



PSAC-NCR YWC Committee

Tuesday October 6th 2020, 16h-18h00

Minutes Prepared by Kevin Hanson, Co-Chair

In attendance:

Kevin Hanson, Co-Chair (GSU)

Tara Shapransky, Communications Director (CEIU)

Kyle McDonald (GSU)

Alexandra (Last Name Unknown)

Alex Silas, PSAC-NCR REVP

16h00 Meeting Start

Adoption of Agenda

M: Kevin S: Tara Agenda adopted.

Adoption of Meeting Minutes

Meeting minutes from September 1, 2020 were unavailable.

Diversity Mentorship Resolution

The committee had concerns with the proposed resolution found below around funding for the resolution and also what was meant by benchmark, guidelines and logistics. The motion was presented and moved by Kevin Hanson and seconded by Kyle McDonald. The committee voted all in favour of this motion.

RESOLUTION GEN-17

DIVERSITY MENTORSHIP

(which covers GEN-04, GEN-23 and GEN-57)

ORIGINATOR: VANCOUVER AND DISTRICT AREA COUNCIL

The Committee recommends **concurrence** in Resolution **GEN-17**, which reads as follows:

WHEREAS the PSAC is actively working to increase diversity, women's participation, activism, and leadership in the union; and

WHEREAS members in leadership positions teach and lead by example;

BE IT RESOLVED that the PSAC begin a formal mentorship program that matches self-identified equity seeking members who are currently in leadership roles with members who are active and interested in learning from the diversity of our union and in pursuing leadership roles in the union; and

BE IT FURTHER RESOLVED that this mentorship program be ongoing and voluntary for leaders and members, and have clear benchmarks and guidelines to assist mentors and mentees to pursue their place in union leadership; and

BE IT FURTHER RESOLVED that this mentorship program be funded and implemented in the next three-year cycle.

Rationale

To achieve an inclusive union free of sexism, racism, homophobia and all other forms of discrimination we must encourage the participation, activism and leadership of equity seeking members and women. A network of self-identified equity seeking mentors is an effective program allowing PSAC activists to learn from the diversity of our union, share and develop skills, build diverse relationships, and move into leadership roles in the union.

Community Action Event: Twice Upon a Time

The committee agreed that the next community action event would be to work with the Twice Upon A Time organization, where committee members would donate gently used children books on their own time. The committee also proposed a motion by Kyle McDonald to donate 500 dollars from the committee's funds to the Twice Upon a Time organization. Kyle McDonald moved the motion and the motion was seconded by Alexandra (Last Name Unknown). The committee voted all in favour of this motion.

The committee agreed to contact the organization to invite them to our next committee meeting to see if they would be interested in telling us more about what they do and more about their organization.

Global Affairs Canada – Issues for Young Workers

The young workers network at Global Affairs Canada (GAC) contacted the chair of the PSAC's young workers committee a few months ago. The GAC young workers network raised issues around term employees having difficulty with their employment status and contract when being pregnant. It was also mentioned by the committee that GAC has suspended the three year clock that term employees were entitled to, which would flip their term status to indeterminate status if they were a term employee for more than three years.

The committee agreed that the precarious work campaign should continue based on this information, and agreed that swag could help spread awareness of the issue of precarious work happening in our region. The committee agreed to look into getting hats with a slogan or logo on it to try and spread more awareness on precarious work, and would like to make a video to broadcast the statistics that were obtained from the precarious work survey. The video would be best launched on social media and would be a call out for action.

Update from the YWC OFL representative

The OFL's next meeting takes place on October 14 or 15, 2020 and the OFL delegate for the committee will provide further updates at the next NCR young workers committee meeting.

Update from the YWC Child Care Now (CCN) representative

The CCN is looking to do a rally, but because of the pandemic it makes it risky for people to be in close contact with each other. Instead, the CCN would like to do a virtual story circle time followed by a promotion of chalk day, where people would be encouraged to draw and write things in chalk around their neighbourhood in regards to child care.

The CCN is also looking at talking with the Ottawa municipal government about a budgetary request to see if they can get more councillors on board to try and get more funding and make child care services more affordable for all.

Newsletter Discussion

The committee would like to launch a newsletter so that communications are centralized through the newsletter. The committee would like to launch the newsletter by the end of the year and members are encouraged to send the committee any ideas they have for the newsletter.

Conclusion

18h00 Meeting Adjourned

Next meeting: Tuesday November 3rd, 2020