



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

2017 NATIONAL EQUITY CONFERENCES

"EQUALITY AT WORK"

July 7, 2016

To: PSAC Locals

REGISTRATION DEADLINE	Friday, September 9, 2016 4:00 p.m. EST
APPLICATIONS RECEIVED AFTER THE DEADLINE WILL NOT BE ACCEPTED	
RESOLUTIONS SUBMISSION DEADLINE:	Friday, September 30, 2016 4:00 p.m. EST
CONFERENCE DATES:	March 24 to 28, 2017
CONFERENCE LOCATION:	Sheraton Centre Toronto Hotel 123 Queen Street West Toronto, Ontario

This Registration Package includes the following:

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

We are pleased to be sending you this Registration package for the **2017 PSAC NATIONAL EQUITY CONFERENCES**, which will be held **March 24 to 28, 2017** at the Sheraton Centre Toronto Hotel.

This event offers delegates the opportunity to participate in one or more of the five equity conferences. In addition, space exists to explore common human rights issues and areas of intersectionality.

We encourage you to personally inform the members and activists in your Locals and Committees to ensure they are made aware of these conferences. Bulletin boards may not always be accessible and additional outreach is very important.

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

Delegates will be eligible to participate in workshops, caucuses, elections and resolutions debates of any of the conferences if they self-identify from the target equity group of that conference.

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 Conference for Racially Visible Members

“HUMAN RIGHTS AND JUSTICE FOR ALL”

OBJECTIVES:

- Empower, engage and inspire racially visible members to become active in our union, workplace and communities.
- Educate, strategize, mobilize on issues impacting racially visible members.
- Share experiences and network with other racially visible members.
- Take political action in order to hold our governments accountable.

WORKSHOPS:

1. Organizing an effective movement

To bring about effective change, racially visible members need to be engaged and involved in their workplaces, unions and communities. This workshop will provide tools to motivate our members to work with community activists and take action on issues that affect our communities.

2. Impact of systemic and structural racism in our workplaces

Racism exists today, even though we have systems and processes such as human rights and employment equity legislation to address it. This workshop will examine how racism in society (e.g. justice system, immigration, education, political systems, etc.) continues to create barriers and impacts career opportunities for racially visible workers.

3. Employment equity: are we there yet?

Racialized people are under-represented and under-employed in workplaces and have higher levels of poverty and unemployment than non-racialized people. This workshop will examine the representation and career opportunities for racially visible workers (e.g. hiring, promotions, retention and training). It will provide tools and strategies (e.g. employment equity) that will increase the representation of racially visible workers. It will also provide tools on lobbying and taking political action on employment equity.

4. Combatting racism, discrimination and harassment in the workplace

This workshop will examine racism in the workplace. It will provide tools and strategies to address workplace racism, discrimination and harassment including union processes and structures. It will also examine the impact of the racism, discrimination and harassment in the workplace.

“STRONG! TOGETHER! UNITED!”

OBJECTIVES:

- Empower, mobilize, educate and provide tools to advocate for disability rights in our community, our workplace and our union.
- Raise awareness of different abilities, including non-visible and visible.
- Better understand and defend our rights in order to lobby and to hold our governments accountable.
- Provide tools and strategies that challenge employers to offer opportunities for persons with disabilities in the workplace, e.g. training, hiring, etc.

WORKSHOPS:

5.Strength in awareness of different abilities

This workshop will raise awareness of our different abilities and how to take care of those abilities. It will also examine stigma and foster a better understanding of different abilities including mental health, both visible and non-visible.

6.Taking political action on disability rights

The federal government has indicated that it will be considering the implementation of a *National Disabilities Act*. This workshop will examine the pros and cons of such an *Act* and empower and provide tools to lobby on disability rights.

7.Where are we?

Persons with disabilities have higher levels of poverty, under-employment and unemployment than persons without disabilities. This workshop will examine the representation and career opportunities for persons with disabilities (e.g. hiring, training, and retaining in the workplace). It will also examine the issue of self-identifying and provide tools and strategies (e.g. employment equity) that will increase the representation of persons with disabilities in the workplace.

