



# National Human Rights Calendar 2019



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Sisters and Brothers:

The National Human Rights Committee (NHRC) is proud to introduce its 2019 calendar. We decided to develop a tool that groups together the many awareness campaigns that the Canadian Union of Postal Workers supports.

Each month of the calendar shows a poster representing a key human-rights-related date or event. This gives us an opportunity to reflect on the struggles of the past so we can continue working towards a more equal and just society.

The mandate of the National Human Rights Committee is to study, report and make recommendations on CUPW's human rights work.

The Committee also plays a vital role in the education of our members on issues of equality, Indigenous rights, and on how to combat racism, homophobia, transphobia and discrimination against people who are differently abled.

Solidarity and social justice shall prevail if we all commit to creating a better world... It is up to us all to see to it!

We encourage you to place this calendar where it can be seen by as many members as possible. Please visit **cupw.ca** to download extra copies.

In solidarity,  
Jan Simpson  
1<sup>st</sup> National Vice-President  
On behalf of the National Human Rights Committee

*\*Please check your collective agreement to see if all holidays apply to you.*





# Tamil Heritage Month

January is Tamil Heritage Month in Canada. It's an opportunity to recognize the tremendous contribution of Tamil Canadians to our nation's social, economic, political and cultural fabric. Let's celebrate together the inspirational role that Tamil Canadians have played and continue to play in communities across Canada.



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CUPE-SCFP 1979

## January

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		Holiday				
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	Martin Luther King Jr. Day	22	23	24	25	26
Commemoration in memory of the victims of the Holocaust	28	29	30	31		

On October 5, 2016, the House of Commons declared by unanimous motion January as Tamil Heritage month. Parliament recognized the contributions that Tamil Canadians have made to our society, the richness of the Tamil language and culture, and the importance of educating and reflecting upon Tamil heritage for future generations.



# Hogan's Alley

Hogan's Alley was the first and last neighbourhood in Vancouver with a substantial concentrated black population. Hogan's Alley was the local, unofficial name for Park Lane, an alley that ran through the southwestern corner of Strathcona in Vancouver during the first half of the twentieth century.

Hogan's Alley and the surrounding area was an ethnically diverse neighbourhood. It was home to a number of black families, black businesses, and many Italian, Chinese and Japanese Canadians. Their choice of this area was due to its proximity to the railroads where many of them were employed, its cheapness and the fact that it was traditionally the home of many non-white groups. The city's only black church, the African Methodist Episcopal Fountain Chapel, was also located there.

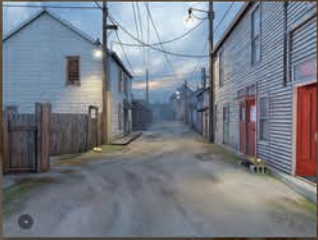
The neighbourhood was home to Nora Hendrix, grandmother to rock legend Jimi Hendrix. Nora Hendrix was involved in the community from the 1920s through to the 1960s. As a child, Jimi Hendrix lived and attended school in Hogan's Alley. Another performer from the community who achieved notoriety was Eleanor Collins, the first Black woman to host a national television show in Canada.

In the 1960s, a plan to build a freeway caused the demise of Hogan's Alley. Most tangible remnants of this historic neighbourhood are long gone but the legacy of its community and its place in the story of Vancouver is, thankfully, still remembered and celebrated.



Jimi Hendrix's grandmother, Nora Hendrix, is featured on a new Canada Post stamp that celebrates Hogan's Alley, where Vancouver's black community lived from the 1920s to the 1960s.

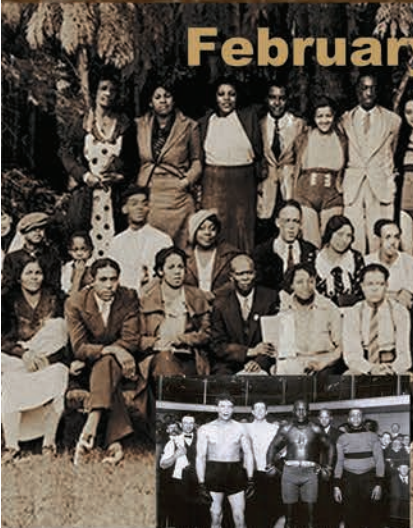
The other person on the stamp is Fielding Williams Spotts Jr.



