**PSAC Atlantic Council**

**Human Rights (HR) Committee Meeting Minutes**

**June 8, 2018, @ 10:15 am (NL time) - Marble Inn**

**Present:** Terry Sacrey (Chairperson), Neville David (Alternate Chair), Wayne Kelley, Michelle Neill, Joey Dunphy, and Monique Laplante (PSAC Rep – by conference call).

1. **Review/Approve Previous Minutes (April 11, 2018):**

Monique led the review of the action/update items from our last minutes as follows:

1. **Selection of new Alternate Chairperson – update:**

Monique contacted Joey after the meeting; he declined interest in Alternate or Co-Chair for this committee, so Neville is to be noted as the official Alternate Chair.

1. **Committee Mandate & Three-year plan – updates:**

* With regard to the number of Human Rights (HR) Committees in Atlantic, we have three officially (Halifax with Cheryl Seymore as Chair; PEI with Michelle Neill as Chair; and Moncton with Farid Tourkmani as Chair). A fourth committee in St. John’s NL, has been approved and is in the process of having its inaugural AGM once they get full representation for their first meeting.
* The Representatives on the National HRC were confirmed as Angela Decker (Women), Rhonda Doyle-LeBlanc (Women), Neville David (Visible Minorities), Joey Dunphy (Aboriginals), Wayne Kelley (LGBTQ2+), and Michelle Neill (Persons with Disabilities).
* Human Rights Complaints: Monique and Sebastien checked the National and Atlantic sites, and there is nothing there regarding tools or direction on how to file a Human Rights Complaint. This is likely because components have different ways of doing so, and it would be difficult to provide broad enough information to cover everyone. So, members need to contact their local, who will contact their component or PSAC (if a DCL) to seek assistance.
* As an example, a CIU harassment complaint used to be filed locally and then it gets sent to the Director, who would decide if the complaint was founded. Now, they file a Section 20 complaint under the Canada Labour Code’s Violence in the Workplace, so that the situation will be investigated. Under this method, 99% of the cases are settled. If this includes harassment or discrimination based on one of the prohibited grounds, they would also file a Human Rights Complaint too.
* Links to committee members: Monique advised they cannot provide a clickable link from the committee member’s name to a direct email program. The group advised they were fine with having their email address listed on the last page of the mandate to cut & paste the information into an email program.

1. **Round Table – updates:**

* The idea of the high-quality fans was not accepted at the AEC, so we will have frisbees, flags, and temporary tattoos for the Pride Parade events. Contact your regional office for your supply. **Action: All**
* Monique also reminded everyone to use the Childcare colouring pages and crayons at any local events to help get that message out consistently as well.
* Sharing of minutes: it was suggested and agreed that all area Human Rights Committees are already sending their minutes and plans to the REVP (Regional Executive Vice-President, Colleen), so it would be helpful if these minutes could be provided to the Chair of this committee for distribution to the members:
* so that we are in the know regarding events taking place when we are involved in reporting to the National Working Groups,
* to assist committees, where possible, in providing resources to them,
* to share ideas with other HRC’s in the Atlantic, and
* to lend support through membership engagement by communicating event notifications more widely.

**RECOMMENDATION: THAT THE REVP PROVIDE COPIES OF ALL ATLANTIC HRC MINUTES TO THE CHAIR OF THIS SUBCOMMITTEE FOR DISTRIBUTION TO ITS MEMBERS FOR KNOWLEDGE, ASSISTANCE, SHARING BEST PRACTICES, AND MEMBERSHIP ENGAGEMENT.**

*Motion to approve the previous minutes. Mover/Seconder (M/S): Joey/Wayne* ***Carried***

1. **Three-year plan adoption:**

Monique will ensure our committee member names and email addresses are added to the bottom of the plan. There were no further revisions suggested, so she will send for translation and have the plan posted on the website. **Action: Monique**

*Motion to approve adoption of plan and mandate. M/S: Neville/Wayne* ***Carried***

1. **Truth & Reconciliation Commission of Canada:**

Joey advised the Call to Action #57 provides for mandatory training for all public servants at the federal, provincial, and municipal levels. This training has been developed through the Canada School of Public Service, and pilots are almost finished. Joey attended the latest recruitment session in Rigaud for Customs officers, and noted they acknowledged the Aboriginal lands upon which they were standing. Managers also attended a circle training exercise, which had a huge impact upon them. Other departments/agencies were advised to create national Indigenous Circles. PSAC is also working on union training as well.

Kairos provides the blanket exercise training at a cost of $1,200 (unilingual) or $1,500 (bilingual) plus a tobacco gift, which provides 2 facilitators and an elder. This exercise and debrief takes up to 4 hours to complete.

**RECOMMENDATION: TO HOLD A BILINGUAL BLANKET EXERCISE TRAINING EVENT AT A FUTURE ATLANTIC COUNCIL FACE-TO-FACE MEETING TO PROVIDE ADDITIONAL TRAINING AND AWARENESS FOR ALL MEMBERS.**

1. **Member Portal & Profile:**

Michelle advised there were discussions at the National Persons with Disabilities Working Group about trying to make the process applying on courses, conferences, and conventions a bit easier for our members.

A suggestion was made to expand the current member portal to allow accommodation information to be stored with the member’s profile, and when applying for courses, conferences, or conventions, it could be reviewed and updated as required. Monique will bring the idea to Colleen for consideration. **Action: Monique**

1. **Employment Equity Act to include LGBTQ2+:**

Wayne advised he received notification from Paul Jones (UNDE), who met with BC MP, Randall Garrison, that he will be preparing a private member’s bill to have the Employment Equity Act to include the LGBTQ2+ group as one that cannot be discriminated against.

Due to Pride events coming up, can we have a letter drafted from the REVP to all Liberal MPs in the Atlantic Region, and perhaps share with other REVPs across Canada, to seek MP support for the change? Monique will check with Colleen on this, as the bill has not yet been drafted, so we need to ensure our timing of such a letter is appropriate. **Action: Monique**

1. **PSAC Human Rights Committee Handbook**

PSAC has developed a handbook for HR Committees, which includes a myriad of resources. It was recently approved by the AEC (Alliance Executive Committee) and is similar to the outline of the Regional Women’s Committee (RWC) handbook.

Michelle advised of a concern in the RWC handbook that related to “voting members” being restricted to one per local. In smaller committees or areas, this would basically wipe out such committees, as those without a vote would be highly unlikely to attend and participate in meetings or events. Equity committees were put in place to give these members a voice and opportunity to work within the community to increase awareness and tolerance of their issues. By limiting those with voting power at the committees (where decisions are generally made by consensus anyway), this could significantly reduce their engagement and effectiveness. This would also affect those considered to be “Allies” as well, since they often support the committee work. Monique will bring this concern to Colleen for consideration. **Action: Monique**

1. **Atlantic Pride Parades:**

Wayne reviewed the list of parades and advised which ones he will be attending. Terry also advised he is planning to attend the St. John’s Pride Parade and connect with the Youth Committee as well.

1. **Round Table**

Wayne:

* The Valley Youth Project now has a Drop In Social Group every month. They are offering free food and fun for LBGTQ youth (25 and under) and our allies. They are also providing free transportation for Annapolis, Kings, and Hants Counties. Venue location and meeting dates details to be announced later.

Monique:

* The Fredericton & Surroundings Young Workers Committee had their 1st meeting and is now up and running.
* The Greater Moncton Young Workers Committee has had 2 meetings, but no quorum yet, so they are still working on this.

1. **Next Meeting**

To be determined.

1. **Adjournment**

Meeting adjourned at 11:30 a.m.