



2010 PSAC ONTARIO Regional Women's Conference

FINAL REPORT



PSAC Ontario Regional Women's Conference
Mississauga September 10-12, 2010

From the Voices of our Sisters!

The 2010 PSAC Ontario Regional Women's Conference committee is please to provide the PSAC Ontario Regional Women's Conference report. In keeping with our theme *"You have a voice, Make it Heard"* the report is inclusive of our sisters recorded comments. Held in Mississauga on September 10-12, 2010, 70 delegates, 8 observers and guests from various Regional Women's Committees across Ontario gathered for a *"Great learning experience – great conference!"*

Thursday September 9, 2010

7:00 – 9:00 PM

Registration - Delegates,
Observers and Guests outside
Hazel McCallion Ballroom, Main
Plenary Room

*"Easy, accommodating, very
informative!"*



Friday September 10, 2010

8:00 – 8:45 AM

Registration - Delegates, Observers and Guests outside Hazel McCallion
Ballroom, Plenary Session

"Registration – AWESOME!! ☺ "



9:00

**Aboriginal Opening provide by
Elder – Elize Hartley**

*"I thoroughly enjoyed the Aboriginal opening of Elder
Elize Hartley -- very inspirational for all women."*

Opening Plenary Session + Welcome, Colleen Wice, PSAC Ontario Regional Council Women's Representative

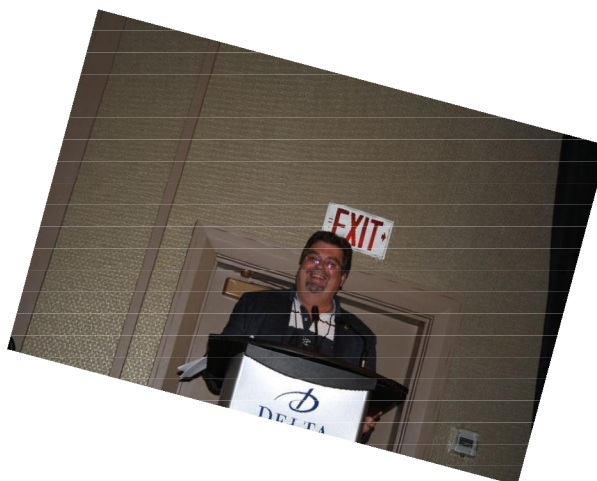
- Credentials Committee Report - Administration and Finance

"I would like to give Colleen 5 gold stars as she has done an amazing job. She was excellent, patient with new members throughout the whole conference."

- Sister Patty Ducharme, PSAC National Vice-President and Brother Gerry Halabecki, Regional Executive Vice-President, Ontario welcomed the participants to the conference.

Sister Ducharme provided an overview of the PSAC Campaigns and her role in advancing women's rights.

Brother Halabecki expressed his appreciation for the continued work of the 11 Regional Women's Committees in Ontario. He is proud at how this region has grown within such a short time; he thanked the Committees for their hard work and determination to bring women's issues to the forefront.



"Sister Patty is ALWAYS EXCELLENT -Inspiring, amazing!"

"Amazing – Brother Gerry is so supportive --Good welcome to all – Gave a good overview of the role he has in the region in the intro."

- As previously planned, the Honourable Hazel McCallion -Mayor of Mississauga, was unable to be with us. The 89 year old amazing women just announced that she is running for office for the last time. She is the longest sitting Mayor in Canada over 30 years. Everyone thoroughly enjoyed the Youtube video of Hazel and Rick Mercer.

<http://darrylwolkpolitics.blogspot.com/2009/02/rick-mercer-report-hazel-mccallion.html>

Colleen Wice– Presented greetings from Christopher Wilson, Regional Co-Ordinator for Ontario, and sends best wishes for a very successful conference and a HUGE thank you to the organizing committee members, facilitators, speakers, delegates and observers who make this conference a success.

Speakers for Friday morning included:

Terry Downey – OFL Executive Officer
Terry enlightened us on topics/history and today's issues encouraging us all to challenge and demand change. She was excellent bringing women's issues to the forefront.

"I loved SisterTerry! Amazing! She was so inspiring, really liked the focus of her talk."

