



2016 PSAC B.C. Regional Conference for Racially Visible Members  
**“Race Forward: Our Union, Our Community, Our Future!”**

March 11, 2016

To: PSAC Locals in the B.C. Region

- **Registration deadline:** Thursday, April 7, 2016
- **Conference dates:** May 13-15, 2016
- **Planned conference location:** Hilton Vancouver Metrotown, 6083 McKay Avenue, Burnaby (pending the outcome of negotiations between the hotel and UNITE HERE Local 40).

This registration package includes:

- **Introduction/Callout Letter**
- **Application Form**

We are pleased to be sending you this registration package for the 2016 PSAC Regional Conference for Racially Visible Members, which will be held May 13-15, 2016 under the theme **“Race Forward: Our Union, Our Community, Our Future!”**.

We encourage you to personally inform PSAC racially visible members in your Region 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 alternative format through the PSAC Regional Office by contacting us at (604) 430-5631 or toll-free in B.C. 1 (800) 663-1655.

## **Conference Objectives**

The objectives of the 2016 PSAC Regional Conference for Racially Visible Members are to:

- discuss, strategize and mobilize on issues impacting racially visible members in their region;
- share experiences and network with other racially visible members in the region;
- empower and inspire racially visible members to become active in their union, community, and workplaces.

## Conference Workshops

The primary objective of the three workshops that will be held at the conference are to examine and discuss issues confronting PSAC equity members. The workshops will also 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.

**Building Our Networks:** This workshop will examine how to mobilize racially visible members to become better engaged and active within their union and among themselves to create networks within the region.

**Pushing Our Issues Forward:** This workshop will provide strategies and tools to help racially visible members to organize themselves to bring about relevant changes and have their issues heard and dealt with within the union, community, and workplaces.

**Racial Discrimination - the need for equity in our workplace, union, and community:** This workshop will explore how and why racial discrimination exists and provide a safe space for participants to share their experiences being discriminated against in the workplace, union, and/ or in the community. By using those common experiences participants will build on their understanding for the need for an equity analysis in our society, and how they can work together to advance equity struggles.

## Participant Information

### Delegates

PSAC members in good standing and who self-identify as racially visible may apply to be a delegate to this Conference. Priority will be given to members who are active on Racially Visible workers' rights in their union or workplace. Priority will also be given to community activists on Racially Visible issues. The selection of delegates will take into account representation such as geography, Component (if any), language, youth, gender, and other equity groups.

Delegates will be entitled to full voice and vote during the conference.

### Funding for Delegates

All Delegates will be reimbursed loss of salary for the days that they are normally scheduled to work during the conference.

Delegates that reside within 60 kilometres of the venue

- are entitled to claim a lunch per diem for Friday and reimbursed for transportation to the venue (e.g. kilometric rate or transit) and parking if applicable. Are entitled to claim a \$50 per day allowance for the Saturday and Sunday the Conference is in session.

Delegates that reside more than 60 kilometres from the venue will be considered in travel status which means the following costs will be covered:

- travel costs, including ground transportation;
- hotel accommodation costs;
- per diem for meals;
- incidental costs;

Childcare will be offered on-site if requested in advance or delegates will be reimbursed for child care as per the PSAC Family Care Policy.

### **Selection of Delegates**

If you are selected as a delegate to this conference, you will be advised by email and/or telephone.

### **Selection of Observers**

If you are not selected as a delegate, you may be selected as an observer. Please note: All observers selected to this conference shall have self-identified as Racially Visible.

All observers, if selected, are required to pay a registration fee of \$100.00. This registration fee entitles observers to participate in conference workshops, conference memorabilia, and the social/meet and greet. In addition, all observers are responsible for their own travel, accommodation, loss of salary, and all other expenses.

### **Deadline to apply is Thursday, April 7, 2016**

For further information or assistance please call the PSAC Vancouver Regional Office at (604) 430-5631 or toll-free in B.C. at 1 (800) 663-1655. Leave a message and someone will get back to you.

We look forward to the upcoming inaugural regional conference. This conference is an opportunity for our members to continue the important work of maintaining and improving the activism of the Union in the struggle to improve the human rights and working conditions of all PSAC members.

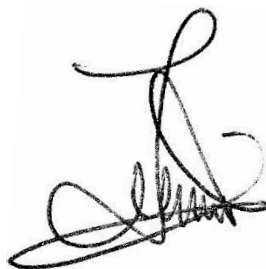
Please consult the PSAC B.C. Region website [www.psacbc.com](http://www.psacbc.com) periodically as information will be posted as soon as it becomes available.

Thank you for your cooperation and support.

In Solidarity,



Bob Jackson  
Public Service Alliance of Canada  
Regional Executive Vice-President, B.C.



Jennifer Chieh Ho  
PSAC B.C. Regional Council  
Racially Visible Equity Coordinator

CC: B.C. Regional Council, Regional Committees, and Area Councils



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

## Application Form: 2016 PSAC B.C. Regional Conference for Racially Visible Members **“Race Forward: Our Union, Our Community, Our Future!”**

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You may complete the registration form:

- on-line on the PSAC B.C. Regional Web site [www.psacbc.com](http://www.psacbc.com). Please note: When applying on-line, you will receive a confirmation email 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 and observers are selected.
- by fax at (604) 430-0451.
- by regular mail at:

Attn: B.C. Racially Visible Regional Conference Organizing Committee  
c/o PSAC Vancouver Regional Office  
#200-5238 Joyce Street  
Vancouver, BC V5R 6C9

**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.**

If you have any questions with respect to the application form or the Conference, call (604) 430-5631 or toll-free in B.C. at 1 (800) 663-1655. Please leave a message and someone will respond to your inquiry.



