Public Service Alliance of Canada
Edmonton Human Rights Committee
Annual Planning Meeting
March 13, 2024: Edmonton Regional Office & Zoom hybrid

In Attendance
Charmaine Nelson – Chair – CEIU 30851
Joe Hildebrand – Co-Chair – UNDE 30908
Kim Cardinal – Treasurer –USJE 30168
Oneil Carlier – PSAC Staff
Kelly Courtorielle – UNDE 30902
Dan Brisbin- UNE 30040
Amanda Jorgensen-AGR 30054
Jaya Rajan Jesurajan Maryleela UNE
Jessika Glazier GSU 30001
Crystal Ling USJE 30150

Regrets:
Dawn St Louis – Secretary – UHEW 30016

Guests:
Kathy Ajram – PSAC Prairies Region Racially Visible Representative
Tim Hubick - PSAC Prairies Region Members with Disabilities Rep
JanetteHusak - PSAC Prairies Region Indigenous Circle Rep

Call to Order – Charmaine Called the meeting to order at 6:03PM

Lank Acknowledgement – Charmaine
Amiskwaciy Waskahikan, (Edmonton) means Beaver Hills House. This place was the traditional meeting ground for many Indigenous communities, including the Cree, Saulteaux, Nakota Sioux, Blackfoot and the Métis Peoples.
I acknowledge that Edmonton is located within Treaty 6 Territory and within the Métis homelands and Métis Nation of Alberta Region 4. I acknowledge that his land as the traditional territories of many First Nations such as the Nehiyaw (Cree), Denesuliné (Dene), Nakota Sioux (Stoney), Anishinaabe (Saulteaux) and Niitsitapi (Blackfoot). I express gratitude and respect for the land I dwell upon. I pledge to work against systemic racism and commit myself to advancing reconciliation and partnering with indigenous peoples in my union work and in our committee.

Anti-Harassment statement – Joe
Our union is made strong by working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. The PSAC Constitution states that every member is entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, color, national or ethnic origin, race, religion, marital status, family status, criminal record,

disability, sexual orientation, gender identity or expression, language, social and economic class or political belief. Members are also entitled to be free from personal harassment.
If you experience harassment at this event, contact the identified Anti-Harassment Resource Person to discuss the situation and possible responses. Our initial approach is to encourage early and informal resolution and to facilitate our members speaking directly with one another to resolve the matter. If this is not successful or possible, the Constitutional and policy mandates on the issue of harassment will be fully and quickly enforced.
- Oneil Carlier- PSAC Staff member acted as the Anti-Harassment co-ordinator and provided his contact # in the zoom chat and stated it for the in person attending members.
Introduction of attendees: Each person in attendance introduced themselves.

Adoption of previous Minutes Feb 20, 2024 Committee AGM.
Consensus reached.

Adoption of today's Agenda- Corrections/additions
Consensus reached.

Report from the Chair
-Charmaine, Joe, Kim and Dawn completed signing authority at the Inglecroft Servus Credit Union.
-Charmaine has gathered everything together for the committees 2023 year end reporting package. Kim has submitted the financial portion of the package – outstanding parts are the expenditure receipts, the minutes for this planning meeting session, and having the package reviewed by a non committee executive PSAC member.

Financial Report: Kim presented the financial report.
Dec opening balance December opening balance 1,147.86 – no expenditures and no monies received to date. Common Shares 89.12 (for 2023)

