

Education Committee 2020 Annual Report

The mandate of the Education Committee is to:

- Promote union education and training within the PSAC-NCR Council (NCRC);
- Review issues pertaining to the training offered by PSAC in the NCR and, if necessary, make recommendations;
- Develop creative strategies to deliver union education and training within locals, workplaces, the union and the community.

Union training and education for PSAC-NCR members is organized by the Regional Education Officer, Pierre Lebel, and other staff.

We thank them all warmly for their ongoing hard work, especially during the pandemic, when they set up virtual training for our members.

We also thank our REVP, Alex Silas, for his encouragement and support. This led us to use the Committee's operational budget to offer union leave to members who wished to work on some of our projects.

These are the projects the Education Committee spearheaded in 2020.

1. Coffee discussion on xenophobia

The Education Committee planned to organize a coffee discussion in March 2020 on the topic of countering xenophobia in partnership with the "Rights, Diversity, Dialogue" group. Unfortunately, this project was put on hold due to the pandemic.

2. Training on women's political participation

We created a training project on women's political participation. The training would aim to increase women's political participation, whether as candidates or to assist with planning an election campaign.

This training would be based on existing training offered by the Canadian Labour Congress (CLC), which would reduce the work required by PSAC-NCR staff to develop this training.

The skills women would learn would apply regardless of the type of election campaign, be it for a position in our union, with the government or with a community organization.

3. Surviving a Performance Improvement Plan

We developed a workshop plan to provide stewards with strategies when members are faced with a Performance Improvement Plan as part of employee performance management.

We hope this training plan and the information sources cited will help PSAC staff members create a training workshop in the near future.

4. Evidence to collect for discrimination complaints

We prepared a handout for stewards to use when helping members file a discrimination complaint under the *Canadian Human Rights Act*.

This document illustrates the evidence that must be gathered for the discrimination complaint process.

5. Tasks associated with managing a regional committee

We developed a list of the various tasks required before, during and between meetings of the Education Committee. Since most of these tasks also apply to other regional committees and area councils, this content was added to the new version of the [*Guide for Members of the Executive of the PSAC-NCR Council*](#).