8.Road to mental health

For many workplaces, mental health is a critical issue. This workshop will examine how the workplace impacts our mental health. It will also provide tools and strategies to deal with workplace hazards for persons with disabilities, co-workers, and employers.

“CELEBRATING PRIDE, SECURING RESPECT”

OBJECTIVES:

- Mobilize members and develop their capacity to engage in lobbying.
- Educate and develop participants’ awareness of our human rights at work.
- Enhance participants’ understanding of the diversity of the experiences of our GLBT members and our shared history.
- Foster networking, outreach, solidarity and inclusivity.
- Connect and share our perspectives with the other equity groups.

WORKSHOPS:

9.What’s in a name?

Words have been used to shame us and to marginalize us. And words are now used to reclaim our experiences, and make our reality visible. Gay, lesbian, bisexual, transgender, queer, questioning, Two-Spirited, intersex: this workshop will explore how participants identify and why. Different generations have claimed different names: together we will explore our shared history and discuss our common ground.

10.Equity at work

The Pride community is not included in the federal *Employment Equity Act*: how can we ensure that workplaces are inclusive and safe? This workshop will explore different strategies to ensure that we are fully included, recognized and respected in the workplace.

11. Ageing and discrimination against the GLBT community.

After having been out for decades, many older GLBT persons are forced back into the closet when they enter retirement homes or palliative care facilities. The increasing privatization of these services is a threat to the quality of the services, and the respect for older people’s human rights. This workshop will look at what is at stake when we are “out” in our communities, and what we can do to support the elders in our Pride community.

12.Defending trans members’ rights in the workplace

This is a training session that will help participants better understand the trans experience. It will help shop stewards and other activists better understand their role when a member transitions. We will review the employer’s responsibilities, as well as collective agreement language that protects trans workers. The workshop will provide basic knowledge and tools to properly represent a transitioning members.

“WOMEN MOVING FORWARD, MOVING UP TOGETHER”

OBJECTIVES:

- Educate and develop participants' knowledge of the priority issues.
- Empower participants to effect change.
- Mobilize participants to promote women's equality and safety.
- Provide a safe environment to understand women's struggles.
- Develop participants' capacity to effectively lobby for law reform on PSAC's priorities.
- Build women's activism in the union and foster their engagement.
- Encourage participants to work with allies and strengthen our partnerships.

WORKSHOPS:

13. Child care: making it a reality

Child care is the ramp to women's equality. PSAC sisters were instrumental in making child care an election issue. Now we have to ensure that the federal government and the provincial and territorial governments make this a reality. This workshop will provide hands-on tools and training for effective lobbying and help participants develop convincing arguments. Together, we can transform our vision for child care into a reality for all families, in all communities across the country.

14. Can work be safe when home isn't?

This workshop will look at the groundbreaking survey that was done for the Canadian Labour Congress on the ramifications of domestic violence in the workplace. We will discuss how domestic violence impacts PSAC members, and what the union can do to better support our sisters. We will examine model language that can be bargained and innovative law reform initiatives that we can advocate with our provincial and federal governments.

15. Promoting women's leadership

Women make the union strong! Are you looking to make a difference for women in the union? This course offers union women an opportunity to develop and enhance their leadership skills, find their voice and ignite the spark to take on further challenges. Participants will build their knowledge in a variety of current and emerging labour issues, and explore ways of building their skills to become a candidate or support diverse, progressive women running for various levels of leadership.

16. The economic empowerment of women at work

In March 2017, the United Nations Commission on the Status of Women will be discussing this theme, focusing on women and work for the very first time. This workshop will explore the different issues that impact women at work, in all our diversity. Participants will learn about international human rights that protect them as workers, and they will be invited to contribute their ideas to what the PSAC's agenda should be on these issues.

