



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

2010 PSAC NATIONAL PRIDE CONFERENCE

"Equality: are we there yet?"

November 30, 2009

To: PSAC Locals

REGISTRATION DEADLINE	Friday, January 15, 2010 4:00 p.m. EST
RESOLUTIONS SUBMISSION DEADLINE :	Friday, January 15, 2010 4:00 p.m. EST
CONFERENCE DATES:	March 26-28, 2010
CONFERENCE LOCATION:	Toronto Hilton 145 Richmond Street West, Toronto, Ontario M5H 2L2

**INTERPRETATION WILL BE PROVIDED IN THREE LANGUAGES
(English, French and Inuktitut (upon request))**

This Registration Package includes:

- Introduction/Callout Letter
- Application Form
- Call for Resolutions
- Instructions for Nominations Form

We are pleased to be sending you this Registration package for the **2010 PSAC National Pride Conference**, which will be held March 26 to 28, 2010 at the Toronto Hilton Hotel, Toronto, Ontario under the theme *"Equality : are we there yet?"*

We encourage you to personally inform your GLBT members 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 Braille and/or on CD (MS Word) through the PSAC Programs Section by contacting us at 613-560-5457.

CONFERENCE OBJECTIVES

The objectives of the 2010 PSAC National Pride Conference are to:

- Educate, politicize and mobilize PSAC GLBT members by making the links between union, workplace and community struggles to win, to protect and to promote GLBT rights;
- Enhance, support and promote inclusive GLBT self-organizing strategies in our Union and our workplaces;
- Strengthen solidarity amongst PSAC members, and to develop a strong collaboration between the PSAC, GLBT organizations and other human rights organizations.

PARTICIPANTS

1. Delegates

PSAC members in good standing and who also identify as being from the GLBT communities may apply to this conference. Priority will be given to members who are active on GLBT issues in their union or workplace. Priority will also be given to community activist on GLBT issues. The selection of delegates will take into account representation such as Region, Component, language, gender and other equity groups.

Delegates will be entitled to full voice and vote during the conference, including the resolutions and elections processes.

Funding for Delegates:

Delegate costs to the 2010 PSAC National PRIDE Conference will be fully covered as per the decision of the 2003 PSAC Triennial Convention and the PSAC Travel Directive. Costs covered are as follows:

- travel costs, including ground transportation;
- hotel accommodation costs at the Hilton Hotel, Toronto;
- loss of salary;
- per diem for meals;
- incidental costs;
- child care as per the Family Care Policy;
- costs related to accessibility requirements.

2. Observers

PSAC members in good standing and who also identify as being from the GLBT communities may also apply to attend the 2010 PSAC National Pride Conference as observers; however, observers will be responsible for all costs associated with their participation, including:

- loss of salary and meals;
- hotel and travel arrangements and costs;
- the conference registration fee of \$150.00;
- any additional accessibility needs and childcare arrangements (subject to meeting deadline requirements).

Please note that the number of Observers will be limited to the space available at the Conference. They will have voice only during the discussion period after panel presentations. They may attend workshops, if space permits, but we may not be able to accommodate their 1st option. **Observers do not have the right to voice or vote during the resolutions debate and elections processes.**

3. Guests

Members of the PSAC National Board of Directors are eligible to attend the Conference as guests.

SELECTION OF DELEGATES AND OBSERVERS

If you are selected as a delegate or an observer to this conference, you will be advised by email and/or telephone in mid-February 2010.

DEADLINE TO APPLY IS JANUARY 15, 2010, 4:00 p.m. EST

For further information or assistance:

- Call (613) 560-5457. Leave a message and someone will get back to you within 24 working hours.
- You may also contact Andrée Côté, the PSAC Women's and Human Rights Program Officer by email at cotea@psac-afpc.com or Lianne Bonneville, Administrative Assistant by email at conferences@psac-afpc.com
- The fax number is (613) 236-9402

We look forward to the upcoming 2010 PSAC National PRIDE Conference and see it as an opportunity for our members to continue the important work of advancing the human rights of our GLBT members.

Please consult the PSAC website (www.psac-afpc.com) periodically as background conference material will be posted as soon as it becomes available.

Thank you for your cooperation and support.

In Solidarity,

Kay Sinclair
REVP - B.C.

