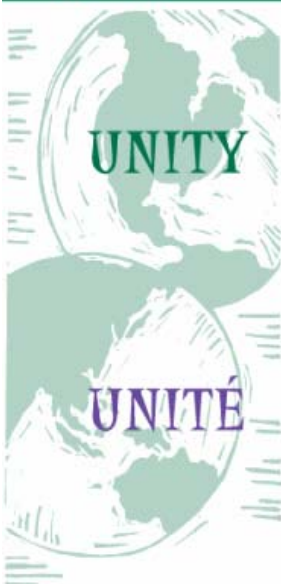


# PSAC 2005 NATIONAL UNITY CONFERENCE

# FINAL REPORT



National Conference • Halifax • September 23-25 , 2005



Building the Future:  
Taking our place  
in the Union and the world

Rayonner dans le syndicat  
pour rayonner dans le monde

Conférence nationale • Halifax • 23 au 25 septembre 2005





# Table of Contents

NATIONAL CONFERENCE COMMITTEES .....	5
CONFERENCE OBJECTIVES.....	7
CONFERENCE BACKGROUND FACT SHEETS.....	9
OPENING REMARKS AND GREETINGS.....	23
PANEL DISCUSSION ON LEADERSHIP .....	27
CONFERENCE WORKSHOP TOPICS.....	31
KEYNOTE SPEAKERS ON GLOBALIZATION .....	33
NATIONAL PRESIDENT’S ADDRESS .....	37
CLC GREETINGS.....	45
RESOLUTIONS ADOPTED.....	47
RESULTS OF THE ELECTIONS TO THE NATIONAL EQUAL OPPORTUNITIES COMMITTEE (EOC) .....	55
CLOSING REMARKS .....	57
APPENDIX A:	
REGIONAL, COMPONENT AND EQUITY BREAKDOWN .....	61
APPENDIX B:	
CONFERENCE AGENDA.....	63



# NATIONAL CONFERENCE COMMITTEES

---

## Steering Committee:

The PSAC established a steering Committee for the National Unity Conference whose mandate was to put forward recommendations to the Alliance Executive Committee on the theme and objectives of the Conference.

The Committee members discussed and debated the issues important to Racially Visible and Aboriginal members with the overall objective of linking these issues and Labour to the overall vision of the PSAC. The fact sheets are the outcome of these discussions and debates. The members of the Steering Committee made a direct contribution in setting the political tone and direction of the Conference. Their input was essential in the selection of our workshop topics as well as our panellists.

They also met daily during the Conference to discuss any issue requiring their attention and make immediate recommendations to resolve outstanding issues.

Without their commitment, their leadership and their experience, an event such as this one would never happen. On behalf of all the delegates, observers and guests, thank you for your contribution.

## MEMBERS OF THE STEERING COMMITTEE

Brother John Gordon  
Chair of the National Unity Conference Steering Committee

Brother Michael Ballard  
Sister Tammy Davidson  
Sister Nicole Ma  
Sister Carol Anne Mac Mullin  
Sister Zillah Piallaq  
Brother Richard Sharpe

FINAL REPORT

## Resolutions Committee:

The primary purpose of the Resolutions Committee is to expedite Conference business by reworking each resolution into a form which it thinks will be acceptable to the Conference delegates.

In some cases, much deliberation and debate was required by Committee members. The Committee agreed on a specific recommendation for each resolution and it became part of the Resolutions Committee's Report to the Conference. The Committee recommendation is usually one of concurrence or non-concurrence. The delegates vote on the Committee's recommendation.

The Committee also established its priorities for the presentation of the resolutions including the late and emergency resolutions. Accordingly, the Committee members meet over the course of the Conference.

On behalf of all the delegates, observers and guests, thank you for your hard work and your valuable contribution.

### MEMBERS OF THE RESOLUTION COMMITTEE

Brother Jean-François Des Lauriers  
Chair of the National Unity Conference Resolutions Committee

Sister Sonia Bellevue  
Brother Stephen Conty  
Brother Arnel Fauni  
Sister Terri Lee  
Brother Andre Paul

# CONFERENCE OBJECTIVES

---

Back in October 2003, the National Board of Directors (NBoD) of the PSAC established the following five broad priorities for collective action throughout the Union to be promoted over the next three years:

- Link globalization to members' lives;
- Build membership support through effective bargaining;
- Defend members' rights against employer and corporate strategies;
- Re-empower the membership and build the Union;
- Organize to protect members' gains.

These five priorities were built on the vision for the PSAC developed by the NBoD at its January 2002 Planning Session. The vision reads: *Through collective action, further the interests of all PSAC members and working people in general.* This vision recognizes the Union's responsibility to fight to improve the workplace rights and working conditions of our members, and acknowledges our role in fighting to improve the society in which our members live.

Accordingly, those priorities were integrated during the development of the Unity Conference Fact Sheets and the Conference Steering Committee adopted the following objectives:

- To enhance our understanding and analysis of the challenges facing Aboriginal and racially visible communities in our fight against racism;
- To empower, politicize and mobilize to take action to ensure our Union, workplaces and communities are inclusive and racism free; and
- To strengthen our formal and informal networks, communication and to build solidarity between and among racially visible and Aboriginal at all levels within our Union.

The Conference theme was then developed by our Steering Committee to reflect our Conference objectives.

The theme selected for our 4<sup>th</sup> National Unity Conference was:

*"Building the Future:  
Taking our place in the union and the world"*

As stated, the PSAC has made human rights a priority of the Union and this needs to be integrated into the overall agenda of the Union, including Programs, Collective Bargaining, Representation, Organizing, Education and Political Action. The National Conference is a key activity in promoting Racially Visible and Aboriginal members rights within our Union.

# CONFERENCE BACKGROUND FACT SHEETS

---

## **Demographics of Aboriginal and Racially Visible People**

*NOTE: The following statistics are taken from the 2001 Census. In the following fact sheet, we use the same terminology that is used by Statistics Canada. This does not mean the PSAC supports this terminology over any other.*

### **Aboriginal People**

- In 2001, people who self-identified as Aboriginal — i.e. North American Indian, Métis or Inuit — accounted for 3.3% of Canada's total population, compared to 2.8% in 1996.
- Of the total Aboriginal population, 5% identified themselves as Inuit, 30% as Métis, 62% as First Nations and 3% identified with more than one Aboriginal group.
- 85% of the population in Nunavut is Aboriginal.
- The highest concentration of Aboriginal People in the total population by province or territory was in Nunavut at 85%, followed by Northwest Territories and the Yukon at 51% and 23%, respectively. Nova Scotia, Ontario, Quebec and Prince Edward Island had less than 2% of the total Canadian population in each of the provinces.
- 19.3% of the total Aboriginal population lives in Ontario, 17.4% live in B.C., 16% in Alberta, 15.4% in Manitoba and 13.3% in Saskatchewan. Less than 2.5% of the total Aboriginal population lives in each of the remaining provinces and the territories.
- There are more Aboriginal people who live in urban areas than on reserves and rural non-reserve areas, and the number of those living in urban areas is increasing whereas the number in reserves and rural non-reserve areas is decreasing.
- 25% of all Aboriginal People live in 10 metropolitan areas: Winnipeg, Edmonton, Vancouver, Calgary, Toronto, Saskatoon, Regina, Ottawa-Gatineau, Montreal and Victoria.

- The median age of the Aboriginal population (24.7 years) was younger than that of the non-Aboriginal population (37.7 years). One-third of the Aboriginal population is 14 years and under whereas only 19% of the non-Aboriginal population falls in the same age group. Aboriginal children represented 5% of all children in Canada (whereas the total Aboriginal population accounted for only 3.3% of Canada's total population).
- Aboriginal People will account for an increasing part of the future growth of the work-age population. The Aboriginal birth rate is about 1.5 times that of the non-Aboriginal birth rate. It has been estimated that between 1996 to 2011, the Aboriginal population will increase by 28%. During the same time period, the non-Aboriginal population is expected to grow by only 6%.

### **Racially Visible People**

- According to the 2001 census, 13.4% of the total Canadian population identify as belonging to a "visible minority" or racially visible community.
- The racially visible population is growing much faster than the total population. Between 1996 and 2001, the population grew by 25% or six times faster than the total Canadian population.
- It has been projected that between 19% and 23% of the nation's population could be a member of a racially visible community by 2017 when Canada celebrates its 150th anniversary.
- In 2001, approximately 75% of immigrants belong to a racialized group. Immigrants who landed in Canada during the 1990s, and who were in the labour force in 2001, represented almost 70% of the total growth of the labour force over the decade. It has also been estimated that by 2010, there will be a labour shortage of 950,000 workers in Canada. By year 2011, it is estimated that 100% of Canada's net labour force growth will depend on immigrants coming to Canada.
- Approximately 70% of racially visible people were born in Canada. Approximately 65% of the Japanese population was born in Canada, followed by 45% Blacks/African Heritage, 29% South

Asians, 25% Chinese, 21% Arabs and West Asians, 20% Latin Americans and 17% of Koreans.

