

1<sup>st</sup> National Conference • Montreal • November 27-30, 2003

Pride  
at  
Work

La  
Fierté  
au  
Travail

1<sup>ère</sup> conférence nationale • Montréal • 27 au 30 novembre 2003

Report of the First National Pride Conference

**Sheraton Centre - Montreal**

November 27 – 30, 2003



Public Service Alliance of Canada

# Table of Contents

---

Opening Remarks by Conference Co-Chairs	1
Greetings from the National President	4
Discussion Paper & Theme of the 2003 National Pride Conference	11
Conference Committees	21
Adopted Resolutions	22
Results of the Elections to the National Equal Opportunities Committee	27
Workshops	28
Summary of Regional Action Plans	29
Equity Caucuses & Youth Caucus Recommendations	32
Regional Caucuses	33
Guest Speakers	34
Banquet & World AIDS Day Statement	36
Acknowledgements	38

## Appendices

---

<b>Appendix A</b> - Conference Agenda	39
<b>Appendix B</b> – Guest Speakers’ Biographies	43
<b>Appendix C</b> - Conference Information & Statistics	48
<b>Appendix D</b> - Delegate Entitlement Formula	49
<b>Appendix E</b> - Actual Delegate Breakdown	50
<b>Appendix F</b> - Conference Delegates & Observers	55

## OPENING REMARKS BY THE CO-CHAIRS, BROTHERS ED CASHMAN & JEAN-FRANÇOIS DES LAURIERS

---



The Pride Conference is an essential opportunity for our Union, and for you, our GLBT members. It's an opportunity to meet, to network, to mobilize, to identify your issues, and, to identify strategies and solutions. Strategies and solutions that will advance GLBT issues as well as advance our Union's broader Human Rights and equity issues – in the

workplace, in the Union, in the community, nationally and around the world.

As you know, the budget that was adopted by the delegates at the 2003 PSAC Convention included funding for the 1<sup>st</sup> National Pride Conference.

As a result we are here today. And like the Unity Conference, the Access Conference and the National Women's Conference, the Pride Conference now also has the right to send resolutions to the PSAC Convention.

And the delegates to the Pride Conference will also elect the two GLBT representatives to sit on the National Equal Opportunities Committee, which is the National Board of Directors Standing Advisory Committee on equity issues for the next three years. These two representatives will also attend the 2006 PSAC Convention.

While this may be the 1<sup>st</sup> National Pride Conference for our Union, the PSAC has a history of fighting to ensure that GLBT members are treated with dignity, justice and respect. And we would not be here today without the many GLBT activists before us within our Union who courageously and consistently fought to make sure that "GLBT" issues, were also the "union's" issues.

We have made many accomplishments over the last few years and we encourage you to go through the documentation provided which outlines most of them. Here are but a few examples:

- The adoption of PSAC Policy 31 on Sexual Orientation in 1994 which made us one of the first unions to recognize the links between the struggle for workers' rights and GLBT rights.
- On the collective bargaining front, we continue to push forward the need to extend benefits to same-sex couples where they are not recognized.
- More and more GLBT union activists are getting involved and getting elected into our leadership structures including the National Board of Directors.

And clearly there are still many challenges for our Union – from improving how we address trans issues to taking action to ensure that GLBT persons around the world are not persecuted, denied their basic rights and even killed because of their sexual orientation to implementing measures which make our union more inclusive to name but a few.

We need your input into identifying these challenges and developing mobilization strategies to ensure that we are successful in meeting these challenges.

The objectives of the 2003 First National PSAC Pride Conference are to bring together, to mobilize and politicize our GLBT members around union, workplace and community issues by creating and maintaining safe spaces; strengthening the solidarity and building coalitions; strengthening the GLBT committees that exist within the union structure or assisting in the creation and support of GLBT committees where they do not exist. At this conference, we will be developing regional action plans that will address and support GLBT issues in the Regions so that we increase our union's capacity to respond and integrate the needs and issues of our members from the GLBT communities into every aspect of union life.

This is **our** conference and we are very proud to say that this **IS** a safe space. Our leaders recognized this need when the question of who can attend was posed and that this question was clearly answered in a way that reflects the fact that this is our **FIRST** conference and that safety and security is an important issue for our communities.

## **GREETINGS FROM THE NATIONAL PRESIDENT, SISTER NYCOLE TURMEL**

---

This is a great moment for me as National President of this Union. The First National Pride Conference is a significant achievement for our Union, and one that we can all be very proud of.

I want to thank the Steering Committee for its commitment and hard work in putting together our first Pride Conference. Thanks as well to the Resolutions Committee for its time spent considering the resolutions and providing its recommendations.

I also want to thank Brother Ed Cashman and Brother Jean François Des Lauriers for their leadership. And thanks to all the PSAC staff for their work leading up to and during Conference. They will also be working hard to help with the follow-up from the Conference.

I think it's important to look back and recognize some of our Union's achievements on important issues affecting your communities.

At the 2003 PSAC Convention, delegates voted overwhelmingly in favour of a budget that funded the National Pride Conference, for the first time in PSAC history.

While this may be our first National Pride Conference, our Union has a history of ensuring that PSAC/GLBT members are treated with dignity, justice, and respect. And we've made a great deal of progress over the years – particularly through the courts and at the negotiating table.

In 1994, the PSAC adopted Policy 31 on Sexual Orientation that set the foundation for GLBT rights for the Union.

The policy condemned discrimination and recognized the PSAC's efforts to fight discrimination based on sexual orientation at the bargaining table, at arbitration, adjudication, and in the courts.

Since the adoption of Policy 31, we've fought to broaden the definition of 'spouse' to ensure that PSAC members and their same-sex spouses and their families receive negotiated benefits, including medical, dental, pension and survivor benefits, bereavement leave and others. In our collective agreements with Treasury Board, CCRA, CFIA and Parks, the restrictive words "of the opposite sex" in the definition of spouse were dropped after a series of rulings by the Canadian Human Rights Tribunal and unsuccessful appeals by the federal government. Some of our collective agreements also specifically name same-sex relationships in the definition of spouse.

Our Union has made Spousal Union Leave a priority at the bargaining table, and the provision is included in several collective agreements. Unfortunately, we were not able to convince Treasury Board to include spousal union leave in the last round of bargaining, but spousal union leave is once again on the table in this round of Treasury Board bargaining, and we will prevail.

When it comes to other rights at the bargaining table, the PSAC is in the forefront, but there is a lot of work still to do. For example, we need to include the words "gender identity" or "gender expression" in anti-discrimination clauses to better protect PSAC transgender members. We will continue to bargain these improvements, and we need your input and involvement on these issues. I would encourage each and every one of you to get involved in the bargaining process, and to contribute to identifying GLBT issues that will improve the equality rights of your community.

Our Union has made GLBT and other human rights' issues an important part of our education program, and have taken many steps to provide a voice for GLBT members. This Pride Conference is an essential opportunity for GLBT members to meet, network, identify their issues, and identify strategies and solutions to advance human rights and equity issues in the workplace, the Union, the community, nationally and internationally.

The GLBT elected equity representatives receive funding in order to network with equity group members and raise issues in their workplaces and regions. The PSAC also encourages the establishment of Regional Human Rights' Committees to mobilize on specific regional and workplace issues. I believe there are currently four GLBT regional committees, and the 2003 Convention has provided funding for these committees for the first time.

When selecting delegates to participate in courses, conferences and other union events, the PSAC's practice is to include equity among the selection criteria, including GLBT as a group.

Creating spaces and opportunities for GLBT members to participate in our Union is important. It's important that we hear your voice, so that our Union can collectively take on issues, make these issues OUR issues, and make gains for all GLBT members.