Eleanor Collins




## February is Black History Month






Jimi Hendrix



Ernie King  
Musician, actor  
and entrepreneur




Frank Collins  
President, Brotherhood of  
Sleeping Car Porters (Canada)



Caroline Jerome  
Led a group of militant  
mothers to victory



Barbara Howard  
One of the fastest women  
in the world



Fountain Chapel picnic, 1935

## February

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

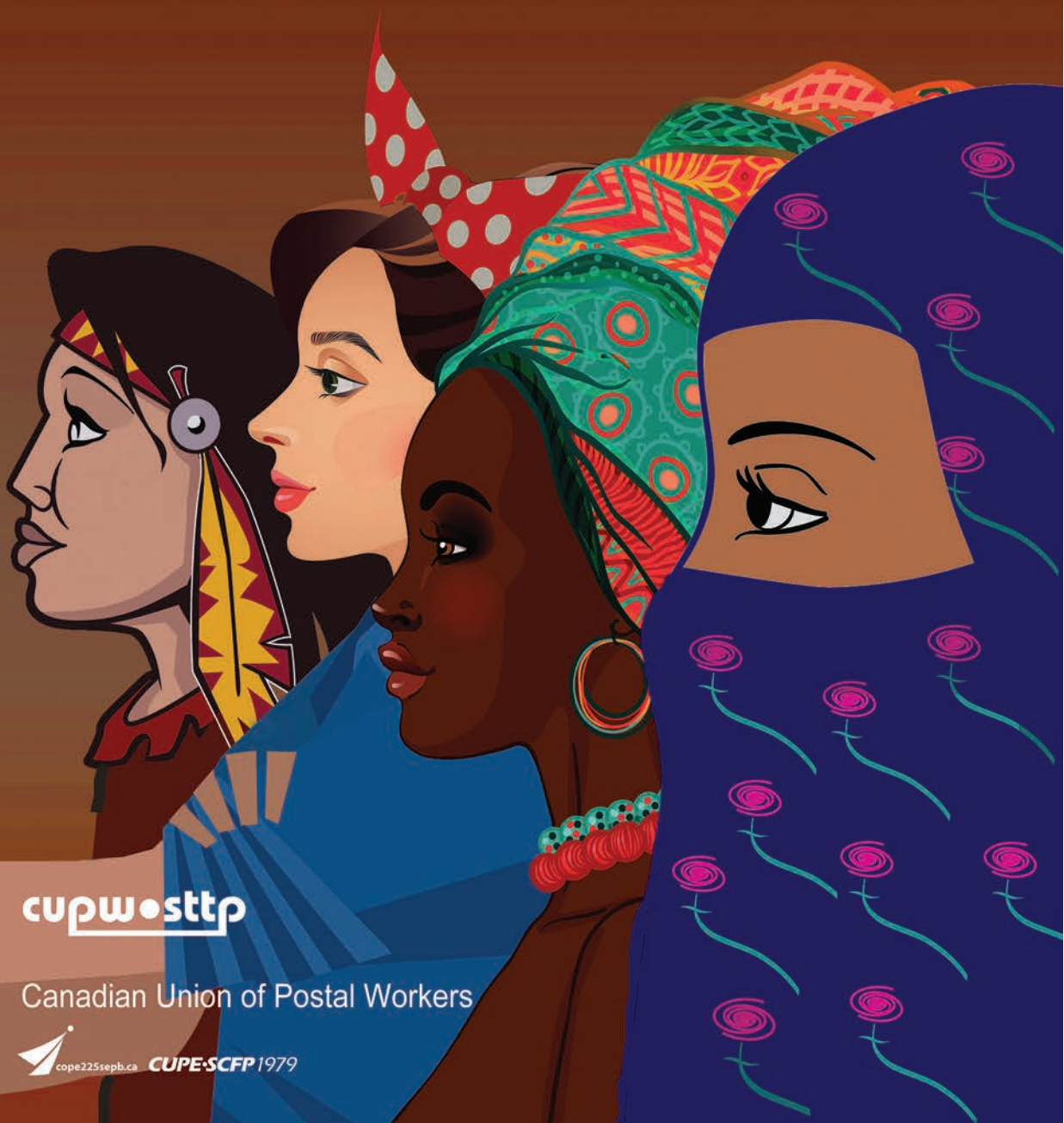
African Canadians have been present in the country since the early 1600s, but their contributions and histories have often been omitted from the official record.

