

**RACIAL JUSTICE  
HUMAN RIGHTS & WOMEN'S  
VIRTUAL CONFERENCE**

**FINAL CALL WITH AGENDA**

**DECEMBER 7 - 10, 2021**

**REGISTRATION FEES:**

**December 7 – Racial Justice**

**Affiliates \$100.00**

**Non-Affiliates \$150.00**

**Late Fee after November 19 \$50.00**

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**December 8 & 9 - Human Rights**

**Affiliates \$225.00**

**Non-Affiliates \$385.00**

**Late Fee after November 19 \$50.00**

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**December 10 – Women's**

**Affiliates \$100.00**

**Non-Affiliates \$150.00**

**Late Fee after November 19 \$50.00**

**\*\*The Women's conference is only open to those who identify as women\*\***

If you require Simultaneous French Translation,  
ASL, or have any other accessibility needs, please complete your request in the online  
registration form by clicking the link below or contact our office at 905-739-9739, ext 610  
**ACCESS REQUIREMENTS MUST BE COMPLETED AND RETURNED BY NOVEMBER 19TH**  
**PLEASE SEE CORRESPONDENCE REGARDING VOTING ON PAGE 2**

**To register now, click the link below**

<https://cupe.on.ca/cupe-ontario-racial-justice-human-rights-womens-virtual-conference-registration/>

password: conference2021



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Markham, ON L3T 0B2  
Phone: 905-739-9739 • Fax: 905-739-9740  
Web: cupe.on.ca E-mail: info@cupe.on.ca

October 28, 2021

## **Important Notice**

Thank you for considering a registration for our CUPE Ontario Racial Justice, Human Right's and Women's virtual conferences.

This communication is to be clear with locals sending delegates about election processes at this event.

The Racial Justice Committee, Human Right's Committee and the Women's Committee all fall under the CUPE Ontario Constitution. As committees of CUPE Ontario, delegate entitlement for voting is in accordance with Article 4 (d) 1 of our Constitution.

Locals are free to send as many members to the conference as you are able.

For the purposes of voting, in terms of any motions at the events, and for elections of committee members who are elected at large during the conferences, if your local sends more people than their voting entitlement, you will need to designate those who are entitled to vote.

In Solidarity,

A handwritten signature in black ink that reads "Fred Hahn".

Fred Hahn  
President

A handwritten signature in black ink that reads "Candace Rennick".

Candace Rennick  
Secretary-Treasurer



# CUPE Ontario Racial Justice Conference

## December 7, 2021

### RECOGNITION, JUSTICE & ECONOMIC DEVELOPMENT

## Agenda

### TUESDAY, DECEMBER 7

- 9:00 a.m. Call to order  
Indigenous welcome – Nenookaasi Ochrym  
Indigenous Land Acknowledgement  
Equality Statement  
Code of Conduct  
UN International Decade for People of African Descent Statement  
Equality Greetings - CUPE Ontario Human Rights Committee
- 9:30 a.m. CUPE Ontario Officers' Remarks  
Welcome remarks – Valerie Joseph, Chair of the Racial Justice Committee  
Introduction of Racial Justice Committee members
- 10:15 a.m. Panel – Racial Justice in a time of pandemic
- 10:45 a.m. Lifestyle Break
- 11:00 a.m. Racial Justice Committee Report  
Q&A
- 12:00 p.m. Lunch break
- 1:30 p.m. Presentation – CUPE Ontario's Anti-Racism Organizational Action Plan  
Yolanda McClean, CUPE Ontario 2<sup>nd</sup> Vice President.
- 2:00 p.m. Lifestyle Break
- 2:15 p.m. Open discussion with members to identify priorities for the next Racial Justice Committee
- 3:30 p.m. Closing Remarks
- 3:45 p.m. Indigenous closing – Nenookaasi Ochrym  
4:00 p.m. Adjourn



