

# Alternate-REVP Report- Chantal Fortin

## Mentoring Program, Pilot Project

Mentorship facilitates the sharing of knowledge, skills, insight, and experience from one generation of activists to the next. I am proud to be designing a Mentorship Program for the NCR. We will be starting with a pilot project with a limited number of participants. The first phase of the pilot will start in January 2021 with the goal of full implementation in the fall of 2021.

Having completed research of what other organisations are doing, the next steps are to define the program's goals, select program participants, match mentors and mentees, provide mentorship training and evaluate the pilot.

## Human Rights, Anti-Racism and Anti-Discrimination

Even before my election as the Alternate REVP, human rights has always been a focus or a consideration in my union activities. I believe it is important to participate in activities to educate myself and to listen to the experiences of others. I continue to learn how discrimination, racism and the "white perspective" are intertwined into our relationships, our social practices, our institutions and how our history is presented.

I believe it crucial to continue to embrace the discomfort of on-going conversations with our leaders, fellow union members, friends and families. I feel that to be effective at countering discrimination and racism we must first listen and understand the challenges faced by marginalized communities and what actions they wish we take in support of them.

## LGBTQ+

I took an excellent training that explained concepts of gender, sex, attraction and gender expression. I plan to collaborate with the Pride committee so we can bring similar awareness training to our members.

## **Introduction à la diversité sexuelle et de genre** (July 7, 2020)

Host: GRIS Québec

## Indigenous Issues

I am currently taking the course *Indigenous Canada* from the Faculty of Native Studies of the University of Alberta which explores Indigenous

histories and contemporary issues in Canada from an Indigenous perspective.

This course also explores key issues facing Indigenous peoples today from a historical and critical perspective highlighting national and local Indigenous-settler relations.

## Anti-Black Racism

I attended at least several webinars and online discussions on Anti-Black Racism. I have listed only a few below:

<p><b>Let's talk about confronting anti-Black racism</b> (June 10, 2020) Host: Canadian Labour Congress</p>	<p><b>An Introduction to Antiracism for White Folks</b> (July 20 &amp; 21) Host: PSAC</p>
<p><b>Understanding and Confronting Racism</b> (August 10, 2020) Host: PSAC Ontario</p>	<p><b>State of the Union</b> (September 27) Host: Nicholas Thompson</p>

## Canadian Social-Safety Net and Privatization

The pandemic has exposed problems and inequities due to privatization and gaps in our social-safety net. We have all heard or witnessed for ourselves how some individuals and communities are being adversely affected by the pandemic. This is unacceptable! These individuals are mostly seniors, vulnerable workers, differently able people and minority groups. They must not be forgotten!

We must continue to put pressure on all levels of government to strengthen public services. When the next economic disaster hits, we need to make sure that the Canadian social-safety net is there for everyone who needs it.

I participated in several discussions on this topic, including:

<p><b>The Growing Threat of Privatization</b> (July 28, 2020) Host: Canadian Labour Congress</p>	<p><b>Make Revera Public: A Virtual Townhall</b> (September 16, 2020) Host: Ottawa Health Coalition</p>
<p><b>A Disaster-proof Safety Net for Canadians</b> (September 28, 2020) Host: Canadian Labour Congress</p>	<p><b>Quebec funding of health and education</b> (September 22, 2020) Host: Equité Outaouais</p>