National Aboriginal Peoples' Conference

“KEEP THE FIRES BURNING”

OBJECTIVES:

- Recognize that multi-generational trauma affects many Indigenous peoples and acknowledge that healing is the first step towards empowerment.
- Provide the necessary tools, plans and strategies to organize back in the communities.
- Focus energies with networks in the regions.
- Deepen members' understanding of Indigenous workers' issues.

WORKSHOPS:

17. Truth and Reconciliation Commission's calls to action

In this workshop participants will learn and discuss the TRC final report and make decisions on which of the 94 recommendations they wish to prioritize. Participants will then build strategies for implementation

18. Safe drinking water for First Nations

This will be an extension of our existing campaign. It will help participants learn what the barriers are to safe drinking water and ways in which they can be removed. Lobby training will play a big part of this workshop.

19. Missing and Murdered Indigenous Women -

Why was there such a pushback against calling the inquiry in the first place?

This workshop will include a deeper look into the issues that a full public inquiry would investigate. Featured in this exercise will be the strategies and tactics Indigenous women used to bring the issue forward, and a discussion of how PSAC can provide ongoing support to this important struggle.

20. Victory at the Canadian Human Rights Tribunal

In this workshop participants will deepen their understanding of the impacts of the decision that saw the Tribunal rule that the federal government has been discriminating against First Nations children. It will then begin to explore the other ways that similar forms of discrimination have taken place.

SELECTION OF DELEGATES

If you are selected as a delegate to these conferences, you will be advised by email mid-January 2017.

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:

Delegate costs to the conferences will be fully covered as per the 2003 PSAC Triennial Convention decision and the PSAC Travel Policy.

Costs covered are as follows:

- travel costs, including ground transportation;
- hotel accommodation costs at the Sheraton Centre Toronto Hotel;
- incidental costs;
- loss of salary;
- per diem for meals;
- child care as per the Family Care Policy; and
- costs related to accessibility requirements.

SELECTION OF OBSERVERS

If there are observers to these conferences, they will be advised by email in early February 2017.

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

Please note that the number of observers will be limited to the space available at the conferences. They may attend workshops, where they self-identify only if space permits, but we may not be able to accommodate their 1st option.

Observers will be responsible for all costs associated with their participation, including:

- travel costs, including ground transportation;
- hotel accommodation costs at the Sheraton Centre Toronto Hotel;
- incidental costs;
- loss of salary;
- per diem for meals;
- a conference registration fee of \$150.00;
- child care as per the Family Care Policy; and
- costs related to accessibility requirements.

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

GUESTS

Members of the PSAC National Board of Directors are eligible to attend the conferences as guests.

HOW TO REGISTER

You may **complete the registration form:**

- **on-line** on the PSAC Website (www.psaunion.ca) under the headlines "Events". 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 under separate cover once delegates are selected;

- **by fax:** at (613) 236-9402; or
- **by regular mail at:**
2017 PSAC NATIONAL EQUITY CONFERENCES
Public Service Alliance of Canada
Programs Section
233 Gilmour Street, Suite 901
Ottawa, ON K2P 0P1

If 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.

We look forward to the upcoming 2017 PSAC National Equity Conferences. These conferences are an opportunity for our 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.

Thank you for your cooperation and support.

In Solidarity,

Jeannie Baldwin
Regional Executive
Vice-President: Atlantic and
Co-Chair responsible for the
2017 PSAC National Equity
Conferences

Donna Lackie
President, GSU and
Co-Chair responsible for the
2017 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 Aboriginal Peoples' Circle (NAPC)
Regional Committees
PSAC Management Team



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APPLICATION FORM

2017 NATIONAL EQUITY CONFERENCES "EQUALITY AT WORK"

Please ensure that you answer all the questions on the registration form to avoid any delay in processing your application.

OBSERVER STATUS

If I am not selected as a delegate to any of the conferences, I wish to be considered as an observer.

(Please remember that observers are individually responsible for securing all costs associated with their participation).

