



UNE SEN

Human Rights Conference

NOVEMBER 16-20, 2022 | GATINEAU, QC



Agenda

THURSDAY, NOVEMBER 17

Breakfast
8:00 a.m.- 8:45 a.m. | Suzor-Côté

Land Acknowledgement & Conference Opening
9:00 a.m. - 9:30 a.m. | Beethoven & Chopin

Guest Speaker - Magali Picard
9:30 a.m. - 10:15 a.m. | Beethoven & Chopin

Health Break
10:15 a.m. - 10:30 a.m.

Guest Speaker - Debbie Owusu Akyeeah
10:30 a.m. - 11:15 a.m. | Beethoven & Chopin

Interactive Session
11:15 a.m. - 12 p.m. | Beethoven & Chopin

Lunch Break
12 p.m. - 1 p.m.
Suzor-Côté

Joint Learning Program
1:00 p.m. - 2:00 p.m. | Beethoven & Chopin

Mental Health in the Workplace
2:00 p.m. - 3:00 p.m. | Beethoven & Chopin

Health Break
3:00 p.m. - 3:15 p.m.

Pronouns
3:15 p.m. - 4:00 p.m. | Beethoven & Chopin

You're a Human Rights Rep. Now What?
4:00 p.m. - 4:45 p.m. | Beethoven & Chopin

Reception
5:30 p.m. - 8:30 p.m.
Suzor-Côté

FRIDAY, NOVEMBER 18

Breakfast
8:00 a.m.- 8:45 a.m. | Suzor-Côté

Allies Caucus - Delfosse
Equity Caucus - Beethoven & Chopin
9 a.m. - 10 a.m.

Health Break
10 a.m. - 10:15 a.m.

Guest Speaker - Romeo Saganash
10:15 a.m. - 12 p.m.
Beethoven & Chopin

Lunch Break
12 p.m. - 1 p.m.
Suzor-Côté

Allies Caucus - Beethoven & Chopin
Equity Caucus - Salon du Jardin
1:00 p.m. - 2:00 p.m.

Allies Caucus - Beethoven & Chopin
Equity Caucus - Delfosse
2:00 p.m. - 3:00 p.m.

Allies Caucus - Beethoven & Chopin
Equity Caucus - Delfosse
3:00 p.m. - 4:00 p.m.

Allies Caucus - Beethoven & Chopin
Equity Caucus - Delfosse
4:00 p.m. - 5:00 p.m.

SATURDAY, NOVEMBER 19

Breakfast
8:00 a.m.- 8:45 a.m. | Suzor-Côté

Electronic Voting Presentation
8:45 a.m. - 9:00 a.m. | Beethoven & Chopin

Guest Speaker - Myrna McCallum
9:00 a.m. -10:30 a.m. | Beethoven & Chopin

Equity Delegate Elections
10:30 a.m. -1:00 p.m. | Beethoven & Chopin

Lunch Break
12 p.m. - 1 p.m.
Suzor-Côté

Equity Delegate Elections
1:00 p.m. - 2:00 p.m.
Delfosse

Anti-Oppression Training
1:00 p.m. - 2:00 p.m.
Beethoven & Chopin

Equity Delegate Elections
2:00 p.m. - 3:00 p.m.
Beethoven & Chopin

Anti-Oppression Training
2:00 p.m. - 3:00 p.m.
Delfosse

Equity Delegate Elections
3:00 p.m. - 4:00 p.m.
Salon du Jardin

Anti-Oppression Training
3:00 p.m. - 4:00 p.m.
Beethoven & Chopin

Equity Delegate Elections
4:00 p.m. - 5:00 p.m.
Delfosse

Anti-Oppression Training
4:00 p.m. - 5:00 p.m.
Beethoven & Chopin

Please consult
your personalized
agendas for
your caucus and
election attendance
schedules

SUNDAY, NOVEMBER 20

Breakfast
8:00 a.m.- 8:45 a.m. | Suzor-Côté

Guest Speaker - Nicholas Marcus Thompson
9:00 p.m. - 10:15 a.m. | Beethoven & Chopin

Health Break & Hotel Checkout
10:15 a.m. - 10:45 a.m.

Guest Speaker - Fae Johnstone
10:45 a.m. - 11:45 a.m. | Beethoven & Chopin

Conference Wrap-up
11:45 a.m. - 12:00 p.m. | Beethoven & Chopin

Acknowledgement

UNE would like to acknowledge the work done by the former Human Rights Conference Steering Committee. Their ideas helped shape this important event for our membership.