- The Chinese are the largest visible minority group – 3.5% of the total population and 26% of the total visible minority population. The next largest group of visible minorities are South Asians, who represent 3.1% of Canada's total population and 23% of the visible minority population. The third largest group is people of African heritage and Black people representing 2.2% of the country's total population and 17% of the racially visible population. Many people of African heritage and Black people have a history in Canada dating back several centuries.
- The majority of racially visible people reside in either Ontario or British Columbia. They account for three-quarters of the racially visible population. In 2001, 22% of British Columbia's total population were racially visible. Racially visible people account for 19% of Ontario's total population. They account for 7% of the total Quebec population.
- As was the case in 2001, almost three-quarters of visible minorities in 2017 will be living in one of Canada's three largest metropolitan areas: Toronto, Vancouver and Montreal.

## **Globalization and the Racialization of Poverty**

- Globalization is part of the neo-liberal agenda that captures a number of corporate and governmental activities and policies. The effect of these activities and policies is the weakening of the power of governments to enforce their own rules and laws and to control their domestic resources and economic development.
- Among the major impact of globalization is the reckless push for the privatization and corporate takeover of public services in Canada and around the world. Large multinational corporations are working with governments to establish a set of powerful trade rules, such as the General Agreement on Trades and Services (GATS), that serve their interests and against the interests of workers and communities.

- For most developing countries in the Global South, the International Monetary Fund, the World Bank and their regional counterparts initiated the dismantling of public services as conditions for refinancing their debts. Developing countries were forced to reduce public services and to adopt a series of market reforms.
- Economic restructuring programs have been imposed by wealthier north-western countries on less economically developed southern countries whose population are mainly racialized people. These economic restructuring programs that have taken place all over the world have also forced women, and particularly racialized women, to shoulder an unequal burden of economic responsibilities due to the withdrawal of public services and supports.
- Public services are built upon the values of equity and fairness. They are based on ideals of citizenship, democratic control and accountability. Public services are fundamental human rights, meant to be available to all people on the basis of need, regardless of class, gender, race, ability, sexual orientation or ability to pay. In essence, the values underlying public services clash with the corporate agenda that would allow basic services such as education, water or health care be bought and sold for profit like commodities in the market.
- The anti-globalization movement in the Global North have often focused on the impacts of globalization on the Global North (e.g. outsourcing, loss of public services, etc.), which are important in protecting current standards of living. However, there is a tendency within this movement to treat the effects to the Global South only superficially and with little anti-racist and anti-colonial analysis.
- The social justice and labour movement have been at the forefront of the fight against globalization. This movement needs to ensure that it is an anti-racism movement, with its objective to destroy global racialization – the division of the racialized poor and the non-racialized rich. The historical and continuous impact of colonialism and post-colonialism imposed on the racialized and Aboriginal people must always be part of the anti-globalization

analysis. The movement must also build and strengthen solidarity alliances with social justice and labour movements in the Global South.

- Aboriginal People have felt the direct impact of globalization. They may live on land where natural resources are still abundant but are exploited by global corporations. National governments make decisions on export development strategies or international trade and investment rules without consulting Aboriginal communities. Traditional sovereignty over hunting and gathering rights has been compromised as governments bind themselves to new global economic treaties. New trade and investment agreements, which are opening up previously inaccessible territory to industrial extraction of natural resources, have forced Aboriginal peoples to defend their land. Dams, mines, pipelines, roads, energy developments and military intrusions threaten Aboriginal land.
- There are many examples of the intrusion and destruction of Aboriginal land: logging which is destroying the Bayaka community in Central African Republic; the drilling of oil reserves on Dinka and Nuer land in Sudan; the paving of a highway right through Wich land in Argentina; the gold mining on Miskito lands in Nicaragua; the eco-tourism on Kuna land in Panama; the mining on Australian Aboriginal lands; the dislocation of the Jharkhand tribal community due to the megadam project in India; the industrial plantations on tropical forests which the Dayak people in Indonesia depend; the eviction of Montangards from their homeland in Vietnam to make way for coffee plantations; the over fishing which is jeopardizing the survival of Chukchi in Russia; and the mining on Aboriginal land in North America, including the Western Shoshone, Quechan Nation, Mohawk, and Zuni peoples.
- In Canada, uranium mining has contaminated the ecosystem on Aboriginal land all over Canada, including the land of the Dene and Cree. Aboriginal peoples have lost control over their food supply as their traditional diet is destroyed by “economic development,” such as hydroelectric dams in northern Manitoba, oil-drilling in northern Alberta, and forestry in British Columbia.
- Despite these challenges, there have been successes in preserving Aboriginal rights. For example, the Zapatistas in

Mexico successfully brought their struggle to the world's attention, forcing the Mexican government to ensure that there were some protection for Aboriginal lands and resources. The Zapatistas had begun losing their constitutional right over the control and ownership of their traditional lands in 1982 due to government policies. This worsened when the Mexican government signed on to the NAFTA agreement in 1994.

- Pharmaceutical and other multinational corporations are dictating the kind of medical assistance that will be provided to people in the Global South. Corporations do not want cheap drugs made at the cost of their profits even if, for example, the spread of AIDS has reached a crisis level.
- According to a UN report, Sub-Saharan Africa has more than 10% of the world's population, but is home to about 65% of all people living with HIV—some 25.4 million compared to 24.4 million in 2002. In 2004 alone, an estimated 3.1 million people became newly infected, while 2.3 million people died of AIDS – almost 75% of deaths globally.
- Women in Africa are being infected at an earlier age than men, and the gap in HIV prevalence between them continues to grow. Presently, there are, on average, 13 HIV-positive women for every 10 HIV-positive men. The difference in HIV infection levels between women and men is even more pronounced among young people aged 15 to 24.
- Driven by poverty and the desire for a better life, many women and girls find themselves using sex – often with older men — as a commodity in exchange for goods, services, money, accommodation, or other basic necessities.
- Southern Africa remains the world's worst affected region, with epidemics that have grown rapidly. A combination of factors seem to be responsible for this epidemic including: poverty and social instability that result in family disruption; high levels of other sexually transmitted infections; social inequalities, such as the low status of women; sexual violence; high mobility, which is largely linked to migratory labour systems; and ineffective leadership during critical periods in the epidemic's spread.

- The epidemic does not seem to be isolated to Africa. With 60% of the world's population, Asia has the fastest growing number of people infected by AIDS in the world. In Asia, an estimated 8.2 million people are living with HIV. Around half a million are believed to have died of AIDS in 2004, and about twice as many—1.2 million became newly infected.
- Clearly, the global racialization of poverty can be addressed by maintaining essential public services, such as health care, and ensuring equitable access to them.

## Violence Against Women

*NOTE: The following data and conclusions were taken from Amnesty International's report, Sisters in Spirit — Stolen Sisters (October 2004), and research from the Canadian Research Institute for the Advancement of Women.*

### Aboriginal Women

- Aboriginal women and children tend to be more vulnerable to violence and abuse as a result of government policies that separated women and children from their communities and traditional support systems. Examples of these policies include taking away Aboriginal women's status as Aboriginal under the *Indian Act* if they married a non-Aboriginal and forcing Aboriginal children into residential schools.
- The outcome of these policies has been the erosion of culture, the displacement of generations of Aboriginal women, the separation of children from their parents, and a cycle of poverty that continues today.
- The average annual income of Aboriginal women is \$13,000, compared to \$18,200 for Aboriginal men and to \$19,350 for non-Aboriginal women.
- These conditions have pushed many Aboriginal women into dangerous situations, extreme poverty, homelessness and the sex trade industry. Police have been largely indifferent to the welfare

and safety of these women and have allowed offenders to escape justice.

- In 1996, government statistics revealed that Aboriginal women between the ages of 25 and 44, with status under the *Indian Act*, were five times more likely than all other women of the same age to die as the result of violence.

## **Racially Visible Women**

- In some cultures, it is taboo for women to speak out about domestic violence, and saving the family honour may take priority. Fear of rejection by her community may cause a woman remain silent. To many, the community may be considered a safe haven from racism. Racially visible women with low incomes may also fear losing custody of their children because they may be unable to provide for them, (37% of visible minority women are low income, compared with 19% of all women).
- Even if she manages to leave a violent situation, she may experience discrimination when trying to access services or may face language and cultural barriers. Their situation is made worse by racial discrimination in employment and housing.
- The average annual income for a visible minority woman in Canada is \$16,621, compared to the average of \$19,495 for other women and to \$23,635 for visible minority men. The income gap increases if the woman is a recent immigrant. Even with a university degree, she earns \$14,000 less than Canadian-born women. This is partly due to overt racism, but also to the structural racism reflected in the lack of recognition of foreign credentials and experience.