# CUPE Ontario Human Rights Conference 2021

## EMPOWERING CHANGE

### Agenda

#### WEDNESDAY, DECEMBER 8

- 9:00 a.m. Indigenous Opening  
Land Recognition  
Equality Statement  
UN International Decade for People of African Descent Statement  
Welcome Remarks/Code of Conduct/Housekeeping Information
- CUPE Ontario Officers' Opening Remarks
- 10:00 a.m. **Keynote Opening Speaker: Deena Ladd (30 mins)**
- 10:30 a.m. Break (15 mins)
- 10:45 a.m. Overview of Election Caucuses (20 mins)
- 11:00 a.m. Committee Report – Racial Justice Committee Report  
Workers with Disabilities Committee Report
- 11:30 a.m. Election Caucus – Racial Justice Committee (60 mins)
- Note: While election is taking place, members in Plenary  
Will enjoy a Webinar on Human Rights issues*
- 12:30 p.m. Lunch break (1 hr)
- 1:30 p.m. AROAP Update (20 mins)  
Pink Triangle Committee Report
- 2:00 p.m. **A Conversation with Lily Chang and Brian Chang (30 mins)**
- 2:30 p.m. CUPE National Anti-Racism Strategy Presentation (15 mins)
- 2:45 p.m. **A Conversation with Rabbi David Mivasair (30 mins)**
- 3:15 p.m. Lifestyle Break (15 mins)
- 3:30 p.m. Indigenous Council Election caucus (45 mins)
- 4:15 p.m. Workers with Disabilities Committee Election (45 mins)  
*Note: While the two elections are taking place, members in Plenary will enjoy a Webinar*
- 5:00 p.m. Adjournment

## THURSDAY, DECEMBER 9

- 9:00 a.m. Welcome Back and Announcements (10 mins)
- 9:10 a.m. Young Workers Committee Report  
Indigenous Council Report
- 9:30 a.m. Keynote Speaker – Jesse Wentz (60 mins)**
- 10:30 a.m. Lifestyle Break
- 10:45 a.m. Pink Triangle Committee Election caucus (45 mins)
- 11:30 a.m. Young Workers Committee Election caucus (45 mins)
- Note: While the two elections are taking place – members in Plenary  
Will enjoy a Webinar on Human Rights Issues*
- 12:15 p.m. Lunch Break
- 1:15 p.m. Women’s Committee Report  
International Solidarity Committee Report
- 1:45 p.m. International Solidarity Discussion (15 mins)
- 2:00 p.m. International Solidarity Election caucus -- Plenary (1 hour)
- 3:00 p.m. Lifestyle Break
- 3:15 p.m. **Closing Panel Segment – United for the Change We Want (60 mins)**
- 4:15 p.m. Closing Remarks
- 4:30 p.m. Adjournment



## CUPE Ontario Women's Conference 2021

### SURVIVORS MATTER

# Agenda

## FRIDAY, DECEMBER 10

- 9:00 a.m. Call to Order  
Indigenous Opening - CUPE Ontario Indigenous Council  
Land Recognition  
Equality Statement  
Code of Conduct  
UN International Decade for People of African Descent  
Equality Greetings - Dawn Bellerose: Chair of the CUPE Ontario Human Rights Committee
- 9:30am CUPE Ontario Officers' Opening Remarks
- 10:00 a.m. Keynote Opening Speaker - Yolanda McClean, 2nd Vice President, CUPE Ontario
- 10:15 a.m. Women's Committee report
- 10:30 a.m. Simultaneous events: Elections Caucus & Meditation/wellness  
Racialized Workers Election Caucus
- 11:15 a.m. Lifestyle Break
- 11:30 a.m. Simultaneous events: Report on Safe Union Spaces Working Group  
Workers with Disabilities Elections Caucus
- 12:15 p.m. Lunch
- 1:00 p.m. Simultaneous events: Elections Caucus & Meditation/wellness  
Pink Triangle Workers Election Caucus
- 1:15 p.m. Action Plan Development – Resolution 33
- 1:55 p.m. Simultaneous events: Elections Caucus & Meditation/wellness  
Young Workers Election Caucus
- 2:00 p.m. Lifestyle Break
- 2:15 p.m. Recap of resolutions discussions
- 2:50 p.m. Simultaneous events: Elections Caucus & Meditation/wellness  
Indigenous Council Elections Circle

- 3:00 p.m. Lifestyle Break (15 mins)
- 3:15 p.m. CUPE CAST Episode 5, “A Women’s Place is in Her Union?”
- 3:45 p.m. Simultaneous events: Elections Caucus & Meditation/wellness  
Northern Representative Election Caucus
- 4:40 p.m. Member-at-large election (*to elect 4 at-large members*)
- 5:30 p.m. Presentation of the newly elected Women’s Committee
- 5:45 p.m. Closing Remarks
- 6:00 p.m. Adjournment