Maria Fitzpatrick
REVP - NCR

2010 PSAC National Pride Conference Co-Chairs

cc: National Board of Directors
Component National Officers and Head Offices
Regional Offices
Area Councils
Equal Opportunities Committee (EOC)
National Aboriginal Peoples' Circle (NAPC)
Equity Mailing Lists
Equity Committees
Regional Committees
Regional Council Members
PSAC Management Team



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APPLICATION FORM

2010 PSAC NATIONAL PRIDE CONFERENCE

"Equality: are we there yet?"

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You may **complete the registration form:**

- **on-line** on the PSAC Web site (www.pzac.com) under the heading "News (on the left hand side) followed by "Convention/Conferences" (on the right hand side). (Please note: **If you apply on-line, you will receive a confirmation number 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 are selected.** Or
- **by fax** at (613) 236-9402; or
- **by regular mail at:**
2010 PSAC National Pride Conference
Public Service Alliance of Canada
Programs Section
233 Gilmour Street, Suite 901
Ottawa, Ontario K2P 0P1

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.
Two to three weeks is strongly recommended.

- If you have any questions with respect to the application form or the Conference, call (613) 560-5457. Please leave a message and someone will respond to your inquiry within 24 working hours.

- You may also contact Lianne Bonneville, Administrative Assistant, Programs Section by email at conferences@psac-afpc.com
- The fax number is (613) 236-9402

APPLICATION FORM
2010 PSAC NATIONAL PRIDE
CONFERENCE

“Equality: are we there yet?”

Please ensure that you answer all the questions on the registration form to avoid any delay in processing your application.

PERSONAL INFORMATION

I identify myself as a member of the GLBT/Pride communities Yes No

(choose only one)

I am applying as a delegate

I am applying as an observer

OBSERVER STATUS

If you are not selected as a delegate to the Conference, do you want to be considered as an Observer to the Conference?

(Please remember that observers are individually responsible for securing all costs associated with their participation).

Yes No

Last name: _____

First name: _____

PSAC Membership #: _____

Mailing address: _____

City: _____

Province or Territory: AB BC MB NB NL NS NT NU ON PEI QC SK YT

Postal Code: _____

Contact numbers

*If you are selected as a delegate or an observer, we will be contacting you by e-mail or telephone (if no email is provided). Therefore, please provide us with the e-mail address and telephone number **where you can be reached in the month of February 2010***

Work Telephone Number _____

Home Telephone Number _____

Telephone (other) _____

Fax Number: _____
 Home E-mail Address _____
 Work E-mail Address _____

- Component or Directly Chartered Local:
- | | |
|-------------------------------|---|
| <input type="checkbox"/> AGR | <input type="checkbox"/> UNDE |
| <input type="checkbox"/> CEIU | <input type="checkbox"/> UNW |
| <input type="checkbox"/> CIU | <input type="checkbox"/> UPCE |
| <input type="checkbox"/> UEW | <input type="checkbox"/> USGE |
| <input type="checkbox"/> GSU | <input type="checkbox"/> UTE |
| <input type="checkbox"/> NAT | <input type="checkbox"/> UVAE |
| <input type="checkbox"/> NEU | <input type="checkbox"/> YEU |
| <input type="checkbox"/> NHU | <input type="checkbox"/> Directly Chartered |
| <input type="checkbox"/> NRU | Local (<i>please specify</i>) |
| <input type="checkbox"/> UCTE | _____ |

Local Number (if known): _____

- Region:
- | | |
|--|-----------------------------------|
| <input type="checkbox"/> Atlantic | <input type="checkbox"/> Ontario |
| <input type="checkbox"/> British Columbia | <input type="checkbox"/> Prairies |
| <input type="checkbox"/> National Capital Region | <input type="checkbox"/> Quebec |
| <input type="checkbox"/> North | |

LANGUAGE PREFERENCE:

- English French Inuktitut

WORKSHOPS

The primary objective of the workshops is to 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.

Please indicate your order of preference for the different workshops by marking the number of your preferences in the box beside the description of the workshop: *1-first choice, 2-second choice and 3-third choice.*

Please note that

- Every attempt will be made to respect your preferences.
- You may be assigned to participate in a bilingual workshop (with simultaneous interpretation).

<p><u>Dealing with homophobia and transphobia in the workplace</u></p>
<p>PSAC and other unions were instrumental in bargaining Choice:</p>

equality rights for GLBT persons in the work place. Court challenges and legislative reform have gradually prohibited discrimination against GLBT persons. But homophobia and transphobia remain a reality in all too many workplaces.

