

HUMAN RIGHTS COMMITTEE

TERMS OF REFERENCE

OBJECTIVES

To Actively engage in promoting and advancing human rights and equality within the Union, workplace and community by informing, educating, mobilizing, empowering, supporting and advocating for, also whilst working side by side with racialized, Indigenous, LGBTQS2 and members with disabilities.

ACTIVITIES

- Identify issues that affect human rights' equality within the union, the workplace and the community.
- Develop strategies that advance human right's equality and respond to barriers to human right's equality, and the equality of members from equity seeking communities within the union, the workplace, and the community such as distributing information leaflets and sponsoring guest speakers
- Development of a yearly plan of action that reflects emerging issues, union priorities and membership needs, and other activities designed to focus public attention on important issues
- Development of a proposed budget based on the Human Rights Committee Plan of Action.
- Liaise with internal union structures, the house of labour (Alberta Federation of Labour), community groups and local members to facilitate information gathering, communication and participation in Human Rights Committee functions and campaigns
- Collaborating with members from all designated equity-seeking groups in our communities to participate in strategies and action plans that advance human rights
- Planning strategies and actions to strengthen union campaigns and highlights moments, interests and concerns
- Supporting international solidarity actions and campaigns that strengthen member's human rights globally

COMMITTEE COMPOSITION AND RESPONSIBILITIES

The Local Human Rights Committee will be made up of no fewer than three (3) members (including the Committee Chair), who are members in good standing with the Local. The Executive and will report regularly at meetings. The Human Rights Committee is responsible for implementation of its yearly plan of action.

RESOURCES/INFORMATION

- PSAC Regional Prairie Regional Council
- PSAC Women's Committee and the Calgary Area Council Committee
- Regional and National Human Right's Conference literature, policies and documentation
- National Human Rights Conference(s); literature, policies and documentation
- Regional Bargaining conferences
- Health and Safety conferences
- Community groups
- Status of Women and other pertinent websites
- Files on Local grievances
- Local by-laws

COMMITTEE MEETINGS

The Committee will meet a minimum of 4 times a year or as necessary.

DECISION –MAKING

Decisions will be made by consensus.

BUDGET

The Human Rights Committee will establish a yearly budget, based on a projected plan of action.

RECORDS

- Minutes of all committee meetings will be submitted to the PSAC Regional Office within one week after the meeting
- Electronic filing system of all important documents

REPORTS

If a member in good standing represents the committee at any conference, function or activity, they shall submit a written report back to the committee.

EVALUATION

The committee will analyze the results of its work, and compare the results to the yearly Plan of Action and budget