



Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada



## 2020 PSAC ATLANTIC REGIONAL RACIALLY VISIBLE MEMBERS CONFERENCE

“BUILDING OUR POWER FOR CHANGE: EQUITY FOR ALL”

<b>REGISTRATION DEADLINE:</b>	<b>January 31<sup>st</sup>, 2020</b>
<b>CONFERENCE DATES:</b>	<b>March 13<sup>th</sup>, 2020 at 9:00 A.M. to March 15<sup>th</sup>, 2020 at 12:00 PM</b>
<b>CONFERENCE LOCATION:</b>	<b>Lord Nelson Hotel &amp; Suites 1515 South Park Street Halifax, NS B3J 2L2</b>

### **This Registration Package Includes:**

- **Introduction/Callout Letter**
- **Application Form**

**We are pleased to be sending you this Registration Package for the PSAC 2020 Atlantic Regional Racially Visible Members Conference, which will be held March 13 - 15, 2020 from 9:00 A.M. to March 15, 2020 at 12:00 PM at the Lord Nelson Hotel & Suites.**

The theme for the conference is  
**“Building Our Power for Change: Equity for All”.**

We encourage you to personally inform PSAC Racially Visible Members in your Local to ensure they are made aware of this conference. Bulletin boards may not always be accessible and additional outreach is very important.

This registration package is available upon request in alternative format through the PSAC Halifax Regional Office by contacting us at [Hfx\\_Admin@psac.com](mailto:Hfx_Admin@psac.com)

## **CONFERENCE OBJECTIVES**

The objectives of the PSAC Atlantic Regional Conference for Racially Visible Members are:

- To develop strategies to work across locals, regions and components to build coalitions and networks for advocacy
- To broaden the base of activists by recruiting, training and mobilizing new and less engaged racialized members, such as young workers and those from equity seeking groups, in political action campaigning
- To empower and inspire Racially Visible Members to become active in their union, community and workplaces.

## **WORKSHOPS**

The workshops will focus on ways to better engage and empower racialized activists at all levels of the union.

### **Policy to Address Systemic Racism**

This workshop will focus on gathering information to develop a policy to address systemic racism in different forms: and ways to address it through the workplace, our union and our communities.

## **Building Our Power for Change**

This workshop will focus on ways to better engage and empower racialized activists at all levels of the union. Participants will be invited to identify political priorities and develop strategies to mobilize racialized PSAC members to advocate for these issues through different structures in the union (e.g. political action and campaigns, bargaining, regional and workplace committees, representation, etc.).

## **Harassment and Discrimination – Recognizing and Challenging it in Our Workplaces**

This workshop is designed to help members recognize and challenge race-based harassment and discrimination in their workplaces. Members will be provided the tools and vocabulary.

## PARTICIPANTS

### 1. Delegates

PSAC members in good standing and who self-identify as Racially Visible (as per page 12) may apply to be a delegate to this Conference. Priority will be given to members who are active champions of Racialized Workers' Rights in their union, workplace or community. The selection of delegates will take into account representation such as Geography, Component, DCL, Young Workers, Gender and other Equity Groups.

### 2. Travel and Expenses:

Travel plans and funding will be made on a case by case basis, depending on the delegate's location and in accordance with the PSAC National Travel Policy. Cost covered are as follows:

- Travel cost including ground transportation
- Hotel accommodations costs for those commuting more than 100km away from the conference site. Parking costs will be part of the accommodation cost.
- Loss of salary
- Per diems for meals
- Incidental costs for those in travel status
- Family Care as per the PSAC Family Care policy
- Cost related to accessibility requirements

All delegates to the Conference will be funded according to the PSAC National Travel Policy <http://psacunion.ca/psac-travel-policy>

### 3. Loss of Salary:

Loss of salary will be compensated for any hours that a delegate was regularly scheduled to work. Any loss of salary claims must have prior approval from the Halifax Regional Office. Loss of Salary may be compensated for travel on **Thursday, March 12<sup>th</sup>, 2020** for delegates travelling more than **100km** away from the conference location and who cannot travel after working hours.

Loss of Salary will be paid for delegates who would be scheduled to work on Friday, March 13, 2020. Weekend shift will require shift schedule.

**4. Accommodation:**

Hotel accommodations will be provided and booked by the PSAC for the delegates who live 100kms or more from the conference site (Lord Nelson Hotel).

**5. Family Care:**

Family Care costs for delegates will be reimbursed as per the PSAC Family Care Policy <http://psacunion.ca/family-care-policy>

**SELECTION OF DELEGATES**

*If you are selected as a delegate to this conference, you will be advised by email and/or telephone by February 21, 2019.*

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We look forward to the second PSAC-Atlantic Regional Racially Visible Members Conference in 2020. This conference is an opportunity for our members to continue the important work of maintaining and improving the activism of the Union in the struggle to improve the Human Rights and working conditions of all PSAC members.