## **Racial Profiling**

- The Ontario Human Rights Commission defines racial profiling to include any action undertaken for reasons of safety, security or public protection that relies on stereotypes about race, colour, ethnicity, ancestry, religion, or place of origin rather than on reasonable suspicion, to single out an individual for greater

FINAL REPORT

scrutiny or different treatment. Because stereotyping may be subtle and unconscious, in many cases some people may not even realize that they are stereotyping.

- Generally, but not always, profiling is carried out by persons in a position of authority and by those who have discretion and power over others.
- Profiling can occur in many contexts involving safety, security and public protection issues. Examples include:
  - a law enforcement official assumes someone is more likely to have committed a crime because he is African Canadian or an Aboriginal person;
  - a bar refuses to serve Aboriginal patrons because of an assumption that they will get drunk and rowdy;
  - school personnel treat an Asian child's behaviour as an infraction of its zero tolerance policy while the same action by another child might be seen as normal "kids' play";
  - a private security guard follows a shopper because she believes the shopper is more likely to steal from the store;
  - an employer wants a stricter security clearance for a Muslim employee after September 11; and,
  - security at the airport routinely stop people with names that sound Muslim, South Asian or Arabic routinely after September 11.
- Government reports and courts have confirmed that black and Aboriginal people have been disproportionately processed through the criminal justice system and have higher incarceration rates than other people. In addition, people have been denied housing, education and other services due to racial profiling.
- A *Toronto Star* news investigation in 2003 concluded that black men were more likely to be stopped by the police and were given greater penalties than others.
- While representing only 2.8% of Canada's population, self-identified Aboriginal people represent approximately 17% of the

federal offender population. Adult Aboriginal persons are incarcerated more than six times the national rate. Aboriginal inmates waive their rights to a parole hearing more frequently than do other inmates, and parole is denied at a higher rate than for non-Aboriginal offenders.

- Arabs, Muslims and South Asians have been indefinitely detained through security certificates under the anti-terrorism legislation. Those arrested under the certificates have been detained in solitary confinement for many months without any specific

### **Wage and Employment Gaps**

*NOTE: The following data were taken from Statistics Canada reports, as well as academic research by Grace-Edward Galabuzi, Michael Mendelson and the Canadian Labour Congress.*

#### **Poverty and Employment among Aboriginal and Racially Visible People**

- There is an overrepresentation of racialized workers (particularly women) in low-income, low-end and temporary work, while they are underrepresented in high paying occupations and high-income sectors.
- In 2000, 41.6% of Aboriginal People in Canada were low income – more than double the national average for metropolitan areas.
- In 2001, the unemployment rate for Aboriginal People was 19.1%, while it was 7.4% for the total population in Canada. The unemployment rate is 22% for First Nations and Inuit people and 14% for Métis people.
- In 1998, racialized people earned on average 24% less in before-tax income and 20% less in after-tax income than other Canadians.
- In 2000, the low-income rate of recent immigrants was 35%, nearly twice the average rate for metropolitan areas overall. The rate has increased by 13% since 1980.
- Immigrants arriving to Canada in the 1990s have more education

than prior immigrants. However, earnings among male adult who immigrated in the last five years that worked full-time, year-round fell by 13% between 1980-2000. Among female adults who immigrated in the last years, earnings rose by 5%. During the same period, earnings among Canadian-born working full-time year-round rose by 10% for men and 11% for women.

- The low-income rate among recent immigrants has increased from 24.6% in 1980 to 31.3% in 2000, while low-income rates among the Canadian born fell from 17.2% in 1980 to 14.3% in 2000. This indicates that an overall worsening economic condition affecting all Canadians could not account for the increase in low-income rates among recent immigrants. In 1980, recent immigrants had low-income rates 1.4 times higher than those born in Canada, and by 2000 this rate had increased to 2.5 times higher. Among the reasons for this trend are the lack of recognition of international credentials and work experience and lack of access to adequate settlement services for immigrants (e.g. employment services, language training, etc.).
- People are migrating and leaving their homelands increasingly due to the economic calamities caused by globalization: external price shocks, rapidly declining agricultural prices, privatization, the downsizing of state enterprises, currency devaluations, and bank failures.
- An increasing number of non-citizen workers, primarily racially visible people from the Global South, are working in Canada in conditions below legislated Canadian labour standards. They work as documented and undocumented farm workers, live-in caregivers, construction workers, adult entertainers, textile workers and in other manufacturing and service sectors. Foreign workers are used to decrease the cost and increase the productivity of labour in Canada. Through the employment of foreign workers, employers and governments are released from any extra payments or long-term obligations to workers.

## **Racism in the Workplace**

- Currently, very few jurisdictions have employment equity

FINAL REPORT

legislation, although, there has been comprehensive legislation since 1986 at the federal level.

- As of March 2004, only 7.8% of the federal public service workforce was comprised of racially visible workers. The labour market availability rate for “visible minorities” was 12.6% in 2001. The federal government uses the availability rate of 10.4% because they consider only Canadian citizens for the public service. Only 4.8 % of racially visible persons were in the executive category. Of all new hires, 10.1% were visible minority persons and 8.1% of promotions went to them, well below the government’s target of 20%.
- As of March 2004, 4.1% of the federal public service workforce was composed of Aboriginal People and 2.9% are in the executive category. The labour market availability rate for Aboriginal People was 2.6% in 2001.
- Although Aboriginal workers are not under-represented in the federal public service, they are clustered into specific occupational categories and departments, as 42.5% of Aboriginal workers are in the Administration and Foreign Service category and 24.6% are in the administrative support category. The department of Indian and Northern Affairs Canada has 31.1% of all Aboriginal workers employed in the federal public service. Furthermore, 45.2% of Aboriginal workers earned \$50,000 or more, whereas 54.2% of all employees earned \$50,000 or more.
- Aboriginal workers are leaving the federal public service at a rate of 4.6%, a rate greater than they are being hired.
- In 2000, a federal Task Force made a number of recommendations in a report entitled *Embracing Change*, including setting a benchmark of 1 in 5 external recruitments for terms and indeterminate appointments of visible minority people by 2003 and a numerical objective of 1 in 5 acting appointments and entry into executive feeder groups by 2005. It also called for specific initiatives for managers to act on and for changes to recruitment and hiring practices. Judging from the employment statistics in the federal public service, *Embracing Change* clearly failed.

- In 2002, The Treasury Board Secretariat commissioned a survey of public service employees as a follow up to a similar survey conducted in 1999. The survey revealed that:
  - 26% and 30% of racially visible and Aboriginal federal public service workers, respectively, said they experienced workplace harassment in the previous two years;
  - 34% and 28% of racially visible and Aboriginal workers, respectively, experienced discrimination in the previous three years;
  - in the matter of career development, 44% of racially visible workers and 41% of Aboriginal workers felt that their supervisors did not do a good job of helping them develop their careers; 39% and 37%, respectively, did not believe their departments supported employee career development; and 28% of racially visible workers and 17% of Aboriginal workers believed that the discrimination they experienced had adversely affected their career progress in the public service;
  - 29% of racially visible workers and 27% of Aboriginal workers stated that they were planning on leaving the public service with the next five years.
- In a 2003 Statistics Canada survey, about 20% of "visible minorities" said they had sometimes or often experienced discrimination or unfair treatment in the previous five years. An additional 15% of "visible minorities" reported that such treatment occurred but rarely. Over 56% of those who sometimes or often experienced discrimination or unfair treatment said that they had experienced such treatment at work or when applying for work. Seventy per cent of "visible minorities" who reported feeling discrimination sometimes or often gave race or skin colour as the reason, either alone or in combination of other reasons.

### **Staffing under the Public Service Modernization Act**

- Under the *Public Service Modernization Act* (PSMA), which in part came into effect April 1, 2005, the federal government will delegate staffing responsibilities to as low a level as possible

within the management of the public service. This is being implemented despite the federal government's acknowledgement that a central challenge to the employment equity initiatives and *Embracing Change* benchmarks was the lack of support from managers at lower levels.

- Under the PSMA, managers are given increased discretion about staffing in a structure that has less accountability. The PSMA states that a manager with staffing authority "is not required to consider more than one person in order for an appointment to be made on the basis of merit" and that to be appointed, a person has only to meet the "essential" requirements of the job.
- Delegating staffing responsibilities to lower management will not assist in achieving employment equity goals but will pose greater challenges for consistent and effective implementation of employment equity. Furthermore, there is no mechanism to ensure that employment equity initiatives are given in the staffing protocol. The *Code of Values and Ethic in the Federal Public Service* that was implemented in 2004 includes a list of laws that all public sector workers must obey, including laws such as the *Criminal Code* and the *Financial Administration Act*. It makes no mention of the *Employment Equity Act* or the *Canadian Human Rights Act*.

# OPENING REMARKS AND GREETINGS

---

Brother John Gordon:

Brother Gordon welcomed all delegates, observers and guests including members of the National Board of Directors, allies from the broader labour movement, and the Host Committee, to the 4<sup>th</sup> PSAC National Unity Conference.