February is Black History Month, a time to reflect on the stories, experiences and accomplishments of the black community in Canada and Quebec. It's an opportunity to acknowledge and celebrate the many contributions made by people of African descent, present in **our** country, to our **Union**.



# International Women’s Day, March 8th

Celebrate our diversity. Celebrate our solidarity.



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cope225sepb.ca

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## March

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	International Women's Day 8	9
10	11	12	13	14	15	16
17	18	19	International Francophone Day 20	Elimination of Racial Discrimination 21	22	23
24	25	26	27	28	29	30
31						

International Women’s Day was first observed in March 1911, when over a million people took part in rallies campaigning for women’s rights and against discrimination.

Women will no longer be quiet. We are seeing young women, in particular racialized women, leading movements to fight against hate, racism and sexism. The road may be long, but women are rising. On International Women’s Day, we stand with all our sisters, and vow to continue to fight for an end to discrimination and for equality for all.

PHYSICAL Hurt  
MENTAL Hurt  
EMOTIONAL Hurt  
BULLYING



TRY WALKING IN MY SHOES  
If you are experiencing bulling, please talk to your Shop Steward or Social Steward.

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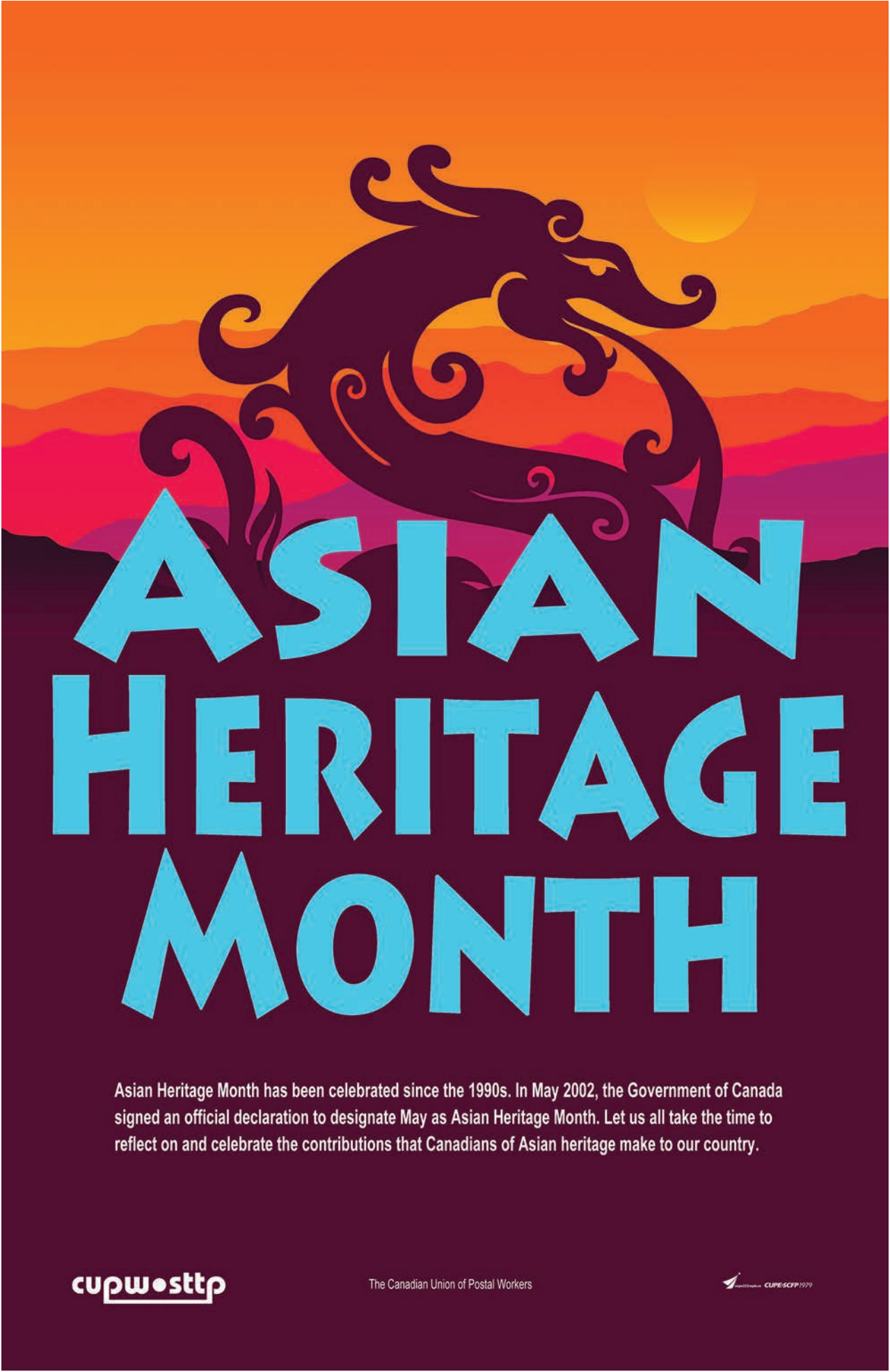
April

