

PSAC Edmonton 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 rights equality and respond to barriers to human rights 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, union allies (Alberta Federation of Labour, etc.), 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 highlight moments, interests and concerns.
- Supporting international solidarity actions and campaigns that strengthen members human rights globally.

COMMITTEE COMPOSITION AND RESPONSIBILITIES:

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

RESOURCES/INFORMATION:

- PSAC Prairie Regional Council
- PSAC Women's Committee and the Edmonton Area Council
- Regional and National Human Rights Conferences literature, policies and documentation
- Regional Bargaining conferences
- Status of Women and other pertinent websites

COMMITTEE MEETINGS:

The committee will meet a minimum of four times a year or as necessary.

DECISION-MAKING:

Decisions will be made by consensus.

BUDGET:

The Edmonton 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 Edmonton Regional Office within one week after the meeting.

REPORTS:

A member attending any conference, function or activity, on behalf of the Edmonton Human Rights Committee 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.