



Report of the National Human Rights Committee

In late 1994, the first CUPW Human Rights course took place in Port Elgin. From that very first course came a resolution to the 1996 National convention to form a National Human Rights Committee (NHRC) within our union. The delegates at the convention raised their hands and voted on the resolution that would change the direction of CUPW from that point forward in giving birth to the CUPW National Human Rights Committee. Those delegates and the members each of them represented committed to a simple and powerful belief: that every single citizen, whether they identify as LGBT, differently abled, Aboriginal or as people of colour, deserves to be treated equally. Equal under the law. Equal in our society. Equal within our Union.

The National Human Rights Committee, tasked with helping to make that belief a reality, is comprised of four working groups: one for workers of colour, one for aboriginal peoples, one for lesbians, gays, bisexual, and transgender people, and one for differently abled workers.

Our Committee has a broad mandate to work on issues faced by diverse equity-seeking groups at the regional, national and international levels. We work to build awareness among our members, to reach out to community allies and even to educate employers.

Collective Bargaining:

Canada Post (CPC) is required under the collective agreement to work jointly with the union on human rights issues in accordance with Appendix HH: Human Rights training and Aboriginal hiring. This mandate has been an extremely difficult one.

Appendix HH Training:

We worked with Canada Post to update and finalize four-hour joint human rights training sessions for all new employees.

A three phase approach to re-establish this training in the regions was implemented:

- Phase I: Lead Trainer program to train one CUPW representative in each region.
- Phase II: Train the Trainer: the lead trainers will train all Appendix HH trainers in the region
- Phase III: Trainers will deploy the training to address the backlog as well as train new members

We raised concerns over the significant backlog for new members receiving “HH” training.

Maturity Model

CUPW participated with the Canadian Labour Congress, the Canadian Human Rights Commission, and employer organizations in the development of the maturity model. The Human rights maturity model is intended to be a roadmap to help develop and sustain a workplace culture of human rights. It is built around five levels and key elements that determine the “maturity” of an organization with regard to human rights competencies in the workplace. The five levels are defined as:

1. Initiated
2. Defined
3. Managed and Routine
4. Predictable and Sustainable
5. Continuously Optimizing

At each of the five levels, there are key elements that are assessed through a series of indicators and outcomes.

Aboriginal Hiring:

Canada Post’s failure to meet its obligations in hiring an adequate number of Aboriginal workers has been a significant focus of the CUPW representatives on the joint committee. We have consistently presented concrete proposals to increase the number of these workers at Canada Post. Thanks to the information provided by a number of locals, we also pointed out Canada Post’s failure to make noticeable advances in hiring Aboriginal workers when adding to their lists.

CUPW is not going to stop pressuring Canada Post to meet its obligations.

Human Rights Conference June 20-22, 2014:

The first CUPW human rights conference in over a decade was held in Ottawa from June 20th-22nd. The theme of the conference was “Building Strength, Making Change.” 140 delegates from 8 regions participated. The National Human Rights Committee (NHRC) planned the conference with the goal of building networks, solidarity and an action plan amongst the four equity-seeking groups.

This conference coincided with two important human rights events: National Aboriginal Day on June 21st and the first World Pride in North America, which was held June 20 – 29, 2014 in Toronto.

Aboriginal Working Group

Originally the NHRC was composed of only 2 First Nations people. Now we are 8 strong, one per region, with each region having an alternate.

We needed to make ourselves more visible to the membership. Pamphlets were made and approved by the committee and the NEB. The time has now come to update the information contained in these resources. CUPW ought to give First Nations, Métis, and Inuit more visibility within the union, such as the creation of a poster/flyer depicting a First Nations, Métis, and/or Inuit person.

After reflection, the group adopted as our logo the medicine wheel that you see every June 21st on National Aboriginal Day, on posters, or worn on lapel pins or buttons. The working group decided as a group to adopt the CUPW National Aboriginal Day, June 21st poster, and amend it by using the CUPW logo where the clan logo would normally go, surrounded by a ring of the four colours of the medicine wheel that will be circled with the clan symbols. The group felt that having this symbol on buttons, lapel pins, posters, or t-shirts would definitely identify them as First Nation, Métis, and/or Inuit members of CUPW.