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	Day of Pink	11	12	13
14	15	16	17	18	Holiday	20
Holiday	Earth Day					
21	22	23	24	25	26	27
National Day of Mourning						
28	29	30				

April 10, 2019 will mark the **DAY OF PINK** - a day where communities across the country and the world unite to celebrate diversity and bring an end to homophobia, transphobia, transmisogyny, and all forms of bullying.

The **DAY OF PINK** was started in Nova Scotia in 2007 when a male student wearing a pink shirt was bullied. Two students intervened, mobilized the other students and, two weeks later, most of the student body wore pink to school in solidarity with the bullied student. Their message was clear: anyone can bully, anyone can be victimized by bullying, but together we can stop it.





May

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			May Day			
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	International Day Against Homophobia, Transphobia and Biphobia	18
19	Holiday	21	22	23	24	25
26	27	28	29	30	31	

May is Asian Heritage Month, and also South Asian Heritage Month.

Since May 2002, the federal government has officially recognized it, although people across the country have celebrated Asian Heritage Month in May since the 1990s.

It's a time to celebrate the contribution of Asian heritage on our arts and culture, industry, innovation, sports, and every part of society.

National Indigenous Peoples Day - June 21



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June

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	World Day Against Child Labour	13	14	15
16	17	18	19	World Refugee Day	National Indigenous Peoples Day	22
	Holiday					
23	24	25	26	27	28	29
30						

The longest day of the year falls on June 21, when the life-giving sun shines longest in the northern hemisphere. Historically, it is revered for the renewal of the cycles of life and the seasons. The Canadian Government has also recognized this day as National Indigenous Peoples Day to celebrate the unique heritage, diverse cultures, and outstanding achievements of Indigenous Peoples.



# CUPW PRIDE

SOLIDARITY



SOLIDARITÉ



CUPW-SCFP 1979

## July

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	Holiday					
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Summer is the season of Pride in communities all over the country. CUPW stands in solidarity with Lesbian-Gay-Bisexual-Transgender-Queer struggles for human rights. Pride events began as an expression of the fight for dignity and equality — a refusal to be silenced. These struggles are not over, as we are reminded every day in the news. We’ve seen important progress toward equity in the past year, but there is much yet to accomplish.

CUPW has been visible and audible at Pride marches and festivals for years. Together we can work to improve conditions for all equity-seeking groups and workers.



For over 150 years, Africville in Halifax was home to hundreds of Black Nova Scotians. Many settlers came from the U.S. to escape slavery via the Underground Railroad.

City authorities neglected the community, failing to provide basic services such as plumbing, sewage, garbage pickup and electricity for Africville, exacerbating poverty and health issues. Despite these problems, Africville was a vibrant community.

In the 1960s, developers wanted the land, so, under the guise of “progress” and “renewal” Africville was condemned, its houses demolished and its residents forcibly relocated.

In 1996, it was designated a national historical site. In 2002, the United Nations declared the destruction of Africville by the City of Halifax to be a human rights violation.

In 2010, the city of Halifax agreed to compensate evicted descendants and their families.

Africville is an important symbol of anti-racism and Black identity. A park now exists where Africville once stood and a reunion is held there every summer to commemorate the struggle and the spirits of a community that inspired Black people across the country.





George Dixon, the first world boxing champion, was born in Africville.

When the City of Halifax destroyed Africville they destroyed the birthplace of ice hockey, Canada's national sport.

Portia White, contralto and teacher, achieved international fame as a classical concert singer.

