are selected as a delegate to these conferences, you will be advised by email by the end of September 2021.

PSAC members in good standing may apply to be a delegate to these conferences. Priority will be given to those union activists who are leaders and activists on human rights issues. The selection of delegates will also take into account representation (Region, Component, language, gender, and young worker designation).

Delegates will be selected by their respective Components and Regions.

Delegates are entitled to full voice and vote during the conferences.

Funding for Delegates:

Delegates are entitled to the following:

- loss of salary;
- stipend of \$50 per day; and
- family care as per the PSAC Family Care Policy.

SELECTION OF OBSERVERS

Observers will be advised by email in early October 2021.

PSAC members in good standing may attend the conferences as observers.

Observers are responsible for all costs associated with their participation.

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

Please note that the number of observers will be limited to the space available. Observers may attend workshops, for which they self-identify only if space permits. Note: it may not be possible to accommodate observers' number 1 selections.

HOW TO REGISTER

Please click on the link below to register:

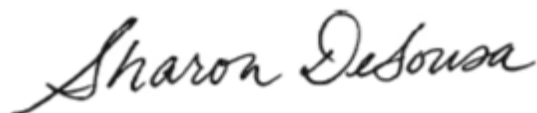
<https://psacunion.ca/2021-national-equity-conf>

- 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 by email, at the end of September 2021.**

Should you have any questions with respect to the application form or the conferences, call (613) 560-5457. Please leave a message and someone will respond to your inquiry within 24 working hours. You may also contact us by email at conferences@psac-afpc.com.

These Equity 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 Chair of the PSAC 2021 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