With CUPW being a national union that includes First Nations, Métis, and Inuit people of the various clans located throughout Canada, the logo will also symbolize the joining of the clans within our union. We advocate awareness, understanding and compassion to see everyone as equal, that we are all the same, no one group above the other: it is only then that we can conquer discrimination based on colour, race, sex, class, abilities, gender, or anything else we are not.

It is the basic teaching of the medicine wheel, the four directions, and the four colours, that there is a place for each and every being on this planet within the circle whether it is from the water, animal, plant, or human species – each have a place, each is accepted, each is respected, and each have an equal value to be. When someone steps out of this circle, harmony is disrupted. It is in this spirit that we have chosen to have our union's logo encircled with the colours of the four directions, to show this harmony within our union. The clans that encircle the logo and the four direction colours are representative of the gathering of all clans. The working group is glad to report that the new CUPW First Nation, Metis, Inuit identifier (logo) has been developed and was first used on a banner for the CUPW Human Rights Conference held in June 2014. The logo will appear on t-shirts, buttons, lapel pins, and posters.

The 1996 Convention was the first time we were honoured with an invitation from our union to ask an Elder to come and smudge the conference floor. Some said it was the best convention we ever had and commented that the ceremony of smudging the conference floor possibly made the conference the success it was.

Today, we have First Nations members in our provincial federation movements and within the Canadian Labour Congress (CLC). We are consistently looking into First Nations issues to educate both ourselves and the membership. When a member from our working group participates in any human rights or union activity pertaining to First Nations, both a verbal and written report is submitted, not only to the overall committee, but also to the Local, Regional, and National Union Offices.

The Federal Government declared June 21st as National Aboriginal Day in 1996 as a day of Observance and not a statutory holiday, with the exception of the Northwest Territories. June 21st is a statutory holiday that the Public Service Alliance of Canada (PSAC) negotiated into their collective agreements in Nunavut. Our working group supports the continued lobbying of the provincial and federal governments to designate June 21st as a statutory holiday. Statutory holidays are government-designated days to mark and commemorate a special occasion or event, and the First Nations, Métis, and Inuit peoples of Canada need to be acknowledged as the original inhabitants of this land. The Summer Solstice, June 21, was the day chosen to celebrate the unique heritage, diverse cultures, and outstanding achievements of the First Nations, Métis, and Inuit peoples; it also gives them the opportunity to showcase their cultures and achievements throughout Canada on this day. It is the belief of our working group that it is time for the Government of Canada and fellow Canadians to recognize the original inhabitants of this land. CUPW will continue to lobby the provincial and federal governments to make June 21st a statutory holiday.

The government recognizes three (3) groups of Aboriginal people across Canada: First Nations, Métis, and Inuit. The Assembly of First Nations (AFN), the national organization that represents all First Nations in Canada, also recognizes the three groups. It is the consensus of our working group to be referenced as First Nations, Métis, and Inuit within our union and Constitution. CUPW has acknowledged the three distinct peoples of Canada and references the groups as First Nation, Metis, and Inuit within our union, and hopes to adopt the same language within the CUPW Constitution at the 2015 Convention.

The working group continues to support Leonard Peltier, who's been unjustly incarcerated for 37 years now. Our group also recommended that a portion of the lapel pins sold would go to support the Leonard Peltier Defence Committee (LPDC). Several Locals to date have passed a resolution in support of the LPDC. CUPW has doubled their financial support for Leonard Peltier's legal defense fund.

The working group continues to support the Algonquin of Barriere Lake in their struggle to oppose the government's imposition of Section 74 of the *Indian Act* that abolishes the customary governance system that they have used for centuries.

The working group supports the Horizons of Friendship, a non-profit organization committed to assisting the Indigenous people of Mesoamerica, with an annual donation and sent a Metis sister from Central Region to part of the Horizons of Friendship annual educational tour to Nicaragua in February, 2013.

We are committed as a group to ensure that First Nations, Métis, and Inuit people are hired and equity is met within the Corporation, just as we are committed to ensure the Corporation maintains full postal services, not only on First Nation communities, but also in all rural areas. This has remained an ongoing commitment of the working group as the corporation still has not met their quota obligation.

