

REPORT OF THE PSAC NAIM CIRCLE MEETING

Ottawa,
April 14-16, 2005

Background

Delegates at the 2003 PSAC Convention adopted a resolution calling for the creation of PSAC'S National Aboriginal, Inuit and Métis (NAIM) Network. In March 2004, a one-time think tank of PSAC members from Aboriginal, Inuit and Métis communities in every region met in Yellowknife to make recommendations on the objectives, mandate and structure of this new NAIM Network.

The NAIM Think Tank recommended the creation of a NAIM Circle in order to lead and guide the development of the NAIM Network. The Think Tank's recommendations were forwarded to the Alliance Executive Committee (AEC) for approval.

The Alliance Executive Committee approved the creation of the NAIM Circle for the period leading up to the PSAC Unity Conference in September 2005.

NAIM Circle members include two representatives per region (one man, one woman), as well as the two elected Aboriginal representatives on PSAC'S Equal Opportunities Committee (EOC), and the two elected AEC Officers responsible for the NAIM Network – Sister Nycole Turmel and Brother Jean-François Des Lauriers. The fourteen regional representatives were selected following a call-out in each of the seven PSAC regions.

The First NAIM Circle Meeting: What We Accomplished

The first meeting of the NAIM Circle was held in Ottawa from April 14-16, 2005. Aboriginal facilitators Anne Noonan and Dan Kohoko assisted with the meeting.

Participants included:

- Barb Bartibogue, Atlantic

- Sean Gavine, Atlantic
- André-Georges Toupin, Québec
- (Mandie-Suzanne Guy from Québec was not able to attend)
- Charlotte Trudel-Siouï, National Capital Region
- Stephen Conty, National Capital Region
- Joyce Maracle-McIntee, Ontario
- Paul Shortt, Ontario
- Vicki Zyzniewski, Prairies
- Garth Caron, Prairies
- Michael Ballard, BC
- Alberta Moreau, BC
- Elija Kaernek, North
- Elizabeth Bosely, North
- Tammy Davidson, EOC
- André Paul, EOC
- Nycole Turmel, Alliance Executive Committee
- Jean-François Des-Lauriers, Alliance Executive Committee

Mandate and Objectives of the NAIM Network

Members of the Circle confirmed the following mandate and objectives for the NAIM Network.

Mandate

To provide a unified voice for the diverse community of PSAC's Aboriginal, Inuit and Métis members, so that together, we can increase our involvement at all levels of our Union, empower each other, and advance our rights within and beyond our Union.

Objectives

- **Outreach:** To reach out to our Aboriginal, Inuit and Métis members.
- **Communications:** To create accessible ways and tools to communicate with our members and promote the Network.
- **Terminology:** To explore and develop terminology that is inclusive and respectful of all members in the Network.

- **Education:** To educate our members, our Union and the broader society on the situation and rights of Aboriginal, Inuit and Métis peoples.
- **Advancing our Rights:** To make gains and fight racism and discrimination in our workplaces, our Union and society.
- **Mobilization:** To mobilize our members to act and use the political processes at all levels around Union, community and workplace issues.
- **Representation within the Union:** To create opportunities for representation of Aboriginal, Inuit and Métis members in various structures throughout the Union, and to be a vehicle to advance Union resolutions through the political process.

Action Plan

NAIM Circle members spent a considerable amount of time developing a concrete plan of action to meet NAIM's objectives. This action plan is attached.

Structure Sub-Committee

One of the key issues for discussion was the future of the NAIM Circle. As per the AEC's decision, the NAIM Circle members will remain in place until the PSAC Unity Conference – the national PSAC conference held every three years where Aboriginal members get together with Racially Visible members in order to discuss issues, strategies, struggles and victories. At the Unity Conference, the Aboriginal Caucus will be called on to discuss the NAIM Network and the NAIM Circle.

