

PSAC-NCR Women's regional conference
Conférence régionale des femmes AFPC-RCN
June 11-12, 2016 / 11 et 12 juin 2016

Theme / Thème: *Speaking out against violence and Cultivating strong leadership / Dénoncer la violence et cultiver un leadership fort*

Local 70712, UEW, PSAC, participants / participante de la section locale 70712, STE, AFPC :
Rubin Kooner and MJ Boudreau

DAY 1 – 8 :00 registration/9 :00 start / JOUR 1 – 8h00 enregistrement/9h00 début:

Présidente régionale du comité des femmes francophones : Sandrine Oka

President, Ottawa Regional Women's Committee: Linda Koenders

Elder: Barbara Dumont-Hill, Kitigan Zibi – sacred women, women are life creators, protectors, and natural leaders. We must find our old ways, our pride.

Topics of interest: violence, 1,800+ murdered and missing aboriginal women

Violence conjugale et milieu de travail

Issues affecting women: Equity, fight stronger labour laws and employment protection and pay, equality,

1- PSAC Anti harassment policy statement

2- Sharon DeSouza:

- Government is supporting economic policy that are detrimental to women and social programs that are good for women (i.e., child care Qc).
- Domestic violence: Canadian Labour Council and another non-profit organization - survey reveals that 1 in 3 women experience domestic violence.
- Work towards Better legislation and support, paid leave for victim of abuse, safer workplaces, recognise the warning signs, victims' support at work and at home.
- National campaign for universal childcare. We need to mobilise, lobby, work with partners (other unions and women' orgs).

3- Ginette Jalbert: workshop on violence, PCH.

- **Definition of domestic violence:** any form of physical, sexual, emotional or psychological abuse, including financial control, stalking and harassment. It occurs common law, or people living together. It can also continue to happen after a relationship has ended.
- Résultats du sondage : 1/3 de femmes en sont victimes
- 53,5% reported acts of violence happened at the workplace. Employer has a legal obligation to provide safe work environment for workers.
- Affects ability to work or work performance of the victim and the team.

- PSAC looking for ways to improve support for members' victims of domestic violence: information, mobilization, other active actions.

Table #3 discussions:

- What can you do when you go back to your local or work environment to support members who are victims of domestic violence?
- Information sessions, bulletin board with statistics, tables with information, have a week or day dedicated to awareness about domestic violence, info on FB, send info on broadcasts, brown bag lunches, invite speakers/experts. Hardship fund at the local for members in need.
- Educate the employer: joint learning plan for domestic violence, JLP harassment sessions, work with the employer to have a mandatory learning sessions for everyone in learning plans, since perpetrators usually will not participate in those, name a responsible person in the local as a contact person, (e.g. Human rights rep maybe?). Raise the issue at a LMCC, raise the impact on productivity, propose ways to work together on education of members/employees.
- Proper training for members and stewards, be better informed. What is our legal responsibility when we are informed? Building trust and enduring confidentiality.
- Table #5, prioriser les cours de santé mentale, violence, santé et sécurité date limite pour prendre les formations, soutenir les fonds attribuer à ces enjeux. Autres Solutions : managers et leaders devraient subir des tests psychologiques ou d'intelligence émotionnelle, to ensure they are fit to manage and not using their power to abuse others.
- Right to Work campaign – harassment-free workplace, part of senior management PMA. Process to go through when union and employer can work together.
- Cost effectiveness (less productivity, other employees in danger, paid leave in a collective agreement, 77M\$ is the cost of domestic violence in the workplace)

4- Panel on violence : Chantal Locat, Julie Lalonde, Martine Dore :

- Chantal Locat: talks about stereotyping all over our lives.
- Julie Lalonde: talks about our social responsibility of intervention and changing the culture of rape. Peace bond (valid 1 year): no charges need to be laid, statement in Court, men have legal aid, the women are not protected, 10 days to court date (it's important to let the victims know that they need a safety plan if they use this tool during the 10 days' delay). If the perpetrator break bond charges can be laid. Restraining order.
- Martine Dore: women's shelters, programs with men to raise awareness. Provide support for healing (i.e., aboriginal culture awareness, food particularities, etc.), legal advocacy training, education and participation of police force in domestic violence initiatives.

5- Cultivating strong leadership Panel: Sharon DeSouza, PSAC-Ontario REVP; Emmanuelle Tremblay, CAPE, President; Anita Vandenberg, Liberal MP:

- Anita, president of the women caucus committee, status of women committee: parliament equity report. Barriers for women: international knowledge of political women???, barriers: money, cultural (where women cannot own property), no education and discussions about politics with girls, stereotypes (i.e., young female liberal candidate description in the news vs senior cabinet minister Baird).
- Emmanuelle Tremblay: elle subit elle-même les forces d'un putsch, elle continue de pousser l'aspect militantisme du syndicat et cela dérange. Les femmes ont naturellement rencontré beaucoup plus de résistance dans le cadre d'une poste de leadership, beaucoup plus de questionnement. Conseils : it's lonely at the top, mais il faut s'entourer de gens qui nous appuient, ou nous mettre en garde des attrapes. Tout le monde gagne lorsque les efforts menés pour le syndicat tendent vers plus d'équité.
- Sharon: there is a difference to be a leader or a young racialized leader. Immigrated in 1980 to Canada. Going to school, I didn't fit in. In high school, my marks went up because I could have evolved and integrated. Then came to public service, and again didn't fit in. I was told you have to run for equity leadership not a president or leadership position. Started get outside my comfort zone and started to get involved within the union, bargaining. It is difficult to run against 11 years' incumbent. Racism is still present, and lots of work needs to be done.
- Need to deal with your shit! Get out of your comfort zone. Advice: work/life balance. Love yourself.
- Video: Canadian human rights commission: Marie-Claude Landry, chief commissioner, women need to become leader, we have a role to influence and motivate others. Capacité de mobiliser. Small group of thoughtful, committed people can change the world, in fact that's the only thing that ever did.
- Gender equality, is a human rights issue that requires all of us to act. We need men to advocate for gender equality.

