

UNE Human Rights Conference

November 17th, 2022



*Learning and
Growing Together*

*Apprendre et
grandir ensemble*

About the Joint Learning Program

Its origins

- From a *Memorandum of Understanding* to a pilot program to a renewed mutual commitment
- JLP started on November 2001 and is subsequently renewed since.





JOINT
LEARNING
PROGRAM



PROGRAMME
D'APPRENTISSAGE
MIXTE

About the Joint Learning Program

Its partnership structure

- Joint Steering Committee (made up of senior union leader and government executive)
- Two Co-Directors (union and employer) appointed to coordinate the Program
- Six regions – 12 Regional Field Coordinators
- Design, planning, organizing and coordinating learning activities done JOINTLY
- Since 2011, all Union members within the Core Public Administration are eligible to participate
- Facilitators who work collaboratively and present content that reflects mutual trust and consensus objectives





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About the Joint Learning Program

Its mandate, its mission

- Demystifying the roles of the union and management
- Improving labour relations in the Public Service
- Promoting learning among participants on common issues
- Raising awareness, *Learning and Growing Together*, through experiential Learning



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About the Joint Learning Program

Workshops: In Person Learning Activities

- Duty to Accommodate (under review);
- Employment Equity (under review);
- Labour-Management Consultation;
- Mental Health in the Workplace;
- Respecting Differences / Anti-Discrimination;
- Preventing Harassment and Violence in the Workplace (under review);
- Understanding the Collective Agreement





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About the Joint Learning Program

Discussion Series: Virtual *“Empowering conversations”*

- Understanding the Collective Agreement: Let’s Talk!
- Mental Health: Let’s Talk!
- Anti-Racism: Let’s Talk!
- Returning to the Workplace: Now What?
- Grounding Ourselves in Uncertain Times
- Labour-Management Consultation: Let’s Talk (*coming soon*)





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About the Joint Learning Program

Training for Occupational Health and Safety Committees – Pilot ending November 30th

- Creating a Healthy, Safe, and Inclusive Culture
- A thorough needs analysis was conducted to ensure that this training met mandatory training requirements, relevant to the public service, under the *Canada Labour Code* and the National Joint Council (NJC) OHS Directive.

Discussion Series – *Empowering Conversations*



Grounding Ourselves in Uncertain Times (1.5 – 2 hours)

- Participants discuss their experiences and identify stressors
- Share tools for managing health during isolation
- Build stronger online connections, networks and relationships



Returning to the Workplace: Now what? (1.5 – 2 hours)

- Participants discuss what the return to the workplace will look like
- Review available departmental information about the return to work;
- Identify questions and information needed
- Begin planning for the return to work by building a team contract

Discussion Series – *Empowering Conversations*



Anti-Racism: Let's Talk! (6 hours + up to 1.5 hours of pre-session reading)

- Discuss historical and contemporary context of racism in Canada
- Define various forms of racism and identify examples
- Discuss how unconscious bias perpetuates ideas, stereotypes and racism
- Identify actions to address bias and stereotyping to dismantle racism



Mental Health: Let's Talk! (3 - 3.5 hours)

- Discuss mental health as a continuum and the factors that impact it
- Identify workplace practices that support mental health
- Plan for renewed attention to support psychologically healthy & safe workplaces

Discussion Series – *Empowering Conversations*



Labour Management Consultation: Let's Talk! (6.5 to 7 hours)

- Build better understanding of the mandate, scope and structure of union-management consultation
- Identify ways to enhance trust between parties and strategies to address issues that may arise
- Build capacity to prepare for and participate in union-management consultation activities



Understanding the Collective Agreement: Let's Talk! (3.5 to 4 hours)

- Identify the key features of a collective agreement
- Understand the meaning of collective agreement provisions using the four-step approach
- Improve problem-solving skills in the workplace



Discussion Series – *Empowering Conversations*

Highlights, Testimonials

As of October 31st, 2022, more than **1350** facilitated discussions have been held in departments since its inception in 2020 following the pandemic.

Discussion Series – *Empowering Conversations*

Participants' Feedback

- Being able to share sometimes sensitive topics in a safe discussion space;
- Having access to tools, materials and ideas developed in a collegial manner by TBS and PSAC.
- To have become aware of biases, prejudices and their impacts on racism in society and in the workplace
- To have acquired a better understanding of the lived realities of racialized people
- To have benefited from the sharing of experiences and knowledge within the group; resulting in strengthening relationships.
- To have developed a common understanding and language to create a respectful, open-minded and inclusive environment