Brother Gordon reminded everyone that the PSAC welcomes an Elder who brings us greetings from her Aboriginal community during PSAC Conferences. The Union recognizes the historical and present-day struggles of our Aboriginal sisters and brothers on this land.

Brother Gordon called on Steering Committee member Tammy Davidson, to introduce Elder Maxine Knockwood who opened the Conference. Maxine played her drum which she learned by listening to others and then had to learn the Mi'kmaq language in order to sing the words to songs.

Brother Gordon introduced the members of the Host Committee and the Steering Committee. This committee has played a key role in setting the agenda for this Conference and Brother Gordon thank the members for their leadership, commitment and experience in making this conference a success.

Brother Gordon also mentioned that there were a number of PSAC staff at the Conference. This Conference would not be possible without their hard work and commitment. The Steering Committee wanted to acknowledge their contribution and thank them.

Everyone sang "Solidarity Forever".

The conference agenda included: speakers on Globalization and Leadership; workshops on various related issues; regional sessions;

elections for the EOC representatives and resolution debate. The agenda was approved by the delegates.

The Harassment Statement was read out by Sister Sonia Bellevue and Sister Nicole Ma and participants were reminded by Sister Carol Anne Mac Mullin that the conference was a scent-free event.

**Brother Jean-François Des Lauriers:**  
(Excerpts from the Opening Remarks)

This conference is an essential opportunity for the Aboriginal and racially visible members of our Union to network, to mobilize and discuss issues that are important to us. There are 90 delegates and more than 10 observers here today from all over the country.

We have a full agenda in front of us for the next 2½ days. The conference theme is **Building the Future: Taking our place in the Union and the world**. This conference, like the previous conferences is a tool in itself to assist us in building the future. The type of future we want. A future where all people have access to jobs, food, public health care and education, and clean water no matter where they live in the world or their colour. A future where racially visible and Aboriginal people are fully represented in our society and are in positions of leadership. A future where all workers are treated with dignity and respect. A future that is racism free.

At the 1994 PSAC Triennial Convention, delegates unanimously supported the move to hold the first conference for Racially Visible and Aboriginal members of our Union. The First PSAC Unity Conference held in 1996 was a working conference with a small group of activists members strategizing how the PSAC could best develop and implement an anti-racist agenda for the benefit of all our members and our Union.

In 1999, at the second PSAC Unity Conference, the vision statement developed and adopted stated that we work together

FINAL REPORT

towards one common goal: a Union free from racism by networking among racially visible and Aboriginal members develop a concrete anti-racism action plan and to provide skills, information and knowledge to our members.

At the 2000 PSAC Triennial Convention, a constitutional change was adopted which resulted in the eight PSAC Equity representatives being seated at that and all future PSAC Conventions with full delegate status. As well, a \$150,000 budget was established for the Unity Conference. In 2002, the 3rd PSAC Unity Conference was held with the issue of globalization integrated through out. This conference also set out to increase our Union's capacity to respond and integrate the needs and issues of our Racially Visible and Aboriginal members in the workplace and in the broader community.

The objectives of the 2005 National Unity Conference were described by Brother Des Lauriers.



# PANEL DISCUSSION ON LEADERSHIP

---

The panel on Leadership was introduced by Brother Michael Ballard a member of the Steering Committee of the 2005 National Unity Conference. The following is Brother Ballard's address to the participants:

We want our workplace, our community, our universities and colleges, our Union, our school boards, our various movements for peace and social justice, and our governments at all levels to be representative. We know that there are many barriers, including systemic racism preventing this but we must actively be a part of building and achieving the type of world we want – not only for ourselves, but also for our children. This requires leadership. Leadership at all levels. We need to make sure that those in leadership positions are accountable for their policies, practices, action or inaction.

Sister Carol Ann Mac Mullin, member of the Steering Committee, introduced Sister June Veacock. Brother Richard Sharpe, also member of the Steering Committee, introduced Sister Beverley Jacobs.

## June Veacock

### *Summary of Presentation*

Sister June Veacock challenged us as individuals and as a Union to live up to the vision of equality and to take leadership to change the *status quo*. She reminded us that leadership is about service, advocacy, passion, integrity and vision.

Leadership is about service. A leader is a server, one who serves the most. It is what you do and how you do it which determines your success as a leader. Leadership is also about advocacy.

Leadership is about passion. Sister Veacock urged delegates to not let anyone tell them they are too passionate about anti-racism. Passion moves us to make decisions.

Leadership is about integrity. Sister Veacock reminded us that there is a perception that leaders in the trade movement lack integrity on equity issues. Integrity is to say publicly is said privately.

A leader should have a vision. Sister Veacock told the participants of the Conference that they must make their mind about the Union they want, where they want to go and how to achieve this. She encouraged them not to be fearful and to be fearless and make the case for equity. Participants must not be satisfied just by conferences. Conferences are useful as we gather strength from each other but we must also participate at all levels of the Union. Each one must be active and continue to do what is right.

## Beverley Jacobs

### *Summary of Presentation*

Sister Beverly Jacobs challenged the Eurocentric leadership model and gave us much to reflect upon with respect to Aboriginal history, democracy, and, the need to re-examine the question of leadership roles.

Sister Jacobs wished to acknowledge our roles in our communities. She emphasized the need for balance between the roles of woman and men. In her culture, this balance is achieved by the great law of peace (the great big love).

Sister Jacobs reminded us that being a leader is mostly about responsibilities as human beings in relation to one another. The creator gave us a mind to think. Our responsibility as human beings is to have our mind in our heart (the power of a good mind and being able to use it). We are responsible of how our heart and mind work together and how to use it. We are responsible of having compassion for the work we do for our families and communities. We must have respect for other human beings and all of creation. This love – how

we treat each other, how we relate to each other - is unconditional love.

We must think of future generations. The previous generations thought about her: they were very smart and understanding. Prophecies were told and now it is happening: we are actually living in a prophecy. Part of our responsibility is to think about our future generations being able to withstand negativity and people who don't know their responsibility and are disrespectful. Part of our responsibility is to be able to not respond negatively and understand the issue of unhappy people.

Our people have been so affected by colonization. We are trying to rebuild our cultures and traditions. We've learned to think so much through another culture. It has really hurt our people. It is our responsibility to take this on.

Sister Jacobs comes from a matriarchal society where intuition and instinct were given by the creator to women. Men respected these instincts. There was a balance and as a result, healthy communities. Men are protectors because they have the physical strength. Grandmothers have a voice and tell the Chief what to say and Chiefs respect that.

As a national leader, Sister Jacobs sits at the table of Native meetings and watches how the patriarchal values have affected her people because it is the Euro-centric model. As leaders, we are supposed to challenge the status quo and not be afraid of it. Women are natural leaders. If she is a trouble maker, she is very proud of it!



# CONFERENCE WORKSHOP TOPICS

---

## Challenging Racialization of Global Capitalism

This workshop was for delegates who wish to examine globalization and its impact on racially visible and Aboriginal people, taking into account the forces that drive the globalization agenda and governments' role in implementing global rights and to develop strategies on how delegates can contribute and partake in the international solidarity movement in order to fight globalization and support the fairer distribution of wealth world wide.

## Supporting Leadership of Racially Visible and Aboriginal People

This workshop was for delegates who wish to examine individual and systemic measures that best support a leadership, as defined by racially visible and Aboriginal communities, a representative Union and community leadership and, building links between leaders from the labour movement, social justice movement and our communities.

## Combating Racism in the Workplace

This workshop was for delegates who wish to examine how racism functions and continues to function in our societies and acquire tools and develop strategies to integrate anti-racism and anti-oppression practices in our work as Union activists.



# KEYNOTE SPEAKERS ON GLOBALIZATION

---

The keynote speakers were introduced by Brother Michael Ballard a member of the Steering Committee of the 2005 National Unity Conference. The following is Brother Ballard's address to the participants:

Our Union's involvement in the anti-globalization struggle has been growing over the years. From our collective efforts with the Canadian Labour Congress and the Action Canada Network to stop the North American Free Trade Agreement – to the world wide campaign against the MAI (a fight we actually won!) – from Seattle, Quebec City, Miami and many, many places in between, our Union along with other unions and the broader social movement have been increasingly challenging corporate power and governments who are abandoning their economic and social responsibilities to working people.

For the last three years, our Union has made defending public services a political priority and education, communications and mobilization on globalization a priority as well. At our last convention we debated an action plan to fight globalization – an action that begins here at home – where we can make a difference in our workplaces, our collective agreements and in our Union. An action plan that allows us to make the links between our struggles here in Canada, including our struggles as health and safety activists, and those of our brothers and sisters around the world.

Whether you live and work in downtown Montreal, on the East Coast, the West Coast or up North, Globalization has an impact on your life. We need to better understand this and to develop effective strategies to take on corporate globalization as we know it because when we do, we are protecting and defending public services, and we are protecting our rights as workers and those of our sisters and brothers around the world.

Sister Sonia Bellevue, member of the Resolutions Committee, introduced Brother Fo Niemi who works for the Center for Research-Action on Race Relations as Executive Director.