AFRICVILLE

NOVA SCOTIA

August

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	Civic Holiday	6	7	8	International Day of the World's Indigenous Peoples	10
11	12	13	14	15	16	17
18	19	20	21	22	International Day for the Remembrance of the Slave Trade and its Abolition	24
25	26	27	28	29	30	31

On the night of August 22 to 23, in 1791, Santo Domingo (today Haiti and the Dominican Republic) saw the beginning of the uprising that would play a crucial role in the abolition of the transatlantic slave trade.

This poster features Africville, a small rural community in Halifax, Nova Scotia, originally settled by black people fleeing slavery and persecution in the United States. But, sadly, and not surprisingly, the residents of Africville had to endure racism in Canada as well.

International Day for the Remembrance of the Slave Trade and its Abolition is intended to inscribe the tragedy of the slave trade in the memory of all peoples. It's an opportunity for collective consideration of the historic causes, the methods and the consequences of this tragedy.



# Justice!

Make the National Inquiry into  
Missing and Murdered  
Indigenous Women and Girls count!



In honour of International Women's Day, 2016.  
The Canadian Union of Postal Workers

Art: "Still Dancing" by Jonathan Labillois [www.jonlabillois.com](http://www.jonlabillois.com)  
Donated to the Montreal Native Women's Shelter

## September

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	Labour Day					
1	2	3	4	5	6	7
International Literacy Day	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	Orange Shirt Day					
	30					

Given Canada's long and shameful history of colonial brutality towards Indigenous peoples, it is important for all of us to work towards real reconciliation, a process based on respect and inclusiveness. We must show our support for those who have been neglected and ignored for far too long.

The art on the poster is the work of Indigenous artist Jonathan Labillois, a member of the Listuguj Mi'gmaq First Nation Band in Gaspé, Quebec. He has donated the original to the Native Women's Shelter of Montreal. He posted the image on his Facebook page with the following comment: "Dancers dance for those who cannot, the sick, the elders, and those who are gone. It's like all those women are still dancing thru her."



# Do you see the person with a disability?



Not all disabilities are visible.  
Be considerate. Be kind.

Canadian Union of Postal Workers



## October

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9	World Mental Health Day 10	International Day of the Girl 11	12
13	Holiday 14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

World Mental Health Day is observed on October 10 every year, with the overall objective of raising awareness of mental health issues and mobilizing efforts in support of better mental health. It was first celebrated in 1992 at the initiative of the World Federation for Mental Health, a global mental health organization with members and contacts in more than 150 countries.

Mental health challenges impact us all – whether in our own lives or those of our loved ones, in our workplaces or in our communities. Mental health issues are too often kept quiet, but by encouraging openness and honesty, we can help people around us reach out and seek the help they need.





# CUPW Child Care Fund and its Child Care Projects

Helping you get the child care you need



The Canadian Union of Postal Workers (CUPW) and its eight community partners provide child care services to members of the CUPW and Union of Postal Communications Employees (UPCE-PSAC) with young children 0 – 12 years of age.