Discussion Series – *Empowering Conversations*

From Awareness to Engagement

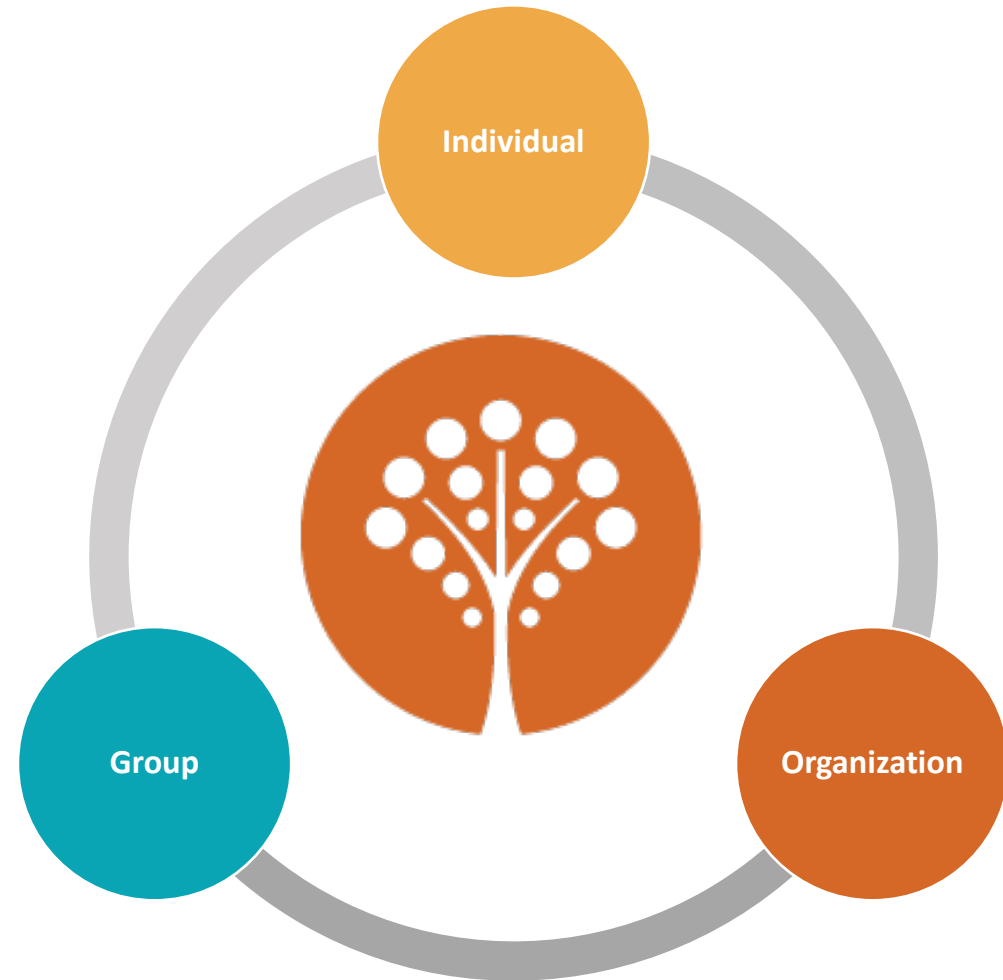
Definition from the Glossary in the "Let's Talk About Antiracism" Participant Guide

"Antiracism: an active and coherent process of change aimed at eliminating individual, institutional and systemic racism, as well as the causes of oppression and injustice against racialized people."

Summary of Benefits for Employees and Organizations

Personal Development

- Better understanding of the role of each party and the reality of other groups
- Increased sensitivity, empathy, awareness, accountability
- Behavioural Changes



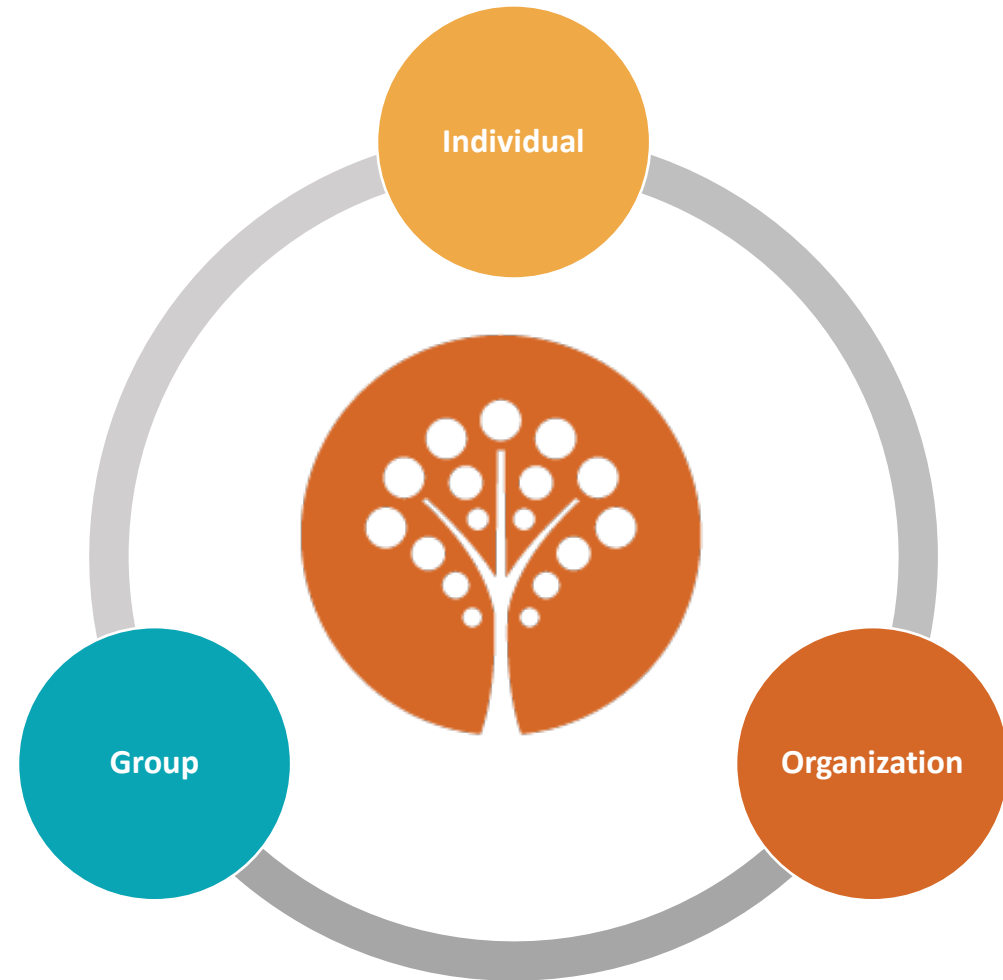
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- Increased collective engagement through sharing and a common understanding of issues
- Improved knowledge and therefore collective behaviours (awareness of prejudices, biases, etc.)



