



RACIAL JUSTICE & HUMAN RIGHTS CONFERENCE 2023 - FINAL CALL NOTICE



Racial Justice Conference

Monday, November 27th 9:00am – 5:00pm

Human Rights Conference

Tuesday, November 28th at 9:00am – 5:00pm
Wednesday, November 29th at 9:00am – 5:00pm
Thursday, November 30th at 12:00pm



Sheraton Centre Toronto

123 Queen Street West, Toronto, M5H 2M9

Hotel Guest Room Fee: \$289

Hotel room rate is subject to tax and fee per room.

Guest room reservations are to be made through WE Travel by November 6th, 2023.

TEL: 1(888) 676-7747

Mention “Racial Justice & Human Rights Conference when booking your room(s)”

Guestroom Booking Link: www.weuniontravel.ca

Registration Fee:

Link to register:

<https://cupe.on.ca/event-registration-racial-justice-human-rights-conference-2023/>
(Password: rjhs2023)

*On-line registration will be closed 5 business days prior to the conference

	Affiliates:	Non-Affiliates:
Racial Justice Conference	\$100	\$160
Human Rights Conference	\$275	\$435
Attending Both Conferences	\$375	\$595

If you require French translation, ASL, Childcare, or other access request, please submit your request by filling out the access request form **by November 3, 2023.**

(You can find the link to the form in the confirmation email or at www.cupe.on.ca)

Election Process

In accordance with the Constitution of CUPE Ontario, the 2024 - 2025 Indigenous Council, Pink Triangle, Racial Justice, Workers with Disabilities, Young Workers, and International Solidarity Committees will be elected at the Human Rights 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.

ALLIES ARE ENCOURAGED AND WELCOME TO ATTEND



RACIAL JUSTICE WORKSHOP DESCRIPTIONS

Please indicate your workshop preference at the registration link, workshop assignments will be made on a first come, first served basis.

Workshop A: White supremacy & antisemitism.

(80 Spots)

The Fighting antisemitism with a critical thinking lens workshop will be engaging and powerful one that will help CUPE members understand why fighting antisemitism must be part of the largest fight against white supremacy.

Workshop B: White Supremacy & Our Bodies

(70 Spots)

The "Embodiment and Dismantling White Body Supremacy" will be an engaging, interactive and transformative workshop aimed to empower CUPE members with tools and insights to challenge and deconstruct the deeply ingrained structures of white body supremacy.

Workshop C: White supremacy and Trans liberation

(70 Spots)

This workshop, "Fostering safety and inclusion for Trans and gender diverse people" will help CUPE members better understand why Trans liberation must be a key part of resisting white supremacy. Members will leave with tangible tools/conversation frameworks to be able to have these conversations in their spaces.



HUMAN RIGHTS WORKSHOP DESCRIPTIONS

Please indicate your workshop preference at the registration link, workshop assignments will be made on a first come, first served basis.

Workshop A: Anti-Harassment and Bystander Training (80 Spots)

When we are disrespected in our union, or when harm, harassment, and discrimination happen we are unsafe. We would not accept it from our supervisors and managers at work, and it is not ok in our union space. When we witness others being harmed, oppressed, or injured, we can intervene in safe and effective ways before, during, or after a harassing or violent situation. In this workshop, learn and practice how to intervene.

Workshop B: Ally Skills for Members (40 Spots)

Effective allies are champions for human rights and equality. Explore what it means to be an ally, and ways that members can step up as allies in the workplace and the union.

Workshop C: Global People Power: Building Worker Solidarity in a Global Economy (40 Spots)

This workshop explains the role that capitalism plays in workers' lives and examines the links between local and global issues. We will explore how building solidarity with workers in other countries makes the labour movement stronger in Canada and around the world.

Workshop D: Growing Our Mobilizing Power (40 Spots)

We all can play a role when the union needs to mobilize our members – whether it's to support the bargaining committee or stop the employer's attempt to contract out our work, or to champion human rights. Learn basic mobilization theory and explore how you can tackle workplace problems and issues in ways that engage more members and build the union's power.