Part of the NAIM Circle action plan includes recommendations on the future of the NAIM Circle. A Sub-Committee of the NAIM Circle members was struck in order to prepare recommendations on the future of NAIM Circle and Network for discussion at the Unity Conference Aboriginal Caucus. This Sub-Committee is made up of *Sean Gavine, Stephen Conty, Garth Caron, Liz Bosely, André Paul, Mike Ballard and Vicki Zyzniewski.*

Communications, Outreach and Education Sub-Committee

Another key issue was communications, education and outreach. The Action Plan includes concrete suggestions to follow up on. A Sub-Committee of the following NAIM Circle members was struck in order to follow-up on these issues: *Tammy Davidson, André-Georges Toupin, Alberta Moreau, and Mike Ballard.*

Follow-up on the Action Plan

The Action Plan contains extensive recommendations for action on Aboriginal, Inuit and Métis issues within and beyond our Union. While they are all important, NAIM Circle members recognize that they will not all be accomplished at once, and that many Union resources will be required in order to carry out this plan.

National President, Nycole Turmel, and Regional Executive Vice-President for the North, Jean-François Des Lauriers, made a commitment to the NAIM Circle members to examine the Action Plan in light of the available budget (approximately \$200,000 per year for three years) and to make recommendations as to priorities for action.

Conclusion

NAIM Circle members were proud of being part of the creation of the NAIM Network. We recognize that it is a first for our Union. It is a major step forward for our Aboriginal, Inuit and Métis members, and for our Union as a whole. It will help our members, and our Union, to make gains and fight for the rights of all our Aboriginal, Inuit and Metis members included in this Network.

Members of the Circle look forward to making gains on the Action Plan, and to taking many steps forward, both within and beyond our Union.

NAIM CIRCLE ACTION PLAN

Developed by the NAIM Circle, April 14-16, 2005

PRIORITY	SPECIFIC ACTION	NEXT STEPS, WHO DOES WHAT	RESOURCES
Representation within the Union	Confirming the NAIM Circle and Network Mandate, Objectives, Priorities, Composition	SHORT TERM <ul style="list-style-type: none"> ▪ NAIM Circle to draft resolution to Unity Conference Aboriginal Caucus confirming NAIM Network and Circle mandate, objectives, priorities, composition ▪ NAIM Circle members to lobby for separate Aboriginal National Conference (via supporting resolutions going to the Unity Conference) 	Costs Conference calls of NAIM Circle,
Outreach Representation within the Union	Establishing NAIM throughout the Union <ul style="list-style-type: none"> ▪ establishing regional networks of Aboriginal, Inuit, Métis members; ▪ linking Circle with REVP, Regional Offices and Regional Council; ▪ develop Human Rights Committees, Aboriginal Circles in regions; ▪ making links with established and recognized PSAC Committees – EOC, Human Rights Committees – Women, Unity, Pride, Access, Component Committees. 	SHORT TERM: <ul style="list-style-type: none"> ▪ Nycole and Jean-François to draft letter to all REVPs introducing the Circle, mandate, and objectives; ▪ NAIM members to send a joint letter to all Regional Councils introducing the Circle; ▪ PSAC staff to assign regional representatives to work on developing the Circle and the Network in the regions. LONGER TERM: <ul style="list-style-type: none"> ▪ Establish regional committees of Aboriginal, Inuit, Métis members; ▪ NAIM Network members to provide input into regional activities; 	Costs Meetings of Circle members with REVP and Regional Councils

		<ul style="list-style-type: none"> Increase presence on bargaining teams – NAIM Circle members to seek change to PSAC Constitution to submit resolutions directly to Convention (NAIM Circle members to draft). 	
Communications	Establishing the NAIM Network and Communications Strategy <ul style="list-style-type: none"> develop data base of Network members; encourage members to self-identify; develop a logo, handout on NAIM; stories-profiles of NAIM members, PSAC Aboriginal, Inuit and Métis members; Union update article, other newsletters; Develop web page for NAIM; Media strategy; Outreach to organizations we wish to establish partnerships with. 	SHORT TERM <ul style="list-style-type: none"> PSAC to get database up and running; PSAC to develop and maintain the NAIM Network webpage, with input from NAIM Circle members; PSAC to commission logo; PSAC to develop handout on NAIM Network, with input and final approval from Circle members; PSAC to draft articles for Union Update, with input from NAIM Circle members. 	Costs: <ul style="list-style-type: none"> development of logo; drafting profiles and stories; distribution of the material (mailouts, etc.); media ads, other promotional material.
Communications Outreach	June 21st National Aboriginal Day Distribute existing NAIM poster and info kit on NAIM and the Union– to all Locals	SHORT TERM: <ul style="list-style-type: none"> PSAC to reprint poster (in sufficient copies for wide distribution); PSAC to develop booklet, with input and final approval from NAIM Circle; Distribution material by June 21st; Advertisement in Aboriginal magazines, newspapers. 	Costs: <ul style="list-style-type: none"> Reproducing poster, booklet; Mailout to all Locals.