What needs to be done to address this problem? How can we use employment equity policies and programs to better promote the equality rights of GLBT members? How can we develop alliances and support systems to ensure respectful and safe workplaces for all?

- 1
- 2
- 3

Transgender human rights: an agenda for law reform

All too often, transgender persons have to deal with ignorance, prejudice if not outright hostility and rejection. In the last decade, human rights legislation and case law have been interpreted in such a way as to protect transgender persons from some of the most blatant forms of discrimination. However, nowhere in Canada except in the Northwest Territories is discrimination on the basis “gender identity” or “gender expression” prohibited in human rights legislation.

Choice:

- 1
- 2
- 3

GLBT activists across Canada have been trying to amend human rights legislation in the provinces, territories and on the federal scene, to better protect trans human rights. Thus workshop will explore how PSAC can support this campaign.

The graying of the rainbow: thinking about the needs of older GLBT persons

Some of us have been active defending GLBT rights for a long time, and while our hair is slowly turning gray, we have to face a harsh reality: what public services are adapted to meet the needs of aging gays and lesbians, bisexuals and transgender people?

Choice:

- 1
- 2
- 3

This workshop will look at what are the specific needs of older GLBT brothers and sisters, and discuss what our union can do now to help us meet those future needs.

All participants will be attending this mandatory workshop; “

Dealing with the backlash: right-wing policies, religious fundamentalism and the threat to our rights

Many of the victories that were won over the years met with strident opposition from traditional right-wing and fundamentalist religious groups. Winning same-sex marriage was seen as a major affront, and several organizations and activists are trying to re-establish the reign of traditional values and religious principles to cancel out our hard won victories.

What are their arguments? How can we respond to these strategies? What can we do to fight back against the backlash?

ACCOMMODATION FOR YOUR 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 will be required to specify their accommodation needs in order to facilitate their participation at this conference. *A separate form will be sent to selected delegates.*

1. Do you self-identify as a member with a disability?

Yes No

2. If yes to the above question, then what are the functional limitations arising from your disability? (You do not need to disclose your diagnosis).

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

1. Do you have any dietary requirements or any allergies that we should be aware of?

Yes No

2. *If yes, please specify:*

ON-SITE CHILDCARE 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 through any of the PSAC Regional Offices.

If there are any requests by delegates, on-site childcare will be provided at the conference for the activities outlined in the agenda.

Do you require on-site childcare?

- Yes No

If yes, for how many children?: _____
Ages of the children: _____

** We will follow-up for additional information.

HOTEL ACCOMMODATION

The PSAC has reserved a block of rooms at the **Toronto Hilton Hotel**. This hotel is unionized and accessible.

If selected as a delegate, which of the following would you require at the hotel?

- Wheelchair accessible room
 Room with only 1 bed
 Room with 2 beds

If you have other requirements, please send an email to conferences@psac-afpc.com.

PARTICIPANT PROFILE

To ensure that the conference responds to the needs of our members, we invite you to respond to the following questions:

1. Is this your first PSAC Conference?

- Yes No

2. Have you recently attended other PSAC/Components/Directly Chartered Locals Conferences, Conventions or functions?

- Yes No

If yes, please specify?

3. In the last two years, have you attended a PSAC or Component education course?

Yes No

If yes, what courses have you attended in the last two years?

4. Are you a member of a PSAC regional/component Human Rights/Women's Committee or Pride Committee?

Yes No

Please specify:

5. Are you active in your GLBT community?

Yes No

Please specify:

6. What is your involvement in GLBT activism in the workplace

Please specify:

7. If you are confirmed as a delegate, would you like to facilitate one of the workshops?

- Yes – *if yes, please answer questions 8 and 9*
- No – *if no, proceed to question 10*

8. Are you an Alliance Facilitator (AF) and/or Joint Learning Program Facilitator?

Yes No

9. If you are an AF or JLP Facilitator and/or have facilitated courses, what courses have you facilitated?

10. *As a delegate to the 2010 PSAC National PRIDE 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 your community? (in 150 words or less)*

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.

- Woman
- Person with a Disability
- Aboriginal Person
- Racially Visible Person
- Gay
- Lesbian
- Bisexual
- Trans
- Young Worker (under the age of 30)

and/or I identify as: _____

May we add your name and contact information to one or more of our respective PSAC Equity contact lists? If yes, this information may be shared with different structures of the union in support of our human rights work.