Daniel Toutant

Chris Little-Gagné

Monique Ireland

Hayley Millington

William Edmunds

Neville David

Mundadi Diabe

Carole Maillet

Evelyn Beckert

Lenora Maracle

Ruby Langan

Janet Eileen Connor

Sam Padayachee

Danielle Palmer

Etienne Pholo Nsimba

Michael Freeman

Janette Husak

Kevin King

UNE Event Staff

Georges St-Jean
Director, Finance & Administration

Aurélie McDonald
Communications & Research Officer

Suzanne Boucher
Conferences and Convention Administrator

Greg McNamara
Communications & Research Officer

Ateau Zola
Assistant to the National Executive and
Human Rights Committee

Michelle Brunet
National Administrative Services Assistant

Important Notices

Statement on Harassment

Harassment in all its forms, detracts from our common purpose and weakens our Union. Let each one of us, as we work together on the important task at hand, treat each other with dignity and respect.

If you experience harassment at this event, please contact one of the assigned Harassment Prevention Coordinators to discuss the situation and possible responses.

Suzanne Brandon – 613-898-4237

Mark Pecek – 819-918-4282

Severe Food Allergies

Due to severe allergies, no outside food can be brought into any of the meeting rooms, including the main plenary. Certain foods, including nuts and onion products pose a serious and life-threatening health risk to some individuals attending the Conference.



Reactions to Scented Products

UNE is 100% scent-free. Please refrain from using scented products, such as perfumes, lotions, hairsprays, etc.



Guest Speakers

Magali Picard



Magali Picard works as an Advisor for the Association of McGill University Research Employees (AMURE-PSAC), and is also an Administrator on the Board of Directors of Centraide Outaouais. In addition, she also has recently appeared as a weekly commentator on 104.7 Outaouais [Cogeco network].

Magali Picard was elected as National Executive Vice-President of the Public Service Alliance of Canada (PSAC) during the 18th National Triennial Convention that took place in May 2018. She had previously held the position of Regional Executive Vice-President of the Quebec region from 2012 to 2018. Magali Picard is a proud member of the Huron-Wendat Nation.

Active in PSAC for almost 20 years, she has held various functions within her Local (UVAE 10042). She has also sat on the Finance, Constitution and Collective Bargaining committees for PSAC National Conventions from 2006 to 2018. She is also a proud member of the National Indigenous Peoples' Circle.

During her years as REVP for the Quebec region, Magali also acted as Vice-President of the FTQ and sat on the Board of Directors of its Solidarity Fund.

Debbie Owusu-Akyeeah



Debbie Owusu-Akyeeah is a first-generation Ghanaian-Canadian cisgender queer woman who is dedicated to the liberation of all her communities. She is currently the Executive Director of the Canadian Centre for Gender and Sexual Diversity and based in Ottawa. Debbie has deep roots in program and project management, gender-based analysis, feminist foreign policy and international affairs. She completed her graduate school studies in International Affairs, specializing in International Development Policy at the Norman Paterson School of International Affairs (Carleton University).

She has worked at Global Affairs Canada as a policy analyst responsible for strategic advice on child protection, gender equality and broader sexual and gender-based violence issues, with a particular focus on adolescent girls and the girl child. Prior to CCGSD, she was Campaign and Outreach Officer at Oxfam Canada, responsible for developing public engagement strategies to advance gender justice.

She has also been a Board member and Chair of several organizations, including the Platform and Harmony House Women's Shelter. Debbie is currently Co-Chair of Dignity Network Canada's Advocacy and Government Relations Working Group and she is also involved in assisting coordination globally around opposition to the anti-LGBTIQ bill in the Ghanaian parliament.

Guest Speakers

Romeo Saganash



Romeo Saganash was born on October 28, 1961 in the boreal forest near Waswanipi, a Cree community in northern Québec.

Saganash is a jurist, negotiator, and politician who served as an NDP Member of Parliament (MP) from Quebec. He was first elected to the House of Commons in the May 2011 federal election, then re-elected in October 2015. Romeo did not seek re-election in 2019.

At the age of 7, he was taken by the federal government authorities to a Residential School in La Tuque, an institution run by the Anglican Church.

He subsequently attended law school at the Université du Québec à Montréal and in 1989 he became the first Cree to receive a law degree in Quebec. Saganash is fluent in Cree, French and English.

In 1985, Saganash founded the Cree Nation Youth Council. He was the Deputy Grand Chief to The Grand Council of the Crees of James Bay from 1990 to 1993, and he later became Director of Government Relations and International Affairs, roles that included Negotiations with governments, and the development and drafting of the UN Declaration on the Rights of Indigenous Peoples.

Given his vast experience and expertise, Saganash is currently involved as an expert advisor in matters related to constitutional law, international human rights law, environmental law, and indigenous rights in Canada and abroad.

Myrna McCallum



Myrna McCallum is the founding lawyer of Miyo Pimatisiwin Legal Services in North Vancouver, British Columbia. She is a Métis mother and grandmother from Treaty Six territory (the northern village of Green Lake) in northern Saskatchewan.