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Application Form: 2016 PSAC B.C. Regional Conference for Racially Visible Members  
**“Race Forward: Our Union, Our Community, Our Future!”**

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

I identify myself as a racially visible member

**Only members who self-identify as racially visible can attend this conference. For further clarification of racially visible groups, please see “Equity Group Identification” section in the call out.**

I am applying as a delegate

If not selected as a delegate, I would like my application to be considered to be an observer

I am applying as an observer

**Personal Information**

Last name: \_\_\_\_\_

First name: \_\_\_\_\_

Street address: \_\_\_\_\_

City: \_\_\_\_\_

Postal code: \_\_\_\_\_

Work phone: \_\_\_\_\_

Home phone: \_\_\_\_\_

Other phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Preferred Email:  
(provide the address you would like  
used for correspondence for this  
Conference) \_\_\_\_\_

Other email: \_\_\_\_\_

PSAC Membership #: \_\_\_\_\_

Local number: \_\_\_\_\_

Component or  
Directly Chartered Local:

- |                               |                               |
|-------------------------------|-------------------------------|
| <input type="checkbox"/> AGR  | <input type="checkbox"/> UNDE |
| <input type="checkbox"/> CEIU | <input type="checkbox"/> UNE  |
| <input type="checkbox"/> CIU  | <input type="checkbox"/> UPCE |
| <input type="checkbox"/> GSU  | <input type="checkbox"/> USGE |
| <input type="checkbox"/> NHU  | <input type="checkbox"/> UTE  |
| <input type="checkbox"/> NRU  | <input type="checkbox"/> UVAE |
| <input type="checkbox"/> UCTE |                               |
| <input type="checkbox"/> UEW  | <input type="checkbox"/> DCL  |

## Participant Profile

Important note: The responses to these questions will be used in the selection process for delegates and observers to the conference.

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

1.  This is my first PSAC Conference.

2.  I have recently attended other PSAC/Components/Directly Chartered Locals Conferences, Conventions, or functions. If yes, please specify:

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3.  In the last two years, I have attended a PSAC or Component education course. If yes, what courses have you attended in the last two years?

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4.  I am a leader or member of a PSAC Regional or Component Human Rights or Women's or Pride or Aboriginal or Racially Visible or Persons with Disabilities Committee(s)? Please specify:

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5.  I am active on Racially Visible workers' rights in my union or workplace and/or active in the community on Racially Visible issues. Please specify:

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6.  If I am confirmed as a delegate, I would like to be considered to co-facilitate one of the workshops. If not, proceed to question 9.

7.  I am an Alliance Facilitator (AF) and/or Joint Learning Program Facilitator (JLP).

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

Please specify:

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9. As a delegate or observer to this 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 in your community? (in 150 words or less)

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## 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.

Person with a Disability

Aboriginal Person

First Nation

Métis

Inuit

Racially Visible Person

Black; African-Canadian; Person of African-Descent, Caribbean

Chinese

Filipino

Japanese

Korean

South-Asian/East Indian (including Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.)

Southeast Asian (including Burmese; Cambodian; Laotian, Thai; Vietnamese; etc.)

Non-White West Asian, North African or Arab (including Egyptian; Libyan; Lebanese; Iranian; etc.)

Non-White Latin American (including indigenous persons from Central and South America, etc.)

Persons of Mixed Origin (with one parent in one of the Racially Visible groups listed above)

Other, specify: \_\_\_\_\_

Woman

Self-ID continues on next page.

## Equity Group Self-Identification, continued

GLBT

Gay

Bisexual

Lesbian

Transgender

Young Worker (35 years and under)

Other, please specify : \_\_\_\_\_

### PSAC Equity Contact Lists

Please add my name and contact information to one or more of our respective PSAC Equity contact lists.

Please note that this information may be shared with different structures of the union in support of our human rights work only.

## Access and Accommodation

The following information will only be used if you are selected as a delegate or observer for the conference.

- If selected as a delegate, I will require an advance for expenses (including loss of salary) associated with this conference.

## Accommodation for 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 may be required to further specify their accommodation needs in order to facilitate their participation at these conferences.

- I am a member with a disability and require accommodation.

What are the functional limitations arising from your disability? (You are not obliged to disclose your diagnosis, only your functional limitations.)

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- I require that the PSAC arrange for a personal care attendant to assist me in order for me to fully participate at the Conference.
- I require documentation in alternative media.
- I require sound amplification.
- I require a sign language interpretation.
- I require an oral interpretation.
- I require that the PSAC arrange for a Reader (for a person with a visually related disability) to assist me in order for me to fully participate at the Conference.
- I will be using animal assistance (i.e. guide dog) at the Conference.

**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

I have dietary requirements or allergies that the PSAC should be aware of.

Please specify:

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## 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 at <http://psacunion.ca/family-care-policy>.

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

I require on-site childcare.

Number of children: \_\_\_\_\_ Ages of children: \_\_\_\_\_

We will follow-up for additional information.

## Hotel Accommodation

The PSAC has reserved a block of rooms at the Hilton Vancouver Metrotown. This hotel is unionized and accessible.

I require specific accommodation for my disability in my hotel room.

Please specify:

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**Thank you for completing the registration form.**