The National Aboriginal Day poster for 2014 was the Canada Goose. The Canada Goose means guardian and clarity, and is of importance during this crucial time for First Nations, Metis, and Inuit people fighting the federal government to respect treaty rights, land, resources, language, culture and traditions. First Nations, Metis, and Inuit are seeking respect within the union and are asking for support for our struggles. First Nations, Metis, and Inuit need more clarity to educate not only the membership but all of society so that everyone will understand that the First Nation, Metis, and Inuit are fighting to protect everyone's rights.

The working group is also pleased to report that in August 2014, the Turtle Island course was given to the working group as well as training on how to facilitate it. The course will be updated annually so that it will reflect the territory accurately and include all new struggles and gains within the territory.

The working group supported Defenders of the Land for the first time with a financial donation; CUPW has also signed onto their Declaration of non-Indigenous Supporters.

The working group has also supported Ron Plain to aid in his legal defense fund and his campaign for justice in chemical valley.

The First Nations, Metis and Inuit working group are also pleased to have been given the opportunity to open the CUPW HR Conference held in June 2014, for National Aboriginal Day on June 21, 2014.

We Want:

- To continue supporting the Leonard Peltier Defence Committee;
- To include a First Nations, Métis, and Inuit representative in all environmental work;
- To continue supporting the Algonquin of Barriere Lake in their struggle opposing the Quebec Provincial and Federal Governments in imposing Section 74 of the Indian Act on the nation;
- To have our Local, Regional, and National office lobby the Provincial and Federal Governments to designate National Aboriginal Day, June 21st, declared a statutory holiday;
- To ensure that Canada Post fulfills its responsibilities pertaining to employment equity;
- To be acknowledged as First Nations, Métis, and Inuit people and not 'Aboriginal' when being referred to within the union and the constitution;
- To continue educating ourselves and the membership on Indigenous struggles/issues;
- To continue supporting Horizons of Friendship and building that solidarity for Indigenous peoples outside of Canada;
- To continue supporting Defenders of the Land;
- To continue supporting Missing and Murdered Aboriginal Women and Girls;

- To offer the Turtle Island course to all elected persons within CUPW (National, Regional, and Local), as well as members;
- To have the Turtle Island course be updated annually to reflect the territory it is offered;
- To have the Turtle Island course be facilitated by First Nation, Metis, Inuit, peoples;
- To continue supporting First Nation, Metis, and Inuit peoples in Idle No More events;
- To have all CUPW meetings, events and functions honour the territory they are on;
- To continue raising awareness about equality issues faced by First Nations communities and people.

Differently Abled Workers (DAW)

The successful planning, development and delivery of the first CUPW National Human Rights conference in ten years was a great achievement for the National Human rights Committee. The members of our working group were active as facilitators and participants in the success of the conference.

We have participated in various activities in the Labour Movement:

- CLC Human Rights Committee;
- Ontario Federation of Labour Equity Conference.

During this mandate we have had discussions around the visibility of DAW on the work floor and in our union.

- We have looked at the need for more education around DAW;
- The effects of disabilities on our members;
- The need for more education around accommodations and Article 54;
- The impact of Postal Transformation on DAW;
- The need for more awareness in our communities around DAW issues;
- Accessibility check lists review by DAW;
- Delivery of the Accessibility Course should be a priority for National and Regional Educationals.

We were not only successful in achieving the HR Conference but also in having a poster prepared for December 3rd, the International Day of Persons With Disabilities, featuring a member of the DAW group.

There are always challenges ahead and more work to be done.

- Continue to raise awareness and visibility of DAW;
- Continue to educate members regarding accommodation and confidentiality;
- Continue to educate members around Article 54 and the process involved;
- Continue to produce more posters/buttons/stickers/flags for DAW and the NHRC;
- Human Rights calendar to mark and commemorate important dates, campaigns, etc.;
- Continue to support and bring awareness about the needs of our deaf/hearing impaired members around communication, education and safety to promote inclusiveness;
- Continue to provide HH training;
- Promote and support DAW and all equity-seeking groups within the structure of our Union so that we truly represent the diversity of the labour movement.