- Yes No

If yes, please indicate what coordinates we should use if different from those provided on application form:

Address:

Email:

Thank you for completing the application form.

2010 PSAC NATIONAL PRIDE CONFERENCE

"Equality: are we there yet?"

CALL FOR RESOLUTIONS

THE DEADLINE FOR SUBMISSION OF RESOLUTIONS IS
Friday, January 15, 2010, 4:00 p.m. EST

Preparations for the 2010 PSAC National Pride Conference to be held in Toronto from March 26 to 28, 2010 are well underway.

The objectives of the 2010 PSAC National Pride Conference are to:

- Educate, politicize and mobilize PSAC GLBT members by making the links between union, workplace and community struggles to win, to protect and to promote GLBT rights;
- Enhance, support and promote inclusive GLBT self-organizing strategies in our Union and our workplaces;
- Strengthen solidarity amongst PSAC members, and to develop a strong collaboration between the PSAC, GLBT organizations and other human rights organizations.

The resolutions should be aimed at strengthening and improving the Union's work on GLBT issues and at advancing our objectives.

Resolutions will be discussed, debated and voted on at the Conference and then subsequently submitted to the appropriate bodies including the next PSAC Triennial Convention in 2012.

- The traditional resolutions process will be utilized for the 2010 PSAC National Pride Conference (i.e. resolutions committee, debate at the Conference).
- All PSAC constitutionally recognized bodies and union structures will be entitled to forward resolutions to the 2010 PSAC National Pride Conference.
- Only five (5) resolutions per body/structure will be accepted.
- Please limit your resolution to a maximum of 150 words.

Should you have any questions regarding the resolutions process, please contact Andrée Côté, the PSAC Women's and Human Rights Program Officer by email at cotea@psac-afpc.com or Lianne Bonneville, Administrative Assistant by email at conferences@psac-afpc.com

In Solidarity,

Kay Sinclair
REVP - B.C.

2010 PSAC National Pride Conference Co-Chairs

Maria Fitzpatrick
REVP - NCR

In a Resolution that was adopted by the NBoD in June 2006, resolutions that are being submitted for the PSAC Triennial Convention will be accepted in either the traditional format or in a clear language format. Therefore either of the following resolution formats may be used in order to submit resolutions for the 2010 PSAC National Pride Conference

The following is a **sample resolution** reproduced in both the Traditional format and the Clear Language format:

TRADITIONAL FORMAT

TITLE: CIVIL MARRIAGE ACT

ORIGINATOR: NAT

LANGUAGE OF ORIGIN: E

WHEREAS on February 1, 2005 the federal government tabled a Bill that entrenches marriage equality for lesbian and gay couples in Canada; and

WHEREAS gays and lesbians in 7 provinces and 1 territory have access to civil marriage as a result of court decisions based on the Charter of Rights and Freedoms; and

WHEREAS the Civil Marriage Act would provide access to civil marriage to all Canadians regardless of sexual orientation; and

WHEREAS the opposition of this Bill is well-organized, well-funded, and homophobic;

BE IT RESOLVED THAT the PSAC take a position in support of the Civil Marriage Act; and

BE IT FURTHER RESOLVED THAT the PSAC strongly and publicly denounce the Conservative Party of Canada's tactics to defeat the Civil Marriage Act as homophobic and anti-human rights; and

BE IT FURTHER RESOLVED THAT we call on the members to join the PSAC in lobbying MPs and speaking to friends, family and co-workers to ensure they support the Civil Marriage Act; and

BE IT FURTHER RESOLVED THAT the PSAC immediately, within the next few weeks, begin a public education campaign in support of same-sex marriage and human rights legislation.

CLEAR LANGUAGE FORMAT

TITLE: CIVIL MARRIAGE ACT

ORIGINATOR: NAT

LANGUAGE OF ORIGIN: E

THE PROBLEM OR ISSUE:

On February 1, 2005 the federal government tabled a Bill that entrenches marriage equality for lesbian and gay couples in Canada.

Gays and lesbians in 7 provinces and 1 territory have access to civil marriage as a result of court decisions based on the Charter of Rights and Freedoms.

The Civil Marriage Act would provide access to civil marriage to all Canadians regardless of sexual orientation.

The opposition of this Bill is well-organized, well-funded, and homophobic.

THE ACTIONS REQUESTED:

The PSAC take a position in support of the Civil Marriage Act.