CUPE Ontario Racial Justice Conference

November 27, 2023

RESISTING WHITE SUPREMACY THE ROAD TO LIBERATION

Agenda

MONDAY, NOVEMBER 27, 2023

- 9:00 a.m. Call to order & welcome
Indigenous welcome – Dawn Bellrose, CUPE Ontario Indigenous Council
Indigenous Territorial Acknowledgement
Equality Statement
Code of Conduct
UN International Decade for People of African Descent Statement
Greetings from the CUPE Ontario Racial Justice Committee
- 9:30 a.m. CUPE Ontario Officers' Opening Remarks – Fred Hahn, President CUPE Ontario and Yolanda McClean, Secretary-Treasurer, CUPE Ontario
- 10:15 a.m. **Keynote Speaker – Zahra Dahnani**
Zahra is a lawyer, trainer, adjudicator, facilitator, consultant for nonprofits, and co-owner of Old's Cool General Store, a community venture in the east end of Toronto that is part of a movement for human kindness and connectedness.
- 10:45 a.m. Lifestyle Break
- 11:00 a.m. Racial Justice Committee Report
- 12:00 p.m. Lunch break
- 1:30 p.m. Workshops (1:30pm – 4:30pm)
- Workshop A: White supremacy & antisemitism. Fighting antisemitism with a critical-thinking lens**
This workshop will help us understand why fighting against antisemitism must be part of the larger fight against white supremacy.
- Workshop B: White supremacy & our bodies**
This engaging, interactive and transformative workshop is aimed to empower CUPE members with tools and insights to challenge and deconstruct the deeply ingrained structures of white body supremacy.
- Workshop C: White supremacy and trans liberation**
This workshop will help CUPE members better understand why trans liberation is a key part of resisting white supremacy. Members will leave with tangible tools/conversation frameworks to be able to have these conversations in their spaces.
- 4:30 p.m. Closing Remarks
- 5:00 p.m. Adjourn

CUPE Ontario Human Rights Conference 2023

EMPOWERING OUR VOICES, ADVANCING OUR RIGHTS

Draft Agenda

TUESDAY, NOVEMBER 28, 2023

- 7:45 a.m. Smudge Ceremony
- 8:00 a.m. Registration
- 9:00 a.m. Indigenous Opening
Land Recognition
Equality Statement
UN International Decade for People of African Descent Statement
Code of Conduct/Housekeeping Information
- Welcome from Toronto CUPE District Council
Greetings from Fred Hahn, CUPE Ontario President
- 10:15 a.m. Lifestyle Break
- 10:30 a.m. Keynote Speaker – Sarah Jama – MPP, Hamilton Centre, followed by Q & A
- 11:15 a.m. AROAP Update, Dawn Bellerose, Fourth Vice-President, CUPE Ontario
- 11:25 a.m. Committee Report – Young Workers and Women’s Committee Report
Overview of Election Caucuses
- 12:00 p.m. Lunch break
- 12:30 p.m. Election Caucus – Racial Justice Committee
- 2:00 p.m. Keynote Speaker – Gina McKay, President, CUPE Manitoba, followed by Q & A
- 3:00 p.m. Lifestyle Break
- 3:15 p.m. Committee Report – Racial Justice and International Solidarity
- 3:30 p.m. International Solidarity Presentation and Discussion
- 4:15 p.m. Election Caucus – Young Workers Committee
- For other delegates not part of the Young Workers Election Caucus – opportunity to mingle and network before our Conference Reception at 5:00 pm
- 5:00 p.m. - 6:00 p.m. Reception

CUPE Ontario Human Rights Conference 2023

EMPOWERING OUR VOICES, ADVANCING OUR RIGHTS

Draft Agenda

WEDNESDAY, NOVEMBER 29, 2023

- 7:45 a.m. Smudge ceremony
- 8:15 a.m. Election Caucus – Indigenous Council
- 9:00 a.m. Announcements
- 9:10 a.m. Committee Reports
- Pink Triangle Committee
 - Workers with Disabilities Committee
 - Indigenous Council Report
- 9:30 a.m. Keynote Speaker – Sol Mamakwa, MPP for Kiiwetinoong
- 10:00 a.m. Q & A
- 10:15 a.m. Lifestyle Break
- 10:30 a.m. Feature Speakers – History of the Crisis in Gaza, followed by Q & A
- 12:00 p.m. Lunch Break
- 12:30 p.m. Election Caucus – Pink Triangle Committee
- 1:15 p.m. Election Caucus – Workers with Disabilities Committee
- 2:00 p.m. Afternoon Workshops
- Anti-Harassment and Bystander Training
 - Ally Skills for Members
 - Global People Power: Building Worker Solidarity in a Global Economy
 - Growing our Mobilizing Power
- 5:00 p.m. Adjournment

CUPE Ontario Human Rights Conference 2023

EMPOWERING OUR VOICES, ADVANCING OUR RIGHTS

Draft Agenda

THURSDAY, NOVEMBER 30, 2023

7:45 a.m.	Smudge ceremony
8:00 a.m.	Women's Breakfast
9:00 a.m.	Announcements
9:05 a.m.	Greetings from Yolanda McClean, Secretary-Treasurer, CUPE Ontario
9:30 a.m.	Workers with Disabilities Committee Presentation and Discussion
10:15 a.m.	Election of International Solidarity Committee (From the floor)
11:15 a.m.	Climate Justice Presentation
11:30 a.m.	CUPE Ontario Campaigns Presentation – How to be active and participate in CUPE Ontario Campaigns
11:45 a.m.	Conference Wrap up and Closing Remarks
12:00 p.m.	Newly elected committee members' group swearing in and group photo