

VANCOUVER ISLAND HUMAN RIGHTS COMMITTEE (AD HOC)
BC PSAC Vancouver Island Regional Office
MAY 15, 2008

In Attendance:

Mandi Schubert – CEIU 20975 Local Vice-President, Founder VIBCHR Committee - Victoria

Paul Jones – UNDE 21010 Local Chief Shop Steward – BC Regional Council Coordinator (LGBT) - Victoria

Cindy Little – UTE 20028 Local Member – BC Regional Council Coordinator – S. Vancouver Island - Victoria

Mark McCavour – Canadian Hydrographic Services – Local 20075 – 2006 Equal Opportunity Committee Member – PWD Caucus Member - 2 times Access Conference Delegate - Victoria

Mike Doerfler – CEIU Local 20975 Member – PWD Caucus Member - Victoria

Anita Hoffman – CEIU Local 20975 President – Victoria

Rob Mc Dermot – UNDE 21008 Local Member – CFB Esquimalt – Victoria

Dave Jackson – Staff Resource – BC PSAC Vancouver Island Regional Office - Victoria

Mary - American Sign Language Interpreter - Victoria

Mary – American Sign Language Interpreter - Victoria

Regrets:

David Ramalho

Wendy Dobbie

Meeting called to order at 6:08pm.

1. Mandi presented the resolutions report from the recent Racially Visible Conference. Many of the resolutions that were presented at that conference were also presented at the BC Regional Convention. in April 2008. It was brought to our attention that many of the resolutions presented to General Resolution's committee were not brought to the floor of the convention much to the disappointment of many including the General Resolutions Committee themselves.
2. Mandi discussed the initiation of this committee in outlining the criteria we must meet to become a bonifide committee including:
 - Should we become a sub-committee or a separate committee from that of the BC Regional Human Rights Committee?
 - There must be 3 locals from 3 components as a minimum for this to go ahead. We have this in place by the attendance to this meeting tonight.

- We have to go back to our respective locals and ask for their written support in the affiliation to this committee. Minutes from those minutes will suffice.

 - This meeting will be beneficial in that we will be able to meet face to face rather than participating by teleconference with the BC Regional Human Rights Committee. This method is not effective for those of us who would like to participate from the island here. There is something to be said for meeting face to face.
3. Rob McDermot queried the direction we intend to go in and what are our goals were?
1. Mandi defined the committee as one to bring awareness to our membership surrounding HR issues here on the island. Mandi identified that the groups are: Aboriginal, Persons with Disabilities, Lesbian, Gay Bisexual and Transgendered, Racialized (Racially Visible is the common term)
The committee agreed that we would prefer the term Racialized used, as not all members are visibly racialized.

 2. To bring to the attention of our Members the campaign that are in place at present such as: Anti-Homophobia Day, Aboriginal Week and local Pride Festivals (Victoria, Vancouver and Kelowna)

 3. It enlightens the membership on the issues surrounding Human Rights to name a few.

 4. Rob McDermot - What is the cost to our members to participate in this initiative? Mandi stated that there is no financial cost to the membership.

 5. Michael Doerfler – This is just common sense. More awareness leads to a much better acceptance and the learning that happens brings about self-knowledge to our members. This is just common sense that we move forward with this.

 6. Dave Jackson clarified the ultimate cost to the committee would be their time. In this day and age with all of our responsibilities and demands placed by our

employers time can become very very costly but if we have the desire and commitment we can make this happen.

4. Rob McDermot – We must have a dictionary or some sort of reference tool to correctly refer to or members with various, some obvious and some not so obvious, differences.
 1. Mark McCavour - We better make sure that those who are putting out information in regards to Human Rights be knowledgeable and understand wholly the challenges and issues that are faced by Employment Equity groups.
 2. Paul Jones – I concur with Mark. As well we can utilize the knowledge and individual expertise that we each bring to the table and pass on to others. The best way to get this information is through dialogue with those members that are in these groups. A dictionary is not required – ask the individual members how they identify and how they would like to be addressed. This can foster 1st hand knowledge, comradery and acceptance with EE members within our workplaces.
 3. Mike Doerfler presented an excerpt of the “Policy on Duty to Accommodate Persons with Disabilities in the Federal Public Service”. He agrees with Mark about the removal “deafness or other severe hearing impairment...” from one of the categories within this document leaving only “Deaf or Hard of Hearing” behind. Mike proposed that we would be adding two more definitions to this section and they are: “Persons with hearing loss” & “Deafened”

*** Mike’s rationale is that the two new additions would be inclusive of those members who have such a small degree of hearing loss that they be not defined as a Deaf Person which is a “person with a hearing loss” and people who are born hearing but eventually become deaf late in life and therefore “Deafened”.
 4. Dave Jackson – “Where would we bring this issue?”
“The Treasury Board is a start. They are your employer.”
“Human Rights complaints are another avenue”.
 5. Paul Jones – Directorate of Diversity & Wellbeing – I am friends with the National Vice-Chair and she would be a great resource and help to providing direction where to take this. It is clear we need direction on where to take this up the ladder with management.
5. Wendy Dobbie’s email regarding Strobe Lights in the workplace was discussed and both Mark and Mike were in agreement that this is not taking place and again the employers Duty To Accommodate is not coming into play to ensure that this protection is provided for deaf people in the workplace. It was agreed that this is one of the many issues faced by EE members and one that must be addressed in the

near future.

1. Mark indicated management's behavior of bullying members when these issues are brought forth. He expressed the extreme difficulty in it all.

6. Paul Jones informed the committee that there will be a presence by the BC PSAC in this year's Victoria Pride Parade and Festival to be held on the Sunday the 6th of July. Coordinate will follow to all via email. Registration for the parade is done and we will be having a table at the festival at Fisherman's Wharf. Highlight the many positive things that the PSAC does for its members and their communities at large.

7. It was decided that the next meeting will be in three months time unless otherwise called.

8. Mandi thanked everyone for attending and commented on how positive and encouraging this first meeting has been. We all send our thanks for the support of Dave Jackson and the BC Regional Human Rights Committee.

9. Thanks to Paul Jones who donated an UNDE jacket for a door prize. Anita Hoffman successfully won the jacket.

Meeting was adjourned at around 7:30pm

Respectfully submitted 24 May 2008

Paul Jones