



## 2016 PSAC NORTH Regional Conference for Racially Visible Members

### “Race Forward: Our Union, Our Community, Our Future!”

The 2016 PSAC North Regional Conference for Racially Visible Members is a historical first for the PSAC North. Racially Visible members will have a chance to network, to learn, and to exchange information across the North. It is an important opportunity to become a part of racially visible community of PSAC North.

#### To: PSAC Locals in the North

- **Registration deadline:** Thursday, June 23, 2016
- **Conference dates:** October 15-16, 2016
- **Planned conference location:** Yukon Employees Union, Lucy Jackson Room, 2285 – 2<sup>nd</sup> Avenue, Whitehorse, Yukon

This registration package includes:

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

We are pleased to be sending you this registration package for the 2016 PSAC Regional Conference for Racially Visible Members, which will be held October 15<sup>th</sup> and 16<sup>th</sup>, 2016 under the theme **“Race Forward: Our Union, Our Community, Our Future!”**.

We encourage you to personally inform PSAC racially visible members in your Region 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 Whitehorse Regional Office by

contacting us at (867) 667-2331 or toll-free in the North at 1 (888) 938-2331 (Please ask to speak to Shawna Dalley).

## **Conference Objectives**

The objectives of the 2016 PSAC North Regional Conference for Racially Visible Members are to:

- discuss, strategize and mobilize on issues impacting racially visible members in their region;
- share experiences and network with other racially visible members in the region;
- empower and inspire racially visible members to become active in their union, community, and workplaces.

## **Conference Workshops**

The primary objective of the three workshops that will be held at the conference are to examine and discuss issues confronting PSAC equity members. The workshops will also develop the union's agenda, including various strategies in regards to the issues being discussed. Participants will be encouraged to share with the group their particular experiences and knowledge.

### **Building Our Networks:**

This workshop will examine how to mobilize racially visible members to become better engaged and active within their union and among themselves to and create networks within the region.

### **Pushing Our Issues Forward:**

This workshop will provide strategies and tools to help racially visible members to organize themselves to bring about relevant changes and have their issues heard and dealt within in the union, community and workplaces.

### **Regional Workshop (TBD)**

This workshop will address the reality of racialized workers in the North

## **PARTICIPANT INFORMATION**

### **Delegates**

PSAC members in good standing and who **SELF-IDENTIFY** as racially visible may apply to be a delegate to this Conference. Priority will be given to members who are active on Racially Visible workers' rights in their union or workplace. Priority will also be given to community activists on Racially Visible issues. The selection of delegates will take into account representation such as geography, Component, language, youth, gender, and other equity groups. Please note:

#### Racially Visible Person

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.)

Persons of Mixed Origin (with one parent in one of the Racially Visible groups listed above)

Delegates will be entitled to full voice and vote during the conference.

### **Funding for Delegates**

All Delegates will be reimbursed loss of salary for the days that they are normally scheduled to work during their travel and if necessary during the conference. If you are a shift worker you must provide a shift schedule if you were scheduled to work any of the travel or conference days.

Delegates that are within a distance to drive to the conference and return home in the evening:

- are entitled to claim a lunch per diem for Friday and reimbursed for transportation to the venue (e.g. kilometric rate or transit) and parking if applicable. Are entitled to claim a \$50 per day allowance for the Saturday and Sunday the Conference is in session.

Delegates who must travel by air will be considered in travel status which means the following costs will be covered:

- travel costs, including ground transportation;
- hotel accommodation costs;
- The PSAC per diem rate for meals and incidentals;

Delegates will be reimbursed for family care as per the PSAC Family Care Policy. You must provide receipts in order to be reimbursed.

## Selection of Delegates

If you are selected as a delegate to this conference, you will be advised by email and/or telephone so please ensure that your application is complete.

## Selection of Observers

If you are not selected as a delegate, you may be selected as an observer. Please note: All observers selected to this conference shall have self-identified as Racially Visible.