So what are some of the issues facing the GLBT community that our Union needs to take on? In three years, five or ten, what victories do we collectively want to be able to celebrate?

I'm sure you have identified many of them over the course of the past few days. I want to spend a few moments on an obvious one - same-sex marriage.

It's great that the Steering Committee has developed a post card to be sent to the Prime Minister. I encourage you to take them back to your workplace and get your co-workers to sign them and send them in. I'll make the commitment to doing it too.

Gays and lesbians should have access to civil marriage – it's an issue of fundamental equality. And as trade unionists that's what we believe in. We have fought for, and will continue to fight for equality and justice on many different issues and on many different fronts, and I assure you that our Union will continue to step up the fight for recognition of same-sex marriage.

It's clear we have a challenge ahead of us. Yes, public support for same-sex marriage is growing – it's up to 57%, according to an Environics poll released in late October. But the motion opposed to same-sex marriage put forward by the Canadian Alliance Party was very narrowly defeated (137-132) in the House of Commons this Fall. The message is that legislation is not guaranteed to pass, and that we have a lot of work to do.

Paul Martin, our new Prime Minister, has publicly stated that while he supports the government's plans to legalize same-sex marriage, he also welcomes "other options" to address the issue. Well, I have a message for Mr. Martin:

As far as we are concerned, there are no other "options"! Do the right thing and give lesbians and gays the right to marry if they so choose! It's not taking any rights away from any other individual or group. It's simple: it's a question of fairness and justice.

The PSAC developed a short statement in support of same-sex marriage, which has been posted on the PSAC website for some months now.

And at their meeting earlier this month, the EOC made recommendations to step up PSAC's campaign in support of same-sex marriage. I'm pleased, and proud, to be able to state that the AEC has endorsed the EOC's push to take on this fight, and that our Union will fight this fight side by side with EGALE, coalition groups and the broader labour movement.

- The PSAC will **make a commitment to more action**. The PSAC will increase the visibility of our commitment to same-sex marriage with our members, elected officials and the general public.
- The PSAC will **make same-sex marriage an election issue in the upcoming federal election**.

- The PSAC will **provide existing educational and campaign materials on same-sex marriage**—such as the Campaign for Equal Marriage lobby kit—to various structures throughout the Union. The PSAC will ensure that existing educational tools and resources, are available to all structures of the Union.
- And the PSAC will **develop a communications strategy** to increase the profile of the Union’s commitment to same-sex marriage.

As delegates selected to attend the first PSAC Pride Conference, all of you are leaders on GLBT issues within our Union. Your contribution and leadership on this campaign for same-sex marriage is critical to its success, and to our success in winning this fight.

I’m sure there are many other victories that we’d like to be able to celebrate ten years from now. Let me mention two more.

Reliable national data to profile the GLBT community in Canada would be a first step towards ensuring that employment equity laws are extended to GLBT workers. Data can also help us to identify the specific services and needs of the GLBT community in many other areas – health care, social services and human rights.

In my lifetime, I’d like to be able to say we’ve won the fight against HIV-AIDS. On the eve of World Aids Day, we can all take a moment to remember our Brothers and Sisters around the world, and here at home, who have died from this horrible disease, those who are suffering from AIDS-related illnesses, or those who live with HIV-AIDS and are discriminated against in their workplace and their communities.

And to quote Stephen Lewis, Special UN Envoy on HIV/AIDS in Africa and a passionate humanist, AIDS is now a women's issue. We need to make headway in fighting this horrible disease, here at home, in Africa, and everywhere in between. We need access to affordable drugs to treat the symptoms of AIDS—that's key to the survival of entire communities in the developing world, and to ensuring that children get a chance to know their parents, rather than spend their childhood in an orphanage. Canada has taken the first step by introducing a bill that would make HIV-AIDS drugs more accessible to developing countries. But we can do more. We know how to fight this pandemic. It's a question of leadership. It's a question of political will. And it's a question of commitment.

I'm proud that our Union is doing our part such as making a \$5000 contribution to the Stephen Lewis Foundation.

Let me say as well that the fight to eradicate HIV-AIDS is linked to the fight against the Free Trade Agreement of the Americas, or the FTAA, and other trade deals. Trade agreements that include patent protection undermine health in all countries and particularly in countries that can't afford to treat their citizens with brand name drugs.

As GLBT leaders within our Union, every one of you in this room has a role to play in identifying the victories you want to be able to celebrate, and in making sure that all of us take on the struggles together to make these dreams a reality.

So you have a job to do when you leave this conference. You can take back the information, analysis and tools from the Conference to the members of your Locals and your human rights' committees. You can take an active role with others in your region to ensure that your action plan is successfully implemented.

Our Union needs you. We need an educated, engaged and mobilized membership if we are to successfully achieve good collective agreements, advance our human rights' agenda, and celebrate some victories in the next ten years. And I am confident that together, we can take these on, and we can win.

### ***“PRIDE AT WORK”***

***The PSAC First National Pride Conference Discussion Paper was meant to assist our members in the development of the political vision for the conference. The paper was based on the priorities identified by the Pride Conference Steering Committee and the members they consulted and was approved by the AEC. The paper is divided into three sections: (1) The Emergence of GLBT Issues in the Labour movement and the PSAC; (2) Legal & Social Gains and Struggles; and (3) The First PSAC Pride Conference and the Links to the Broader PSAC Vision.***

***Also included are a few key questions at the end of the document which hoped to incite discussion and strategic thinking at the conference on how to move forward on the road to equality for our GLBT members.***

#### **1. Emergence of Gay, Lesbian, Bisexual and Transgender (GLBT) Issues in the Labour movement and the PSAC**

The emergence of GLBT activism within the trade union movement became visible in the 1970s. Trade unions, led by the Canadian Labour Congress began to openly support Gay and Lesbian rights and activists began to mount visibility campaigns. Those campaigns were to show the movement that *“We are here! We’re coming out and we’re part of this movement!”* and challenges were made to the discrimination and outright homophobia within the movement by these activists.

In 1994, the PSAC adopted **Policy 31 on Sexual Orientation**. While the policy may need updating, it set the foundation for the commitment towards GLBT rights within our own union. The Policy commits the PSAC to working with partner organizations inside and outside the labour movement including the CLC and EGALE.

Among other commitments outlined in Policy 31 are important protections and recognition through negotiations and court challenges on behalf of our members and the commitment to consciousness-raising through education and other union programs on GLBT issues.

The PSAC has been increasingly successful at ensuring that all negotiated benefits are extended and available to same-sex couples.

Some examples of progress made on both the negotiations and the legal fronts where the PSAC and the Labour movement was front and centre include: the definition of “spouse” and spousal union leave as well as extension of benefits including health insurance, pension benefits and bereavement leave among others. It is clear however that there is still room for improvement including the use of more inclusive language in many PSAC collective agreements. For more information on the achievements of the PSAC at the negotiating table and the courts, see “Hot Topics for Collective Bargaining – Issues Paper No.1: Same-Sex Benefits” on the PSAC website.

**Education** also quickly became a priority in the Labour movement as activists and advocates focused on mainstreaming GLBT education within the human rights programs that existed in various unions. Today, although not all, many unions have a clear position on GLBT rights and have integrated them into their human rights education programs.

The PSAC continues to expand on our human rights education both within the union and with the employer to ensure that GLBT members’ rights are not excluded. While there are courses that were developed on homophobia in a couple of Regions, the current work being done by the national Education Program is on a comprehensive Human Rights Kit that will include a full chapter on

GLBT rights and integrate GLBT issues throughout the other chapters. The Kit is due to be completed by January 2004.