One of our ongoing challenges is to have Local Human Rights Committees to promote human rights training at local levels. This will enable us to continue the work of supporting safe workplaces without bullying, discrimination, harassment, intimidation and violence.

In order to prepare, inform and encourage participation on the NHRC, new committee members need to know the internal process and function of the committee.

DAWS are members of every equity-seeking group and on every work floor. We must ensure their participation and that their voices are heard at all functions and levels of CUPW and the Labour Movement.

LGBT

The battle for Human Rights continues in the workplace, at home and out there in the world. We watch, we join, in pleasures as well as sorrows. During this mandate, we have seen many changes within our own union, workplace as well as worldwide.

Postal transformation has brought many changes, fewer and fewer members on the work floors, more and more machinery entering facilities to read, and sort mail, and we are also seeing different ways of delivering. It is a corporation showing its true colours. Bound and determine to create less employment, liquidating valuable properties to meet unrealistic financial goals and above all, staunchly refusing to consider viable and lucrative options for all such as Postal Banking. We know that this would help many members; it would create jobs that would be more accessible and ease all of us into a different work environment. Smaller communities would flourish with this option. Postal Banking would also help create jobs for First Nations, Metis and Inuit, near their lands or within their communities. Not only do we need diverse equal representation at the National level of all Equity Groups, we also need accessible Postal Services that work for people both within and outside of our union.

Olympic Games in Sochi, Russia February 07-23, 2014

The lead up to the games was marked by several major controversies, concerns for the safety of the LGBT community arriving in Sochi as well as those living there, due to the effects of recently passed legislation. In Sochi they face legal and social challenges, violence and discrimination.

2013 polls in Russia showed that a large majority of Russians oppose the legal recognition of same-sex marriage and support laws discriminating against LGBT people. Larger cities such as Moscow have been more tolerant and have been known to have a large community of LGBT. There is a great resistance by many governments to Gay Pride parades; for example, governments deny permission for such parades, stating it may encourage the risk of violence.

Russia was fined by the European Court of Human Rights in 2010. Despite this, in 2012, the city of Moscow still denied 100 individual requests for Moscow Pride. In June 2013, Russia received international criticism. International rights group have described the current situation as the worst Human Rights climate in the post-Soviet era, “A Step towards the Middle Ages.” Russian law legitimized vigilante groups who hunt and abuse LGBT people, especially young gay men. The number of LGBT people seeking asylum has now spiked.

Many more abuses have occurred. Many countries around the world still do not recognize many LGBT, and they still live in fear.

We at CUPW condemn this.

There are now 32 States in the US where gay marriage is legal. The struggle continues.

Understanding our LGBT Elders

LGBT elders are the 70+ age group (born before 1940) who lived most of their adult lives in the pre-gay liberation period. They have experienced overt discrimination and hostility, were regarded by society as maladjusted and “sick,” and religions labeled them “sinners”. It was very difficult to be openly gay and be safe from violent attacks, loss of employment, police harassment and violence, and, in many cases, forced medical practices such as electro-shock treatments and aversion therapy. To fit in, one had to hide a big piece of their lives. Trust is a big issue. In spite of societal changes, many LGBT elders remain fearful of discrimination and hostility, and are less likely to access health and social services. Many continue to live in the closet and may never choose to come out. Many have experienced rejection by their families of origin. They rely on their network of friends, but become increasingly isolated as they lose friends/partners as they age.

Baby Boomers who are now in their 50s and 60s experienced the advent of gay liberation in 1969. Within this group are the activists who were at the forefront of the campaigns for equality. They gained many rights and many people in this age group have come out of the closet. LGBT Boomers express concerns about having to access services as they age, such as home care and residential care. This was the generation of the sexual revolution of the 60s and sexual openness. Many fear that, as they age, they will feel the need to back into the closet to fit in or appease caregivers. Will they face discrimination, rejection from service providers or other patients/residents if they are “out”? Many fear the stress of having to choose whether or not to come out again at a time when they are vulnerable. Many express concerns that the aging services community is not sensitive to LGBT elders’ issues.