www.cupw.ca

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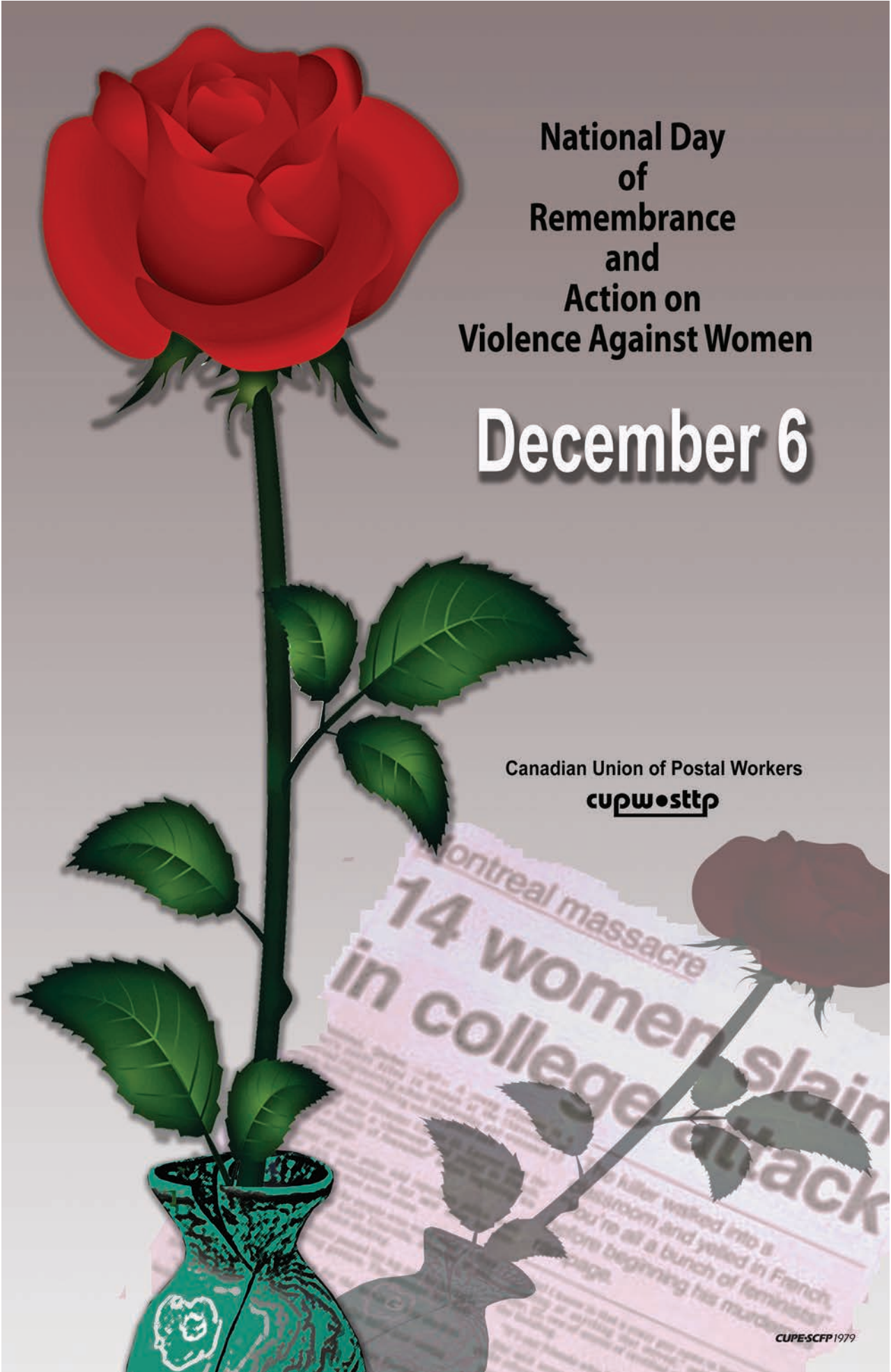
The findingqualitychildcare.ca website provides child care information and resources to help families better understand and access high-quality child care. This website was developed by the Childcare Resource and Research Unit (CRRU) and CUPW. The CUPW Child Care Fund is financed by Canada Post and administered by CUPW.

## November

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	Holiday	11	12	13	14	15
17	18	19	Universal Children's Day Transgender Day of Remembrance 20	21	22	23
24	25	26	27	28	Day of Solidarity with Palestinian People 29	30

Universal Children's Day was established in 1954 and is celebrated on November 20th each year to promote international togetherness, awareness among children worldwide, and improving children's welfare. In 1995, CUPW negotiated the right to control and administer a Child Care Fund financed by Canada Post. The Fund helps members who have the most difficulty finding and affording good child care: this includes members who work irregular hours, live and work in rural and remote areas of the country, need infant care, have children with special needs, or require summer care for school-age children.

The Union believes we have a collective responsibility to take care of our children. High-quality child care for all children is part of building a better society. Historically, CUPW and the rest of the labour movement have fought for social programs and public services like health care and education that benefit **ALL** members of society.