Another step was to begin to challenge electoral and structural processes within the Labour movement and there have been gains whereby more out Gay, Lesbian and Bisexual trade unionists hold elected positions as well as staff positions within most unions than ever before. The PSAC has made significant inroads on the leadership front as we have a number of elected officials sitting at every level of the union including the National Board of Directors, Regional Councils and Component National Executives who identify as being from the GLBT communities.

One issue of concern to our members is the fact that persons who are GLBT are not included in the **Federal Employment Equity Act**. The PSAC included this observation in our Submission during the review of the Act in 2002. Policy 31 also commits the PSAC to ensuring that Lesbians, Gay men and Bisexuals are included in employment equity programs and policies within the PSAC, the Labour movement, the employer as well as municipal, provincial, territorial and federal governments.

While the mechanics of doing so will require more than a “call” for inclusion into any legislation, a first step could be a call for inclusion into the Canadian Census process for 2006 in order to accurately assess market availability and move forward from there. Although parts of the Labour movement are still discussing the issue of inclusion into legislation, the call to count the GLBT population into the Census could be advanced more actively.

There are many policies within the labour movement and the PSAC which are inclusive of GLBT rights and concerns, another important one is **Policy 28A on AIDS and HIV** adopted in 1992. The policy speaks to the protection of the rights of members, including those that pertain to health and safety and those that pertain to human rights. The discrimination, isolation and stigma faced by members

who contracted HIV-AIDS both inside and outside the workplace was more than staggering. While we have come a long way since, it was not without the tragic loss of some of our members and their loved-ones.

**Conferences** have been another way unions have supported the idea of safe-space and separate models of organizing for their GLBT members as well. The CLC has held 2 national Solidarity & Pride Conferences organized by the CLC Solidarity & Pride Working Group of which the PSAC is an active member. These conferences in 1999 and 2001 brought GLBT activists from almost every affiliate and at both CLC gatherings, the PSAC had the largest caucus.

The PSAC will hold its **First National Pride Conference** in November 2003. This historic conference will have the right to send resolutions to the next PSAC Triennial Convention and to elect two GLBT Representatives to attend the Convention as well as sit on the National Equal Opportunities Committee, the National Board of Director's standing advisory committee on equity issues.

More recent on the Labour agenda is the inclusion of **Transgender** persons' rights. The CLC has put out a document entitled *Trans Issues in the Labour Movement* and many unions are now including Trans issues in their human rights education programs. While discussion and further development of our analysis on transgender rights is needed, it is clear that for the most part, the labour movement is ready to embark on ensuring that our trans members are recognized and protected from all forms of discrimination.

Another important challenge for the labour movement is the changing demographic which also impacts the GLBT communities. More and more Aboriginal and racially visible persons are coming into the movement. Moreover, more Aboriginal and racially visible GLBT persons are coming out as GLBT or Two-Spirited. This has meant that a more integrated "power" analysis is needed to expose the compounded nature of oppression and education here is key.

In many of these communities, cultural and religious barriers continue to play into the higher risk factors experienced by those who are courageous enough to come out.

## 2. Legal & Social Gains and Struggles

Throughout the last decade, legal gains have been made by the GLBT communities both within the context of employment and related legislation as well as broader human rights legislation, and more recently, the Criminal Code and the Charter. As earlier indicated, the struggle to monitor and make legislative changes has been a priority for labour as well - gains such as the expansion of same-sex benefits and more recently, the debates around equal marriage and the inclusion of gay bashing as a hate crime are but a few examples. Labour, including the PSAC, has been front and centre in supporting. Along with encouraging letter-writing campaigns to Ministers and endorsing petitions on these issues, the PSAC issued a strong statement in support of equal marriage earlier this year.

While it is important to celebrate the recent passage of Bill C-250 in September 2003 which included gay bashing as a **hate crime**, we should be very concerned about the level of misinformation and the active campaign by the adversaries of equality. More education and campaigning are needed on this issue as well as the upcoming decision on extending the **right to marry to same-sex couples** across Canada. This issue is poised to become an election issue this Spring.

Until 2001, the **Immigration Act** did not recognize same-sex partners as members of the family class, and could only be admitted to Canada on humanitarian and compassionate grounds. To this day, nothing in the Act or regulations specifies that same-sex partners are included in the definition of "common-law partner", which therefore lacks transparency. The definition of

“common-law partner” should explicitly include an individual “of the same or opposite sex”. In many countries, the term “common law” refers only to opposite-sex common law partners. A significant number of those countries have been cited for human rights violations against persons who openly declare their sexual orientation or who may be “suspected” of having been engaged in same-sex relationships.

**Youth** and the question of education is another area of concern. While a few schools, educational institutions and youth centres have embraced the question of sexual diversity and have made some efforts to include the issue into their curriculum or programming, the fact remains that most “youth spaces” remain reluctant.

The problems faced by lesbian, gay, bisexual and transgender (or Queer) youth include a lack of self esteem, feelings of isolation, a high risk of parental rejection, peer abuse, homelessness, school dropout, drug abuse, suicide, unsafe sexual behaviour and prostitution. Many of these problems are interrelated, and stem from an absence of positive role models and the lack of value which is often attached to the lives of lesbians, gays and bisexuals—both by society in general, and by youth themselves.

According to a number of sources well-documented by EGALE, the most tragic consequence of lack of acceptance is the disproportionately high rate of suicide and attempted suicide for young lesbian, gay, bisexual and transgender persons. Key factors linked with increased suicide rates include feelings of isolation, and low self-esteem.

In addition to the absence of positive role models, it can be difficult for many young GLBT persons to access the resources they need to find answers to their questions. Professionals, teachers, clergy, counselors and others may have insufficient information or awareness of the issues, and may display attitudes

which cause young people to feel judged or rejected. In some cases, schools have gone further, actively banning the use of lesbian or gay-positive resource materials. In one recent case, however, a British Columbia Court overturned a School Board's attempt to ban lesbian, gay and bisexual books and resource materials.

As indicated in the first Section, sexual orientation is not included in the **Canadian Census** questions. Although the census addressed same-sex relationships for the first time in 2001, it did not generate any information about lesbians, gays and bisexuals as individuals. Transgender people are also not recognized in the census. This could be a crucial first step to including GLBT workers into the Federal Employment Equity Act. EGALE has made this demand a priority for the next census.

### **3. The First National PSAC Pride Conference and the Links to the Broader PSAC Vision**

Historic advances were made at the 2003 PSAC Triennial Convention, a number of which have a direct impact on our GLBT members. Of them, the fact that the union has agreed to fully fund the national equity conferences including the Pride Conference is a significant gain.

The next three years for the union cannot be taken for granted. The political climate is about to change with a number of provincial and territorial elections having just been completed or like the Federal election, are on the horizon. It is clear that the union and its membership will be facing deeper challenges to workers' rights and the gains we have made over the last number of decades. Membership mobilization will be all the more important for these upcoming elections.

The 2003 PSAC Triennial Convention also recognized this current political climate and members understood the need to come together as a union, as the labour movement and as part of the broader social justice movement fighting for workers' rights and equality for all at a moment in time when our equality rights are most threatened.

One of the most threatening phenomenon to those rights is the current trend towards economic globalization and the unfettered liberalization of trade. Our last Convention adopted a Plan of Action against Globalization that has a strong human rights component to it. PSAC GLBT members must take a leading role in implementing this Action Plan at every level of the union starting with our Pride Conference.

The establishment of the PSAC Social Justice Fund by the NBoD in January 2003 and its endorsement at Convention was also a significant victory for all those who believe in local, regional, national and international solidarity and equality for all workers. We know through various international Human Rights organizations that GLBT persons around the world are persecuted, denied their basic rights and even killed because of their sexual orientation or their suspected sexual orientation and persons who have HIV-AIDS are denied basic rights such as health care and medication. Our solidarity is crucial.