The PSAC strongly and publicly denounce the Conservative Party of Canada's tactics to defeat the Civil Marriage Act as homophobic and anti-human rights.

We call on the members to join the PSAC in lobbying MPs and speaking to friends, family and co-workers to ensure they support the Civil Marriage Act.

The PSAC immediately, within the next few weeks, begin a public education campaign in support of same-sex marriage and human rights legislation.

INSTRUCTIONS FOR NOMINATION FORM

GLBT Representatives on the PSAC Equal Opportunities Committee

FOR MEMBERS NOT ATTENDING

the 2010 PSAC NATIONAL PRIDE CONFERENCE

(Toronto, March 26 to 28, 2010)

The PSAC Equal Opportunities Committee is an advisory committee of the PSAC National Board of Directors and its mandate includes the promotion of equity issues.

For additional information on the mandate and work of the PSAC Equal Opportunities Committee, see the website www.psic.com under Human Rights or contact Andrée Côté, the PSAC Women's and Human Rights Program Officer by email at cotea@psac-afpc.com or at (613) 560- 4328.

GLBT delegates at the 2010 PSAC National Pride Conference will elect

- two (2) members (one man and one woman) to serve a term on the PSAC Equal Opportunities Committee until the next PSAC National Pride Conference.
- as well as two Alternates to these positions.

Please note that nominations for these positions may be accepted from PSAC members (in good standing) who identify as belonging to the GLBT community and who are unable to attend the Conference (see deadline at end of form). Nominations will also be accepted from members attending the Conference. In addition to this, for members attending the conference, nominations will close at the conference itself.

NOMINATIONS

To be nominated for the GLBT EOC Equity Representative, a member must:

- self-identify as belonging to the GLBT community;
- be a PSAC member in good standing, and
- be nominated and seconded by a member in good standing who also identifies as belonging to the GLBT community.

NOTE: The nominee, nominator and seconder must all provide a signature showing their agreement.

Nominations submitted prior to the 2010 PSAC National Pride Conference, in cases where the nominee cannot attend the Conference, may be accompanied by a written letter of no more than a three minutes presentation, explaining why the member wishes to be considered for the position.

This letter may be read out at the Conference by a representative of the nominee, the nominator or the seconder attending the Conference within the three minute time period.

The **deadline for nominations** for GLBT EOC Equity Representatives WHO WILL NOT BE ATTENDING the 2010 PSAC National Pride Conference is **March 12, 2010. (GLBT members who will not be attending the 2010 PSAC National Pride Conference will not be eligible to be nominated at the Conference.)**

The nomination forms must be returned to the PSAC Programs Section Office:

- **by mail:**
PSAC Programs Section
233 Gilmour Street, Suite 901
Ottawa, On K2P 0P1
- or **by email:** conferences@psac-afpc.com
- or **by fax:** (613) 236- 9402

NOMINATION FORM
For PSAC GLBT Representatives
on the PSAC Equal Opportunities Committee (EOC)

Elections to be held at the 2010 PSAC National Pride Conference
Toronto (March 26 to 28, 2010)

DEADLINE FOR NOMINATION: March 12, 2010

Please check position being nominated for:

- | | |
|---|---|
| <input type="checkbox"/> GLBT Rep (Man) | <input type="checkbox"/> GLBT Rep (Woman) |
| <input type="checkbox"/> Alternate GLBT Rep (Man) | <input type="checkbox"/> Alternate GLBT Rep (Woman) |

1. Nominee Information:

Name:	Membership No.:
Address:	Component/Directly Chartered Local:
City/Prov.:	Region:
Postal Code:	Local:
Phone (home):	Phone (work):

- I am a GLBT member and a PSAC member in good standing

I accept this nomination (signature required):

Signature	Date
-----------	------

2. Nominated by :

Name:	Membership No. :
Address:	Component/Directly Chartered Local:
City/Prov.:	Region:
Postal Code:	Local:
Phone (home):	Phone (work):

- I am a GLBT member and a PSAC member in good standing

I nominate _____ for the position of PSAC EOC GLBT Representative as checked-off above.

Signature	Date
-----------	------

3. Seconded by :

Name:	Membership No. :
Address:	Component/Directly Chartered Local:
City/Prov.:	Region:
Postal Code:	Local:
Phone (home):	Phone (work):

- I am a GLBT member and a PSAC member in good standing

I second _____ for the position of PSAC EOC GLBT Representative as checked-off above.

Signature	Date
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