

Edmonton HRC Mandate & Objectives

MANDATE

The Edmonton Human Rights Committee unequivocally supports the principles of human rights as proclaimed in the Universal Declaration of Human Rights , the Canadian Charter of Rights and Freedoms , and the Canadian Human Rights Act .

The Edmonton Human Rights Committee recognizes that there are members who have been and continue to be oppressed by discrimination. In order for these groups to achieve equity, specific attention and corrective actions are required. The Edmonton Human Rights Committee will not condone discriminatory actions taken on any grounds including Age, Race, Color, Sex, Marital Status, Family Status, Religion, National or Ethnic Origin, Disability, Sexual Orientation, Language, Political Belief, Union Activity or Criminal Record.

The Edmonton Human Rights Committee pledges to work toward the achievement of equity for all members, to eliminate discrimination and increase the participation of designated groups in the Workforce, Community and the Union.

OBJECTIVES

- Promote Human rights issues through educational and sensitization measures aimed at the PSAC membership.
- Initiate and support collective bargaining proposals for articles which further human rights goals.
- Pressure the employer at all levels to end discriminatory practices, implement specific measures to eliminate barriers to union participation and redress past and present systemic discrimination, which have an adverse impact on the membership.
- Lobby the Union at all levels to end discriminatory practices, implement specific measures to eliminate barriers to union participation and redress past and present systemic discrimination, which have an adverse impact on the membership.
- Work with other organizations that have similar goals in improving benefits and conditions for the members of equity groups.
- Continue to lobby for changes in legislation, including the Canadian Human Rights Act and the Employment Equity Act , to achieve full bargaining rights and full employment opportunities in the public service.
- Gather written materials and support documents from the PSAC and other sources for membership use.

The PSAC Human Rights Program is based on a mobilizing approach, rather than an advocacy approach. This means that the union provides support to members from equity groups to discuss, identify and strategize around how to best address issues of particular concern to them.

Equity Days

The Alliance is mandated to commemorate the following human rights days:

February: African Heritage Month/Black History Month

March 8: International Women's Day

March 21: United Nations Day for the Elimination of Racial Discrimination

May 17: International Day Against Homophobia and Transphobia

June: Pride Day/Week

June 21: Aboriginal Solidarity Day

November 20: Transgender Day of Remembrance

December 3: International Day of Disabled Persons

December 6: National Day of Remembrance and Action on Violence Against Women

December 10: Human Rights Day

REGIONAL COMMITTEES

Sub-Section (1)

The organization and operation of Regional: Women's; Unity (Aboriginal, Inuit and Métis Peoples and Racially Visible Persons); Pride (Gay, Lesbian, Bisexual and Transgendered Persons); and Access (Persons with Disabilities) Committees should be encouraged by the PSAC as a matter of policy, provided that not more than one Regional: Women's; Unity; Pride; and, Access Committee may be organized in any area that can be reasonably encompassed by one Regional: Women's; Unity; Pride; and Access Committees.

Sub-Section (2)

(a) Women's; Unity; Pride; and, Access Committees of the PSAC may be organized where there are at least three (3) Components and/or Directly Chartered Locals willing to participate and upon application to the Alliance Executive Committee.

(b) Notwithstanding Sub-Section (2) (a), the Alliance Executive Committee may approve the organization of Regional: Unity, Pride and Access Committees where less than three (3) Components and/or Directly Chartered Locals are able to participate when it is satisfied that the Committee can be viable.

SECTION 16

(c) Notwithstanding Sub-Section (2) (a) and (b), Regional Human Rights'

Committees consisting of members of the Unity, Pride and Access Equity Groups may be organized where there are at least three (3) Components and/or Directly Chartered Locals willing to participate, and upon application to the AEC.

(d) Notwithstanding Sub-Section (2) (a), (b) and (c), the AEC may approve, in exceptional cases, the organization of Regional: Unity, Pride and Access Committees jointly as a Human Rights Committee when it is satisfied that the members are willing to participate and the Committee can be viable.

Sub-Section (3)

Regional: Women's, Unity, Pride and Access Committees, or Regional Human Rights Committees shall consist of representatives who should come from each Component with members in the jurisdiction of the Women's; Unity; Pride; and, Access Committees.

Sub-Section (4)

Regional Human Rights Committees or Regional: Women's; Unity; Pride; and, Access Committee meetings shall be held at least four (4) times a year. One such meeting shall occur prior to the PSAC National: Women's, Unity, Pride and Access Conferences.

Sub-Section (5)

Regional Human Rights Committees or Regional: Women's, Unity, Pride and Access Committees shall be fully funded by the PSAC.