

Workplace Mobilization

General Considerations

- What is the likely outcome of the complaint/grievance? Can mobilizing around the issue resolve the problem?
- What would be the specific goal(s) and/or objective(s) of mobilization?
- What actions could be considered? For what purpose?
- How and when will we evaluate the results?
- Who will do what by when?
- What follow up is required?

Considerations for the individual member experiencing racism (e.g. grievor/complaint)

- Is this an issue requiring confidentiality and discretion? Why/why not?
- Do we have the member's consent to involve others?
- What opportunities does this create to educate and involve the member?
- How can the member's involvement in the process be maximized?
- Might the member be further harmed if the case is further publicized?



- Who else might be affected by this issue? How do we know / how will we find out? In what ways are they affected or connected to this issue?

Considerations for all members

- Are members in support of the union's actions against racism? Can you get them on your side?
- What are the specific educational opportunities this issue creates? (e.g., one-to-one with the member, newsletter/bulletin, information session, steward contact system with membership, PSAC seminar/course, joint training with the employer)
- What specifically can the members do to:
 - Help solve the problem/contribute to a satisfactory outcome?
 - Help build the union in the process?
- Who else needs to be involved?
- Has this been an issue in the past? Who was involved and what was the outcome?