One of the objectives of our Pride Conference is to ensure that there is a clear understanding that when the most vulnerable and most marginalized of us gains, we all gain. To this end, and in addition to the educational workshops, the resolutions and elections, a part of the Conference will be dedicated to an understanding of how the PSAC Globalization Plan of Action and our Social Justice Fund are linked to the advancement of GLBT rights. In addition to the links our national leadership will make through their contribution at the conference, this will also be

accomplished through a plenary session with a speaker who will lay the strategic ground work for the facilitated Regional Action Plan Sessions where members will have the opportunity to develop focused plans that link local and global solidarity and the road ahead for our union.

The PSAC has made it clear that Human Rights needs to be integrated into the *overall agenda for the union*, including our Programs, Collective Bargaining, Representation, Education and Political Action. This will be the first conference since our Convention and its success will surely set the stage for the advancement of the PSAC's broader union vision for human rights.

Some **potential questions** to prepare delegates for the general discussion at the 2003 PSAC First National Pride Conference:

- When you think homophobia or transphobia, what aspects concern you the most?
- How has homophobia or transphobia had an impact on your life?
- What are some of the gaps that we know exist in the :
  - workplace?
  - community?
  - union?as far as countering and challenging homophobia and transphobia?
- What educational and mobilization tools do we need as trade union activists?

- What actions can we take individually, as trade unionists and collectively as a union within the broader labour movement, at the local, regional and national levels to ensure that members of the GLBT communities feel safe in the:
  - workplace?
  - community?
  - union?
  
- What actions can we, as trade union and social activists, undertake to ensure the full inclusion of GLBT rights in our legal and social systems such as in the Federal Employment Equity Act and in support of extending the right to marry to same-sex couples?
  
- What actions can activists from the GLBT community take to participate in the implementation of the PSAC Globalization Action Plan? What actions does the union need to take to ensure GLBT members' inclusion?
  
- A Federal election will be called sometime in the Spring. What are some of the issues facing the GLBT community that our union should raise during our political action and lobbying effort? How can we use the federal election as a platform to advance the rights of our GLBT members and the broader GLBT community?

## PRIDE CONFERENCE COMMITTEES

---

### ***AEC Pride Conference Co-Chairs***

Ed Cashman, REVP-NCR &  
Jean-François Des Lauriers, REVP-North

### ***Steering Committee***

Jean-François Des Lauriers, CHAIR  
Gerard Ennis  
Lorne Gushue  
Yolande Raymond  
Don Rogers  
Francine St-Martin  
Ed Cashman

### ***Resolutions Committee***

Ed Cashman, CHAIR  
Jean-François Des Lauriers  
Barre Campbell  
Ethel Ridler  
John Ross  
Denis Roy

### ***Workshop Facilitators***

#### **Members**

François Gadoury  
Steve Houston  
Lise Lévesque  
Kay Sinclair  
Joanne Ursino  
Guest Facilitator: Sue Genge

#### **Staff**

Helen Berry  
Shannon Blatt  
Lorne Crawford  
Gaby Lévesque  
Amal Rana  
Monica Urritia

### ***Harassment Coordinator***

Deb Seaboyer

## RESOLUTIONS

---

*According to the PSAC Constitution, the Pride Conference has the right to send resolutions to the PSAC Triennial Convention. Delegates agreed at the 2003 Pride Conference that, where possible, actions emanating from the resolutions be implemented before the next Convention given the 29 months that separate both events. The Alliance Executive Committee and National Board of Directors are currently reviewing the resolutions in light of the above.*

### **R#4A: Education on Homophobia**

**Be it resolved that** the PSAC Education Program develop, promote and conduct a course on “Deconstructing Homophobia”; and

**Be it further resolved that** each year, the PSAC encourage all PSAC Regions to include the course, in their education plans; and

**Be it further resolved that** the PSAC Education Program integrate a human rights analysis that links oppression across equity groups building a common understanding of our shared human rights on all trade union issues; and

**Be it further resolved that** this course be given to all members of the PSAC Board of Directors once during their time at the board; and,

**Be it further resolved that** the PSAC develop educational programs and written material concerning GLBT equity issues which would include but not be limited to discrimination issues, stereotyping etc..

### **R#19: Same-sex marriage - Lobbying**

**Be it resolved that** the PSAC support Gay, Lesbian, Bisexual and Transgender members in their efforts to lobby their federal, provincial and territorial representatives to urge them to support same sex marriage legislation, as well as urge other parts of the Union to do the same.

### **R#1: PSAC Convention Committees**

**Be it resolved that** each PSAC Convention Committee include PSAC Equity Representatives; and

**Be it further resolved that** each PSAC Convention Committee include PSAC Area Council Representatives.

### **R#5: Social Justice Fund – GLBT Rights**

**Be it resolved that** a portion of the PSAC Social Justice Fund be directed to the struggle of our LGBT Brothers and Sisters who are organizing in defense of their human rights; and

**Be it further resolved that** the PSAC EOC play a role in the direction of these funds.

### **R#6: Social Justice Fund (2) – Aboriginal Peoples’ Rights**

**Be it resolved that** a portion of our Social Justice Fund be directed to the poverty conditions in which our Aboriginal Brothers and Sisters live in; and

**Be it further resolved that** the PSAC EOC play a role in recommending the amount that gets passed onto the AEC.

### **R#8: Legal Fund**

**Be it resolved that** the PSAC be prepared to allocate resources to carry on the struggle in the legal sphere as a necessary part of an over-all strategy for change.

**Be it resolved that** the PSAC establish a fund, into which \$5,000.00 is allocated on a yearly basis to a maximum of \$50,000.00, and that this fund be available to help defray the costs of those of our equity members who have chosen to make a stand when their human rights have been compromised in the community. If, in the course of

legally defending our human rights, Union members find themselves in a position where they are unable to pay for their costs they can make a request for financial help from the PSAC and any such request would not be unreasonably denied.

### **R#9: Area Councils – Equity Representatives**

**Be it resolved that** Section 14, sub-section (3) read as follows after the second phrase: Members or part thereof.

Where recognized Equity Seeking Committees exist within an Area Council's geographical area, each Equity Committee shall be allowed to appoint the members in good standing of their choice to the Area Council.

OR where no Equity Seeking Committee exists in an Area Council geographical area, an Area Council may where possible and appropriate select a representative from any or each of the equity seeking groups.

### **R#11: National GLBT Wellness Study**

**Be it resolved that** the PSAC and CLC and Affiliates start a Campaign to have a National Wellness Study done to have the LGBT health needs accommodated; and

**Be it further resolved that** the PSAC encourage Regional Councils to help in major cities in their region to coordinate a campaign along with the LGBT community network in the cities to have this study done and implemented.

### **R#12: Mailing Lists**

**Be it resolved that** PSAC fund and help organize a confidential mailing and e-mail of LGBT members to be kept by the PSAC Human Rights Director

#### **R#14: GLBT Commemoration Day/Week/Month**

**Be it resolved that** the PSAC provide posters, brochures, stickers etc. for Pride activities to all Locals for distribution in the workplace and to members.

#### **R#15: GLBT-Bargaining Demands**

**Be it resolved that** the PSAC include bargaining demands, which will ensure equality for GLBT members, in all Collective bargaining; and,

**Be it further resolved that** these bargaining demands ensure equality for GLBT members and not set up “separate but equal regimes”.

#### **R#16: Lobbying**

**Be it resolved that** the PSAC actively and aggressively lobby all levels of government to advance the rights of the GLBT community; and,

**Be it further resolved that** the PSAC provide lobby kits and education on lobbying to PSAC activists.

#### **R#18: Employment Equity Committees – GLBT Representatives**

**Be it resolved that** the PSAC press the employers to include GLBT members on Employment Equity Committees; and

**Be it further resolved that** the PSAC pressure employers to effectively address equality issues faced by GLBT members.