6- Panel: Being an activist and a leader: dr. Monia Mazigh, Danielle Pinsonneault, and Jane Stinson.

- Monia: activism or leadership skills were encouraged, especially as a woman. I discovered activism and leadership from books, I learned how to defend my opinions, and have a voice. Being a leader require that you have a platform, requires that you have support from groups and others. Women activist are often depicted as angry, hysterical but rarely as smart and strong. 1-Solidarity amongst women. 2- passion: we are often accused of being emotional, let us be proud to be emotional, and passionate. Passion is reading, educating, commitment and perseverance.
- Danielle: c'est important d'être militante. C'est d'être engagé dans le monde syndical, il faut du cran, il faut avoir des idées et des convictions, comme motif l'égalité des femmes. La condition de vie des femmes, des luttes à mener continue et est nécessaire au bien-être de nos communautés. Il faut décider de s'engager. On dérange. Il faut avoir un sens d'appartenance, de la patience, ouverte à apprendre, apprendre à défendre son opinion, à parler devant les autres. La réalité des femmes est différente. C'est difficile

pour les femmes avec des enfants et un mari de se libérer pour activités syndicales. C'est aussi dû à nos peurs personnelles, dans notre estime, les peurs dans nos têtes font en sorte que ça nous coupe les ailes. Parce qu'on les a intériorisées depuis longtemps. Pourquoi on peut pas être irrationnelles. On a peur donc on se tait. Faut se battre contre ses peurs.

- Leadership partage, capable d'inspirer, donner la parole aux autres. Nous possédons toute une partie de leadership. Dire ce que tu as à dire. Assumer le risque d'avoir des opinions qui diffèrent des autres.
- Jane : briser les obstacles d'accès des femmes au leadership. (CRIW). Where are women leaders? Women have barriers to involvement (kids, family responsibilities like aging parents, child care, low wages, part-time vs full time), skills development. Iceberg analogy. Broad and deep foundation of ideas and actions. Systems, institutions, capitalism, social and economic, colonialism, patriarchy, racism, ageism, ableism, hiring systems. All these create barriers to leadership for women. Need to build awareness.
 - Need to change institutions, systems. Confidence, charisma, personality, strong opinions, vision, long hours, persistence. To women leadership means; a team, working together, listening to each other, and improve conditions for women, shared leadership. Collective change, consensus decision making, caring for each other, partnership. Asking for help and mentoring others.
 - Q&A: questions: how are we to approach union leaders that we need time/support for union representation/work? Women's committee is a tool and demand more resources and demand help. Mentorat : comment aider d'autre personne lorsqu'on a de l'expérience que l'on veut partager ? Réseau de mentorat. Blog et écrire sur nos expériences, FB, donner une façon de discuter avec nos amies. Mettre par écrit ce que l'on fait et de résumer notre expérience et de la partager. Bridging the gap in the work place, what can I do to change myself and have an effect on the workplace to change the prospect of our daughters coming up.
 - Défis : encore beaucoup des défis, mécanismes pour la relève ?

END OF DAY 1 – 6 :00pm / FIN DU JOUR 1 – 18h00

Day 2/Jour 2 – 9:00am/9h00:

1- Chair, Linda Koenders to facilitate the resolutions' debate, the chair can be challenge, delegates can put a point of order with a seconder.

Delegates at the conference are told that this will an opportunity to exercise conference rules of order and parliamentary procedures for new comers who have never experienced a participation at a convention.

Les déléguées sont informées que la conférence servira d'opportunité d'apprentissage sur l'utilisation des règles de procédures afin de former les nouvelles participantes qui n'ont jamais eu l'expérience de participer à une convention.

Resolutions: 9:30 resolution debate is open.

- Resolution 1- women in politics: carried
- Resolution 2- domestic violence and the workplace: carried
- Resolution 3- proportional representation: carried

10:25 the debate is closed.

2- Discussion about the future of the Women's Committee. Looking for volunteers, ideas and help.

- Suggestion to broaden the mandate.
- Suggestion to get involved in special community projects and funds raising as volunteer.
- 3 commitments to join and promote the Women' committees
- Next meeting June 23 for Ottawa regional Women's committee

3 - Larry Rousseau:

Monday, June 20th, day of action, in downtown Ottawa.

4- Closing 1:00pm / fermeture 13h00

Ainée Barbara Dumont-Hill a clos la conférence avec le chant « Femme forte - *Strong Woman* ». **END/FIN**

MJ Boudreau