Public Service Alliance of Canada (PSAC)

Edmonton Human Rights Committee

General Meeting

February 18, 2025 @ 6:30pm Zoom + In Person Meeting (Hybrid)

In Attendance (in person)
Charmaine Nelson – Chair – CEIU 30851
Joel Hildebrand – Vice-Chair – UNDE 30908
Jennifer Beattie - Secretary – CIU 30036

In Attendance (Zoom)
Kim Cardinal – Treasurer – USJE 30168
Natasha Cheff – UNDE 30905
Mzi Ndlovu – USJE 30168
Amanda Jorgensen – AGR 30045
Jaya Rajan Jesurajan Maryleela – UNE 30095

PSAC Staff
Carm Chan, PSAC Representative

Regrets
N/A

Guests
N/A

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1. Call to Order / Land Acknowledgement /Anti- Harassment Statement
   - Meeting started at 6:35pm
   - Charmaine called the meeting to order and read the land acknowledgement
   - Joel read the anti-harassment statement

2. Approval of the Agenda
   - All members present voted yes to reach a consensus on approval of the agenda for tonight's meeting

3. Review and approval of the previous meeting minutes
   - Consensus reached by those who attended the January 24th , 2025 meeting.

4. Reports:

   4.1 Chairperson's report
   - Charmaine introduced the newly elected executive committee members for the 2025-2026 year:

   Charmaine – Chair

Joel – Vice-Chair
Kim – Treasurer
Jen – Secretary

- Tonight's meeting is a budget planning meeting;
- The committee would like to have an activity or event planned for each equity group; committee generally breaks for July and August, however there is a sub-committee for Pride

4.2 Treasurer's report

- Kim presented the report; there is a $1665 carry over from Every Child Matters t-shirts; there will be a $700.18 balance once those are paid for
- 2024 financial package – need banking signatures, bank statements, etc., to prepare package

4.3 Other committee reports

- N/A

5. Previous business

5.1

- Charmaine reviewed previous events that the HR committee held and participated in, including Autism Edmonton 2 years ago with a 1 ½ hour Zoom discussion; Jen advised the members on the event that took place at Edmonton Zoo where PSAC members volunteered and participated with a sensory tent/toys for children
- Last year there were no events planned for racialized members; attempted to plan but there was no follow up; previous years there was a pot luck featuring different foods, cultural clothing, and dancing; attempted to hold an event in May for Diwali however there were no volunteers
- For the last 2 years, on the National Day for Truth and Reconciliation (September 30), an event has been held at Cooking Lake, including a sweat lodge, teachings and a traditional feast. The Committee would like to continue with this event annually
- Discussions about the Water Warriors – PSAC program to help fund legal team fighting with Grassy Narrows for clean drinking water
- Joel discussed earlier proposals to change the name of PSAC boardrooms in the Region
- 13-17 of the 94 Calls to Action work towards writing resolutions, there was a session with 3 – 4 members and the goal is to have 2-3 more sessions
- 2SLGBTQIA+ subcommittee had a table set up at Pride in Churchill Square; a painting was raffled off and $58 was raised; those funds will be donated to a pride cause once attendees decide where to donate it; literature was handed out about gender neutral washrooms. Unfortunately, due to the late notice of the event, there were no members in attendance

6. New business

6.1

- Budget planning for the upcoming year; various ideas were suggested for events throughout the year including events to be held for racialized members, multiculturalism, pride, indigenous members and access members. Ideas included letter writing, lobbying MPs; Amanda spoke of an event held in Grand Prairie where members participated in an activity that had them experience working with different disabilities/looking at different barriers; Mzi expressed interest in participating with a letter writing campaign; advised of previous experience lobbying in Winnipeg
- all members came to a consensus of events to be held over the next year and a budget for said events – details found in the next section. 5 events were decided upon, with a total budget of $2300.00 plus Loss of Salary (LOS) for all events.

7. Actions

Who (Sub-Committee)	**What**	**When**
Indigenous	In recognition of National Day for Truth and Reconciliation - Sweat Lodge at Cooking Lake, AB Budget of $900 (offerings, food, etc.)	September 30, 2025
Access Members	In recognition of International Day of Disabilities – event to be held that will include 3 speakers Budget of $600 ($200 per speaker) and Loss of Salary (LOS) for members to attend	November 29, 2025
Racialized Members	In recognition of World Cultural Diversity Day - Multicultural dialogue event – questionnaire to be sent out to members; those who respond could win gift card (or tickets to an event) Budget of $200 (4 x $50 per gift card)	May 17, 2025
Racialized Members	In recognition of International Day for the Elimination of Racial Discrimination, event to be held in conjunction with AAFC Budget $250 (food)	March 21, 2025
All members	Education for members about their fundamental human rights, how to recognize violations, what actions they can take to advocate for themselves and/or others. Budget $350 ($200 for speakers and $150 food)	Date TBD
Total Budget	$2300 plus LOS	

8. Roundtable
   - N/A

9. Next meeting date, time and location
   - Hybrid meeting (Zoom and in person) scheduled for Monday, March 10, 2025, at 6:30pm

10. Adjournment at 8:05pm

PSAC Edmonton Human Rights Commitee BUDGET REQUEST 2025			
EXPENSES	**AMOUNT REQUESTED**	**LOSS OF SALARY** **If required, please indicate # of hours in total per event**	**SWAG** **Y or N**
Meeting Expenses			
(detail specifics such as room rental, food costs, **conference calls, etc. on separate lines)**			
March 21/25 - Event in conjunction with AAFC - Racialized members - International Day for Elimination of Racial Discrimination ($250 for food; AAFC will cover other costs)	$250.00		N
May 17/25 - World Cultural Diversity Day celebration/Multicultural event - Questionnaire to be sent out to members; 4 respondents will win a gift card or tickets to an event (4 x $50)	$200.00		N
September 30/25 - National Day for Truth and Reconciliation - Sweat Lodge at Cooking Lake, AB (teachings $450, opening ceremony $200, food $250)	$900.00		N
November 29/25 - event in recognition of International Day of Disabilities which will include up to 3 guest speakers (honourarium of up to $200 per speaker, plus loss of salary (LOS) for members)	$600.00	up to 4 Hours LOS per member	N

Date TBD - Education and presentation for Members regarding knowing your rights; how to recognize violations in the workplace, advocating for yourself and others (speaker honourarium $200, food $150)	$350.00		N
Event/Project Expenses**			
Other			
TOTAL PROJECTED EXPENSES	**$2,300.00**	**0**	
Balance Available at December 31, 2	$700.18		
TOTAL BUDGET REQUEST FOR 2(	**$1,599.82**		
*Please indicate if donations are ongoing or new.			
****All events/projects require an estimated breakdown of costs** before it can be			

The events will either be held virtually or at the PSAC Office in Edmonton, unless otherwise specified
There are no extra costs associated to holding events virutally or at the office