

Attendance:

Paul Jones, GLBT Regional Coordinator -Chair

Mandi Schubert-Recorder

Mark McCavour

Wendy Dobbie

Michael Doerfler

Dave Jackson- PSAC Regional Representative

Virginia Vaillancourt: Regional Coordinator, South Island

Mary Warner - ASL Interpreter

Mary Butterfield - ASL Interpreter

Regrets: Anita Hoffman

Call to Order: 530 PM

The committee thanked Dave Jackson for his support in preparing the meeting packages.

Review/Adoption of October 30 Minutes: The committee unanimously agreed that the our participation with the Area Council at the Meet and Greet was successful. The committee looks forward to participating this year.

Mark McCavour commented that he was appreciative that his local representatives were in attendance to the Christmas Social.

Michael commented that it was wonderful to meet other people from other locals.

Paul wished everyone a Happy New year, as our last meeting was before Christmas.

M/S/C: Mandi Schubert/ Mark McCavour/Unanimous

Paul opened the floor for additional agenda items

The following agenda items were added:

5 Mark - "Generalizations of Term Hearing Impaired"

6 Mark- Interpretators

7 Paul- Committee Funding

8 Paul-Human Rights Inquiry with Service Canada

Agenda Adopted M/S/C: Wendy/Michael/Unanimous

1 Terms of Reference

We discussed that we needed volunteers for the committee to finalize the Terms of Reference.

Motion: 2 Committee Members will sit on the committee with Staff Member Dave Jackson to review the Mainland Committee's Terms of Reference and make recommendations to the VIHRC by next meeting.

M/S/C Paul/Mandi/Unanimous

We agreed that Mandi and Mark would work on the committee terms of reference with Dave Jackson. We agreed that the committee will review the mainland committee's Terms of Reference and work from there.

Dave Jackson to follow up with Mark and Mandi to discuss.

2: Constitutional Letters

Mandi discussed that she has received confirmation from Union of Veterans Affairs Employees Union and Canada Employment and Immigration Union regarding Affiliation Letter from components to submit to PSAC for Constitutional Recognition of the VIHRC. Mandi discussed that she is following up with National Health Union to finalize a 3rd and final letter needed. Mandi agreed to report back to the committee as soon as she has that confirmation.

Paul discussed that he has been invited to the next executive meeting of his new local. He discussed that they will be discussing affiliation with the VIHRC. Paul belongs to the Union of National Defense Employees.

Mandi discussed that she believed that the only problem was some administrative confusion between the BC local and Ottawa Headquarters.

The committee agreed to move Agenda Item Number 6 to be attached to this item for discussion

Paul discussed that once recognized constitutionally, we will have an equal budget to that of other Human Rights Committees in Canada. It is estimated that we would receive \$ 1300.00 Per PSAC Fiscal Year

The original thought was that we would be sharing a budget with Vancouver.

Paul and Mandi agreed to follow up on these matters with the committee.

3. Logo Contest

Michael discussed wanting to present a logo contest to promote the VIHRC. The intention is to hopefully bring a sense of identity and familiarity to the committee, while hopefully engaging other members to want to be involved, or at the very least feel represented.

The committee agreed to launch the logo contest once recognized constitutionally. The committee also agreed that we would set limitations within the contest rules to keep the logo simple. This would be important if we are to use the logo on letterhead, promotional items.

Virginia suggested that a prize might be a good incentive to get participation. The committee agreed, even consider a 1st and 2nd prize.

Dave discussed that other committees have also had contests, and suggested that the committee could try using existing guidelines, so that we do not have to "reinvent the wheel". The committee agreed.

Mark mentioned the importance of identifying PSAC on our letterhead, promotional materials. We further identified that it does not have to be large, but it is important to ensure that PSAC is identified. We discussed that we should be identifying in the contest rules that the logo must include that PSAC is identified.

Michael discussed that simple is ok.

We discussed that our committee could even identify what type of logo we may be looking for.

Nomination for Committee to organize Logo Contest: Michael, Mark and Wendy

4. Strobe Lights

Wendy discussed her successful end to the 12 year battle to get strobe lights into the Service Canada office where she works. In the beginning when this issue started, they gave her a pager. The problem is that there was a severe delay between the time the fire alarm rang and the pager going off. She discussed that it became more and more frustrating as time went on. When Michael joined the office, it really helped, because it was not just one voice speaking out, it was 2 voices. We decided together that, that the situation was just intolerable.

She went on to discuss that Anita, who is also from the office was a helpful presence as a union to show Management that the issue needed to be addressed with urgency and seriously as a priority.

Wendy stated that she was ready to file a Human Rights Grievance.

It was a couple months later that we did find out that the lights were finally being installed, and are looking forward to hopefully seeing them tested soon.

Mark discussed that at his work, he was given a pager. He identified that he had only one strobe light, and he needs the pager because he works in different areas. Mark discussed that he has been having trouble getting the employer to test the pager while he is actually at work, the testing has been occurring when he and most other staff have left for the day. In an emergency, that type of testing is inadequate.

Mark was encouraged to consult with the fire warden, and let that person know as part of the Building Emergency Response Team, that you need a drill earlier in the day. It was reinforced that if he needed additional PSAC Representation on this matter, there was representation support available to him.

Virginia discussed that her office uses signs that are posted by staff when they are out of the office. During a drill, the fire wardens take them so that they are aware of the actual absence.

5 "Generalizations of Term Hearing Impaired"

Mark discussed that as a committee we could try promotion awareness around, proper language when addressing a person with a disability such as someone who is deaf. Calling someone impaired could be interpreted by that person with a disability that they are in some way broken, instead of recognizing that being deaf; it is a way of being.

Wendy discussed that in smaller communities such as deaf, or even that of the community of "Little People" commonly known as dwarfs, midgets, etc, often these names are internal to those communities and educating a larger population would be a very long uphill battle.

We reinforced as a group, that we can all do what we can to try to make changes ourselves and try and educate those we come in contact with, and with one person at a time, we can make that step forward.

6: Mandi agreed that she would be the main contact person to confirm the booking of interpreters. The committee agreed that we would make every effort to book the interpreters as soon as we know the date of the next meeting.

7. Committee Funding: Agenda Item discussed earlier in meeting. (See Number 2)

8. Paul has been representing a term member employed with Service Canada, in ensuring that the member rights are protected should this person go forward with a

change in gender. Paul has been communicating with the Assistant Deputy Minister of Human Resources for Service Canada on this matter

9 Next meeting: June 9, 2009 530 PM

Meeting Adjourned: 700 PM