PERSONAL INFORMATION

Last name: _____

First name: _____

Street address: _____

City: _____

Province: _____

Postal code: _____

Work phone: _____

Home phone: _____

Other phone: _____

Fax: _____

Preferred email Address: _____
(provide the address you would like used for correspondence for this Conference)

Home email Address: _____
(if different from above)

Language: English French Inuktitut

Young Worker (under the age of 35)

PSAC Membership

Number: _____

Component or Directly Chartered Local:

- | | |
|------------------------------------|------------------------------------|
| <input type="checkbox"/> AGR | <input type="checkbox"/> UNDE/UEDN |
| <input type="checkbox"/> CEIU/SEIC | <input type="checkbox"/> UNE/SEN |
| <input type="checkbox"/> CIU/SDI | <input type="checkbox"/> UNW/STN |
| <input type="checkbox"/> GSU/SSG | <input type="checkbox"/> UPCE/SEPC |
| <input type="checkbox"/> NEU/SEEN | <input type="checkbox"/> USGE/SESG |
| <input type="checkbox"/> NHU/SNS | <input type="checkbox"/> UTE/SEI |
| <input type="checkbox"/> NRU/SRN | <input type="checkbox"/> UVAE/SEAC |
| <input type="checkbox"/> UCTE/UCET | <input type="checkbox"/> YEU/SEY |
| <input type="checkbox"/> UEW/STE | <input type="checkbox"/> DCL/SLCD |

Local: _____

Region:

- | | |
|--|-----------------------------------|
| <input type="checkbox"/> Atlantic | <input type="checkbox"/> Ontario |
| <input type="checkbox"/> British Columbia | <input type="checkbox"/> Prairies |
| <input type="checkbox"/> National Capital Region | <input type="checkbox"/> Québec |
| <input type="checkbox"/> North | |

EMERGENCY CONTACT

Name: _____

Relationship: _____

Phone: _____

EQUITY GROUP SELF-IDENTIFICATION

PSAC members who belong to the following groups are invited to self-identify. This information is kept confidential and will be used for the purposes of supporting our equity initiatives and programs. Please check all that apply.

Woman

Worker with a Disability

Aboriginal Worker

First Nation

Métis

Inuit

Racially Visible Worker

(As defined by, Government of Canada, Treasury Board Secretariat, "Employee Self-Identification Form")

Black

Chinese

Filipino

Japanese

Korean

South-Asian/East Indian (including Indian from India; Bangladeshi; Pakistani; East Indian from Guyana; Trinidad; East Africa; etc.)

Southeast Asian (including Burmese; Cambodian; Laotian; Thai; Vietnamese; etc.)

Non-White West Asian; North African or Arab (including Egyptian; Libyan; Lebanese; Iranian; etc.)

Non-White Latin American (including indigenous persons from Central and South America; etc.)

Persons of Mixed Origin (with one parent in one of the Racially Visible groups listed above)

GLBT Worker

Gay

Bisexual

Lesbian

Trans

Other, specify: _____

Other, please specify: _____

PSAC Equity Contact Lists

Please add my name and contact information to one or more of our respective PSAC Equity contact lists. This information is kept confidential.

WORKSHOPS

Participants will take part in 3 workshops during the conferences.

Workshops are open to delegates who self-identify in the equity group for whom the workshops are designed.

Please indicate your order of preference for the different workshops by marking the number of your preference in the box beside the description of the workshop: *1-first choice, 2-second choice, 3-third choice, 4-fourth choice*. Please rank a minimum of 4 workshops.

Please note that

- Every attempt will be made to respect your preferences.
- You may be assigned to participate in a bilingual workshop (with simultaneous interpretation).

