

2021 AGM Report

The Human Rights and Diversity committee proposed an aggressive agenda to address the social issues plaguing the labour movement. Over the years, many of our equity members have remained silent due to the lack of a safe space to address their issues. This past year the committee agreed that it should provide a platform for these voices. The creation of the following caucuses allowed the committee to attract members who would not normally have the opportunity to voice their concerns.

The committee seats are filled by a representative from each PIPSC region.

- Atlantic – Dotty Kelland
- Quebec – Sonia Richard
- NCR – Charlotte Young
- Ontario – Din Kamaldin
- Prairie – Farzana Merani
- BC- Yukon – vacant
- Friends of the Committee – Samah Henein and Stewart Wong
- Staff Resources: Richard Gaboton and Shelby Woodman

The committee requested that the Board of Directors support the creation of the following caucuses:

- Black Caucus
- Disability Caucus
- Francophone Caucus
- Health and Safety Caucus
- Indigenous Caucus
- LGBTQ2+
- People of Colour caucus
- Women's Caucus

The Board of Directors provided unanimous overwhelming support for their creation. The committee proceeded with the logistics and collaborated with partners in order to launch the caucuses. The Black Caucus was the first to be launched, by Din Kamaldin, in November 2020. Following the launch, recruitment took place, and the response to our initiative was well received, and several members reached out with questions and wanted to get involved.

Two webinars (English & French) focussing on systemic racism and how it impacts Black families and communities, were held in September 2020.

In recognition of Black History Month, there were two panel discussions (English & French) in regards to Anti-Black Racism held in February 2021. It was extremely engaging, with a total of 400 participants between both of the sessions.

In 2021, we launched the Indigenous Caucus led by Charlotte Young, who coordinated a responsive webinar with Senator Kim Pate, and Lenard Dick, also known as Mocassin Joe. The webinar was centered around indigenous schools, under representation in the workforce, and what can be done to fight against the genocide, and to speak up against Bill 64.

The HRDC also received requests for assistance from members who were seeking assistance on next steps when dealing with social issues. Other groups within PIPSC approached the committee for collaboration or input. The committee made recommendations to the Board for action, such as Anti-Racism training for all members, elected officials and staff.

Committee members have also worked with affiliated Unions and community activist groups such as the CLC Disability Working Group.

Today a number of community groups and labour affiliates reach out to us for consultation and support. We were able to bring some contribution to the FBEC - Federal Black Employees Caucus work on the development of the Terms of Reference. We are also in consultation for developing reference material on union social interaction guidelines i.e.

- (What impact could Unions have within diverse social groups)
- "What union support is available? to these groups"
- What are Actions for Change

Some of the work has been with the CCFWE Canadian Center for Women's Empowerment where PIPSC HRDC committee and the Separate Employers are currently conducting consultations to inform a National Action Plan to End

Gender-Based Violence. Community Engagement Initiative. This engagement process is an opportunity for civil society and the Canadian government to help develop a report and recommendations that will influence action on gender-based violence for decades to come.

The following individuals stepped forward during the 2020 Canadian Labour Congress Convention running for the following positions:

Jacquie Dixon – Workers of Colour CRA - AFS

Jennifer Carr – Workers with Disabilities DND - SP

Greg Scriver – Indigenous SSC

Thank you to these individuals who represented PIPSC with professionalism and activism.

The awakening of PIPSC equity seeking members actively seeking positions on a broader level speaks volumes as to the changes in PIPSC culture.

The committee consists of dedicated, driven individuals who are passionate about these causes. Although we still have work to do, we are hopeful that the membership will join and support the initiatives as we continue to move forward.

Regards

Jennie Esnard
Chair, HRDC