Janette Husak- PSAC Prairies Region Indigenous Circle (Saskatchewan)- Janette presented information on several concerns within the Indigenous Circle.
-Thirsty for Justice Campaign – Virtual Pannel on March 19th, 2024 @ 530PM Theme: Never Stop Protecting Water. Clean water is sacred, a human right. Water is used in Sweat Lodges, Sweat Baths, Sharing our Stories. Will have a speaker from Serpent River First Nations. Janette gave ethe weblink for this important webinar.
-May 5th MMIW Awareness Day – Commemoration of the murdered and missing Indigenous Women. Take part in activities in your local area to raise awareness and show support.
-Ilunata PSAC Campaign for awareness and supporting the Canadian North in food insecurities issues. She spoke on Ruby Langan from BC, who traveled to the north to document and work on materials to do with overpriced food. PSAC members can engage in writing letters to MP's regarding the issue of food insecurities in the north. The link is on the PSAC website.
-June 21, 2024 National Indigenous Day – In Prince Albert SK, Janettes group is working with the Friendship Centre with volunteering and giving donations for meals to vulnerable communities.
-PSAC spring education – have a look and register for what interests you.

- If you get an opportunity to participate in a Cairos Blanket Exercise, it is well worth it. Can learn a lot of the impact on Residential schools, and so much more. It is an act of reconciliation to familiarize oneself with the abuse and genocide of indigenous peoples in Canada.
-Always looking to connect with different PSAC Human Rights Committees in partnerships on indigenous issues and concerns.
Craig Adolph from Winnipeg from the PSAC Indigenous Circle Winnipeg, proposed at a national meeting, a 200.00 donation towards Edmonton and Calgary Shelters. Follow up on if approval was achieved.

No previous business, as the new committee formed on Feb 20, 2024, AGM.

New business

Committee annual planning and budget request session today

Charmaine suggested that we plan at least one activity for each of the equity seeking groups (Racially Visible, 2SLGBTQIA+, Indigenous, and Access/Differently abled)

Group discussions occurred and the following ideas were approved by consensus.

1) Neuro-Diversity session (Hybrid) – Date undecided – 150.00 honorarium for a speaker. Topics to cover: ADHD and Autism in the workplace.
2) Screening of "The History of Human Rights" at the PSAC Edmonton office – in person session – with copies of the DVD to be sent to groups outside of Edmonton . Charmaine has 8-10 copies of this DVD and will mail them out upon request. 100.00 For food including Pizza, veggie trays and soda/juice/water. Potential date Dec 10th Human Rights Day – perhaps the weekend close to this date.
3) Sept 30th or close to this date – Truth and Reconciliation Day – or May 5th Indigenous Day – Sweat. Location to be decided. Cost is 450.00 Honorarium for Elder. Plus 200.00 for tradition feast food .total= 650.00 . Planning session consensus reached on engaging Amiskwaciy School in preparation of the traditional feast. We have since learned that they are not offering this program at this time. – will seek an alternate provider within the community, at our April 16th meeting.
4) Action to do with Alberta Government legislation to do with pronouns/names used in school/hormone therapy etc. suggested cost: no cost involved – action – letter writing to Provincial government.
5) Possibly around May 5th – Indigenous beading workshop with a residential School documentary- discussion on Truth and Reconciliation 94 Calls to Action – Which calls to action have not been addressed? Determine as a group, and then discuss possible resolutions (Resolution writing) Actual resolution writing meeting can be a different day. Group consensus for a cost of 450.00. Amanda will consult an artist in the community and get a quote. Next meeting April 16th we can discuss if we might charge a partial fee

to members who wish to participate, so that more members could be included in the activity.

6) For the Resolution writing day, it was agreed that we look at the Languages component of the 94 calls to action- #s 13-16 and possibly come up with a resolution for this topic- ideas include a course for improving communication/how to address communication barriers etc. – create a subcommittee for this idea. Cost: 50.00 for light food.
7) Time ran out at this meeting to come up with an activity to support Racially Visible Equity Seeking Group, but we can request something later in the year.
8) Parking for meetings @ total of 200.00

Total budget request: 150+100+650+450+50.00+200.00= 1600.00
Monies currently in the Committee bank account: 1147.86
Difference= 452.14

Round table – No one had anything to add.

Next meeting: April 16th, 2024 @ 6PM

Adjournment – Charmaine Adjourned the meeting at 7:14PM