



BCFED WOMEN AND GENDER RIGHTS STANDING COMMITTEE

Minutes

Date of meeting: June 23, 2023

To: Committee Members

From: Kassandra Cordero, Director, BCFED

PRESENT: Christy Slauenwhite, IAMAW; Sheryl Burns, CUPE; Crystal Braunwarth, IATSE 891; Marion Pollack, BCFORUM; Barb Nederpel, HEU; Scarlett Kelly, ILWU; Laura Snow, CEU; Monica Urrutia, PSAC; Regie Plana-Alcuaz, BCTF; Priscilla Lam; PSAC; Andrea Matthews, BCIT FSA; Kassandra Cordero, BCFED

1. LAND ACKNOWLEDGEMENT
2. INTRODUCTIONS
3. ROUND OF PRIORITIES/AFFILIATE REPORTS

ILWU: Helgawear a company that provides PPE <https://www.helgawear.com/about>

CUPE: Resolutions going to the CUPE National convention - Free menstrual products, resolution addition of five diversity vice presidents to the CUPE National executive board. The Executive Board had two days of Anti-Oppression training with Adrienne Smith.

CEU: Sending 4 members to the SIUW.

HEU: Elected six diversity vice presidents last fall - diversity equity and inclusion manager hired to make sure the workplace is culturally safe! Working on the safer spaces initiative to improve how we deal with sexual harassment and gender-based violence. The process will help the survivor navigate the process and see what works best, and with a trauma informed lens.

BCFED Report:

SIUW

For those arriving before the conference begins, or who live locally, SIUW invites you to join us, on Sunday, June 25th from 11 am - 1 pm, for the following tour:

"Power to the People: Black Panther Legacy Tour of Albina Neighborhood" led by Founding Member Kent Ford.

The tour will start at 77 NE Knott, at the Matt Dishman Community Center. If you need transportation, we will have a shuttle available from the University Place Hotel, departing at 10:30 am. We have room for 11 people in the van, and can set up a carpool if needed, so please sign up below if you are interested, and indicate on the form if you would like a ride.

[Black Panther Portland Legacy Tour Sign-Up](#)

For more information about this incredible tour please click [here](#) - <https://www.orartswatch.org/reckoning-and-walking-with-portlands-past/>

- **Conference Arrival**
When you arrive to University Place Hotel (310 SW Lincoln St, Portland, OR 97201) please head to the Columbia Falls room, on the 2nd floor, where conference staff will greet you and get you your badge & packet.
- **Hotel Check-In**
If you are staying at the hotel, you will receive a confirmation email next week with more details. We have booked an overflow hotel, the Paramount Hotel, and will have a shuttle for anyone staying there. We intend to keep all instructors at the University Place Hotel, unless you prefer the Paramount or do not have a preference. You can let us know on the lodging survey, linked [here](#).
- **Instructor Classroom Set-Up**
For those instructing, a conference staff member or volunteer will meet you in your classroom, 15 minutes prior to the start of your class or workshop, to assist you with tech and anything else you might need. Requests for specific AV/TECH/SOUND equipment should be completed via the registration form (see link above, or email me).
- All handouts are being submitted on Monday, June 19 for copies and translation, so if you have not [uploaded those to your class google folder](#) by then, we may not have enough turnaround time to get it back in time for the conference, and you will need to be responsible for your own materials.
- We will send you your roster, and classroom assignment prior to June 25. If there are updates to it, those will be given to you at check-in. You can review current numbers for your class [here](#).
- **Speakers, Keynotes, and Panelists:**
We will be doing a quick sound check and logistics run-through at 5 pm on each night of the conference, in the Columbia Falls room, on the 2nd floor. On the specific evening you are speaking or presenting, please come to the podium area at that

time. Dinner will be at 5:30, and then evening sessions begin at 6:30 pm. **Please see the attached program (this is not a final draft, so please let us know if you notice an error).*

BCFED Budget Submission

Theme 2 (50 words)

A successful economy is one that works for everyone, providing opportunities and benefits throughout BC and throughout our community. The BC government rightly recognizes equity and inclusivity as core economic goals; to support those goals, we recommend continued investment in making British Columbia a fairer, more prosperous place for all.