PRIORITY	SPECIFIC ACTION	NEXT STEPS, WHO DOES WHAT	RESOURCES
<p>Outreach</p> <p>Education</p>	<p>Consultation with the Membership</p> <ul style="list-style-type: none"> ▪ Do a survey on priority issues, interests, (terminology, barriers to self-identification), and other issues related to the community; ▪ Hold focus groups in regions—launched at the Unity Conference— on key issues for NAIM to work on. 	<p>MEDIUM TERM:</p> <ul style="list-style-type: none"> • PSAC to commission survey and focus groups, in consultation with NAIM Circle on questions and methodology. 	<p>Costs</p> <ul style="list-style-type: none"> ▪ Developing survey; ▪ Holding focus groups.
<p>Education</p>	<p>Education</p> <p>For Aboriginal, Inuit and Métis Members:</p> <ul style="list-style-type: none"> ▪ develop a course on basic union rights (TUB) for Aboriginal members; ▪ Developing leadership opportunities; ▪ PSAC education course on Aboriginal rights. <p>About Aboriginal Inuit and Métis Issues</p> <ul style="list-style-type: none"> ▪ Integrating aboriginal perspective on existing courses, eg: anti-discrimination, anti-racism; ▪ Developing an Aboriginal awareness course; ▪ adapt CLC tool kit. 	<p>SHORT TERM</p> <ul style="list-style-type: none"> ▪ Create sub-committee of NAIM Circle to work; ▪ PSAC to develop course on basic union rights, with input from NAIM Circle; ▪ PSAC to adapt CLC tool kit for PSAC Aboriginal, Inuit and Métis members, with input from NAIM Circle; ▪ PSAC to identify other tools where NAIM Circle and Aboriginal, Inuit and Métis members can fit in. <p>LONGER TERM</p> <ul style="list-style-type: none"> ▪ NAIM Network to provide input into PSAC courses on Aboriginal, Inuit, Métis rights, issues; ▪ NAIM Network to encourage members to participate in AFN. 	<p>Costs</p> <ul style="list-style-type: none"> ▪ Developing education courses, tools; ▪ Possible course delivery.

PRIORITY	SPECIFIC ACTION	NEXT STEPS, WHO DOES WHAT	RESOURCES
Advancing our Rights	Federal Election <ul style="list-style-type: none"> ▪ Mobilize around treaty issues, children, health, other issues. 	SHORT TERM <ul style="list-style-type: none"> ▪ PSAC to include Aboriginal, Inuit, Métis perspective in federal election material; ▪ ‘Myths’ publication – demystifying some of the myths that society holds when it comes to Aboriginal, Inuit and Métis communities. 	
Outreach Advancing our Rights	Establishing Longer-term Partnerships <ul style="list-style-type: none"> ▪ throughout the Union, eg: with RWCs, Human Rights Committees, EOC, Regional Councils; ▪ with Aboriginal, Inuit, Métis organizations; ▪ with other organizations – Universities, Colleges, schools; ▪ with research organizations; ▪ with employers, eg: ANNI (Aboriginal National Network Initiative), CANE (Committee for Aboriginal and Native Employees), other employer working groups. 	LONGER TERM	Tbd
Advancing our Rights Mobilization	Collective Bargaining Rights Improving collective agreement language to maintain and protect rights.	LONGER TERM <ul style="list-style-type: none"> ▪ Develop bargaining kit specific to Aboriginal issues; ▪ NAIM Network and Circle members to participate in bargaining input process; ▪ Develop issue-based coalitions and alliances with other organizations: eg: AFN, NWAC, other groups. 	Tbd