Please consult the PSAC Atlantic Regional website at: [www.psacatlantic.ca](http://www.psacatlantic.ca) periodically as information will be posted as soon as it becomes available.

Thank you for your co-operation and support.

Colleen Coffey  
Regional Executive Vice-President  
Atlantic Region

Neville David  
Director  
Racially Visible Members - Atlantic



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2020 PSAC-ATLANTIC  
RACIALLY VISIBLE  
MEMBERS CONFERENCE

**APPLICATION FORM**

**“Building Our Power for Change: Equity for All”**

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<b>CONFERENCE LOCATION:</b>	<b>Lord Nelson Hotel &amp; Suites 1515 South Park Street Halifax, NS B3J 2L2</b>

You may complete the registration form and send to:

- By fax: 902-443-8291
- By E-mail: [HFX\\_Admin@psac.com](mailto:HFX_Admin@psac.com)
- By regular mail: Public Service Alliance of Canada  
Suite 301, 287 Lacewood Drive  
Halifax, NS B3M 3Y7



2020 PSAC-ATLANTIC  
RACIALLY VISIBLE  
MEMBERS CONFERENCE

**APPLICATION FORM**

**“Building Our Power for Change: Equity for All”**

*Please ensure that you answer all the questions on the registration form to avoid any delay in processing your application.*

I identify myself as a Racially Visible Member

*Only members who self-identify as Racially Visible can attend this conference.*

**PERSONAL INFORMATION**

Last name: \_\_\_\_\_

First name: \_\_\_\_\_

Street address: \_\_\_\_\_

City: \_\_\_\_\_

Postal code: \_\_\_\_\_

Home phone: \_\_\_\_\_

Cell phone: \_\_\_\_\_

Personal Email: \_\_\_\_\_

PSAC Membership # \_\_\_\_\_

Component or Directly Chartered Local:

- AGR
- CEIU
- CIU
- GSU
- UNE
- UHEW
- UNDE
- UPCE
- USJE
- UTE
- UVAE
- Directly Chartered

Local Number (*please specify*): \_\_\_\_\_



## **DUTY TO ACCOMMODATE**

The PSAC Accommodation Policy for delegates at PSAC Conferences strives to ensure that conferences are barrier-free. Once selected, members may be required to further specify their accommodation needs in order to facilitate their participation at this conference.

I am a member who requires accommodation.

Please state your accommodation requirements.

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What are the functional limitations arising from your disability? (You are not obliged to disclose your diagnosis, only your functional limitations.)

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I require that the PSAC arrange for a personal care attendant to assist me in order for me to fully participate at the Conference.

I require documentation in alternative media.

I require sound amplification.

I require a signlanguage interpreter.

I require that the PSAC arrange for a Reader (for a person with a visually related disability) to assist me in order for me to fully participate at the Conference.

I will be using animal assistance (i.e. guide dog) at the Conference.

**You may be required to provide relevant medical documentation that will assist us in responding to your request.**

This information will not be disclosed except where necessary to respond to your request for accommodation.

**PARTICIPANT PROFILE**

To ensure that the conference responds to the needs of our members, we invite you to complete the following questions:

- 1.  This is my first PSAC Conference.
  
- 2.  I have recently attended other PSAC/Components/Directly Chartered Locals Conferences, Conventions or functions.

If yes, please specify:

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- 3.  In the last two years, I have attended a PSAC or Component education course. If yes, what courses have you attended in the last two years?

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- 4.  I have attended a PSAC/Component/Regional Convention.

Please specify:

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- 5.  I am a member of a PSAC Regional and/or Component Human Rights committee(s)?

Please specify:

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## **EQUITY GROUP SELF-IDENTIFICATION**

PSAC members who belong to the following groups are invited to self-identify. This information is voluntary and kept confidential and will be used for the purposes of supporting our equity initiatives and programs. Please check all that apply.

- Worker with a Disability
- Indigenous
- Racially Visible Worker
  - Black; African-Canadian; Person of African-Descent, Caribbean
  - Chinese
  - Filipino
  - Japanese
  - Korean
  - South-Asian/East Indian (including Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.)
  - Southeast Asian (including Burmese; Cambodian; Laotian, Thai; Vietnamese; etc.)
  - Non-White West Asian, North African or Arab (including Egyptian; Libyan; Lebanese; Iranian; etc.)
  - Non-White Latin American (including indigenous persons from Central and South America, etc.)
- Woman
- LGBTQ2+
- Young Worker (35 years old and under)

### **PSAC Equity Contact Lists**

- Please add my name and contact information to contact list of all equity groups to which I have self-identified.

Please note that this information may be shared with different structures of the union in support of our human rights work only.

# Thank you for completing the registration form.

You may complete the registration form and send to:

- By fax: 902-443-8291
- By E-mail: [HFAdmin@psac.com](mailto:HFAdmin@psac.com)
- By regular mail: Public Service Alliance of Canada  
Suite 301, 287 Lacewood Drive  
Halifax, NS B3M 3Y7