



RACIAL JUSTICE & HUMAN RIGHTS CONFERENCE 2025 - **FINAL CALL NOTICE**



Racial Justice Conference

Monday, November 24th 9:00am – 5:30pm
(Registration 7:45am – 8:45am)

Human Rights Conference

Tuesday, November 25th at 9:00am – 5:00pm
(Registration 7:45am – 8:45am)
Wednesday, November 26th at 9:00am – 5:00pm
Thursday, November 27th at 12:00pm



Sheraton Centre Toronto
123 Queen Street West, Toronto, M5H 2M9
Hotel Guest Room Fee: \$309

Hotel room rate is subject to tax and fee per room.
Guest room reservations are to be made through WE Travel by October 30th, 2025.
Mention "Racial Justice & Human Rights Conference when booking your room(s)"

TEL: 1(888) 676-7747

Guestroom Booking Link: www.weuniontravel.ca

Registration Fee:

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

	Affiliates:	Non-Affiliates:
Racial Justice Conference	\$120	\$170
Human Rights Conference	\$350	\$400
Attending Both Conferences	\$470	\$570

Registration Link: Click [HERE](#) to register.

An additional \$50.00 will be added after cut-off date October 24th, 2025.
If you require French translation, ASL interpretation, childcare services, or any other accessibility accommodations, please submit your request by filing out the access request form by **October 24th, 2025**.
(The link to the access request form can be found in your confirmation email.)

Election Process

In accordance with the Constitution of CUPE Ontario, the 2026 - 2027 Indigenous Council, Pink Triangle, Racial Justice, Workers with Disabilities, 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

The workshop is scheduled for **November 24 from 1:45 PM to 4:45 PM.**

Please indicate your workshop preference using the registration link. Assignments will be made on a first-come, first-served basis.

1. Learning About the Work of Safer Union Spaces – 40 Spots

The staff of Safer Union Spaces will talk about the history of the office, the current work they are doing, and give participants the information and tools they need to support the work of the office.

2. SLS - Understanding Mental Health – 25 Spots

Explore the steward's role in supporting and representing members dealing with mental health issues. Learn how to challenge stigma, and how to approach a conversation with a member about a possible mental health issue.

3. SLS - Mediating Member to Member Conflict – 40 Spots

Practice coaching members who are in conflict with other members, and work with a four-step approach to basic mediation.

4. SLS - Conflict Skills for Stewards – 40 Spots – Spots

Unresolved workplace conflict is stressful and weakens the union. Learn about the sources of workplace conflict and how to choose a response that fits the situation. Practice conflict communication skills that will help you resolve conflict at work and in the union.

5. Anti Harassment and Bystander Training – 40 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 3-hour workshop, learn and practice how to intervene.

6. SLS – Challenging Racism in the Workplace – 40 Spots

This workshop covers what racism looks like in the workplace, and your role as a steward in challenging it.



HUMAN RIGHTS WORKSHOP DESCRIPTIONS

The workshop is scheduled for **November 26 from 1:30 PM to 4:30 PM.**

Please indicate your workshop preference using the registration link. Assignments will be made on a first-come, first-served basis.

1. Tenant Rights and Organizing – 35 Spots

This workshop will discuss the rights of tenants in Ontario, and more broadly, issues surrounding protecting and improving tenant rights locally, Provincially and Globally. We will discuss some of the organizing efforts aimed at improving tenant rights. Housing is a mental health issue, and tenant rights are a key component of that issue.

2. Preventing Mental Injuries at Work – 25 Spots

New forms of work, job insecurity, work intensification, high demands, violence and a resulting poor work-life balance are resulting in psychosocial and mental health problems in CUPE workplaces. This module focuses on the workplace as the cause of mental health issues, and not the individual. Discuss strategies and actions that actually help make workplaces psychologically healthier and safer.

3. Bill 5, Grassy Narrows and Truth and Reconciliation Bargaining – 40 Spots

This workshop, led by Grassy Narrows, will discuss the ongoing struggle of defending their land against environmental racism as well as grounding their fight in the current political context of Bill 5, an attack by Doug Ford on Ontario that allows the government to override indigenous rights, labour laws and environmental safeguards by creating special economic zones - a threat to all workers in Ontario. We will also discuss how CUPE members can build power to fight against such repressive legislation using the Truth and Reconciliation Bargaining Guide.

4. Union Activism and Mental Health – 35 Spots

This workshop facilitated by the Disability Justice Network of Ontario, will explore the role of union activists in supporting and representing members dealing with mental health issues using an intersectional lens and trauma-based approach that centers disability justice. Learn how to challenge stigma and how to approach a conversation with a member about a possible mental health issue.

5. AI and It's Impacts on Human Rights – 40 Spots

This workshop will explore the unique impacts that AI is beginning to have on Human Rights in the workplace. We will discuss how members can support one another in being vigilant regarding the impacts of AI on human rights, and how to address and mitigate them. This workshop will feature the CUPE resource, Understanding artificial intelligence: A guide for CUPE members.

