

## **Will Tait NVP Chair Human Rights / Equity National Council Report May 15, 2024**

Chair: Will Tait (NVP)  
Sarah Bolger (RVP)

Members: Andrea Lima (RVP)  
Stéphanie Rochon (Local President 10011)  
Jade Conrad (Local President 70017)  
Liliana Manolache (Local President 00027)

Technical Advisor: Dominique Barrette

The committee was formed in November 2023 and approved a new term of reference to reflect current equity language and alignment with the PSAC and other component committees.

The mandate for the Human Rights Committee under the terms of reference center around the goals of: Communication, Consultation, Education and Coalition Building. The committee meets virtually on a monthly basis. Sub-committees are formed around the following issues and projects:

Women's Issues, Communications, Pride, Racialized Members, Member Engagement pilot with emphasis on equity members, Accessibility Passport Research and an organizing sub-committee for the GSU Human Rights Conference 2025.

### **Communications:**

Shortly after the new committee was formed Dominique did an excellent job in setting up a Human Rights Portal on the GSU website. The portal is a go to for news on National and Local Human Rights initiatives as well as news items from the committee.

The sub-committee for communications is headed by Jade Conrad, a communications officer at SSC NCR. They are working on a communications plan that will leverage the GSU Website, discuss the role of other social media and develop communication formats for outreach to Locals and members.

The women's sub-committee explored the idea of a virtual event for International Women's Day on March 8, 2024 (see <https://www.internationalwomensday.com/Theme>) Stephanie Rochon is heading the sub-committee and given the timelines a national GSU locally focused food and personal care item drive was launched to support Women's shelters in our Local's communities.

The HR pride sub-committee is working on a pride checklist to be communicated to Locals for organizing events such as the annual Pride Week.

The Member Engagement pilot sub-committee is working with Local 70013 to develop podcasts, quarterly newsletters and outreach to equity members of the Local as part of this project. This sub-committee will work with the GSU Local Development Committee to avoid overlap of efforts.

The Accessibility Passport Research sub-committee is developing a questionnaire and FAQ / Resource page for the GSU Portal.

Planning for the 2025 GSU Human Rights Conference is underway and agenda / format as well as logistics for the event are in preparation.

Future campaigns are in the planning stages for the lead up to the 2024 Pride celebrations and the National Truth and Reconciliation Day in September.

### **Education:**

The committee is working with the GSU Education Committee on the following:

Promotion of Joint Learning Program (JLP) Duty to Accommodate and Equity courses (Release will be early 2024)

Promotion of trauma informed approach to harassment / violence and human rights cases.

August 2024 there will be three-day Human Rights Committee in person meeting (Ottawa, dates to be determined) Two-day Advocacy and Representation on Workplace Racism Course involving members of GSU National Council and the Human Rights Committee. This will be followed by one day meeting of the committee on how the training will be applied in GSU as well as other agenda / events to be determined.

As mentioned, the Accessibility Passport Research sub-committee is developing a questionnaire and FAQ / Resource page for the GSU Portal. This is part of the larger purpose of the sub-committee to educate members on the advantages of the Passport and to highlight some solutions in navigating the process of establishing a Passport with the employer.

### **Coalition Building:**

Committee members have been engaging community groups in Cornerbrook and Winnipeg on funding campaigns for underprivileged children and food security. Locals across the country participated in the Women's Day food and personal care drive in March 2024. In Ottawa, Committee members have pressured PSAC Regional committees to fund an Indigenous Women's shelter and an Indigenous foodbank. We attended and participated in the National Truth and Reconciliation Day ceremonies on

Parliament Hill and the Remembrance Day ceremonies for Indigenous veterans at the National Indigenous Veterans Monument.

**Consultations:**

Details of our consultation meetings with the employer and PSAC on Human Rights issues are outlined in the NVP's report.

I would like to thank the committee members Jade Conrad, Stephanie Rochon, Sarah Bolger, Andrea Lima , Virginia Syrowitz , Liliana Manolache for their work and enthusiasm and for Dominique's guidance in helping the committee move forward.