We need to expend energy on educating and advocating for inclusion when LGBT elders are dealing with these challenges. CUPW is used to challenging the system; we need to demand these rights and good medical training related to the specific long-term needs of the LGBT community. For example, we need to raise awareness about the trans long-term use of hormones, cervical cancer in trans-men and prostate cancer in trans women in such institutions as hospitals, community health centres, long-term care facilities, nursing homes, community care access centres, etc. All health care professionals and personal support staff should receive training that includes awareness of and sensitivity to the situation of LGBT people (body, image, self-esteem issues, the possible a normative appearance of genitals, etc.) and the special demands of providing them with personal care.

Sensitivity workshops should be offered to residents of long-term care facilities and their families so that they can learn to be respectful of those who are LGB and transsexual or transgendered. Privacy should be available to trans people who do not wish to be ousted as trans. LGBT people need to be protected from elder abuse.

2012

The LGBT caucus brought forward six recommendations in 2012.

In the month of June, Ontario provincial parliamentarians voted unanimously to include “gender identity” and “gender expression” as prohibited grounds of discrimination in the Ontario Human Rights Code. “Sexual Orientation” had been the code since the 1980s, offering legal protection to gays, lesbians and bisexuals, but new language was needed to protect transgender people. Ontario is the second jurisdiction in Canada following the North West Territories to recognize gender identity in human rights legislation. Manitoba is slated to make a similar amendment to its law. Montréal’s Concordia University became the second university in the country to allow transgender students to use their chosen name in class and on their ID. Border crossing is a difficult experience for transgender people. Passport Canada is considering making passports genderless. Changes like these are needed if we are to eliminate discrimination against trans people in areas such as healthcare, education, housing, employment, legal and social services.

Bill 279, known as the “Gender Identity Bill,” is an attempt to add explicit protection for trans communities to the *Canadian Human Rights Act* and the *Criminal Code*. The assumption that two and only two genders exist in humankind is deeply entrenched in Canadian law and society. Bill C-279, currently being held up by Conservatives, adds “gender identity” and “gender expression” to protect people who don’t fit the “Man” or “Women” check boxes. Like discrimination against lesbian, gay, and bisexual (LGB) people, discrimination against transgendered (T) people is rooted in sexism and gender stereotyping that is systemic in our society and in our institutions, including within unions. Lesbians, gay, bisexual and transgendered (LGBT) persons are workers, trade unionists and part of our movement. They deserve the same respect, dignity, and equality that we fight for all workers in society.

2013

In January of 2013, CUPW became a partner on the CLC’s Working Voices video website. LGBT would like our finished “It Gets Better” video to appear on this site when it is completed.

Our November meeting was specifically to collectively plan the conference to be held in June. During this process, we had the help of outside facilitators such as Morna Ballantyne, Ben Powless, Kay Lai and Lynn Bue, who spoke to the NHRC. The principles of who needed to be in the room were defined as: gender balance, equal representation from every region, and representation from every equity-seeking group. There were 138 applicants for 140 spots, 64 of which were held for the members of the NHRC. There were 11 lesbians, 6 gays, 1 bisexual and one transgender person. All regions had applications from this category. Learning about other oppressions, effective communications, building alliances, using social media, a photo booth and many other ideas were suggested for this conference. There were a total of 21 recommendations brought forth by all equity groups. Labour activist Larry Rousseau was our keynote speaker for the conference.

2014 CLC

“Together Fairness Works” was the theme for this convention, which saw many newly elected delegates and a great representation of equity groups within the CLC. Many of us from the NHRC were at the convention and were able to vote within our caucus for representation at the CLC.

World Pride Toronto 2014

This was a great event in Toronto – many came from all around the world to join in the celebrations – and our wonderful members from Toronto took great pride in being part of this event as well. Many unions and organizations took part as Allies in this celebration.

This year, World Pride organizers used LGBTIQQ2SA to identify Lesbian, gay, bisexual, transgender, transsexual, intersex, questioning, queer, 2-spirited and allies! Stemming from a revolt against the umbrella term “gay,” LGB emerged as the first abbreviation to group various sexual identities in the late 80s. Since then the abbreviation has evolved and grown. This community is very political; therefore, there will always be a debate on inclusiveness, acceptance and how to be fully recognized. Lengthy abbreviations open up questions and give us a way to educate others and expand what homosexuality is. Many large cities and unions across Canada took part in celebrating Pride in their own towns.