December

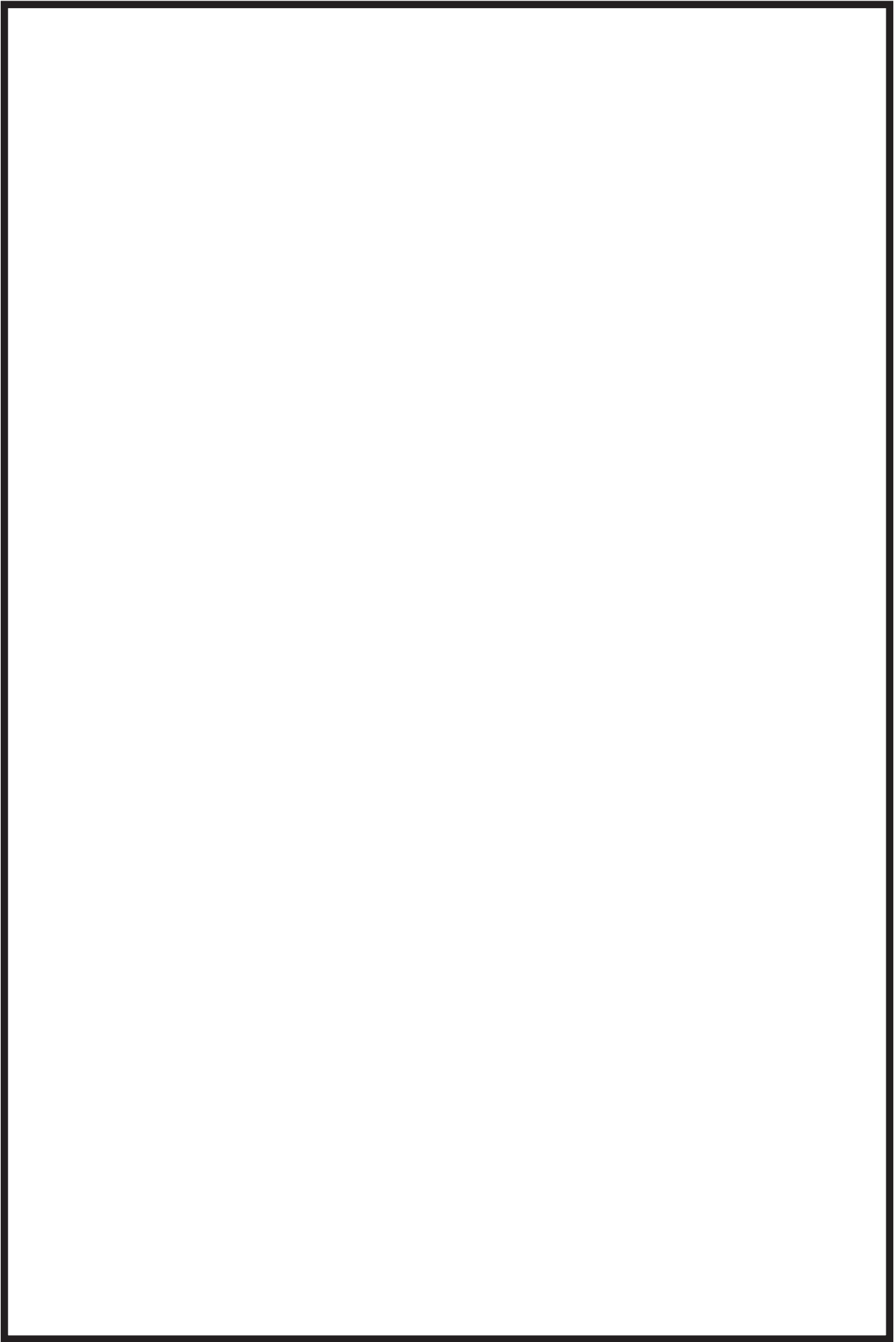
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AIDS Day 1	2	International Day of Persons with Disabilities 3	4	5	National Day of Remembrance and Action on Violence Against Women 6	7
8	9	International Day of Human Rights 10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	Holiday 25	Holiday 26	27	28
29	30	31				

December 6, 1989 is a day that will remain forever engraved in our collective memory. That day in Montreal at the Ecole Polytechnique, the horrible face of misogyny reared its ugly head when 14 women were massacred simply because they were women.

Since that tragic day, December 6th has been commemorated as the National Day of Remembrance and Action on Violence Against Women. Society has changed, but violence against women is still not a thing of the past. It is our duty to continue this struggle so that every woman can live fully and safely.

Let's keep on demanding more justice, more equity and more security for women. Let's work together to change the culture that has oppressed women for far too long.





January 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

For January 2020 the image is purposely left blank as a reflection or maybe even in the hope that we will no longer need a human rights calendar, and that the rights of **ALL** humans will be respected in our everyday life every single day of the year without fail. Justice, equality and peace **MUST** be obtained for **ALL** and no longer for a selected few.





**Tamil Heritage Month**

January is Tamil Heritage Month in Canada. It's an opportunity to recognize the tremendous contribution of Tamil Canadians to our nation's social, economic, political and cultural fabric. Let's celebrate together the inspirational role that Tamil Canadians have played and continue to play in communities across Canada.