All observers, if selected, are responsible for their own travel, accommodation, loss of salary, and all other expenses. You will be able to participate in conference workshops, receive conference memorabilia, and attend the social/meet and greet. In addition, all observers

**Deadline to apply is 5:00 PM PDT on Thursday, June 23, 2016**

**The Application Form is attached or**

<http://psacnorth.com/updates/psac-north-regional-conference-racially-visible-members>

For further information or assistance please call Shawna at the PSAC Whitehorse Regional Office at (867) 667-2331 or toll-free at 1 (888)938-2331, or email her at [dalleys@psac.com](mailto:dalleys@psac.com) and put PSAC North RV Conference in your subject line.

We look forward to the upcoming inaugural regional conference. 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 North website at **www.psacnorth.com** periodically as information will be posted as soon as it becomes available.

Thank you for your interest and support.

In Solidarity,

Jack Bourassa  
Public Service Alliance of Canada  
Regional Executive Vice-President, North

Derek Yap  
PSAC North Regional Council  
Chair, Yukon Racially Visible  
Committee

CC: PSAC North Regional Council  
PSAC North Regional Committees, and Area Councils  
Steve Geick, YEU President  
Todd Parsons, UNW President  
Bill Fennell, NEU President  
Debbie McLaughlin, Acting Regional Coordinator - North



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- **Registration deadline:** Thursday, June 23, 2016
- **Conference dates:** October 15-16, 2016
- **Planned conference location:** Yukon Employees Union, Lucy Jackson Room,
- 2285-2<sup>nd</sup> Avenue, Whitehorse, Yukon

#### You may complete the registration form in the following ways:

- on-line by scanning your form and sending it to Shawna Dalley at [dalleys@psac.com](mailto:dalleys@psac.com)
- on the PSAC North Regional Web site **www.psnorth.com**. Please note: When applying on-line, you will receive a confirmation email that your application form has been received successfully. This does not guarantee your seat at the Conference. You will be notified under separate cover once delegates and observers are selected. You will be notified by Aug 26, 2016 re: acceptance. Both travel and hotel arrangements are handled by PSAC North
- by fax at (867) 633-5347.
- by regular mail at:

Attn: Joshua Paddon or Shawna Dalley  
For  
PSAC North Racially Visible Regional Conference Organizing Committee  
c/o PSAC Whitehorse Regional Office  
2285-2<sup>nd</sup> Avenue  
Whitehorse, Yukon  
Y1A 1C9

**Applications received after the deadline will not be accepted. If you are mailing your application, ensure that it is sent well in advance of the deadline.**

**If you have any questions with respect to the application form or the Conference, please call Josh or Shawna at (867) 667-2331 or toll-free at 1 (888) 938-2331.**





Public Service Alliance of Canada  
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## Application Form: 2016 PSAC NORTH Regional Conference for Racially Visible Members

### “Race Forward: Our Union, Our Community, Our Future!”

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. For further clarification of racially visible groups, please see “Equity Group Identification” section in the call out.**

I am applying as a delegate

If not selected as a delegate, I would like my application to be considered to be an observer

I am applying as an observer

### **Personal Information (Must be Completed)**

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

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

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

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

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

Work phone: \_\_\_\_\_

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

Other phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Preferred Email: \_\_\_\_\_  
(provide the address you would like used for correspondence for this Conference)

Other email: \_\_\_\_\_

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

Local number: \_\_\_\_\_

Component

- |                               |                               |
|-------------------------------|-------------------------------|
| <input type="checkbox"/> NEU  | <input type="checkbox"/> UNDE |
| <input type="checkbox"/> UNW  | <input type="checkbox"/> UNE  |
| <input type="checkbox"/> YEU  | <input type="checkbox"/> UPCE |
| <input type="checkbox"/> AGR  | <input type="checkbox"/> USGE |
| <input type="checkbox"/> CEIU | <input type="checkbox"/> UTE  |
| <input type="checkbox"/> CIU  | <input type="checkbox"/> UVAE |
| <input type="checkbox"/> GSU  |                               |
| <input type="checkbox"/> NHU  |                               |
| <input type="checkbox"/> NRU  |                               |
| <input type="checkbox"/> UCTE |                               |
| <input type="checkbox"/> UEW  |                               |

## Participant Profile

Important note: The responses to these questions will be used in the selection process for delegates and observers to the conference.