Sister Zillah Piialaq, member of the Steering Committee, introduced Sister Priscilla Settee, Director of the Indigenous Peoples Programs at the University of Saskatchewan.

## Fo Niemi

### *Summary of Presentation*

Brother Fo Niemi indicated that a distinction must be drawn between globalization and globalism. In addition, he stressed security and globalization. With the advances by private organizations, i.e., non-government actors on the international stage, Brother Niemi made reference to the problem of the effect international treaties and agreements have on human rights and the rules that must apply to non-government actors.

Brother Niemi also raised the debate on the privatization of public services, such as public security, in the private sector. Regulation of public security is often delegated to industry itself. Consequently, he questioned how the private security industry will address issues such as child labour and exploitation of workers and the rules to rely on.

The place of the corporate sector has increased therefore changing the role of the state into a facilitator instead of a leader or advocate. Governments become silent on the interaction between global governance and human rights. Human rights commissions in Canada can no longer do their job. They no longer have the means to handle problems in a systemic fashion.

The September 11th and July 7th events in New York and London have provoked a tougher approach with extremism. People are faced with tighter security. The attacks in London have legitimized public and national security. Brother Niemi asked what is the place of video

surveillance in a society becoming more and more voyeuristic and to what extent the state will intrude on people's personal lives.

Brother Neimi continued by discussing the tightening of Canadian borders to immigration and refugees. Quebec has imposed restrictions and quotas on geographic pools that still have to be defined. He also explained the new concept of virtual frontiers and the consequences of internet on globalism. Young people and children have access to hate and violent web sites. Brother Niemi suggested possible recourse through the Human Rights Commissions and gave examples. There is great difficulty fighting discrimination against these internet web sites as owners can be based outside of Canada. We live in a world with no frontiers. There should be more bilateral and multilateral agreements to protect people.

In conclusion, brother Neimi expressed the hope that the debate on globalization would prompt a necessary and fundamental review of human rights agreements to address the dearth of government or other resources.

## Priscilla Settee

### *Summary of Presentation*

Sister Priscilla Settee discussed the impact of globalization on indigenous people. She spoke about her personal experience as an educator and community activist across the world and the issues of sustainable development, scholarships, youths, women's group and anti-racism.

Globalization has had a negative impact on indigenous people. Sister Settee gave an example of the impact of western development on the Crie community.

The indigenous people's lands have been poisoned and expropriated. Now, western science is discovering the beauty of these land and plants but it is genetically tempering it. There is a

need to review the safety of our collective systems and review research and development.

Sister Settee also mentioned the indigenous people's issues such as being systematically and structurally unemployed and treaties not being lived up to. Women of the indigenous nations are moving forward. They are saying no to the terrible violence they face.

There is a tremendous impact on the health and ability to survive of indigenous people. Indigenous people are claiming their place and resisting globalization that creates poverty daily. Our time is now. The world has gone mad. Indigenous people must show the lead.

# NATIONAL PRESIDENT'S ADDRESS

---

Good Morning! It's an honour to be here today.

I'm going to try and be brief in my remarks, but before I start, I want to take this opportunity to thank the members of the Conference Organizing Committee for their ongoing commitment and hard work over the last year in putting together this Conference. I also want to thank the members of the Resolutions Committee for their thoughtful deliberations and recommendations which will assist delegates with the resolution debate later today.

I also want to acknowledge the two AEC Officers responsible for the Unity Conference, Brother Jean-François Des Lauriers and Brother John Gordon for their leadership. And of course, I want to thank all the PSAC staff who has worked so hard to ensure that this event was a success. And finally, I want to thank all of you. Union work takes time and is often at the expense of our families, but our Union is stronger because of your commitment and participation. I thank each and everyone of you for making the time to be here today.

This year marks the largest, longest and most intense Convention and Conference cycle in PSAC history. The year began with the Access Conference in January, followed by the National Women's Conference in February. The seven Regional Conventions took place throughout the spring, and we're now in the process of finishing up the last of the seventeen Component Conventions which began in early summer. And of course, this important Conference this weekend!

The 2005 Unity Conference is the final PSAC National Conference to be held in this conference cycle. And I must say that without question, this has been our most intense and successful round of conferences!

The discussion and debate at all of the conferences has been thoughtful, provocative and respectful. There has been a marked

increase in the understanding and analysis of issues facing PSAC members as workers, as Union members, as equity group members and as community members. Strategies have been developed to more effectively address key issues – strategies that go beyond simply sending a resolution on to the PSAC Convention. Formal and informal networks have been built and strengthened.

The feedback we've received from conference delegates has been overwhelmingly positive. Delegates and observers are leaving the Conferences feeling invigorated, inspired and recommitted in the fight for justice and equality. I hope that all of you leave the Conference on Sunday feeling this way as well!

This morning, I want to make a few comments about some of the recent steps our Union has taken to support our human rights work internally and more broadly, and as well to note some of the challenges before us that require your attention and action.

The 2003 PSAC Convention was the most political Convention in our history—a turning point really, for our Union. Delegates to that Convention overwhelmingly adopted a budget that provided increased opportunities for member participation in the Union, including a number of key line items which specifically supported the Union's equity and human rights work.

\$20,000 per year was provided to Regional Human Rights Committees to assist their mobilizing and organizing activities.

Delegates also adopted changes to the PSAC Constitution which very clearly defined which Regional Committees can be constitutionally recognized and funded. Specifically, only Regional Unity, Pride, Access or Human Rights Committee made up of members of the Unity, Access and Pride equity groups can receive funding under the line item 'Regional Human Rights Committees' in the PSAC budget. Further, the Committee title must include the terminology specified in the Constitution, that being the terms Unity, Pride, Access or Human Rights' Committee.

Many of you were upset by this, but as the National President, it is my duty to respect the Constitution and provide a proper interpretation of it as required—even if it is unpopular! When I provided the interpretation to the National Board of Directors last year, I said, just as I said to many of you here in this room who came to see me and express your disappointment in my interpretation, that I fully expected members to propose changes to the Constitution at the 2006 Convention to address this issue. I see that there are indeed resolutions on this issue which will be debated by delegates here, however, I caution you not to let your work end here. Constitutional changes which get recommended to Convention require the support of 2/3 of Convention delegates.

The last Convention also saw the Unity Conference budget increased from \$150,000 to \$300,000 resulting in more than 90 fully funded delegates here at this Conference this weekend. While I think most of us agree that the fully funded model is a much more equitable and representative approach to conference participation, it admittedly limits the number of delegates that can attend a conference. I don't have to tell you that this especially impacts our Racially Visible and Aboriginal members who still share a conference under the banner of "Unity". While this will be my last Unity Conference as PSAC National President, I sincerely hope that this is the last "Unity" Conference as we know it.

PSAC Aboriginal members and PSAC Racially Visible members should have their own separate conferences. It's as simple as that. Again, I'm pleased to see that there are resolutions calling for this and remember the work does not end here.

Delegates to the last PSAC Convention adopted a resolution calling for the creation of the National Aboriginal, Inuit and Métis Network (NAIM) along with significant resources to get the job done. This was a big step forward for our Union, to be sure. Along with Brother Jean-François Des Lauriers, I have had the pleasure of overseeing the first steps in the creation of this Network. In the fall of 2003, a one-time think tank of members came together to provide direction on what the Network should look like, and what it should focus on.

That led to the creation of the NAIM Circle—a core group of 14 regional representatives and the two elected EOC Aboriginal representatives. I believe that all of the Circle members are here today, either as a delegate or an observer. That’s great! The Circle has done some great work, and has put together a substantial workplan for the development of the Network over the next three years, along with some recommendations, which they have presented to the Aboriginal Caucus here at this Conference. I understand the discussion went well yesterday, and look forward to the conclusion of the conference today. This Conference is the first opportunity for Aboriginal delegates and observers to provide direction on their Network and its place in our Union.

In the 2003 budget, the contribution of the Equal Opportunity Committee was also recognized, and an additional \$15,000 per year was allocated to specifically support the work and outreach of the EOC Equity representatives, including the representatives you will elect during this Conference. Our Union needs strong leadership at all levels – on Human Rights’ Committees, on bargaining committees, as Local Stewards, as Component Officers, as EOC representatives, as National and Regional Officers. Leadership was a key issue for this Conference Organizing Committee, and Sisters Veacock and Jacobs provided a lot for us to think about in their presentations yesterday. Strong leaders alone don’t necessarily or automatically result in strong and effective leadership though. It’s the combination of strong individual leaders working as a team that makes a difference. It’s the team that can pull together diverse interests and bring a vision and an agenda into focus. I hope you will keep this in mind as you make your decisions this weekend.

While on the subject of the EOC representatives, I believe it is time that PSAC Convention Committees include an appointed equity representative. Representation continues to be an issue for our Union at all levels. Currently, each Component is provided one representative on each of the four Convention Committees. Appointing an equity representative to each Convention Committee would not only help ensure that an equity perspective is brought to the debate but also provide a valuable and unique learning experience for that PSAC member. I will be discussing a proposal for

how to make this happen with the National Board of Directors in a few weeks.