6. Representing Gender and Sexually Diverse Members – 40 Spots

Homophobia, biphobia, and transphobia play out in our workplaces, locals, and communities. Learn how to challenge these kinds of discrimination and respectfully represent gender and sexually diverse members in your workplace.



Key message/ tagline: Breathe. Build. Believe: A Holistic Approach to Union Activism

Racial Justice Conference Agenda

Monday, November 24, 2025	
07:30am – 08:45am	Registration – Please have your QR Code ready!
08:30am – 09:00am	Steel Pan Performer – Trenyce Sweeney
09:00am – 09:40am	Call to Order & Welcome Remarks • Indigenous Land Recognition • UN International Decade for People of African Descent Statement • Equality Statement • Code of Conduct • Greetings & Introduction from the CUPE ON Racial Justice Committee
09:30am – 10:15am	CUPE ON Officers' Opening Remarks • Fred Hahn, President • Yolanda McClean, Secretary Treasurer
10:15am – 10:45am	Comedian – Martha Chaves
10:45am – 11:00am	Lifestyle Break
11:11am – 11:30am	Racial Justice Committee Report
11:30am – 12:15pm	Panel Discussion: "Navigating the mental health repercussions of Racial Discrimination". Moderated by RJC Member Juanita Forde, featuring Taysir Moonim and Theodore Syrette
12:15pm – 01:30pm	Lunch Break
01:30pm – 04:30pm	Workshop
04:30pm – 04:50pm	Seated Yoga with Chantel Simm
04:50pm – 05:15pm	Closing Remarks • Breathe. Build. Believe: Holistic Approach to Union Activism
05:15pm	Adjournment



Human Rights Conference Agenda

Tuesday, November 25, 2025	
07:45am – 08:00am	Smudge Ceremony
08:00am – 08:45am	Registration
09:00am – 10:00am	Opening Remarks • Indigenous Land Recognition • UN International Decade for People of African Descent Statement • Equality Statement • Code of Conduct • Welcome from Toronto CUPE District Council - Lisa Skeete • Greetings from Fred Hahn, CUPE Ontario President
10:00am – 10:30am	AROAP Presentation
10:30am – 10:45am	Lifestyle Break
10:45am – 11:45am	Keynote Speaker – Karine Silverwoman, Social Worker, Therapist, Consultant, and Educator
11:45am – 12:00pm	Overview of Election Caucuses
12:00pm – 02:00pm	Lunch Break
12:00pm – 12:30pm	Election Caucus - Workers with Disabilities Caucus
02:00pm – 02:45pm	Speaker – Sharlene Henry, Co-Chair York South - Weston Tenant Union
02:45pm – 03:05pm	Committee Report – Racial Justice and Women's Committee Report
03:05pm – 03:20pm	School Board / Municipal Elections – OMW and OSBCU Update
03:20pm – 03:35pm	Lifestyle Break
03:35pm – 03:50pm	Retiree Network Presentation
03:50pm – 04:20pm	Climate Justice Presentation
04:20pm – 04:30pm	Young Workers Report
04:30pm – 05:00pm	Young Workers Caucus (but no election)
05:00pm – 06:00pm	Meet and Greet Reception



Human Rights Conference Agenda

Wednesday, November 26, 2025	
07:45am – 08:00am	Smudge Ceremony
08:15am – 09:00am	Election Caucus – Indigenous Council
09:00am – 09:30am	Announcements Committee Reports • Pink Triangle Committee • Indigenous Council Report
09:30am – 10:15am	Speaker: Former MPP - Bhutila Karpoche, followed by Q&A
10:15am – 10:30am	Lifestyle Break
10:30am – 11:30am	Speaker: Anishinaabe Language & Culture Educator -Michael Thunderbird
11:30am – 12:00pm	Election Caucus – Pink Triangle Committee
12:00pm – 01:30pm	Lunch Break
01:30pm – 04:30pm	Workshop
04:45pm – 05:00pm	Election Caucus - Racial Justice Committee
05:00pm	Adjournment
05:30pm – 06:30pm	Film screening: “Sacrifice zone” Hosted by the International Solidarity Committee



Human Rights Conference Agenda

Thursday, November 27, 2025	
07:45am – 08:00am	Smudge Ceremony
08:00am – 09:00am	Women's Breakfast Hosted by CUPE National
09:00am – 09:15am	Greetings from Yolanda McClean, Secretary-Treasurer, CUPE Ontario
09:15am – 09:30am	Workers with Disabilities Committee Presentation
09:30am – 10:00am	Speaker: Brad Evoy Executive Director of Ontario Disability Justice Network
10:00am – 10:15am	Lifestyle Break
10:15am – 10:30am	International solidarity presentation
10:30am – 11:30am	Election of International Solidarity Committee (From the floor)
11:30am – 11:50am	Conference Wrap-up, closing Remarks
11:50am	Newly elected committee members' group swearing in and group photo
12:00pm	Adjournment