#### **R#20: Workers Out Conference**

**Be it resolved that the PSAC** provide substantial support both financially and in kind for the Workers Out Conference to be held in Montréal in July 2006.

## **R#2: PSAC Equity Conference Organizing Committee**

Covers R#3 – PSAC Equity Conference Resolutions Committee

**Be it resolved that** the PSAC Equity Conferences Organizing Committee include a representative from each of the 7 PSAC Regions; and

**Be it further resolved that** the PSAC EOC Equity Representatives and/or their alternates, be represented on the PSAC Equity Conference Organizing Committee.

### **Emergency Resolution 1**

**Be it resolved that** the PSAC immediately and publicly denounce any public behaviour that promotes hatred or discrimination against GLBT persons.

**Be it further resolved that** the PSAC respond in a timely fashion every time such a situation occurs in the future.

### **Late Resolution 1**

**Be it resolved that** PSAC Policy #31 be reworded to include “gender identity”, “bisexual” and “transgender” throughout. As well, the term “target” should be replaced with the term “designated” in point 5.

### **Late Resolution 2**

**Be it resolved that** both the PSAC policy on harassment and PSAC Policy #27 be reworded to include the words “gender identity” immediately following the words “sexual orientation”.

### **Late Resolution 3**

**Be it resolved that** the PSAC establish a secure website for GLBT members with links to regional and local sites.

# RESULTS OF THE ELECTIONS TO THE NATIONAL EQUAL OPPORTUNITIES COMMITTEE (EOC)

---

## GLBT Man Representative:



**Brother Gerard Ennis**

## Alternates, Brothers :



Left to right: 3<sup>rd</sup> - Timothy Hunt, 2<sup>nd</sup> - Terry Fanning, 1<sup>st</sup> - François Gadoury

## LGBT Woman Representative:



**Sister Kay Sinclair**

## Alternates Sisters:



Left to right:: 1<sup>st</sup> - Karoline Klung, 2<sup>nd</sup> – Claudine Phillips, 3<sup>rd</sup> - Barbara Abramchuk

## THEMES

### **I From Where We've Come and Where We're Going**

This workshop examined the historical evolution of GLBT legal and social rights. It looked at the significant gains that have been made as well as exposed the current gaps and what remains to be won.

### **II Backlash: the challenge of homophobia**

This workshop explored mobilizing strategies and actions needed to confront the current backlash based on homophobic reactions to the rights attained by the GLBT communities.

### **III Is Your Workplace and Union GLBT-Friendly?**

This workshop looked at the obligations and responsibilities of employers and unions to protecting the rights of members of the GLBT communities and the skills necessary to creating a supportive workplace and union culture.

### **IV Coming Out is Risky Business**

This workshop identified the barriers and risks faced by GLBT members in coming out and strategies to overcome them.

### **V Understanding the "T" in GLBT**

This workshop looked beyond the clinical approach to Transgender persons and probed into the political agenda for action both on the legal and social levels.

# SUMMARY OF REGIONAL ACTION PLANS

---

*Specific Regional Plans are available through the Regional Executive Vice-Presidents and/or the GLBT Regional Council Representatives.*

## **FOUR KEY OBJECTIVES WERE IDENTIFIED BY EVERY REGION:**

1. **Education** within the union, in our workplaces, in our communities and globally to raise awareness of GLBT issues, including homophobia, transphobia and hate crimes. Within the union, education is needed at the Component level, at the level of organizing, and needed to link human rights and GLBT issues. In our workplaces and communities, education is required to protect members' gains and requires specific education of union stewards and political leadership in order to ensure that GLBT members' rights are being advanced. Education is also required on the erosion of basic human rights due to globalization.
2. **Lobbying** of politicians at the federal as well as at the provincial and territorial levels is equally important. Lobbying extends to Members of federal Parliament, Members of Provincial Parliament and Senators on same-sex marriage issue, hate crimes legislation as well as awareness of GLBT issues within their constituencies.
3. **Networking** to improve the awareness of the Union and Employers on GLBT issues. Networking must create safe and confidential spaces for GLBT members, and should enable our members to mobilize on community issues, to protect members' gains and to organize on GLBT issues.
4. Improved **communications** strategies are needed to reach out to current and potential GLBT members, to improve education and to enlist the support of our allies.

## **THE KEY STRATEGIES TO IMPLEMENT THESE OBJECTIVES ARE:**

- Linking regional networks;
- Using organizations like the provincial federations of labour, the CLC, EGALE and local district and labour councils to solicit support for GLBT issues;
- Increasing the visibility of GLBT issues at Regional councils;
- Use the Unions' bulletin boards;
- Use and more widely distribute the self-i.d. data base;
- Use the PSAC web page;
- Use website and other internet resources;
- Make direct contact with MPs and MLAs;
- Have direct input into organizing packages at the outset;
- Improving email networks.

## **THE ELEMENTS OF THE PLANS INCLUDE:**

- Identify dates and events – such as International AIDS Day - around which GLBT issues can be promoted;
- Make regular contributions to PSAC regional newsletters;
- Report on GLBT gains and challenges at conferences;
- link with community organizations;
- send PSAC delegation to Pride Parades;
- track how MPS vote on different issues;
- build GLBT regional committees;
- add GLBT content to JLP/PSAC education programs;
- increase the Pride presence at PSAC events;
- compare PSAC policies with other unions;
- write letters to the editor on GLBT issues;
- deliver the message to members that it's okay to be visible in the workplace;
- GLBT members to link with component EOC reps.

## **SOME OF THE WAYS WE CAN EVALUATE THE RESULTS ARE:**

- The number of PSAC members participating at PSAC Pride events;
- number of website hits;
- whether more politicians speak out and vote in support of GLBT issues;
- GLBT members are present and vocal at all union events;
- increased GLBT membership on Employment Equity/Diversity committees;
- Presence of GLBT representative on Regional Councils where there is not one.

## EQUITY CAUCUSES

---

*The PSAC National Pride Conference was committed to providing a safe space for GLBT members and acknowledged that strength is derived from our diversity.*

*The Equity Caucuses were a forum for discussion of issues of particular interest and concern to members of a particular equality-seeking group. They also served as a space for the development of initiatives and strategies to address those interests.*

*These Caucuses provided supportive social and political networks for equity groups within the PSAC. They also served as a channel to communicate the views, concerns, and recommendations of women, Racially Visible persons, Aboriginal peoples, persons with disabilities and young members, who are also GLBT members.*

### YOUTH CAUCUS RECOMMENDATIONS

The Youth caucus at the Pride Conference submitted written recommendations which read:

- there is a need for more orientation to those who are new to the conference process;
- union needs to take into consideration the vulnerability of young workers who find themselves more and more in Term positions;
- union needs to focus outreach on youth to increase their involvement;
- union should consider a Youth Representative in its Leadership structure;
- all equity caucuses at conferences should occur prior to any action plan development.

## REGIONAL CAUCUSES

---

Just as the GLBT communities are diverse, we also come from different regions of the country with diverse needs and issues.

In order to ensure that there are opportunities for regional post-conference activities and follow-up, the conference also incorporated regional caucuses into the agenda. These sessions were chaired by Regional Executive Vice-Presidents or their Regional Council Representatives and provided an important opportunity for participants to meet those who live and work in their own region and to discuss strategies for change.

## GUEST SPEAKERS

---

On the opening panel on Friday morning, the objective was to set the tone for the conference through an account of “How Far We’ve Come and Where We Need to Go”. The panelists not only discussed the accomplishments of the GLBT communities, but they also provided us with valuable ideas and strategies that our union can continue to engage in as we advance our equality rights.