November 20th has been set aside as a day to remember people who have been killed because of anti-transgender hatred, fear and prejudice. Trans people want the same rights most of us take for granted. They want to live without fear for their lives.

Throughout this mandate, we have brought many recommendations to the NEB annually, to help bring awareness to our members throughout the country. We wanted to produce a calendar to promote quotes, important dates, legislations, victories, losses, events, and resources. This did not happen during our mandate and hopefully the next committee will be able to take on and finish this task.

7.59 funds have helped members of the NHRC in participating in trade union education, conferences and seminars for equity-seeking groups and forums sponsored by human rights organizations. A report is required describing the events attended by all members who access 7.59.

We have tried to ensure that our Human Rights educationals be delivered by those who represent an equity group.

We have produced an “It gets better video” to be presented at our convention in 2015; this video could be incorporated within the HH and DD educational during our next mandate.

We have discussed creating our own flag or a flag that brings all four equity groups together; again this will be for our next mandate to develop and produce as awareness of all groups is of great importance.

CUPW has committed to sending a member of the NHRC to be part of a Horizon of Friendship delegation that participates in solidarity work and observing ways to help aboriginal women and children improve their quality of life in Central America. Sister Diane Mitchell was part of the 2012 delegation to Nicaragua and represented on behalf of two spirited.

The LGBT would like to thank the members of the NHRC and the NEB for their involvement in the daily struggles to protect human rights.

Workers of Colour

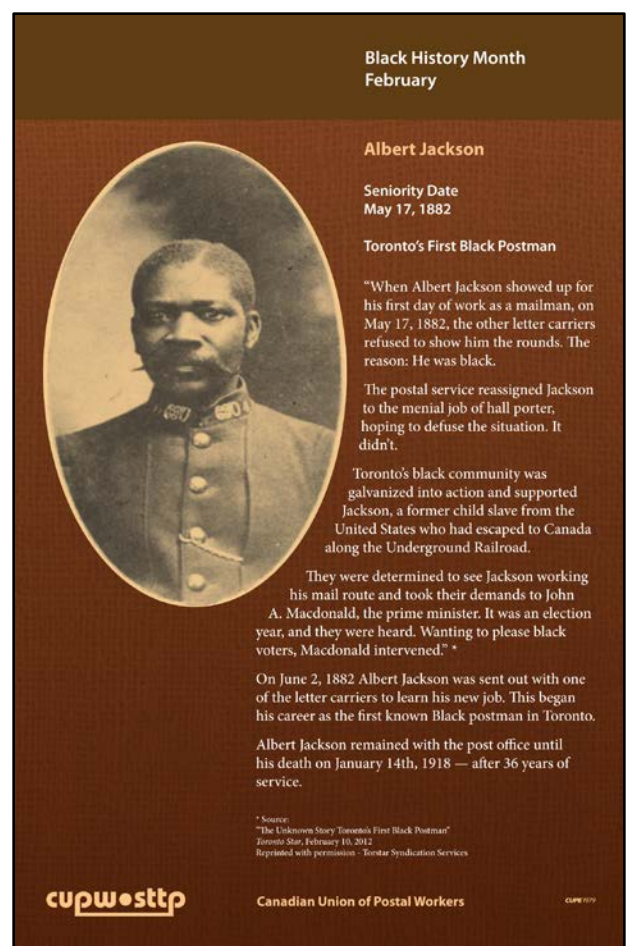
In 2011, the National Human Rights Committee Worker of Colour Working Group hit the ground running. The Committee decided that for Black History Month it would create a series of posters featuring Black Canadians who contributed to making Canada what it is today; the contributions of Black Canadians are too often omitted from the history books. Early in our mandate, the

Toronto Star ran a story on Albert Jackson, Toronto's and possibly Canada's first black Letter Carrier.