As a teen Myrna knew that she would become a lawyer and work with Indigenous people and victims of violence but she did not know exactly how she would do that work in a safe and empowering way. A decade and a half later, she became a prosecutor and eventually an adjudicator [in the Indian Residential School Independent Assessment Process]. Myrna's repeated exposure to the traumas of others in courtrooms and hearing rooms stopped her in her tracks and forced the realization that she was missing a critical competency: trauma-informed lawyering.

As a former Indian Residential School student who carried a lot of personal traumas, Myrna had to learn to cope and adapt her approach to ensure that she did no further harm to herself or those she served. She failed several times before she succeeded in finding a better way. Myrna's commitment to finding a safe and empowering way forward coupled with the stories of resilience and trauma she heard from hundreds of survivors of crime, especially survivors of sexual violence, inspired her to begin the important work of transforming the legal profession and judiciary into understanding, accommodating and respecting trauma – in themselves and those they serve.

Myrna is the host of “The Trauma-Informed Lawyer” Podcast which serves to educate on trauma-informed lawyering, cultural humility, vicarious trauma, vicarious resilience, and Indigenous intergenerational trauma. Myrna also educates through keynotes, training sessions, and lunch and learn lectures. Myrna serves as a subject matter expert and consultant on trauma-informed lawyering, adjudications, and policy development for several organizations. She is also a workplace investigator.

Myrna is the recipient of the Federal Department of Justice's 2020 Excellence in Legal Practice and Victim Support Award.

Guest Speakers

Nicholas Marcus Thompson



Nicholas Marcus Thompson is an award-winning social justice advocate, labor union leader, and motivational speaker. Thompson is committed to the elimination of systemic discrimination and racism in Canada's public service, labor unions, and all sectors of Canadian life through his work with the Black Class Action.

His advocacy has resulted in legislative and policy changes to remove systemic barriers in the Canadian federal public service, resulting in career opportunities for underrepresented groups. As President of the Union of Taxation Employees Toronto North, Thompson represents employees at the Canada Revenue Agency. He also served as 2nd A/Regional Executive Vice President of the Public Service

Alliance of Canada Ontario, Vice President of the Greater Toronto Area Council, and Chair of the Toronto Racially Visible Committee, representing racialized workers across all federal workplaces in the Toronto region.

Thompson is the recipient of the Bob Marley Humanitarian Award for the advancement and development of his community. He is also a recipient of the Activist of the Year Award by the Public Service Alliance of Canada in Toronto.

Thompson is fighting for a new Canada where systemic racism ceases to be a barrier that limits the potential and excellence of Canada's Black, Indigenous, and racialized people.

Fae Johnstone



Fae Johnstone, MSW, is a leading voice on 2SLGBTQIA+ issues in Canada. She is the Executive Director and Co-Owner of Wisdom2Action Consulting Ltd., a social enterprise and consulting firm that provides a range of services and supports to non-profit organizations, health and social services and government agencies.

Fae is a sought-after public speaker, facilitator and media commentator on 2SLGBTQIA+ issues, mental health and gender justice. Her words regularly appear in the Ottawa Citizen, Toronto Star and other major media publications. As an advocate for 2SLGBTQIA+ rights, Fae played a role in the fight to protect transgender rights and ban conversion practices in Canada.

Fae was the 2019 recipient of LGBT Youth Line's Trans Activism award, and currently serves on the Boards of Directors for YWCA Canada and Oxfam Canada.

You can find Fae on Twitter at [@FaeJohnstone](https://twitter.com/FaeJohnstone).

Equity Delegates

to the 2023 UNE Convention

Twenty equity group members will be elected at the conference to attend Convention as delegates with full voice and vote. Alternate delegates will also be elected.

Any member in good standing of the UNE who self-identifies as a member of these equity groups is eligible to put their name forward for consideration. Nominators and seconders must also be members of the same equity group and members in good standing of UNE.

To be clear, the delegates are:

- Four National Equity Representative for Indigenous Peoples and Alternates;
- Four National Equity Representative for Persons with Disabilities and Alternates;
- Four National Equity Representative for Racialized Members and Alternates;
- Four National Equity Representative for 2SLGBTQ2+ and Alternates; and
- Four National Equity Representative for Women

Please note that in order to nominate a candidate or second a nomination, you must be a delegate to the 2022 Human Rights Conference and a member in good standing of UNE who self-identifies as a member of the same equity group as the nominee.

If a member wishes to run for election but does not have a nominator or seconder, they may put their name forward to be nominated. We highly encourage this person to submit a biography.

Voting privileges to elect these equity group delegates are extended only to accredited delegates of the 2022 Human Rights Conference. Elections for each equity group representative will take place during equity caucuses made up of delegates who have self-identified as members of that particular equity group. Candidates do not need to be present at the conference in order to run.