Racially Visible Members Conference Workshops	
<p>1. Organizing an Effective Movement To bring about effective change, racially visible members need to be engaged and involved in their workplaces, unions and communities. This workshop will provide tools to motivate our members to work with community activists and take action on issues that affect our communities.</p>	<p>Choice:</p> <p><input type="checkbox"/></p>
<p>2. Impact of Systemic and Structural Racism in our Workplaces Racism exists today, even though we have systems and processes such as human rights and employment equity legislation to address it. This workshop will examine how racism in society (e.g. justice system, immigration, education, political systems, etc.) continues to create barriers and impacts career opportunities for racially visible workers.</p>	<p><input type="checkbox"/></p>
<p>3. Employment Equity: Are We There Yet? Racialized people are under-represented and under-employed in workplaces and have higher levels of poverty and unemployment than non-racialized people. This workshop will examine the representation and career opportunities for racially visible workers (e.g. hiring, promotions, retention and training). It will provide tools and strategies (e.g. employment equity) that will increase the representation of racially visible workers. It will also provide tools on lobbying and taking political action on employment equity.</p>	<p><input type="checkbox"/></p>
<p>4. Combatting Racism, Discrimination and Harassment in the Workplace This workshop will examine racism in the workplace. It will provide tools and strategies to address workplace racism, discrimination and harassment including union processes and structures. It will also examine the impact of the racism, discrimination and harassment in the workplace.</p>	<p><input type="checkbox"/></p>

ACCESS Conference Workshops

5. Strength in Awareness of Different Abilities

This workshop will raise awareness of our different abilities and how to take care of those abilities. It will also examine stigma and foster a better understanding of different abilities including mental health, both visible and non-visible.

Choice:

6. Taking Political Action on Disability Rights

The federal government has indicated that it will be considering the implementation of a *National Disabilities Act*. This workshop will examine the pros and cons of such an *Act* and empower and provide tools to lobby on disability rights.

7. Where Are We?

Persons with disabilities have higher levels of poverty, under-employment and unemployment than persons without disabilities. This workshop will examine the representation and career opportunities for persons with disabilities (e.g. hiring, training, and retaining in the workplace). It will also examine the issue of self-identifying and provide tools and strategies (e.g. employment equity) that will increase the representation of persons with disabilities in the workplace.

8. Road to Mental Health

For many workplaces, mental health is a critical issue. This workshop will examine how the workplace impacts our mental health. It will also provide tools and strategies to deal with workplace hazards for persons with disabilities, co-workers, and employers.

PRIDE Conference Workshops

9. What's in a Name?

Words have been used to shame us and to marginalize us. And words are now used to reclaim our experiences, and make our reality visible. Gay, lesbian, bisexual, transgender, queer, questioning, Two-Spirited, intersex: this workshop will explore how participants identify and why. Different generations have claimed different names: together we will explore our shared history and discuss our common ground.

Choice:

10. Equity at Work

The Pride community is not included in the federal *Employment Equity Act*: how can we ensure that workplaces are inclusive and safe? This workshop will explore different strategies to ensure that we are fully included, recognized and respected in the workplace.

11. Ageing and discrimination against the GLBT community.

After having been out for decades, many older GLBT persons are forced back into the closet when they enter retirement homes or palliative care facilities. The increasing privatization of these services is a threat to the quality of the services, and the respect for older people's human rights. This workshop will look at what is

at stake when we are “out” in our communities, and what we can do to support the elders in our Pride community.

12. Defending Trans Members’ Rights in the Workplace

This is a training session that will help participants better understand the trans experience. It will help shop stewards and other activists better understand their role when a member transitions. We will review the employer’s responsibilities, as well as collective agreement language that protects trans workers. The workshop will provide basic knowledge and tools to properly represent a transitioning members.

Women’s Conference Workshops

13. Child Care: Making It a Reality

Child care is the ramp to women’s equality. PSAC sisters were instrumental in making child care an election issue. Now we have to ensure that the federal government and the provincial and territorial governments make this a reality. This workshop will provide hands-on tools and training for effective lobbying and help participants develop convincing arguments. Together, we can transform our vision for child care into a reality for all families, in all communities across the country.

