



**RACIAL JUSTICE
&
HUMAN RIGHTS
CONFERENCE**

**DECEMBER 9-12, 2019
SHERATON CENTRE TORONTO
123 Queen Street West
Toronto, Ontario M5H 2M9**

THIS IS A SCENT FREE CONFERENCE

**All hotel reservations are to be made through
W.E. Travel 1-888-676-7747
no later than Friday, November 15, 2019
\$239 + taxes (single/double occupancy)**

**CONFERENCE REGISTRATION DEADLINE:
NOVEMBER 22, 2019
A \$50.00 LATE FEE WILL APPLY AFTER THIS DATE**

**PLEASE NOTE: There are separate registration forms and fees for the
Racial Justice Conference December 9, 2019 all day
and the Human Rights Conference December 10-12, 2019**

If you require small local financial assistance, on-site child care, Simultaneous French Translation, ASL, or have any other accessibility needs, please see our website at www.cupe.on.ca or contact our office at 905-739-9739.

THESE FORMS MUST BE COMPLETED AND RETURNED BY NOVEMBER 12TH

If you require this notice in French, please also visit our website

ALLIES ARE ENCOURAGED AND WELCOME TO ATTEND

Conference Theme and Highlights

We have an exciting Racial Justice and Human Rights Conference planned for you – our themes this year are ***‘Motivate, Educate and Empower’*** for the Racial Justice Conference and for the Human Rights Conference, we will explore this very relevant and topical question – ***‘In these Impossible Times, What is Possible?’***

Join us at the 2019 Racial Justice Conference to **celebrate** our wins, identify barriers and work towards **change and justice** for all. By the end of the conference, we hope to:

- Highlight and centre **your experiences** and the experiences of a diverse range of racialized people
- Ensure you leave feeling **more supported** and empowered
- Facilitate connections so that you leave feeling **educated, motivated and empowered** to organize

The Human Rights Conference participants will have the opportunity to hear from **inspirational** keynote speakers who will share their **lived experiences** and how they overcame impossibilities to **make things possible** for themselves and their communities. Delegates will also hear from front-line CUPE members talking about the barriers and issues equity seekers are currently facing in Ontario and what we can do to **overcome** the mounting challenges caused by cuts imposed by the provincial government. We will also offer a panel discussion with community leaders (Avvy Go, Deena Ladd, Larry Rousseau) facing similar challenges in their organizations/communities and what strategies they used to **fight the cuts** and hatred faced by equity seekers and what we can do together to build a more **inclusive and positive society**.

Don't miss these exciting conferences, **Register Now!**

Delegates at both conferences will have opportunities to participate in a variety of workshops on different issues/subjects. Please review the workshop descriptions below for the Racial Justice Conference (Morning and Afternoon sessions) and the Human Rights Conference workshop options and rank your preference on your registration form.

Racial Justice Conference Morning Workshop Descriptions

1. Navigating CUPE & Developing Critical Skills

Interested in strengthening your capacity as a CUPE member and leader? Then join this workshop to learn how best to navigate the various training opportunities within CUPE and explore ways to develop your facilitation and conflict resolution skills.

2. Addressing Oppression, Trauma and Healing in the Workplace

Organizing for social justice, equity and inclusion has many dimensions such as working for extended periods of time, emotional labour and having to negotiate our own histories and experience of trauma. In this interactive participant led workshop, we will explore self-care and community care from a healing justice lens that centers Black, Indigenous and Racialized Folks (BIRF) communities.

3. Migrant Rights Workshop

This workshop will discuss how we can push for immigration reform and challenge racism and xenophobia in the context of the new minority government. The Migrant Rights Network brings together migrant workers, non-status, refugee, and labour organizations from across the country. Our #UniteAgainstRacism campaign organized days of action and popular education in the months leading up to the federal election to push back on the rise of racism and xenophobia as a right-wing political strategy.

Racial Justice Conference Afternoon Workshop Descriptions

1. Islamophobia and the workplace

This Islamophobia workshop provides in-depth analysis of the dynamics at play when it comes to anti-Muslim bias in the workplace. Participants will have the opportunity to better understand the stereotypes and biases that Muslim members may face and how to address them. Through interactive exercises and discussion, participants will have new tools in their toolbox to address Islamophobia wherever it emerges, in order to further support members who may experience it.