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/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 am a leader or member of a PSAC Regional or Component Human Rights or Women's or Pride or Aboriginal or Racially Visible or Access Committee(s)? Please specify:

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5.  I am active on Racially Visible workers' rights in my union or workplace and/or active in the community on Racially Visible issues. Please specify:

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6.  I am an Alliance Facilitator (AF) and/or Joint Learning Program Facilitator (JLP) and/or have facilitated courses. What courses have you facilitated? Please specify:

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7. As a delegate or observer to this Conference, could you please tell us how this experience would lead to Union action in your workplace, your Local, Region and in your Component, or in your community? (in 150 words or less)

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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.

Person with a Disability

Aboriginal Person

First Nation

Métis

Inuit

Racially Visible Person

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.)

Persons of Mixed Origin (with one parent in one of the Racially Visible groups listed above)

Other, specify: \_\_\_\_\_

Woman

## Equity Group Self-Identification, continued

GLBT

Gay

- Bisexual
- Lesbian
- Transgender

Young Worker (35 years and under)

Other, please specify : \_\_\_\_\_

**PSAC Equity Contact Lists**

Please add my name and contact information to one or more of our respective PSAC Equity contact lists.

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

## Access and Accommodation

The following information will only be used if you are selected as a delegate or observer for the conference.

- If selected as a delegate, I will require an advance for expenses (possibly including loss of salary – for Federal PSAC members) associated with this conference.

## Accommodation for Disabilities

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

- I am a member with a disability and require accommodation.

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 sign language interpretation.
- I require an oral interpretation.
- 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 to respond to your request.** This information will not be disclosed except where necessary to respond to your request for accommodation.

## Special Dietary Requirements or Allergies

I have dietary requirements or allergies that the PSAC should be aware of.

Please specify:

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## Family care for Delegates

The objective of the PSAC Family Care Policy is to remove one of the barriers which prevents delegates from participating fully in union activities and which provides for the reimbursement of family care expenses. A copy of the policy is available at <http://psacunion.ca/family-care-policy>.

## Hotel Accommodation

The PSAC has reserved a block of rooms at the Days Inn in Whitehorse, within walking distance to the conference location.

I require specific accommodation for my disability in my hotel room.

Please specify:

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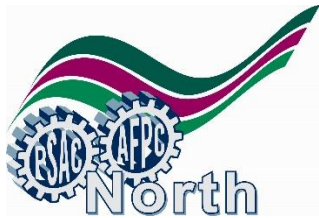
**Please note that both the PSAC Harrassment and Scent Free Policies are in effect for the conference.**

**Please see the following for clarification:**

**<http://psacunion.ca/harassment>**

**Thank you for completing the registration form.**





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## PSAC Statement on Scent-Free Environments

(Excerpt from the Policy adopted by NBoD January 2006)

The Public Service Alliance of Canada is committed to ensuring that all members with disabilities are able to effectively participate in order to contribute to the organization's mandate.

In this regard, the Alliance recognizes that accessibility is an essential requirement for the participation of members with environmental disabilities.

In consideration for the health of our colleagues who may suffer from environmental disabilities, and with the goal of eliminating a contaminant from the air, **the PSAC requests that all participants attending any union function refrain from using scented products. These include scented perfumes, colognes, lotions, hairsprays, deodorants and other products promoted by the fragrance industry.**

A participant who notices a problem is required to address the person in a cordial and respectful manner. Any unresolved issues would then be brought to the attention of the organizers who will investigate and attempt to find suitable accommodation up to the point of undue hardship.

Our scent-free policy statement should be communicated in advance to all participants.

By working together we can create healthier environments for ALL, and accommodate the needs of persons who have environmental disabilities.