

## Mainland Human Rights Committee Meeting

**Time:** 6:00PM

**Date:** December 10, 2020

**Location:** Online

**Present:** Celine Ahodekon- UNE Local 20278, Ruby Langan - UNE Local 20150, Lea Serron - UTE local 20029, Todd Smith - AGR local 20044, Shane Polack UVAC - 20045

**Guest:** Susie Blyth - CEIU local 20964

**Staff:** Patty Ducharme

1. Call to Order at 6PM with acknowledgment of the lands by Ruby Langan
2. Approval of the agenda Celine/Ruby and carried
3. Approval of the previous minutes Lea/Shane – Carried
4. Financial report – no activity, \$1727.54 in the bank. Shane has offered to do the auditing of our finance. As the Treasurer, Lea is still awaiting to have the signing authority at the bank. Tracey has sent all the sign papers so she can make payment via e-transfer.
5. Activity report  
 Ruby: Wrote an article on United Nations' International Human Rights Day. She is also taking lot of online trainings through work and through community organizations. She also attended Winnipeg Movie Cliff Night in November.  
 Lea: is coordinating equality Day. She has already talked to Patrick and will start working on that. She also watched the Film festival and then discussed it with PSAC members. - ACLA got involved in it and are looking for people to join to have a chapter in BC. It was suggested that MHRC does a film festival so we can recruit more members.  
 Celine: attended the following events: Richmond's one week Symposium, City of Abbotsford's Symposium, Hollaback webinars, December 6<sup>th</sup> Virtual, Prairies' Human Rights Day on December 10<sup>th</sup>. Brush Committee meeting, Decolonization of anti-racism in Canada Research.
6. Update on special events - Trans Day Remembrance and UN Day of Human Rights. Nia wrote an article that was put on PSAC BC website along with PSAC National article.
7. New business
  - a. Terms of reference of the MHRC: Review of the terms of reference for the next MHRC meeting

b. Regional membership questionnaires: we need to work with other HR Committees throughout the region with questionnaire to recruit members to attend our committee meeting. Lea will be putting together questionnaires and send it to the committee.

c. Covid check-in: Ruby is part of HS Committee in her workplace, has been working from home since the beginning because was prepared- lot of protocol in place. - manager and supervisor took her case seriously.

*Tracey*: is accommodated by going to work once a week and can claim one week parking.

*Todd*: Meat plants – difficult time with members - more and more are testing positive. Protocol into place: Hiring of new staff to the job and follow the covid protocols.

*Lea*: UTE – CRA very good to keep people home 1600-1700 employees – masks provided, need authorization to enter the site, emails sent regularly along with union to enter the site. Protocols to be followed until June 2021.

*Shane* – VAC have been working from home since March. 699 leave is suggested for person with disabilities because they can't be accommodated. MHRC can lobby their MPs and MLA to fix the situation.

*Celine* is on season layoff so no need to worry.

d. Black History Month celebration. Patty will be contacting Jamie to see if PSAC will be organizing a national celebration and if other committees can join in organizing the event.

e. Discussions on Resolutions put forward by PSACBC-AC-Okanagan –.

ACKNOWLEDGMENT & COMPENSATION FOR PSAC MEMBERS WHO ARE INVITED TO SPEAK ON BIPOC ANTI-RACISM ISSUES AT REGIONAL COMMITTEE AND AREA COUNCIL MEETINGS.

After discussions, the committee decided that it will hard to compensation the emotion that a BIPOC guest speaker go through when and after a personal testimony. So the suggestion is to find a way to acknowledge these guest speakers.

8. Next meeting dates: February 10, 2021 @ 6pm.

9. Round table:

Resolutions: Todd's resolution: meeting on Tuesday, December 15, 2020 @ 6pm.

10. Adjournment @ 8:53pm

## Resolutions:

### ACKNOWLEDGMENT & COMPENSATION FOR PSAC MEMBERS WHO ARE INVITED TO SPEAK ON BIPOC ANTI-RACISM ISSUES AT REGIONAL COMMITTEE AND AREA COUNCIL MEETINGS

BECAUSE: racism is a reality in our communities, workplaces and in our union

BECAUSE: members need education on how to become anti-racist

BECAUSE: when BIPOC speak about anti-racism, their experiences and how folks can do better, this is work, including emotional labour

BECAUSE: we value the experiences and recognize the fatigue BIPOC may feel when speaking about anti-racism

PSAC WILL: look into appropriate acknowledgement and compensation for BIPOC members who are invited to speak on anti-racism topics. This is in line with PSAC's commitment to becoming an anti-racist organization.

Please email PSACBC-AC-Okanagan@psac-afpc.com with any feedback before Friday December 18th.  
From Todd Smith - PSAC - he/him to Everyone: 11:32 PM

### TITLE: Indigenous Intercultural Competency and Anti-Racism Training

BECAUSE the Truth and Reconciliation Commission of Canada Calls to Action 23, 24, 27, 57, 60, 63, 84, and 92 demand "skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism" in healthcare, law, religious, education, media, public, and corporate sectors; and

BECAUSE PSAC represents Black, Indigenous, and People of Color (BIPOC) who are undeniably impacted by systemic racism in all workplaces across Canada; and

BECAUSE BIPOC communities are requesting solidarity from all communities, including unions, to fight systemic racism; and

BECAUSE PSAC is committed to the health and safety of all members; and

BECAUSE all PSAC members must be actively anti-racist in their workplaces to ensure the health and safety of BIPOC members;

PSAC WILL demand and lobby for ongoing employer-paid, mandatory anti-racism and Indigenous intercultural competency training for all positions within all bargaining units th

From Todd Smith - PSAC - he/him to Everyone: 11:36 PM

PSAC WILL demand and lobby for ongoing employer-paid, mandatory anti-racism and Indigenous intercultural competency training for all positions within all bargaining units that PSAC represents until it has been successfully implemented by each employer.

TITLE: Prioritizing the needs and safety of our communities

WHEREAS there is widespread recognition that police officers are routinely attending to calls that would be better dealt with by peer-, health-, social- and community-based programming; and

WHEREAS evidence suggests that criminalization and policing are not effective solutions or harm reduction

strategies for these concerns; and

WHEREAS PSAC advocates for strong, accessible, universal public services that all of our communities depend on for economic equality and health and safety; and

WHEREAS Canada has long held human rights, equality, and public services as critical elements of the fabric of our society;

BE IT RESOLVED that PSAC lobby all levels of government to reallocate financial resources from policing to peer-, health-, social- and community-based programming initiatives that demonstrably support long-term community safety and prosperity; and

BE IT FURTHER RESOLVED that PSAC lobby all levels of government to demilitarise policing agency  
From Todd Smith - PSAC - he/him to Everyone: 11:36 PM

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