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**Hogan's Alley**

Hogan's Alley was the first and last neighbourhood in Vancouver with a substantial concentration of Black residents. Hogan's Alley was the local, unofficial name for Park Lane, an alley that ran through the southeastern corner of Downtown Vancouver during the first half of the twentieth century.

Hogan's Alley and the surrounding area was an extremely diverse neighbourhood. It was home to a number of Black families, Black business owners, and other people of colour. Black and Jewish Canadians' shared experiences of racism and discrimination in the area were due to the fact that it was traditionally the home of many non-white groups. The city's only Black church, the African Methodist Episcopal Fourth Church, was also located there.

The neighbourhood was home to Nora Martin, grandmother to rock legend Jimi Hendrix. Jimi Hendrix was born in the community from the 1920s through to the 1960s. As a child, Jimi Hendrix lived and played in Hogan's Alley. Another performer from the community who played national fame was Eleanor Collins, the first Black woman to host a national television show in Canada.

In the 1960s, a city council decision closed the streets of Hogan's Alley. Most tangible remnants of this history neighbourhood are long gone. But the legacy of the community and its place in the story of Vancouver is beautifully well remembered and celebrated.

**February is Black History Month**

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**International Women's Day, March 8th**

Celebrate our diversity. Celebrate our solidarity.

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Canadian Union of Postal Workers

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**PHYSICAL Hurt  
MENTAL Hurt  
EMOTIONAL Hurt  
BULLYING**

**TRY WALKING IN MY SHOES**

If you are experiencing bullying, please talk to your Shop Steward or Social Steward.

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Canadian Union of Postal Workers

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**ASIAN HERITAGE MONTH**

Asian Heritage Month has been celebrated since the 1990s. In May 2002, the Government of Canada signed an official declaration to designate May as Asian Heritage Month. Let us all take the time to reflect on and celebrate the contributions that Canadians of Asian heritage make to our country.

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**National Indigenous Peoples Day - June 21**

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**CUPW PRIDE**

**SOLIDARITY**

**SOLIDARITÉ**

**HUMAN RIGHTS**

**DOYTS DE LA PERSONNE**

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**AFRICVILLE**

For over 100 years, Africville in Halifax was home to hundreds of Black Nova Scotians. Many arrived from the U.S. to escape slavery via the Underground Railroad.

City authorities neglected the community, failing to provide basic services such as plumbing, sewage, garbage pickup and electricity for Africville, exacerbating poverty and health issues. Despite these problems, Africville was a vibrant community.

In the 1960s, developers wanted the land, so, under the guise of "progress" and "modernization" Africville was condemned. Its houses demolished and its residents forcibly relocated.

In 1988, it was designated a national historical site. In 2017, the United Nations declared the destruction of Africville by the City of Halifax to be a human rights violation.

In 2018, the city of Halifax agreed to compensate forced expropriated and their families.

Africville is an important symbol of endurance and Black identity. A park now exists where Africville once stood and a museum is being built there to commemorate the struggle and the legacy of a community that inspired Black people across the country.

George Osbourne, the first world boxing champion, was born in Africville.

**PLEASE BOIL THIS WATER BEFORE DRINKING AND COOKING**

Portia White, controls and actress, achieved international fame as a classical concert singer.

When the City of Halifax destroyed Africville they destroyed the heritage of so many. Canada's national spirit.

**AFRICVILLE RD**

**AFRICVILLE**

**NOVA SCOTIA**

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CUPE-SCFP 1979

**Justice!**

Make the National Inquiry into Missing and Murdered Indigenous Women and Girls count!

In honor of International Women's Day, 2016.

Art by "Drawing by Jennifer Smith" www.jenniferdsmith.com

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**Do you see the person with a disability?**

**Not all disabilities are visible. Be considerate. Be kind.**

Canadian Union of Postal Workers

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**CUPW Child Care Fund and its Child Care Projects**

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[www.cupw.ca](http://www.cupw.ca)

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The Reddingpsychiatry.ca website provides child care information and resources to help families better understand and access high-quality child care. This website was developed by the Childcare Resource and Research Unit (CRRU) and CUPW. The CUPW Child Care Fund is financed by Canada Post and administered by CUPW.

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**National Day of Remembrance and Action on Violence Against Women**

**December 6**

Canadian Union of Postal Workers

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14 women slain in college attack

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