Choice:

14. Can Work Be Safe When Home Isn’t?

This workshop will look at the groundbreaking survey that was done for the Canadian Labour Congress on the ramifications of domestic violence in the workplace. We will discuss how domestic violence impacts PSAC members, and what the union can do to better support our sisters. We will examine model language that can be bargained and innovative law reform initiatives that we can advocate with our provincial and federal governments.

15. Promoting Women’s Leadership

Women make the union strong! Are you looking to make a difference for women in the union? This course offers union women an opportunity to develop and enhance their leadership skills, find their voice and ignite the spark to take on further challenges. Participants will build their knowledge in a variety of current and emerging labour issues, and explore ways of building their skills to become a candidate or support diverse, progressive women running for various levels of leadership.

16. The Economic Empowerment of Women at Work

In March 2017, the United Nations Commission on the Status of Women will be discussing this theme, focusing on women and work for the very first time. This workshop will explore the different issues that impact women at work, in all our diversity. Participants will learn about international human rights that protect them as workers, and they will be invited to contribute their ideas to what the PSAC’s agenda should be on these issues.

Aboriginal Peoples' Conference Workshops

<p>17. Truth and Reconciliation Commission's Calls to Action In this workshop participants will learn and discuss the TRC final report and make decisions on which of the 94 recommendations they wish to prioritize. Participants will then build strategies for implementation</p>	<p>Choice:</p> <p align="center"><input type="checkbox"/></p>
<p>18. Safe Drinking Water for First Nations This will be an extension of our existing campaign. It will help participants learn what the barriers are to safe drinking water and ways in which they can be removed. Lobby training will play a big part of this workshop.</p>	<p align="center"><input type="checkbox"/></p>
<p>19. Missing and Murdered Indigenous Women - Why was there such a pushback against calling the inquiry in the first place? This workshop will include a deeper look into the issues that a full public inquiry would investigate. Featured in this exercise will be the strategies and tactics Indigenous women used to bring the issue forward, and a discussion of how PSAC can provide ongoing support to this important struggle.</p>	<p align="center"><input type="checkbox"/></p>
<p>20. Victory at the Canadian Human Rights Tribunal In this workshop participants will deepen their understanding of the impacts of the decision that saw the Tribunal rule that the federal government has been discriminating against First Nations children. It will then begin to explore the other ways that similar forms of discrimination have taken place.</p>	<p align="center"><input type="checkbox"/></p>

I will be attending the Orientation Session on the Rules of Order.

ACCOMMODATION OF A DISABILITY

PSAC strives to ensure that conferences are barrier-free for **delegates with disabilities**. Once selected, members may be required to further specify their accommodation needs in order to facilitate their participation at these conferences. *A separate form may be sent to selected delegates who have identified as members with disabilities requiring accommodation.*

I am a member with a disability and require accommodation.

What are the functional limitations arising from your disability? (You are not obliged to disclose your diagnosis, only your functional limitations.)

For Delegate applications only:

I require specific accommodation for my disability in my hotel room.

Please specify:

I require that the PSAC arrange for a personal care attendant to assist me in order for me to fully participate at the Conference.

I require documentation in alternative media.

I require sound amplification.

I require a sign language interpreter.

I require an oral interpreter.

I require that the PSAC arrange for a Reader (for a person with a visually related disability) to assist me in order for me to fully participate at the Conference).

I will be using animal assistance (i.e. guide dog) at the Conference.

You may be required to provide relevant medical documentation that will assist us to respond to your request. This information will not be disclosed except where necessary to respond to your request for accommodation.

DIETARY REQUIREMENTS OR ALLERGIES

I have dietary requirements or allergies.

Please specify:

FAMILY CARE

The objective of the PSAC Family Care Policy is to remove one of the barriers which prevents **delegates** from participating fully in Union activities and which provides for the reimbursement of family care expenses. A copy of the policy is available on the PSAC website at <http://psacunion.ca/family-care-policy>.