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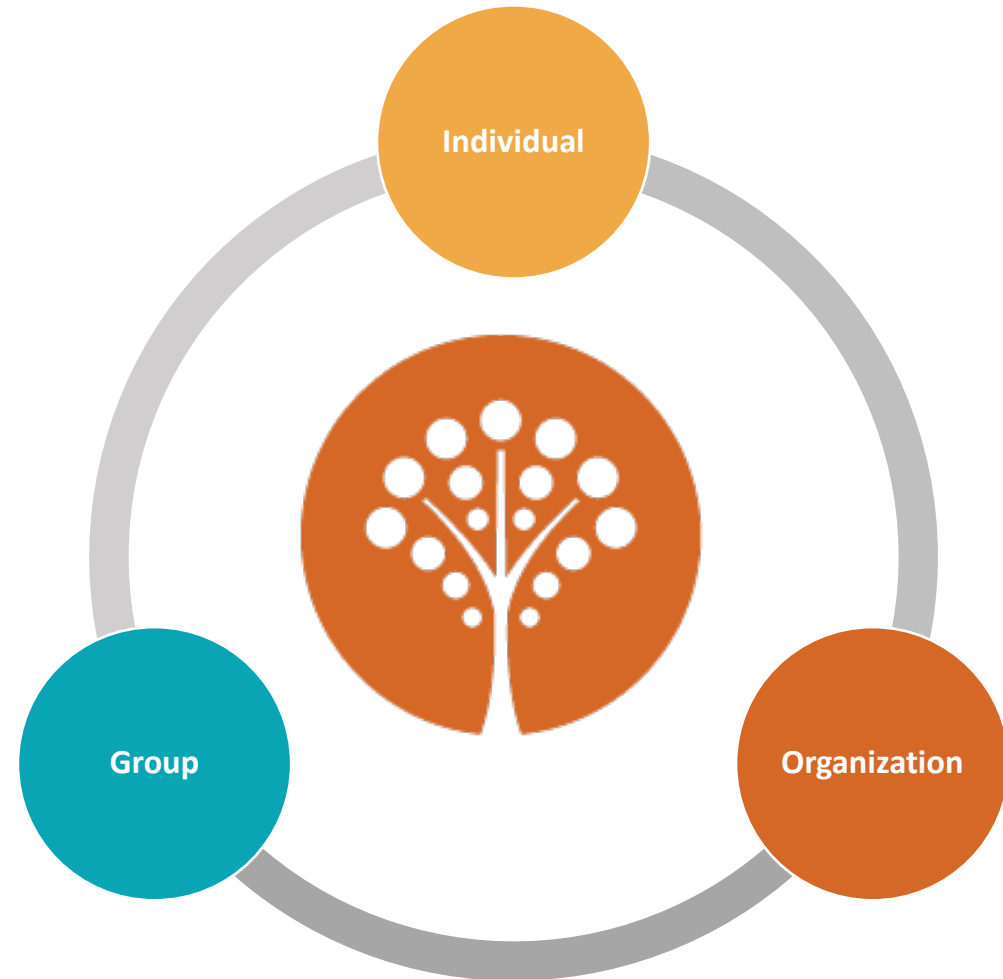
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Opportunity for change and improved workplace relationships

- Improved workplace well-being for all employees (resulting in better performance)
- Increased knowledge of rights and obligations



CONCLUSION AND REFERENCES

Questions ?



To learn more about the Joint Learning Program

[About the Joint Learning](#)

To request a discussion workshop

[Discussion Series Request Form](#)

To become a JLP facilitator

[Facilitator Application](#)

Contacts

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Thank you!