The panel consisted of:

**Svend Robinson, MP (NDP)**



**Sue Genge,**  
CLC Women’s & Human Rights Department

**Mélanie Pasztor, Pink Triangle Youth**



On Saturday morning, the Guest Speaker brought to the fore concrete examples of the impact of globalization on GLBT rights and the victories and challenges for the labour and social justice movements.

The Guest Speaker:

**Mary-Woo Simms**, Human Rights Advocate & former Chief Commissioner of the BC Human Rights Commission.



**Brother Jérôme Turcq**, REVP (Québec) and **Sister Nycole Turmel**, National President also presented Greetings to the delegates.

*(Biographies of all the speakers are in Appendix B)*

## BANQUET

---

The Banquet on Saturday evening heard Greetings from **Sisters Marie Clarke-Walker**, Executive Vice-President of the CLC and **Ghyslaine Jalbert** of the Montreal and District Labour Council, as well as from **Gilles Marchildon**, Executive Director of EGALÉ.

The following PSAC Statement commemorating **World AIDS Day** was read out as well as just under \$700 was raised through a raffle to go to a local AIDS hospice 'La Maison d'Herelle' in Montreal, the Conference host city.

Many thanks go out to the National Capital Region, the Prairie Region, the British Columbia Region, the National Health & Welfare Union and to Cavan for their raffle prize donations.

## **“PSAC STATEMENT ON WORLD AIDS DAY – DECEMBER 1<sup>ST</sup>, 2003**

AIDS is killing millions of our Sisters and Brothers all over the world. The PSAC is calling for solidarity within the labour movement and our communities to help put an end to this epidemic.

On this World AIDS Day, the PSAC is urging its members to actively engage in the battle against AIDS.

The PSAC has already made a \$5,000 contribution to the Stephen Lewis Foundation working all over the world to assist people living with AIDS.

On December 1<sup>st</sup>, the PSAC is asking its members to wear the red ribbon to show support for AIDS-awareness and for the Sisters, Brothers and members of our communities living with HIV and AIDS. Members are also encouraged to become active as well as help to raise funds to benefit organizations committed to fighting AIDS, as delegates to the PSAC Pride Conference in Montreal have done for a local AIDS hospice.

Presently AIDS is the most serious barrier to human development in

Africa, Asia and the Caribbean. This pandemic is also rapidly spreading to Russia and China. Moreover, AIDS has now become a gender issue as the majority of new AIDS victims are women.

Based on the most recent UN data, 42 million people world-wide have AIDS, 29.4 million of whom live in sub-Saharan Africa. In fact, the tragedy of AIDS orphans is reversing much of the progress made over recent decades in the area of development in Africa. The continent is seeing more people killed by AIDS than by war.

The international community, particularly richer countries such as Canada, must ensure that people living with AIDS in poorer countries have access to affordable and necessary medication. By coordinating our efforts, locally and globally, we will succeed in eradicating this devastating epidemic.

**TOGETHER, WE CAN DO IT.”**

## ACKNOWLEDGEMENTS

---

Without a doubt, the 2003 First PSAC National Pride Conference was a tremendous success.

The objectives were achieved and the strong sense of unity and solidarity between Sisters and Brothers was overwhelming.

This highly politicized conference was not without its controversies, all of which we will derive lessons from and be better prepared to address at the next Pride conference in three years. The balance between the educational, political and mobilizing approach was tested and it was clear from the evaluations that the formula worked for the vast majority of delegates.

The evaluations also showed that the workshops were a hit and that delegates enjoyed both the educational and strategic approach they provided. Participants also raved about the quality of the speakers.

This report would like to recognize the work that went into organizing the National Pride Conference and would like to acknowledge the leadership of Brothers Ed Cashman and Jean-François Des Lauriers and the members of the Steering and Resolutions Committees, the anti-Harassment Coordinator and the workshop Facilitators for their commitment to ensuring the success of the Conference.

This report would also like to acknowledge the PSAC staff both from the National as well as Regional Offices whose collective efforts facilitated the flow of the conference. In particular it is important to mention the Staff of the Programs Section for their resolve, determination and tireless work in the running of this Conference.

Finally, recognition must go to the countless PSAC GLBT activists who set the agenda day after day and educate, mobilize and freely give of their time in the workplace and the communities to ensuring that equality for GLBT members is finally achieved.

## AGENDA

### Thursday, November 27

7pm – 9pm                      Registration

### Friday, November 28

7:30am – 8:45am              Registration

9am -11am                      Welcome by Mohawk Elder  
**Billy Two Rivers**  
Opening by Co-Chairs **Ed Cashman**,  
**Jean-François Des Lauriers** and Pride  
Conference Steering Committee.

*How Far We've Come and Where We  
Need to Go:*

**Svend Robinson**, NDP MP;  
**Sue Genge**, CLC Women's & Human  
Rights Department;  
**Mélanie Pasztor**, Pink Triangle Youth

11am – 11:15am              *Health break*

11:15am – 12 pm              Discussion and Vote on Election Format

12pm - 1:30pm              **LUNCH**  
*Aboriginal Peoples' caucus 50 minutes*

1:30pm – 5pm

**Workshops:** (health break at 2:45pm)

---

*From Where We've Come and Where We're Going*  
*Backlash: the challenge of homophobia*  
*Is Your Workplace and Union GLBT-Friendly?*  
*Coming Out is Risky Business*  
*Understanding the "T" in GLBT*

---

5:10pm – 6pm

**Regional Caucuses**

---

*Atlantic*  
*Québec*  
*NCR*  
*Ontario*  
*Prairies*  
*BC*  
*North*

---

## **Saturday, November 29**

8am – 8:50am

*Persons with Disabilities' caucus*

9am – 10am

Greetings from **Jérôme Turcq**,  
REVP-QC  
Keynote: **Mary-Woo Simms**, Human  
Rights Advocate and former Chief  
Commissioner of the BC Human Rights  
Commission

10am – 10:15am

*Health break*

10:15am -12pm

**Facilitated Regional Action Plans Sessions**

*Atlantic  
Québec  
NCR  
Ontario  
Prairies  
BC  
North*

12pm – 1:30pm

**LUNCH**

*Women's caucus 50 min.*

1:30pm – 5pm

Elections  
*Resolutions*

6:30pm – 9:30pm

Banquet  
Greetings from CLC,  
**Marie-Clarke Walker**  
Greetings from EGALE,  
**Gilles Marchildon**

**Sunday, November 30**

8am – 8:50am

*Youth caucus*

9am – 9:45am

Remarks by **Nycole Turmel**,  
PSAC National President  
Regional Action Plans summary  
presentation

9:45am – 10:45am

Resolutions

10:45am – 11am

*Health Break*

11am - 1pm

Resolutions

1pm – 2pm

**LUNCH**

2pm – 2:30pm

Closing Remarks

---

## GUEST SPEAKERS’ BIOGRAPHIES

### *Marie Clarke-Walker*

Marie Clarke Walker is the Executive Vice-President of the Canadian Labour Congress, one of four Officers and one of the two highest ranking women in the Canadian labour movement. Marie is the first woman of Colour and the Youngest Officer to hold such a leadership position at the Canadian Labour Congress.

Marie has lived in Toronto for almost 30 years. She is the daughter of two trade unionists and one could say that she was born an activist. She has been very active in her community and the union movement since 1979 when she worked with the People’s Revolutionary Government of Grenada.