On-site child care is intended to remove a barrier to a delegate's ability to participate at the Conference and is provided only for those who could not otherwise attend, had the service not been available. Requests must be received **no later than October 1, 2016** at conferences@psac-apf.com.

PARTICIPANT PROFILE

To ensure that the conferences respond to the needs of our members, we invite you to complete the following questions:

1. This is my first PSAC Conference.
2. I have recently attended other PSAC/Components/Directly Chartered Locals Conferences, Conventions or functions.

Please specify:

3. In the last two years, I have attended a PSAC or Component education course.

Please specify:

4. I have attended a PSAC/Component/Regional Convention.

Please specify:

5. I am a member of a PSAC Regional/Component Human Rights or Women's or Pride or Aboriginal or Racially Visible or Persons with Disabilities committee(s).

Please specify:

6. I am active in the community on equity issues.

Please specify:

7. As a delegate to this Conference, could you please tell us how this experience would lead to Union action in your workplace, your Local, Region and in your Component or your community? (***in 150 words or less***).

Thank you for completing the registration form.



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

2017 NATIONAL EQUITY CONFERENCES "EQUALITY AT WORK"

CALL FOR RESOLUTIONS

THE DEADLINE FOR SUBMISSION OF RESOLUTIONS IS

Friday, September 30, 2016, 4:00 p.m. EST

The Resolutions should be aimed at strengthening and improving the Union's work and at advancing PSAC objectives. **Only resolutions aimed at strengthening and improving the Union's work on the respective equity issues will be accepted.**

Resolutions will be discussed, debated and voted on at the Resolutions Sessions for each equity group and subsequently submitted to the appropriate bodies including the next PSAC National Triennial Convention in 2018.

The traditional resolutions process will be utilized for the 2017 PSAC National Equity Conferences (i.e. resolutions committee, debate at the Conferences).

All PSAC constitutionally recognized bodies will be entitled to forward resolutions to the 2017 PSAC National Equity Conferences.

- A maximum of five (5) resolutions per body and per regional women's conference (**for the National Women's Conference**) will be accepted.
- **Submitted resolutions must:**
 - be limited to a maximum of 150 words;
 - be formatted in 14 point Arial font;
 - be formatted in either the traditional or clear language format and include the title, originating body and language of origin (please see the following examples of the two formats).;
 - not include any special formatting such as boxes or drawings.

Should you have any questions regarding the resolutions process, please contact the Programs Section at (613) 560-5457 or by email at conferences@psac-afpc.com.

In Solidarity,

Jeannie Baldwin
Regional Executive
Vice-President: Atlantic and
Co-Chair responsible for the
2017 PSAC National Equity
Conferences

Donna Lackie
President, GSU and
Co-Chair responsible for the
2017 PSAC National Equity
Conferences

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

TRADITIONAL FORMAT

TITLE: NATIONAL CHILD CARE PROGRAM
ORIGINATOR: NORTH REGIONAL CONVENTION 2005
LANGUAGE OF ORIGIN: E

WHEREAS the federal government has refused to establish a national child care program; and

WHEREAS the PSAC has long supported such a program for all Canadian workers and their families; and

WHEREAS a good opportunity to achieve a national child care program exists at the present time due to a minority federal government:

BE IT RESOLVED THAT PSAC increase its efforts to work with child care groups and other organizations on a regional and national basis, to lobby for the establishment of a sufficiently-funded national child care program.

CLEAR LANGUAGE FORMAT

TITLE: NATIONAL CHILD CARE PROGRAM
ORIGINATOR: NORTH REGIONAL CONVENTION 2005
LANGUAGE OF ORIGIN: E

THE PROBLEM OR ISSUE:

The federal government has refused to establish a national child care program.

The PSAC has long supported such a program for all Canadian workers and their families.

A good opportunity to achieve a national child care program exists at the present time due to a minority federal government.