And one final reference to the 2003 Convention before addressing some broader issues. The Convention marked a new era in international solidarity within the PSAC. The Social Justice Fund, which was launched and a commitment made by the delegates to make it a bargaining priority for our Union. We have started this process, and I think that it has the potential to become a significant part of what our Union stands for and does. And, if I remember correctly, delegates at the 2002 Unity Conference overwhelmingly adopted a resolution calling for such a solidarity fund! Our Social Justice Fund also works in Canada and with our members who are involved in organizations promoting social justice at the international level.

I am also particularly proud of the work that our Social Justice Fund is doing to fight poverty. It's a disgrace that in 2005, poverty is still very much a fact of life here in Canada - one of the richest countries in the world.

You know all too well the devastating impacts of poverty throughout the communities where you live and work, and the disproportionate levels of poverty experienced by racialized and aboriginal people here in Canada. It's a fact that Aboriginal and Racially Visible people have higher rates of poverty and lower rates of employment. There is an over-representation of racialized particularly women workers in low paid, low-end occupations and low-income sectors and also temporary work. They are especially over-represented in low-end service sector jobs and precarious and unregulated temporary or contingent work.

As some of you may know, our Social Justice Fund has launched an exciting new project. Originally we set out to fund up to 15 anti-poverty initiatives that involve PSAC members and their communities. We wanted to start small, with each project eligible for funding up to \$2500 for activities aimed at education and anti-poverty work. The response is overwhelming, and there is still a lot of time to meet the September 30<sup>th</sup> deadline if you want to submit a project. The Social

Justice Fund is doing this in the context of the international 2005 Make Poverty History Campaign—a world-wide campaign to end poverty around the world.

I know that here in the Atlantic, several of our activists have undertaken to distribute hundreds and hundreds of the white Make Poverty History bands in workplaces and at Union events. Please join us in the fight to Make Poverty History!

The PSAC has also make some steps at the bargaining table negotiating specific provisions for Aboriginal Peoples such as recognition of traditional adoption practices in First Nations communities, Aboriginal Day as a paid holiday, provisions for harvesting, hunting and fishing, special paid leave to attend the funeral of an elder, bonus for workers who use two of the four official languages as well as northern and settlement allowances.

And in 2005, the PSAC with its Component, the Union of Northern Workers, entered into an historic agreement with the Dene Nation in Yellowknife to jointly explore work-related and labour relations' issues facing Dene workers. A survey has been developed that will involve the Dene peoples of the NWT and will provide the Union and Dene leadership the information and direction to protect the rights of workers of our communities.

But we continue to face challenges.

Despite the federal task force five years ago which looked at the issue of under-representation of Racially Visible workers in the federal public service and their extensive report “Embracing Change”, there continues to be under-representation of Racially Visible workers in the federal public service and Aboriginal people continue to be represented in lower paying occupations.

Stronger enforcement and accountability mechanisms are needed to ensure that federal employers are meeting the objectives of the Employment Equity Act. And the Canadian Human Rights Commission must be adequately resourced if they are to fulfill their

roles both under the *Employment Equity Act* and the *Canadian Human Rights Act*.

We know that employment equity will be further weakened with the implementation of the PSMA part of which came into effect April 1<sup>st</sup> of this year. It will result in the delegation of staffing responsibilities to as low a level as possible within the management of the public service, despite the federal government's acknowledgement that one of its central challenges to the employment equity initiatives and "Embracing Change" benchmarks was the lack of support from managers at lower levels. The PSAC is in the process of hiring a staff person to assist in the coordination of our work under this new legislation. Training modules have been developed to help ensure our members know their rights under the PSMA and are equipped to mobilize.

We also know that the federal government continues to seek savings of \$12 billion over four years through their expenditure review. As you know, the government plans to create a new shared services organization for information technology and corporate administrative services across departments and agencies, not to mention the Service Canada initiative that the government is selling as a "one-step shop" for questions on any federal service or program. There's no doubt that the government's plans will affect services to Canadians, and not in a positive way, not to mention the impact on you, the people behind the service. Coupled with the PSMA – we know we have our work cut out for us.

But our Union has a long and strong history of defending our members' workplace rights. Together, we will face this government, and collectively we will make a difference. We will speak out to ensure that public services that Canadians expect and deserve are protected—like food safety, drug testing, search and rescue, pension and employment insurance benefits, border protection and so many more services that are the back bone of a vibrant and equitable society. We will also speak out on the rights and working conditions of the workers who provide these services.

We continue to work at enhancing our collective understanding of globalization and the racialization of poverty. We continue to fight racial profiling and security certificates. We continue to support the quest to find out what role Canadian officials played in the deportation and imprisonment of Maher Arar. We continue to support efforts to ensure that workers in Canada, primarily Racially Visible people from the Global South who are subjected to sub-standard labour conditions work as farm workers, live-in caregivers, construction workers, adult entertainers, textile workers and in the manufacturing and service sectors are afforded the same rights as Canadian workers.

We also support the recent decision of the Ontario government to end the use of private systems of law, including the sharia. While we respect the right to religious freedom, we support one public legal system which respects the Canadian Charter of Rights and Freedoms. We support universal access and treatment under the law which ensures that discriminatory practices, especially against women and children, are not tolerated in Canada. Over the next few weeks, I intend to write to the Ontario Premier outlining our position - which has been debated at Regional Conventions, Component Conventions and the National Women's Conference.

I want to end where I began—by thanking each and every one of you. I'll say it again—being the National President of the PSAC is an honour and a privilege. It's been a special honour to work with and learn from you – our Racially Visible and Aboriginal Brothers and Sisters. Our Union has become stronger because of your commitment, and because you've pushed the envelope and challenged us! All I can say is “keep it up”!

Thank you, and all the best for a great Conference!

# CLC GREETINGS

---

Sister Tammy Davidson, member of the Steering Committee, introduced Brother David Onyalo, Executive Assistant to the Secretary-Treasurer of the Canadian Labour Congress.

## David Onyalo

### *Summary of Presentation*

Brother David Onyalo brought greetings from the CLC and thanked the PSAC and its members. He also thanked Sister Nycole Turmel for being a very good and strong supporter of the CLC on a variety of issues such as GLBT Pride & Solidarity, Disability, Human Rights and racism issues. He also indicated that Sister Turmel has been a powerful voice on equality issues around the CLC Executive meetings and that she continually pushed the CLC to move forward on these issues.

The CLC has passed resolutions and policy statements at Convention this summer on employment equity, immigration and advancing aboriginal rights. The CLC Executive office will go through all the resolutions and will determine the priority items and the resources available in consultation with CLC members of the Executive Council.

The CLC will also track ongoing issues such as the legislative agenda of the federal government, particularly the federal government's recent announcement on the "National Action Plan" to eliminate racism in the workplace. The CLC made it very clear to the federal government that racism in the workplace must be dealt through the input and full participation of unions.

Another issue the CLC is dealing with is the skill shortages, particularly in the private sector. Employers, rather than dealing with training issues, are dealing with the integration of migrant workers

and aboriginal workers, particularly young aboriginal peoples. From the CLC's perspective, both groups must respect each other as a working class movement so that the employer is not peering our communities one against each other when accessing available jobs.

The CLC brings people together from different places and different Union cultures where we can determine how to move on issues such as pensions, healthcare, pay equity and fighting the corporate agenda. The CLC is an important place for us to share our own struggles and struggles elsewhere in the labor movement.

Brother Onyalo gave the PSAC example of separate conferences for separate equity groups and the need to have a place where we stride to get together. If we don't do that, we end up being divided and use resources where we shouldn't. At the end of the day, we want to strengthen our Union movement.

Union institutions are still one of the best political vehicles to fight the global corporate agenda. Unions are still one of the best institutions to put forward issues on Human Rights on the agenda of different levels of government.

# RESOLUTIONS ADOPTED

---

On March 24<sup>th</sup>, 2005 registration forms for the National Unity Conference were sent to all PSAC Locals, Components and all PSAC Regional Offices with a general call for resolutions deadline of May 30<sup>th</sup>, 2005.

All constitutionally recognized bodies and Union structures were entitled to forward resolutions to the National Unity Conference.

The resolutions were then presented to the Conference Resolutions Committee for their review and recommendation to our Conference delegates.

A report from the Conference Resolutions Committee was then prepared in advance of the Conference and delegates debate. Delegates voted based on the Committee's recommendations.

Due to an administrative error, resolutions # 10 and # 12 were not registered in the original package and therefore not included in the initial Resolutions Committee Report circulated before the resolutions debate at the Conference.

These resolutions were nevertheless reviewed by the Resolutions Committee and debated by the delegates.

The AEC also made the decision that all resolutions should be forwarded to our National President before being sent to the PSAC Convention. That will allow the PSAC to act upon some of the resolutions before the next Convention.