Nomination forms can be returned by mail, fax or email to the attention of Ateau Zola no later than 4 p.m. eastern daylight time on Thursday, November 17, 2022. We will also seek nominations from the floor before proceeding to the election.

Persons submitting their names for nomination who are not delegates to the Human Rights Conference will need to submit a one-page biographical note that will be distributed to all eligible voting delegates. UNE will translate this document provided we receive it prior to Thursday, November 17, 2022.



A series of 24 horizontal black lines spanning the width of the page, providing a template for writing or drawing.



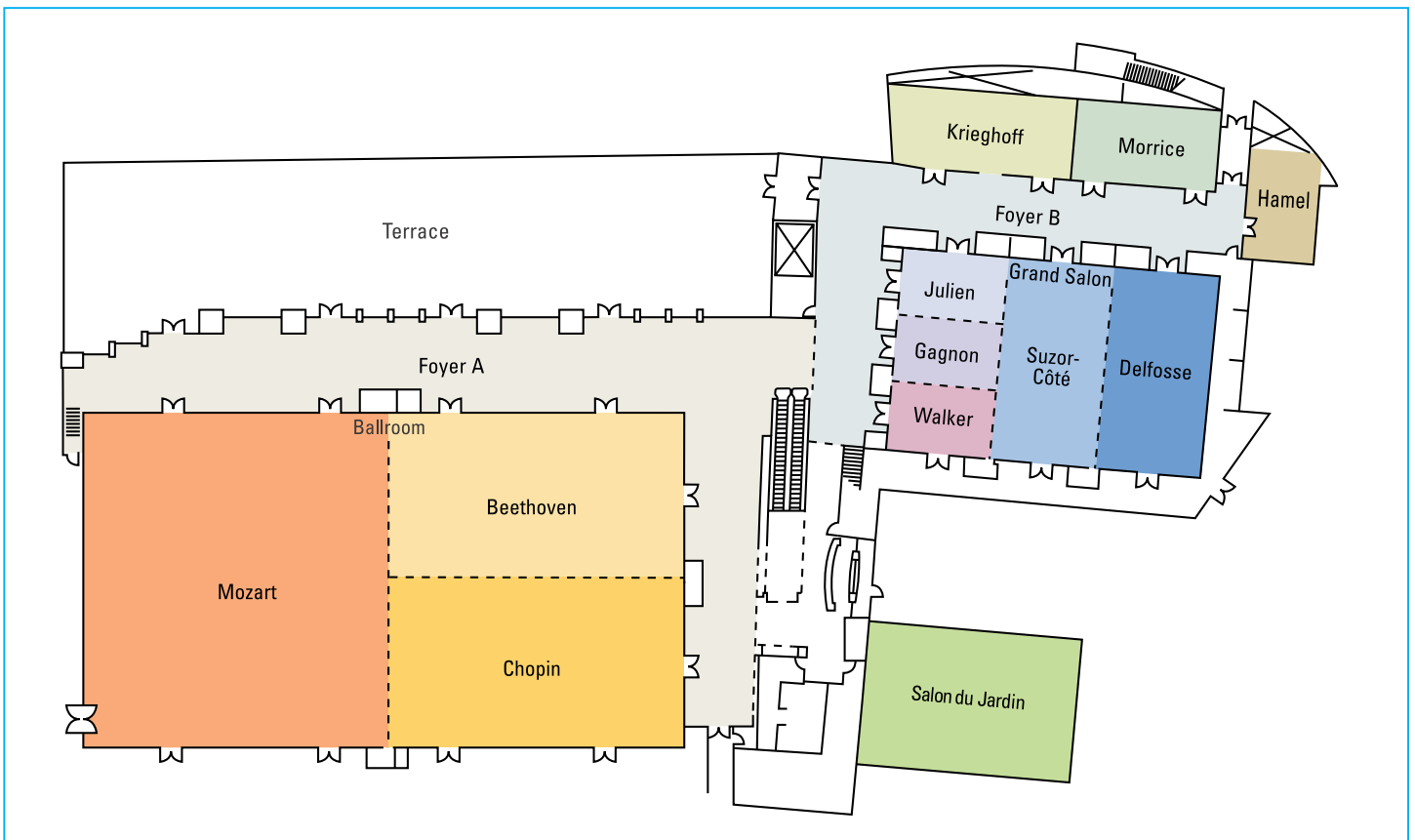
Bus Service

There will be bus service from the Hilton Hotel to the Byward Market and Les Galeries de Hull on Friday and Saturday night.

The bus will depart the hotel at 6pm, 7pm, 8pm and 9pm and loop back, making stops for pick-up in the Byward Market and Les Galeries de Hull.

Look for UNE-SEN on the front of the bus.

Hilton Floor Plan





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