THE ACTIONS REQUESTED: The PSAC increase its efforts to work with child care groups and other organizations on a regional and national basis, to lobby for the establishment of a sufficiently-funded national child care program.



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INSTRUCTIONS FOR NOMINATION FORM

Equity Delegates to PSAC Triennial Convention

FOR MEMBERS NOT ATTENDING

As per PSAC Constitution Section 19, Sub-Section 7:

The Aboriginal Peoples, Racially Visible Persons, Pride, Access and Women equity groups shall each be entitled to send two (2) delegates to any National Triennial Convention of the PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective PSAC National Triennial Conference.

Delegates at the 2017 National Equity Conferences will elect:

- two members (one man and one woman and two women from the Women's Conference) as delegates to the PSAC Triennial Convention as well as one Alternate to these positions.

Please note that nominations for these positions may be accepted from PSAC members (in good standing) who identify from the respective equity group and who are unable to attend the Conferences (see deadline at end of form). Nominations will also be accepted from members attending the Conferences. In addition to this, for members attending the conferences, nominations will close on the floor at the respective time of elections.

NOMINATIONS

To be nominated a member must:

- self-identify from the respective equity group,
- be a PSAC member in good standing, and
- be nominated and seconded by a member in good standing who also identifies from the respective equity group.

NOTE: The nominee, nominator and seconder must all provide a signature showing their agreement.

Nominations submitted prior to the 2017 PSAC National Equity Conferences, in cases where the nominee cannot attend the Conference, may be accompanied by a written letter of no more than a three-minute presentation, explaining why the member wishes to be considered for the position.

This letter may be read out at the Conference by a representative of the nominee, the nominator or the seconder attending the Conference within the three minute time period.

The **deadline for nominations** for those WHO WILL NOT BE ATTENDING 2017 PSAC National Equity Conferences is **January 31, 2017**.

Equity Group members who will not be attending the 2017 National Equity Conferences will not be eligible to be nominated at the Conference.

The nomination forms must be returned to the PSAC Programs Section Office:

- **by email:** conferences@psac-afpc.com
- **by fax:** at (613) 236-9402
- **or by regular mail:**
2017 PSAC NATIONAL EQUITY CONFERENCES
PSAC Programs Section
233 Gilmour Street, Suite 901
Ottawa, ON K2P 0P1

NOMINATION FORM

For Equity Delegates to PSAC Triennial Convention

Elections to be held at the 2017 PSAC National Equity Conferences
Toronto (March 24-28, 2017)

DEADLINE FOR NOMINATION: January 31, 2017

Please check position being nominated for:

SPECIFY EQUITY GROUP: _____

- DELEGATE TO CONVENTION - MAN REPRESENTATIVE**
- DELEGATE TO CONVENTION - WOMAN REPRESENTATIVE**
- DELEGATE TO CONVENTION - MAN ALTERNATIVE**
- DELEGATE TO CONVENTION - WOMAN ALTERNATIVE**

1. Nominee Information:

Name:	Membership No.:
Address:	Component/Directly Chartered Local:
City/Prov.:	Region:
Postal Code:	Local:
Phone (home):	Phone (work):
Email (home):	Email (work):

I am from the (equity group) _____ and a PSAC member in good standing
I accept this nomination (signature required):

Signature Date

2. Nominated by:

Name:	Membership No.:
Address:	Component/Directly Chartered Local:
City/Prov.:	Region:
Postal Code:	Local:
Phone (home):	Phone (work):
Email (home):	Email (work):

I am from the (equity group) _____ and a PSAC member in good standing
I nominate _____ for the position of PSAC Delegate to
Convention as checked-off above.

Signature Date

3. Seconded by:

Name:	Membership No.:
Address:	Component/Directly Chartered Local:
City/Prov.:	Region:
Postal Code:	Local:
Phone (home):	Phone (work):
Email (home):	Email (work):

I am from the (equity group) _____ and a PSAC member in good standing
I second _____ for the position of PSAC Delegate to
Convention as checked-off above.

Signature Date