2. Environmental Racism

This workshop explains what Environmental Racism is and how it impacts Racialized and Indigenous Communities in Canada. Explains how Racialized and Indigenous workers have been marginalized by the Green Jobs Revolution. It will identify ways for Racialized and Indigenous trade unionists and community activists to take leadership roles in fighting climate change and environmental racism in our communities, workplaces and in our unions. Identify tools, resources and actions to challenge the social economic inequities that Racialized and Indigenous communities face in accessing good green jobs.

3. Dismantling Anti-Black Racism

Anti-Black racism is ingrained into every aspect of our society- and within our movements. This workshop will challenge participants to think about their role in dismantling anti-Black racism.

Human Rights Conference Workshop Descriptions

1. How to be Politically Active and Engaged so we are Mobilized to Fightback

Looking to be more engaged in your local or be politically active? Whether you are looking to play a more active role in your local or help mobilize members to create a more equitable and inclusive local/workplace/community, this workshop is for you.

2. What is Duty to Accommodate?

What is a good accommodation plan? What is our duty and what does it take to develop a good accommodation process and plan? How to work with employers not willing to facilitate a reasonable accommodation for our members.

3. What is an Ally and how can you be an Equity Champion?

Interested in helping Equity Seekers build a more just and equal society? This workshop will explore what it takes to be an Ally and how Equity Champions can show solidarity and be part of the movement with equity seekers.

Conference Registration

Racial Justice – December 9

8:00am to 9:00am

Civic Foyer

Human Rights – December 10-12

8:00am to 9:00am

Civic Foyer

Conference ends December 12 at 1pm

Childcare

If there is sufficient demand, we will provide on-site childcare for delegates attending the Conference. Requests for on-site childcare must be received no later than Tuesday, November 12 and delegates will be advised of the decision as quickly as possible. If there is not sufficient demand for on-site childcare, delegates should submit the Family / Day Care Subsidy form.

Election Process

In accordance with the Constitution of CUPE Ontario, the 2020-2021 Indigenous Council, Pink Triangle, Racial Justice, Workers with Disabilities, Young Workers and International Solidarity Committees will be elected at this Conference.

Delegates must be from affiliated locals in order to be eligible to vote and/or to stand for a position in this election. Those interested in standing for a position must have their local's support to do so.



REGISTRATION FORMS

RACIAL JUSTICE ONE-DAY CONFERENCE – December 9, 2019

Racial Justice Workshop Morning Choices

1. Navigating CUPE & Developing Critical Skills
2. Addressing Oppression, Trauma and Healing in the Workplace
3. Migrant Rights Workshop

Racial Justice Workshop Afternoon Choices

1. Islamophobia and the Workplace
2. Environmental Racism
3. Dismantling Anti-Black Racism

Please indicate the Workshop Preference by entering the workshop #.
Workshops assignments will be made on a first-come, first served basis.

NAME	PHONE NUMBER / EMAIL	AM 1st Choice	AM 2nd Choice	AM 3rd Choice

NAME	PHONE NUMBER / EMAIL	PM 1st Choice	PM 2nd Choice	PM 3rd Choice

► REGISTRATION FEE FOR 2019 RACIAL JUSTICE

Affiliates \$75.00 X _____ = \$ _____

Non-Affiliates \$100.00 X _____ = \$ _____

TOTAL: \$ _____

HUMAN RIGHTS CONFERENCE – December 10-12, 2019

Human Rights Workshop Choices

1. How to be Politically Active and Engaged so we are Mobilized to Fightback
2. What is Duty to Accommodate?
3. What is an Ally and how can you be an Equity Champion?

**Please indicate the Workshop Preference by entering the workshop #.
Workshops assignments will be made on a first-come, first served basis.**

NAME	PHONE NUMBER / EMAIL	1st Choice	2nd Choice	3rd Choice

► **REGISTRATION FEE FOR 2019 HUMAN RIGHTS CONFERENCE:**

Affiliates	\$215.00 X _____	=		\$ _____
Non-Affiliates	\$375.00 X _____	=		\$ _____
			TOTAL:	\$ _____
Late Fee (per delegate) (after November 22nd)	\$50.00 x _____	=		\$ _____
<u>TOTAL AMOUNT OF CHEQUE</u>				\$ _____

Please return this registration form along with your cheque made payable to **CUPE Ontario** to:

**CUPE Ontario Division, c/o Christine Fera
Racial Justice & Human Rights Conference
80 Commerce Valley Drive East, Suite #1
Markham, ON L3T 0B2
Phone: 905-739-9739 Fax: 905-739-9740**

TELEPHONE # _____ **LOCAL NO.** _____

ADDRESS: _____

EMAIL: _____

SIGNED (by Recording Secretary) _____