Albert Jackson was a runaway slave who escaped to Canada through the underground rail road. This worker received an appointment from the federal government to work as a letter carrier on May 17, 1882. When he reported to work on the first day, the other letter carriers in the station refused to train him because he was black! As a result, management demoted Albert Jackson to hall porter, opening the door for customers when they came into the station, but the black community in Toronto rallied around him. It was only after the Prime Minister intervened that Jackson was finally permitted to deliver his route.

In 2013, we honored the memory of Albert Jackson with a commemorative poster and presented it to his family – some of whom still work for Canada Post and remain CUPW members to this day. This event grew beyond anyone's expectations. The national news

media in both Canada and the United States ran the story. His saga was later made into a book by a group of Grade One students, which, we are told, is in the process of being published.



Appledoor Productions, a theatre company, has contacted CUPW to inform us that they are currently in the process of making this saga into a play entitled “The Postman.” This play is designed to show the importance of door-to-door mail delivery and will be released in conjunction with the 2015 Pan Am Games in Toronto. This is a great illustration to show how our struggle as postal workers against racism is linked to and supports our struggle to Save Canada Post!

Next up was a poster featuring Viola Desmond. On November 8, 1946, Viola Desmond, a beautician and businesswoman from Halifax, Nova Scotia, was stranded in a snowstorm in New Glasgow. After she found a place to stay, she decided to go to a movie at the Roseland Theatre. She sat downstairs in the “Whites Only” house seats. When the manager asked her to move to the balcony designated for Black patrons, she refused. The manager called the police and she was arrested, dragged from the theater and put in jail overnight. The next day, Viola was charged with attempting to defraud the Federal Government as she hadn’t paid a one-cent “amusement tax” difference between the 2 cents for a balcony seat and the 3 cents she was charged to sit downstairs. Even though she offered to pay the difference, she was still convicted! Her trial without counsel led to a \$20 fine and 30 days in prison. The Nova Scotia Association for the Advancement of Coloured People raised the money for her fine. Though all Viola Desmond’s appeals were lost, her case was used to build community activism to fight against racial segregation. Laws allowing segregation in Nova Scotia were finally repealed in 1954.

In February 2014, the Black History Month poster featured Rosemary Brown. Rosemary Brown was born in Kingston, Jamaica, in 1930 and moved to Canada in 1960. She spent much of her life fighting to eliminate barriers in housing faced by specific equity-seeking groups. As a determined feminist, she spent most of her working life promoting equity and human rights. She was a leading women’s advocate, human rights activist, teacher and politician.

The final poster is that of Carrie Best. This worker was born in New Glasgow, Nova Scotia. After working as a nurse and a teacher, she founded *The Clarion*, Nova Scotia’s first black-owned and published newspaper. She went on to run her own radio show called “The Quiet Corner”. Carrie Best was later honored with the Lloyd McInnis memorial award, followed by an award from the African United Baptist Association. She was made first a member and then an Officer of the Order of Canada.

2014 World Pride

With the belief that every single Canadian should be treated equally, members of the Worker of Colour group joined our LGBT Working Group members at the 2014 World Pride parade in Toronto, and other pride parades and events throughout the country. The Pride parade in Toronto brings together thousands of people from around the world. While riding on the bed of a flatbed truck with the help of DJ Vince (a unionized Disc Jockey), we spread the message of saving door-to-door mail delivery over the loudspeakers to thousands of onlookers!

A United Labour Movement

Some members of the Worker of Colour working group are also members of various Coalitions: (Coalition of Black Trade Unionists- CBTU, Asian Canadian Labour Alliance-ACLA), labour movement Human Rights committees: the Canadian Labour Congress, The Federation of Workers in Quebec and the Federations of Labour Human Rights Committees, and Labour Councils. CUPW has been instrumental and visible on the human rights front across the country. In line with our fight to save Canada Post, the members of the Worker of Colour working group were successful in getting the Coalition of Black Trade Unionists (CBTU) to pass the following resolutions to support us at their recent National convention:

Defend Canada Post

The CBTU will work with Postal Workers and community groups to support a major campaign to defeat the attacks on Canada's postal service and safeguard door-to-door delivery, and will call for expanded services to strengthen the financial viability of Canada Post.