Marie has held position of steward, negotiator and has sat on many committees at the local level of her union from education to bargaining of CUPE, Local 4400, the largest education local in Canada. In 1999, she became the first Diversity Vice-President elected to CUPE National Executive Board and in 2002 was elected to her current position of Executive Vice-President of the Canadian Labour Congress.

Marie is also the mother of two beautiful boys and understands the importance and difficulties of balancing work and family. She is also a proud Executive member of Coalition of Black Trade Union’s only International Chapter in Ontario Canada. Marie is committed to bring justice, equality, respect, change and hope to the labour movement around the world.

### ***Gilles Marchildon***

Gilles Marchildon is the Executive Director of Egale Canada and the Egale Canada Human Rights Trust. Prior to assuming his dual position in January 2003, Mr. Marchildon ran his own communications, marketing and event planning firm in Winnipeg called People and Ideas. He sat on Egale's board of directors as one of the Prairie region representatives and was also the founder and director of the Reel Pride festival put on annually by the Winnipeg Gay and Lesbian Film Society. In Manitoba, he also served as Interim Executive Director at the Winnipeg Film Group and was employed at one point by the Manitoba Legislative Task Force on Canadian Unity. Mr. Marchildon has also pursued a career in arts management and this has complemented his work in the cultural tourism field. A long-time advocate of equality and human rights, both within and beyond the lesbian, gay, bisexual and transgender (LGBT) community, he has written for Toronto and Vancouver's XTRA Magazines and Toronto's ICON Magazine. His editorial pieces on LGBT issues have been published in the Globe and Mail and the Winnipeg Free Press. Gilles was also Editor/Publisher of Winnipeg-based Swerve newsmagazine for four years and continues to pen a weekly column on LGBT issues for Uptown magazine. A graduate in Political Science from the University of Ottawa, the fluently bilingual Gilles Marchildon hails originally from Penetanguishene in southern Ontario but has lived in Ottawa, Paris, Toronto and Winnipeg.

### ***Mélanie Pasztor***

Melanie Pasztor is 20 years old and is affiliated to the Pink Triangle Youth of Ottawa. She is a transgender/transsexual youth from Ottawa who has been actively involved in the community, mainly with LGBT and youth issues.

## ***Sue Genge***

Sue Genge is a National Representative with the Women's and Human Rights Department of the Canadian Labour Congress. She is currently on a leave, but wouldn't have missed the first PSAC GLBT conference for the world. Sue has been active in the labour, women's and GLBT movements for more years than she will admit.

## ***Svend Robinson***

First elected to the House of Commons in May 1979, Svend Robinson represents the federal constituency of Burnaby-Douglas, in the Greater Vancouver area of British Columbia, with a population of over 100,000. He was one of two New Democratic Party MPs elected from BC in the 2000 election and was the first openly gay member of Parliament, coming out publicly in the Spring of 1988.

Robinson has been active in a wide variety of concerns related to the gay, lesbian, bisexual and transgendered communities both in Canada and internationally. As a member of the 1980 Constitution Committee, and the 1985 Equality Rights Committee, Svend actively worked for the inclusion of "sexual orientation" in the equality rights section of the Charter of Rights and in the Canadian Human Rights Act. Robinson's ongoing struggle to assist individuals fighting the repressive policies against gays and lesbians in the Canadian Armed Forces facilitated Captain Michelle Douglas' victory and an end to these policies in 1992. He has introduced bills to amend federal statutes, including the Immigration Act, to ensure that same-sex couples are treated in the same way as opposite-sex couples. Other areas in which Robinson has worked for change include: employment benefits for gay and lesbian federal government employees; education and support for gay, lesbian and bisexual youth; hate crimes and hate propaganda legislation; customs censorship, equal marriage laws; and funding and support for people living with HIV, AIDS, and breast cancer.

### ***Svend Robinson (con't)***

Robinson is currently a member of the House of Commons Health Committee, the Foreign Affairs Committee and the Sub-Committee on International Human Rights and Democracy. In February 2003, Svend was elected by his caucus colleagues as Deputy House Leader. He enjoys kayaking, skiing, and cycling as well as sharing his life with his partner Max Riveron when not immersed in politics. Max is the first openly gay member of the Parliamentary Spouses Association.

### ***Mary-Woo Simms***

Mary-Woo Sims is the former Chief Commissioner of the BC Human Rights Commission and has over 20 years experience working in human rights on behalf of management, unions and in the public service. She is currently a principal in the firm Ardent Consulting Canada which specializes in human rights investigations, mediation, adjudication, education and training. Her record of public service includes the Ontario Human Rights Board of Inquiry, the Premier of Ontario's Roundtable on Anti-Racism, the Minister of Citizenship's (Ontario) Advisory Working Group on Anti-Racism, Chair, Complaints Review Committee under the Ontario Advocacy Act 1992, Manager of Human Rights and Employment Equity for the Municipality of Metropolitan Toronto and Human Rights Officer with the Canadian Human Rights Commission. As a community activist at the forefront in struggles against racism and sexism, she has been a volunteer with Vancouver Rape Relief and was a founding mother of the Vancouver Women Against Violence Against Women Rape Crisis centre in 1982. She served on the Awards Jury of the Canadian Race Relations Foundation. Mary-Woo currently serves as one of the 5 national co-chairs of Canadians for Equal Marriage.

She is the recipient of many awards for her community activism. She won the Metropolitan Community Church of Toronto's "Honouring our Heroes" Award 1993, "Women on the Move Award" Toronto SUN newspaper 1994, 15th Anniversary Award, Gay Asians of Toronto 1995 and the Chinese Canadian National Council's 1997 "Chinese-Canadian Pioneer Award".

***Mary-Woo Simms(cont'd)***

Mary-Woo has a history of labour activism first with the Telecommunications Workers' Union in BC while she worked for BC Telephone. She was an organizer with the International Ladies Garment Worker's Union in Vancouver. She was the president of Local 00182 of the Union of Solicitor General Employees' Union, a component of the Public Service Alliance of Canada. Mary-Woo was also involved in the women's rights committees of both the BC Federation of Labour and the Ontario Federation of Labour. Mary-Woo has recently launched her campaign to be the NDP candidate in the federal riding of Vancouver-Kingsway.

---

### CONFERENCE INFORMATION & STATISTICS

The First PSAC National Pride Conference was held from November 27-30, 2003 at the Centre Sheraton in Montreal.

There were over 132 applications and only 87 possible seats based on a formula adopted by the Alliance Executive Committee (Appendix D).

Registration forms were sent to every Local, Component, Regional Office, and Women’s and Human Rights’ Committee across the country including members on our equity mailing lists. The opportunity to register online was also made available and was used extensively.

After an initial screening of each applicant to ensure good standing, the names were submitted to the Components and Regions to determine the final delegation (see Appendix D for actual delegate breakdown).

While there were 84 confirmed registrants, there were 82 who were in fact present at the Conference itself (for Participant List, see Appendix E).

---

## DELEGATE ENTITLEMENT FORMULA

- 2 seats per Component
- 2 seats per Region
- 3 seats for Directly Chartered Locals
- 2 seats for the EOC elected Pride alternates\*\*
- 50% of remaining seats allocated to Components based on a pro-rata of membership numbers
- 50% of remaining seats allocated to Regions based on a pro-rata of membership numbers
- 5 Conference Steering Committee
- 4 Resolutions Committee

\*\* Both elected EOC representatives will be delegates by virtue of their membership on either the Conference Steering Committee or the Conference Resolutions Committee.