Any outstanding resolutions adopted by the delegates at the Conference will be submitted to the next PSAC Triennial Convention in 2006.

The following are the resolutions which were passed by the delegates at the 2005 National Unity's Conference:

### Resolution # 3

**BE IT RESOLVED THAT** the PSAC fully fund a separate national conference for its Aboriginal members and a separate national conference for its Racially Visible members.

Rationale from the Conference Committee Report: Aboriginal and Racially Visible groups have their own unique identities and should finally have the opportunity to participate in their own fully funded national equity conferences.

### Resolution # 2

**BE IT RESOLVED THAT** the PSAC Constitution, Section 15, be amended as follows:

Regional Committees

Sub Section (1) – The word **Unity** in all references under this sub-section, be replaced with the words “Aboriginal People and Racially Visible persons”.

Rationale from the Conference Committee Report: “Unity” committees are currently defined as including “Aboriginal, Inuit and Métis Peoples and Racially Visible Persons”. Replacing the word “Unity” with “Aboriginal People and Racially Visible Persons” recognizes that these two equity groups are distinct with their own identities and should be able to organize themselves accordingly within the PSAC. The Committee acknowledged that these two groups are also comprised of a very diverse membership and expects debate as to whether for example, the word “Aboriginal” will be considered inclusive, but agreed with the intent of the resolution.

### Resolution # 6

**BE IT RESOLVED THAT** in accordance with Aboriginal customs, each major conference and event held by the Public Service Alliance of Canada should begin and end with a

ceremony with an Aboriginal Elder who will serve as the host elder at the opening and closing ceremonies.

Rationale from the Conference Committee Report: The current practice of the PSAC is to have whenever possible, an Aboriginal Elder open PSAC national conferences and the PSAC Triennial Convention. Every effort should also be made to ensure that the conference and/or Convention is closed by the Elder as well.

#### Resolution # 4

**BE IT RESOLVED THAT** PSAC national increase the funding for its regional Equity Committees.

Rationale from the Conference Committee Report: Regional equity committees provide an important opportunity for equity members to come together to work on common issues and to promote equity and justice in the workplace, in the Union and in the community. Increased funding will help support the work of the committees as well as build the Union.

#### Resolution # 8

**BE IT RESOLVED THAT** the Women, Aboriginal, Racially Visible, Persons with Disabilities, Pride (Gay/lesbian/bisexual and transgendered members) Committees each be entitled to send, with full delegate status, one delegate per Regional Women, Aboriginal, Racially Visible, Persons with Disabilities, Pride (Gay/lesbian/bisexual and transgendered members) Committees to the PSAC Triennial Convention.

Rationale from the Conference Committee Report: Providing regional equity committees with delegate status to the PSAC Triennial Convention would significantly improve the representation of equity members at Convention and help ensure that an equity perspective is included in the debate and in shaping the future of the PSAC.

#### Resolution # 7

**BE IT RESOLVED THAT** the PSAC establish National Networks for each equity group; and

**BE IT FURTHER RESOLVED THAT** the National Equity Networks establish a selection process whereby the objective is to select a National Vice-President that will represent all PSAC Equity seeking members and will sit with full voice and vote on the AEC; and

**BE IT FURTHER RESOLVED THAT** prospective candidates for the National Vice-President position come from the PSAC's Equity seeking members and that the voting for eligible candidates be by PSAC members in good standing who have self identified as being from an Equity group; and

**BE IT FURTHER RESOLVED THAT** the PSAC Constitution and Regulations be amended to reflect this change in its structure.

Rationale from the Conference Committee Report: Creating a National Equity Network for each equity group would provide unique opportunities for equity group members to come together to strategize around their issues. Creating a National Vice-President position on the AEC would ensure that equity issues were a priority for the PSAC.

*Sister Wilma Findlay and Sister Raj Dhir recorded their votes against this resolution.*

### Resolution # 5

**BE IT RESOLVED THAT** Aboriginal Awareness Workshops be designed and developed to provide Union members with the necessary tools and techniques to reduce culturally and legally based misunderstandings and conflict; and

**BE IT FURTHER RESOLVED THAT** the objective of such Workshops for the union membership will be an increased

awareness and a real understanding of the beliefs, history, customs, diversity, aspirations, values and issues that face Aboriginal people; and

**BE IT FURTHER RESOLVED THAT** the PSAC National Aboriginal, Inuit and Métis Network, in conjunction with the Public Service Alliance of Canada's Education Program and with the assistance of other Aboriginal organizations and our Elders, develop and deliver Aboriginal Awareness Workshops at the earliest convenience for the benefit of all members.

Rationale from the Conference Committee Report: The Committee acknowledged that NAIM has also identified education as one of its priorities for the PSAC – education of its own constituency on issues of activism, leadership and Union work for example as well as the education of the broader PSAC membership on the traditions, history and issues facing Aboriginal people. The PSAC Anti-Oppression Kit should include a chapter on Aboriginal Rights to ensure that the broader membership as well those with more extensive experience are provided with the tools and resources to gain a solid understanding of Aboriginal issues – in the workplace, in the community and in the Union.

### Resolution # 1

**BE IT RESOLVED THAT** the PSAC develop a weekend course on Human Rights and Strategies in Organizing Regional Human Rights Committees; and

**BE IT FURTHER RESOLVED THAT** the PSAC make the course on Human Rights and Strategies in Organizing Regional Human Rights Committees available in all Regions.

Rationale from the Conference Committee Report: The PSAC has two kits which could be used to support the delivery of courses on human rights and strategies in organizing Regional Human Rights Committees. The PSAC Anti-Oppression Kit includes human rights

issues and is currently in the process of being finalized and the PSAC Local Officer Kit also has relevant materials and learning activities (strategic planning, recruitment of members etc.) which could be well used to specifically develop strategies to support Regional Human Rights Committees. All PSAC education kits are available in all regions however the delivery of specific courses is determined regionally. Requests for such should be made to the Regional Council's education committee. It was also noted that PSAC regional representatives and education officers are able to provide assistance to Regional Human Rights Committees with strategic planning as needed.

### **Resolution # 9**

**BE IT RESOLVED** that there be more sensitivity training regarding visible minorities for union representatives; and

**BE IT FURTHER RESOLVED** that a new course be created to attain these objectives; and

**BE IT FURTHER RESOLVED** that PSAC allocate more funds towards sensitivity training.

Rationale from the Conference Committee Report: All Union representatives be they members, Component service officers, PSAC G&A officers, or elected officers for example, should be well versed in the issues facing racially visible workers. While the PSAC is committed to including a human rights analysis in all of its education material, this specific type of training would be a useful addition to the PSAC Representation Kit and provide information on human rights complaints, how to identify and handle grievances of a racist nature, mediation, etc. to help ensure that PSAC members are as best represented as possible.

### **Resolution # 10**

**BE IT RESOLVED THAT** PSAC hold one Regional Human Rights Conference by region every three years; and

**BE IT FURTHER RESOLVED THAT** Regional Human Rights Conferences be funded in the same way as Regional Women's Conferences and Regional Health and Safety Conferences.

Rationale from the Conference Committee Report: Holding Regional Human Rights Conferences once every three years would allow members from Regional Human Rights Committees to come together to discuss issues facing equity members, network, strategize, and ultimately strengthen the Committees and the Union.

### **Resolution # 12**

**BE IT RESOLVED THAT** Article 19 of PSAC Constitution and Regulations be amended so that an equity group representative from each Regional Council be allowed to attend PSAC Triennial Convention as a delegate.

Rationale from the Conference Committee Report: The Committee acknowledged that each Region is structured differently and that some Regional Councils have more than one member representing equity issues and members, however, the Committee agreed that providing Convention delegate status to Regional Council equity representatives would increase equity representation and voice at Convention.

### **Late Resolution # 2**

**BE IT RESOLVED THAT** all National PSAC Conferences: Women's, Unity, Pride, Access and Health and Safety Conferences be granted the right to submit collective bargaining demands directly to the National Bargaining Conference for Treasury Board units and all appropriate Separate Employer Bargaining Conferences; and

**BE IT FURTHER RESOLVED THAT** Sections 15 and 17 and Regulation 15, and all other related sections and regulations, of the PSAC Constitution and Regulations be amended to now reflect these changes.

Rationale from the Conference Committee Report: Permitting PSAC National Equity Conferences to submit collective bargaining demands directly to various bargaining conferences would help ensure that equity issues were given more priority and attention.

