

Position: Assistant National Vice President for Human Rights

Activity Report - September 2021 – March 31, 2022

In September 2021, at the Union of National Employees' (UNE), Triennial Conference, the activist formerly known as the National Equity Representative for Racialized members, was elected to the position of Assistant National Vice President (ANVP) for Human Rights. Since then I have been collaborating with the National Vice President for Human Rights; alongside the Regional Human Rights representatives that make up UNE's Human Rights Committee.

With COVID-19 restrictions still dictating the way in which business is conducted, I attended many meetings via zoom, and continue to do so.

From November 15-18, 2021, I attended the first set of National Executive meetings. Followed by the PSAC National Equity Conference, from November 23<sup>rd</sup>-28<sup>th</sup>, 2022. On the last day of the Equity Conference, November 28, 2022, I chaired the NCR Caucus where issues affecting members of equity, with discussions surrounding systemic discrimination and intersectionality. UNE Caucuses were held each morning prior to the Equity Conference which gave UNE members the opportunity to discuss important topics and concerns that was happening in their equity groups and sessions. These caucuses also provided support to members of UNE who were new to the conference and needed support and/or direction and guidance.

On December 8, 2022, the Human Rights committee met for the first time. Discussions included the updating of the HR section of the UNE website; as well as, the formation of two subcommittees, Indigenous Realities and the Racism, Harassment and Discrimination (RHD).

In my role as the ANVP for Human Rights, I have been assigned to the Black Employees Advancement Team (BEAT), the National Steering Committee for Diversity and Inclusion, the National UMCC and ESDC's Learning Branch UMCC as UNE's employee representative. I have also been assigned to the Honours and Awards and Bargaining Committees within UNE.

In January 2022, I attended multiple meetings with the employer and other components, to discuss the COVID-19 vaccination policy and other issues raised by labour.

The Honours and Awards committee had its first meeting on January 20, 2022, to discuss and review the Committee's Terms of Reference document. The document was reviewed and updated as per input from committee members.

In February 2022, on February 10, 2022, the Honours and Awards Committee had another meeting to discuss and review all bursaries and awards offered through UNE. Changes were made to the eligibility descriptions to provide more clarity and guidance; as well as amounts awarded were amended to reflect current educational costs. Meetings centered around the vaccination policy continued into February 2022.

March 4-5 the Human Rights Committee met to begin planning for the Human Rights convention and working on an agenda for the convention. Following which from March 7- 16, 2022, I attended the PSAC 2022, Pre-Convention Committee Meetings, Collective Bargaining resolutions, wherein the committee went through bargaining resolutions submitted to PSAC.

The Honours and Awards Committee met on March 10, 2022, to complete their review of Awards and Bursaries that needed to be submitted to the National Executive for final approval. Prior to the start of PSAC's Pre-Convention Committee Meetings, Collective Bargaining resolutions on March 11, 2022, I represented UNE as a speaker at PSAC's Regional Women's Committee International Women's Day Luncheon (Rocky Harbour). At this event I addressed the topic of "Women Empowerment in the Union". March 13, 2022, I was asked to attend the AGM for local 20140, BC/Yukon Region.

The subcommittee for Racism, Harassment and Discrimination (RHD) met for its first meeting on March 22, 2022. Subcommittee members brainstormed ideas around the parameters of the RHD subcommittee, along with next steps to the development of tools and resources. On March 25-26, 2022, I attended the PSAC Health and Safety Conference. The theme of this year's conference was "Mental Health during a Pandemic".

As the PSAC NCR representative at the Workers of Colour committee on March 23, 2022, I attended a meeting and my biggest take away was the issue surrounding the Human Rights Tribunal of Ontario (HRTO's) efforts to stop unionized workers from accessing the HRTO services as it relates to submitting complaints. I am also championing solidarity with the Coalition of Black Trade Unionists (CBTU) for the role they are playing in fighting this process.

Ongoing since September 2021, has been my attendance and participation at monthly meetings with PSAC's Racially Visible Action Committee (RVAC) and the Ottawa Regional Women's Committee (OWRC). As a woman of equity, I have been working closely with RVAC in planning and participating in RVAC events, including but not limited to Black History Month and the International Day for the Elimination of Racial Discrimination.

Over the past 6 months, since transitioning to the position of Assistant National Vice President (ANVP) for Human Rights, I stay committed to issues that infringe on the Human Rights of the membership. I am also working to ensure more involvement by Regional HR representatives so that they may provide more support to their regional teams. Meetings with the employer and membership continues.

I am new to the position of ANVP for Human Rights, but advocacy and activism is constant to union involvement. I will continue to present myself and represent the HR committee and my component at HR equity meetings as well as HR committee meetings all of which continue to provide me with opportunities to learn and add to conversations that affect members.

I count on your continued support. Feel free to contact me if there is an issue you want raised at the HR committee virtual table. Evermore, I am committed to the engagement of the general membership and especially those from equity seeking groups.

I will continue to ensure that the focus does not stray from the issues of the membership with an emphasis on issues of Racism, Discrimination and Intersectionality.

In Solidarity

Hayley Millington

Assistant National Vice President for Human Rights