---

**ACTUAL DELEGATE BREAKDOWN**

**82 Delegates at Conference**

- 4 Speakers
- 5 Guests
- 1 Elder
- 22 Observers
- 8 NBoD
- 23 PSAC Staff Members

**Breakdown by Region**

- 13 Atlantic
- 13 B.C
- 16 NCR
- 9 North
- 11 Ontario
- 16 Prairies
- 4 Quebec

**82 Total**

## **Breakdown by Component**

- 3 Agriculture (AGR)
- 11 Canada Employment and Immigration Union (CEIU)
- 6 Customs Excise Union Douanes Accise (CEUDA)
- 2 Environment Component (ENV)
- 3 Government Services Union (GSU)
- 11 National Component (NAT)
- 2 Nunavut Employees Union (NEU)
- 6 National Health and Welfare Union (NHWU)
- 2 Natural Resources Union (NRU)
- 3 Union of Canadian Transportation Employees (UCTE)
- 4 Union of National Defence Employees (UNDE)
- 4 Union of Northern Workers (UNW)
- 2 Union of Postal Communications Employees (UPCE)
- 4 Union of Solicitor General Employees (USGE)
- 12 Union of Taxation Employees (UTE)
- 2 Union of Veteran's Affairs Employees (UVAE)
- 3 Yukon Employees Union/ (YEU)
- 2 Directly Chartered Locals

**82 Total**

## **Breakdown by Seat Allocation**

### **A) By Component**

- 3 Agriculture (AGR)
- 4 Canada Employment and Immigration Union (CEIU)
- 2 Customs Excise Union Douanes Accise (CEUDA)
- 1 Environment Component (ENV)
- 3 Government Services Union (GSU)
- 4 National Component (NAT)
- 2 Nunavut Employees Union (NEU)
- 3 National Health and Welfare Union (NHWU)
- 2 Natural Resources Union (NRU)
- 3 Union of Canadian Transportation Employees (UCTE)
- 3 Union of National Defence Employees (UNDE)
- 2 Union of Northern Workers (UNW)
- 2 Union of Postal Communications Employees (UPCE)
- 3 Union of Solicitor General Employees (USGE)
- 4 Union of Taxation Employees (UTE)
- 2 Union of Veteran's Affairs Employees (UVAE)
- 2 Yukon Employees Union/ (YEU)
- 1 Directly Chartered Locals (DCL)

**46 Total**

## **B) By Region**

- 4 Atlantic
- 3 B.C.
- 6 NCR
- 2 North
- 5 Ontario
- 3 Prairies
- 2 Quebec

**25 Total**

## **C) Other**

- 2 Equal Opportunities Committee
- 5 Facilitators
- 4 National Board of Directors
- 5 Steering Committee
- 4 Resolutions Committee

**20 Total**

## **Breakdown by Equity Group Based on Self-identification**

<b>45</b>	Gay Delegates	<b>35</b>	Women Delegates
<b>28</b>	Lesbian Delegates	<b>1</b>	Racially Visible Delegates
<b>8</b>	Bisexual Delegates	<b>8</b>	Aboriginal Delegates
<b>0</b>	Transgender Delegates	<b>9</b>	Delegates with Disabilities
<b>5</b>	Youth		

## **Breakdown by Language Preference**

<b>72</b>	English	<b>9</b>	French	<b>1</b>	Bilingual
-----------	---------	----------	--------	----------	-----------

---

**CONFERENCE DELEGATES**

<b>LastName</b>	<b>FirstName</b>	<b>Region</b>	<b>Component</b>
Abramchuk	Barbara	Prairies	AGR
Albert	Jennifer	NCR	DCL
Allen	Diane	North	YEU
Bennett	Robert	Ontario	NHWU
Bishop	Alexander	BC	CEUDA
Brewer	Allison	North	NEU
Brochu	François	NCR	NAT
Bryant	Terence	Prairies	NAT
Callan	Loretta	Ontario	NHWU
Campbell	Barre	NCR	UNDE
Caron	Garth J.	Prairies	USGE
Casey	John	Ontario	UTE
Chapple	Ellen	Atlantic	USGE
Charron	Daniel	NCR	GSU
Church	Karen	Ontario	CEUDA
Connors	Sherry	North	UNW
Cosford	Mark	Ontario	CEUDA
Craig	Melissa	North	YEU
Creed	Joanne	Prairies	CEUDA
Croes	Paul	BC	CEIU
Curley	Cliff	Ontario	CEIU
Da Costa	Helio	BC	UVAE
Davis	Chris	Prairies	UTE
Dawe	Steve	Atlantic	CEIU
Dee	Jerry	Ontario	UTE

## CONFERENCE DELEGATES (CON'T)

<b>LastName</b>	<b>FirstName</b>	<b>Region</b>	<b>Component</b>
Dery	Monique	Québec	UTE
Desparois	Liette	NCR	UNDE
Deydey	Jaymes	Prairies	AGR
Dodier	Roger	Ontario	UNDE
English	Brent	Atlantic	CEIU
Ennis	Gerard	Atlantic	UTE
Fanning	Terry	NCR	ENV
Gadoury	François	Québec	CEIU
Gaulton	Cathy	Atlantic	UTE
Girard	Gail	North	NEU
Girouard	Paul	Atlantic	UPCE
Grenier	Carol-Anne	NCR	USGE
Gushue	Lorne	North	UNW
Hebert	Maurice	Atlantic	USGE
Houston	Steve	BC	NAT
Hunt	Timothy	Prairies	CEUDA
Hynes	Rodney	BC	NAT
Kanani	Aly	BC	GSU
Klug	Karoline	NCR	NAT
Labbé	Réal	Prairies	NHWU
Lackie	Donna	NCR	GSU
Larkin	Nancy	BC	UTE
Levesque	Lise	Atlantic	CEIU
Marcotte	Henry	NCR	NAT
Marengère	Jacques	NCR	UTE
McCormick	Dave Brian	NCR	UTE
McNolty	Karen	North	YEU
Mehta	Stephanie	NCR	NHWU

## CONFERENCE DELEGATES (CON'T)

LastName	FirstName	Region	Component
Melanson	Dave	Prairies	AGR
Morgan	Linda	Ontario	UTE
Moss	Gabrielle	Atlantic	NAT
Neilson	Brian	Atlantic	UCTE
Painter	Amy	BC	UTE
Pelletier	Yves	NCR	NAT
Postras	Michel	Quebec	NHWU
Raikundalia	Jay	Ontario	CEIU
Raymus	Lauri-Ann	Prairies	UPCE
Rees	Jean	Atlantic	DCL Transition House
Renschler	Doug	Prairies	UNDE
Ridler	Ethel	BC	CEUDA
Rioux	Denis	Prairies	NRU
Robert	Donald	North	UNW
Rogers	Don	Prairies	CEIU
Ross	John W.	Ontario	NAT
Rowland	Yvonne	Prairies	NAT
Roy	Denis	Atlantic	CEIU
Sacuta	Norman	Prairies	NRU
Simard	Raymond Yoland	Atlantic	UCTE
Sinclair	Kay	BC	UTE
Soucy	Yolande	Quebec	NHWU
St-Martin	Francine	NCR	ENV
Thibert	Richard	NCR	UCTE
Thompson	W. David	Prairies	CEIU
Tremble	Matt	BC	UVAE
Ursino	Joanne	BC	NAT
Vallillee	Jan	North	UNW
Zander	Barbara Dawn	BC	CEIU

## OBSERVERS

<b>LastName</b>	<b>FirstName</b>
Butler	Frank
Campbell	Bob
Chamberland	Line
Doherty	Maureen
Finn	Susan
Forster	Kim
Goyette	James
Hansen	Richard
Hladun	Marianne
Hume	Robert
Ilkew	Dave
Janoff	Doug
Kinsella	Daniel
Kwan	Edmond
McCallum	Karen
McGillivray	Carolyn
Paquin	Johanne
Pegura	Carol
Philippe	Claudine
Prince	Norman
Trudeau	Lane
Wilson	Julian