Universal Childcare System

CBTU Shall Demand the Government take immediate action to:

- *Invest in the expansion of a public, not-for-profit, and universal childcare system for children ages 0-12.*

Members of our working group attended The Federation of Workers in Quebec (FTQ) convention and the following resolutions were passed:

Discrimination Against and Massacre of Haitians on The Haitian-Dominican Border

IT IS MOVED that the FTQ express to the International Trade Union Confederation and the governments of the Dominican Republic, Quebec and Canada, that it condemns the violence stemming from the sustained discrimination being suffered by the Haitian population at the hands of Dominican authorities, namely as a result of the legislative provisions adopted retroactively by the Dominican Republic that strips residents of Haitian descent of their Dominican citizenship.

Emergency Resolution – Massacre of Haitians on The Haitian-Dominican Border

IT IS MOVED that the FTQ issue a press release expressing to the federal and provincial governments that it condemns the massacre of Haitians at the hands of Dominican authorities;

Emergency Resolution – Bill C-4

BE IT RESOLVED that the FTQ, in conjunction with the CLC, lobby the Government of Canada for the withdrawal, from Bill C-4, of amendments to the Canada Labour Code dealing with health and safety, including the definition of danger.

Emergency Resolution Moved As a Result of The Tentative Agreement Reached on October 18, 2013 Regarding The Comprehensive Economic Trade Agreement (CETA)

BE IT RESOLVED that the FTQ urge the governments of Quebec and Canada:

- *To immediately release the text of the Comprehensive Economic Trade Agreement (CETA), and related study papers;*
- *To create conditions favourable to open and inclusive debate [on CETA], namely through expanded public consultation and the establishment of a parliamentary commission.*

Workers of colour have participated in many rallies, demonstrations and community events within CUPW, in support of other unions, and within among our communities. We realize our presence is important because until the day comes that the same rights and the same opportunities are available to all, the work of this committee is not yet complete. Until the families of the thousands of missing and murdered Aboriginal women and girls receive justice, the work of this committee is not yet complete. Until the Sisters of our Union can go to work, deliver their mail and come home free from the threat of domestic violence, the work of this committee can never be complete.

As we look back to 1996 when this committee was formed, we see that change has never been fast, simple or without controversy, but is rather achieved through our persistence and determination. It is because of that persistence and because of that determination that the Worker of Colour Working Group continues to press forward on the human rights front.

To the next Worker of Colour Working Group, we say: Continue to boldly take this work forward! Do not be afraid to venture into new ground even if you have to create a bit of controversy in the process! Continue, as we have done, to raise the bar and the expectations for those who follow you.

The Future

While we have made some great accomplishments since the committee was formed, there is still much work ahead of us. While the pace of change is slow, this committee continues to push against the slow pace of change and can be proud of the progress we have made during this mandate.

Trade unionists understand that recognizing our differences makes us stronger. While some employers and some governments are intent on splitting working people apart, it is the union's job to make sure all members are protected and given equal opportunity in their lives.

Through worker solidarity, we have won many of the gains that benefit society as a whole today. Publicly, unions fought for racial, gender and sexual equality. We helped win court challenges and legislation. We've campaigned to eradicate poverty and to provide basic needs and dignity for all people. We have negotiated to improve accessibility and to include equity language in collective agreements. The list of accomplishments is as long as the list of injustices that remains. Right now, our very ability to stand up for the rights of workers and of the vulnerable within our society is under attack.

We are at a critical moment for equality and the labour movement. Though we've made important human rights gains over time, growing inequality, globalization, privatization and the rise of precarious work threaten the progress we've made. CUPW must be a leader in advancing equality. Our efforts benefit everyone. Whether you are a CUPW leader, an activist or a rank and file member, we need your help to make sure that all members understand - and are receptive to - our union's message about equality. In some cases, however, CUPW may be the only place where members are getting information that promotes the rights of equality-seeking groups in a positive manner. The work of our committee forms a foundation for this important work within the union, but for CUPW's commitment to equality to take true form; it must go beyond the work of the committee and out into CUPW workplaces across the country.

In Solidarity,
2011-2015 CUPW
National Human Rights Committee

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