



BCFED CONSTITUTION & STRUCTURE STANDING COMMITTEE Minutes

Date of meeting: September 1, 2022

To: Committee Members

From: Jaime Matten, Executive Director, BCFED

Present: Brent Calvert, FPSE; Laird Cronk, BCFED; Talitha Decker, HEU; Orion Irvine, CLC; Clint Johnston, BCTF; Colin Jones, BCITFSA; Lori Mayhew, MoveUP; Jamey Mills (Co-chair) PSAC; Sussanne Skidmore, BCFED; Kane Tse, HSA; Thom Yachnin, BCGEU; Stephen Von Sychowski, VDLC

Regrets: Stephanie Smith (Co-chair), BCGEU

Staff: Jaime Matten, BCFED; Kassandra Cordero, BCFED

The meeting was called to order 1:00 pm.

1) Territorial acknowledgement

Sussanne led the session and provided land acknowledgement.

2) Introductions

Members present introduced themselves.

3) Proposed resolutions for convention

Sussanne and Jamey provided background on a set of proposed convention resolutions for the committee to consider. Committee discussed each in order and voted to send them forward to the BCFED Executive Council for consideration.

Resolution 1 – Moved/Seconded/Passed

BECAUSE terms used to refer to equity groups and issues are constantly evolving, and the constitution of the Federation needs to be updated to ensure current and inclusive language;

THE FEDERATION WILL replace all gender-specific language in the constitution from “he/his” and “she/hers” to “they/theirs;” and

THE FEDERATION WILL also replace all references of “workers of colour” to “racialized workers;” and

THE FEDERATON WILL also replace all refences of “LGBTQ” to “2SLGBTQIA+”; and

THE FEDERATION WILL also replace all reference of “affirmative action” to “equity.”

Word count: 87

Resolution 2 - Moved/Seconded/Passed

BECAUSE the Federation strives towards gender equity in all aspects of our work and the constitution should exemplify meaningful gender inclusive practices;

THE FEDERATION WILL amend Article 5 section 1(b) to say:

“At least seven (7) of the Vice-Presidents shall ~~be women~~ **identify with a gender other than cisgender men**. In the event that less than seven (7) ~~women~~ **non cisgender men** are designated by the affiliated organizations, the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional ~~women~~ **non cisgender men** Vice-Presidents to meet this requirement.”

Word count: 98

Resolution 3 – Moved/Seconded/Passed

BECAUSE the Federation wants to ensure Racialized, Indigenous, 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus), and Workers with Disabilities’ voices are included at every level of decision making;

THE FEDERATION WILL amend Article 5 to include Section 1(c):

“At least four (4) of the Vice-Presidents as designated from Section 1(a) and (b) must identify as a member of one of the following equity groups [one (1) each]: racialized worker, Indigenous worker, 2SLGBTQIA+ worker, and a worker with a disability. In the event there is no representation from one or more of these equity groups, then the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional Vice-Presidents to meet this requirement.”

Word count: 120

Resolution 4 – Moved/Seconded/Passed

BECAUSE the Federation wants to avoid interruption of the work of equity caucuses in the event a representative is not able to complete their term:

THE FEDERATION WILL amend Article 9 section 1 (a)(iii) to say:

“~~Four (4)~~ **Five (5)** members of affiliates selected in accordance with Article 10, who shall each self-identify and represent one (1) of the following groups of Federation members:

1. ~~Workers of Colour~~ **Racialized Workers;**
2. Indigenous ~~Peoples~~ **Workers [two (2)];**
3. ~~People~~ **Workers** with Disabilities; and

4. ~~LGBTQ persons~~ 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) Workers.

Upon election, each of the ~~four~~ **five** (5) representatives shall be appointed to the Human Rights Standing Committee.

Each group shall elect one (1) alternate each, except for the Indigenous Workers Caucus which shall elect two (2) alternates. The alternates will serve on the Executive Council if the elected representatives are not able to complete their term.”

Word count: 150

4) New business

No new business to report.

5) Next meeting date

The next meeting will be held in early October to consider convention resolutions relevant to the committee’s purview.