Explanation (300 words)

The BC government has made admirable strides in bringing greater equity to our workplaces and our communities. We urge you not to slacken the pace.

Your anti-racism legislation must incorporate a strong commitment to enforcement, including mechanisms under the *Workers Compensation Act* to determine where systemic, structural or interpersonal racism has taken place in workplaces, to require employers to eradicate it like any other workplace hazard, and compensate workers who have experienced it.

And it's time to build on pay transparency with pay equity legislation. We urge you to provide funding to collect and analyze compensation data, enforce the legislation by making compliance mandatory with tough penalties for those who do not comply, and deliver support and oversight through a dedicated pay equity office.

Making the province more equitable also includes properly funding mechanisms for equity are properly funded, so that workers who are marginalized have access to the supports they need, as well as to seeking and obtaining remedies when they have been treated unfairly.

Finally, we urge you to adopt an equity lens across all of the government's operations, and to identify those areas where spending could better meet equity objectives.

4. BCNDP WGRC REPORT

- Denise isn't able to join us today as she is very busy keeping our government relations work up to speed, and prepping to teach a core course at the upcoming Summer Institute for Union Women. She did want this group to know that the BCNDP WGRC is well into the planning stages for the upcoming WGRC convention in November.

- The WGRC convention usually takes place on the Friday of the convention during the day, so this year it will fall on Friday November 17th. At its next meeting, the group will discuss resolutions to go to the BCNDP convention, and begin the process for drafting the package.

5. CAROUSEL (*Crystal*)

- As you know, since late March, Carousel Theatre for Young People and the IATSE 118 members who work there, have been under consistent harassment and aggression from alt right communities who take issue with their queer inclusive programming and the upcoming drag summer camp (a program that was offered last year as well, and will continue to be offered as one of a vast array of camps offered by Carousel Theatre).
- To date, all of these emails, phone calls, and social media comments have existed strictly online, though Carousel has incurred significant expense paying for increased cybersecurity and for private security when they have drag-adjacent programming.
- Recently, two individuals showed up at the Carousel office filming at the front door and entered the premises without permission as a contractor entered the building. They used their intrusion as an opportunity to deliver hate mail. These individuals are associated with a hate group called Action 4 Canada that is actively trying to recruit more people to its network.
- **Carousel are calling upon supporters to be present at Carousel in person on July 4, 8am. The theatre is at 1411 Cartwright Street on Granville Island, Vancouver.** This is the first day of Drag camp and will help to keep staff and IATSE 118 members safe.
- If you would like to sign up to help on July 4th, please sign up using this link <https://forms.gle/fnWWX7WAAQN6GY1b6>

6. PEACE BEARERS MARSHALL TRAINING (*Kassandra*)

7. 2022 CONVENTION RESOLUTIONS

2287:

THE FEDERATION WILL lobby the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid leave from the current five (5) days.

2288:

THE FEDERATION WILL lobby the provincial government to ensure that the \$10 A Day Plan is a key element of all economic recovery plans, including coordination between the reopening of schools and childcare centres, and the unions that represent them, with that of the broader economy.

2289:

THE FEDERATION WILL work with affiliates to advocate for extended health benefits providers to improve extended medical plans to include all forms of birth control and hormone therapy; and

Email asking for bargaining clauses and convention resolutions and remind as to our resolutions passed at BCFED

THE FEDERATION WILL continue to work with AccessBC on their campaign for free contraceptives and educate workers about the issue.

Action: Clarify if the recent provincial government announcement also includes hormone therapy.

2290:

THE FEDERATION WILL lobby the provincial government to ensure all hospitals and other medical facilities that provide emergency services have Sexual Assault Evidence Kits (SAEK), and that all hospitals will ensure staff are trained to administer the kits.

8. NEW BUSINESS

- Create database for Women and gender rights language to be compiled.
- If there are any affiliates that have mentorship programs, please contact Monica to help.

9. ADJOURN