# RESULTS OF THE ELECTIONS TO THE NATIONAL EQUAL OPPORTUNITIES COMMITTEE (EOC)

---

## Racially Visible Representatives and Alternates:

- **Man Representative:** Mastaki M'Sebuyange
- **Woman Representative:** Terri Lee
  
- **Man 1<sup>st</sup> Alternate:** Wesley Duclervil
- **Woman 1<sup>st</sup> Alternate:** Danielle Dubuc
- **Man 2<sup>nd</sup> Alternate:** Shady Zekry
- **Woman 2<sup>nd</sup> Alternate:** Janice Seto
- **Man 3<sup>rd</sup> Alternate:** Ram Mudalier
- **Woman 3<sup>rd</sup> Alternate:** Rakhee Sajjani

## Aboriginal Representatives and Alternates:

- **Man Representative:** Andre Paul
- **Woman Representative:** Vicki Zyzniewski
  
- **Man 1<sup>st</sup> Alternate:** Michael Ballard
- **Woman 1<sup>st</sup> Alternate:** Tammy Davidson
- **Man 2<sup>nd</sup> Alternate:** Elijah Kaernerck
- **Woman 2<sup>nd</sup> Alternate:** Gerri Leblanc
- **Man 3<sup>rd</sup> Alternate:** Don Jones
- **Woman 3<sup>rd</sup> Alternate:** Zillah Piiallaq



# CLOSING REMARKS

---

Brother Jean-François Des Lauriers:

As this Conference comes to a close, it's clear that all of you who came here, as the Conference theme says, to *Build the future and take your place in the union and the world*, are leaving this Conference with some renewed hope, energy and support – and to get out into our Regions, our workplaces, our committees and our communities to do just that.

Your enthusiasm, your commitment and your creativity over the past three days has been outstanding. The workshops, the resolutions debate, and caucuses empowered and mobilized you to think strategically and take action on the challenging issues raised at this conference.

Further energy, hope and commitment came from the strong and powerful speakers who have inspired us with their presence here. Sister June Veecock challenged us as individuals and as a Union to live up to the vision of equality and to take leadership to change the status quo. She reminded us that Leadership is about service, advocacy, passion, integrity and vision. Without a doubt, Sisters and Brothers, these qualities are prevalent in this room today.

Sister Beverly Jacobs challenged the Eurocentric leadership model and gave us much to reflect upon with respect to Aboriginal history, democracy, and the need to re-examine the question of leadership roles.

Yesterday, we heard Brother Fo Neimi speak about globalization and globalism. He made reference to the serious effects of globalization and privatization on the fundamental rights of Aboriginal and persons of racially visible groups. He also pointed out that globalism has presented us with a tremendous opportunity to band together to repel the attacks on our rights.

Sister Priscilla Settee convincingly showed through specific examples that our environment, our communities, our health and our ability to survive have been severely affected by globalization. She confirmed the comments by Brother Neimi to the effect that there is ever-increasing resistance to these adverse consequences and that another world is possible. We are stronger when we communicate with one another.

Let us take the challenges and opportunities presented to us and demonstrate our leadership on these issues.

We all need to fight against corporate and neo-liberal agendas through local, national and global solidarity. As activists, we must support our Sisters and Brothers here at home and in the Global South through action and such initiatives as our Social Justice Fund.

Related to our panel topics were workshops on Supporting Leadership for our Aboriginal & Racially Visible members, Combating Racism in the workplace and on Globalization. It's disappointing that we didn't get the chance to complete the full workshop, but the participation on Friday provided an opportunity to start a dialogue and take back valuable information gained on these issues to your Regions and Regional Human Rights Committees.

### Brother John Gordon:

At this Conference, a number of important resolutions were passed that will go to the PSAC Triennial Convention in 2006 or be actioned sooner if possible. Some of these resolutions build on past achievements ensuring that our Union continues to grow and becomes more inclusive of all our members. It is clear that you want two separate conferences which would provide an opportunity for more delegates to attend the conferences and more time for you to focus on your specific issues. While the time for separate conferences has come, many of you recognized that this will result in a certain loss – that much had been learned from each other. You also made a commitment to ensure that a strong connection remains.

I would like to congratulate you all on a respectful, impassioned, and lively discussion that brought some extremely important issues to the floor.

This conference also provided an opportunity to allow Aboriginal delegates to discuss and endorse the objectives, mandate, priorities and structure of the NAIM Network. Knowing that the fight for increased funding for another equity conference might not be an easy one, the Aboriginal delegates agreed to fund the First National Aboriginal Conference at the same level as other PSAC national equity conferences from within the NAIM Network budget.

And finally, we want to acknowledge that our Union is stronger because of you. Because of your commitment, your perseverance, your unwillingness to give up. There may be times when you feel that equity issues are not a priority for our Union. The fact is that as leaders from equity groups, you must keep pushing the Union, and we will learn from each other.

This conference cycle was by far our most successful to date. We know however, that there is still much room for improvement. We will continue to learn from our experiences which will inform our strategies for tomorrow.

We want to take this opportunity to thank the out-going EOC Reps and Alternates for their work and commitment over the last three years and to congratulate the new Representatives and Alternates.

As the Co-Chairs of this Conference, it's been an honour and a privilege to work with all of you. And again, want to thank you for taking the time to be here.

We would like to thank the following:

- Steering Committee members
- Resolution Committee members
- Host Committee
- Facilitators - Members and Staff
- Credential Committee/Nominations Committee

- Observers and Guests
- Speakers
- Elder
- Interpreters and technical support
- Oral Interpreters
- Childcare providers
- Hotel staff
- PSAC Staff

And finally, we would like to thank Elder Maxine Knockwood for her time and support through out the conference and we will now call upon her to bring the Unity Conference to a close.

# APPENDIX A:

## REGIONAL, COMPONENT AND EQUITY BREAKDOWN

---

### List of Delegates by Component

Agriculture Union	6
Canada Employment and Immigration Union	7
Customs Excise Union Douanes Accise	7
Directly Chartered Locals	4
Environment Component	4
Government Services Union	4
National Component	11
Nunavut Employees Union	4
National Health and Welfare Union	8
Natural Resources Union	0
Union of Canadian Transportation Employees	4
Union of National Defence Employees	5
Union of Northern Workers	2
Union of Postal Communications Employees	2
Union of Solicitor General Employees	4
Union of Taxation Employees	8
Union of Veterans' Affairs Employees	5
Yukon Employees Union	4
<b>TOTAL</b>	<b>89</b>

FINAL REPORT

## List of Delegates by Region

National Capital Region	14
Ontario	13
Prairies	18
Quebec	7
Atlantic	14
British Columbia	12
North	11
<b>TOTAL</b>	<b>89</b>

## Equity Groups Participation - Delegates

Aboriginal	46*
Racially Visible	44*
GLBT	1
Members with Disabilities	11
Youth	5

\* A delegate self-identified as both Aboriginal and Racially Visible person

# APPENDIX B:

## CONFERENCE AGENDA

---

<b>Thursday, September 22<sup>nd</sup></b>
--

6:00 pm – 9:00 pm      Registration

<b>Friday, September 23<sup>rd</sup></b>
--

7:30 am – 8:30 am	Registration
8:30 am - 9:30 am	Greetings by an Aboriginal Representative <ul style="list-style-type: none"><li>▪ Opening by Co-Chairs: John Gordon and Jean-François Des Lauriers</li><li>▪ Introductions</li></ul>
9:30 am – 9:45 am	<i>Health Break</i>
9:45 am – 12:00 pm	Panel Discussion on Leadership <ul style="list-style-type: none"><li>▪ June Veacock</li><li>▪ Beverly Jacobs</li></ul>
12:00 am - 1:15 pm	LUNCH
1:15 pm – 3:00 pm	- Racially Visible Delegates Session - Workshop for Aboriginal delegates
3:00 pm - 3:15 pm	<i>Health Break</i>
3:15 pm - 5:00 pm	- Aboriginal Delegates Session - Workshop for Racially Visible delegates
5:15 pm – 6:00 pm	Resolution Orientation for new delegates
6:00 pm – 7:30 pm	Meet and Greet

## Saturday, September 24<sup>th</sup>

- 8:30 am – 9:15 am Keynote Speakers on Globalization
- Priscilla Settee
  - Fo Niemi
- 9:15 am – 9:30 am *Health break*
- 9:30 am – 9:45 am PSAC National President Address: Nycole Turmel
- 9:45 am – 10:-00 am CLC Greetings from the Executive Assistant to the CLC Secretary Treasurer – David Onyalo
- 10:00 am – 12:30 pm Resolutions Debate
- 12:30 am – 1:30 pm LUNCH
- 1:30 pm – 5:00 pm
- Elections for the Aboriginal EOC Representatives
  - Elections for the Racially Visible Representatives

## Sunday, September 25<sup>th</sup>

- 8:30 am – 9:45 am Resolutions Debate (continued)<sup>1</sup>
- 9:45 am – 10:00 am *Health break*
- 10:00 am – 11:15 am Regional Sessions
- 11:30 am – 12:00 pm
- Resolutions Debate (continued)<sup>2</sup>
  - Closing Remarks by Co-Chairs
  - Closing by an Aboriginal Representative

<sup>1</sup> This agenda item was modified from “Workshops (continued)” to “Resolutions Debate (continued)” on Friday, September 23<sup>rd</sup>, 2005.

<sup>2</sup> This agenda item was added before the closing remarks on Sunday, September 25th, 2005.