Patty Ducharme - PSAC National Vice-President

Patty spoke on equity, pay equity and the fightback campaign. *"She was extremely informative and enthusiastic, a true leader in the Sisterhood!"*



Friday-September 10th, 2010 - Afternoon workshops

Rotating workshops provided:

Fightback Campaign

Karen Church (Hazel McCallion A) and Arlene Preston (South Studio 3)

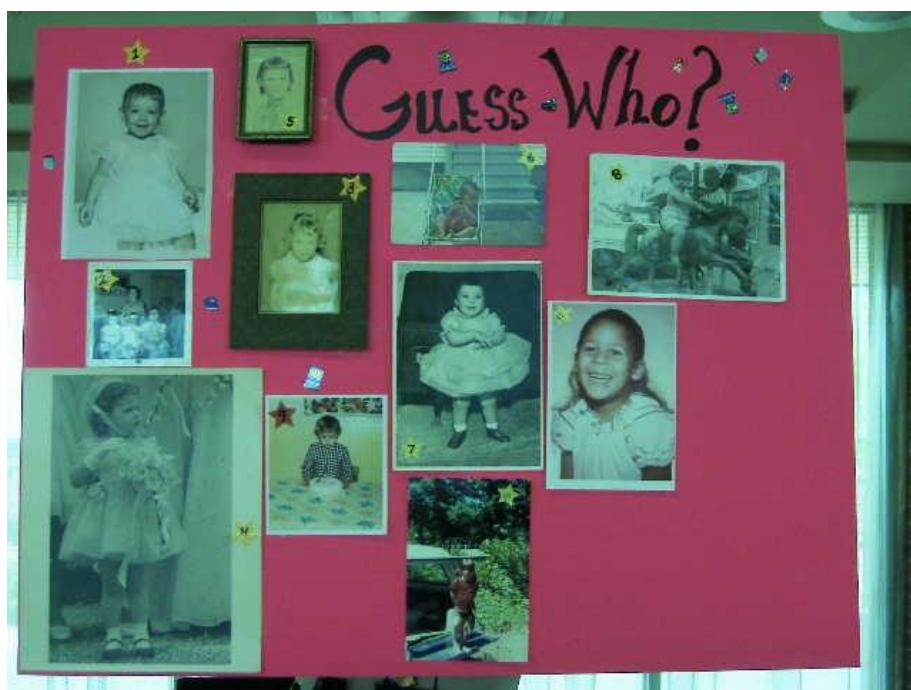
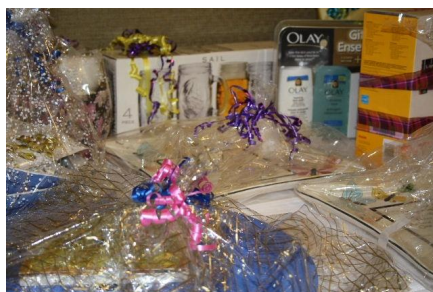
"Information brought forth engaged members and was quite informative and inspired conversation and willingness to act. The fight back kit provided very useful information that locals can use in their pension fight. Great information to take back to locals and share with Local Executive."

Pennies of Prosperity

Mojdeh Rahbari Cox (Main Hazel McCallion BCD)

“Presentation really opened our eyes on the poverty in our country and our nation as a whole. This presentation has provided different ideas on helping to deal with poverty. Presentation was very informative, relevant and clear.”

Evenings/Socials - Meet and Greet/Belly Dancing/Movie Night/Humour Presentation/Baby Pics



“Socials - Great --Belly dancing – Excellent--Raffle – Great!!”

Saturday - September 11, 2010

Morning Workshops / Speakers

Fightback Campaign Part B

Karen Church (Hazel McCallion A) and Arlene Preston (South Studio)

“Enjoyed Arlene and Karen’s presentations -- All facilitators did an excellent job. Thank you!”

Pennies of Prosperity

Mojdeh Rahbari Cox (Main Hazel McCallion BCD)

“My favorite workshop – the videos were amazing! Mojdeh – Excellent – very informative, relevant, clear. Created open space for discussion, enlightened the participants. I saw light bulbs go on all around me. It was great to experience!”

Guest Speakers

Connie Guberman – University of Toronto's Status of Women Officer and Special Advisor on Equity -- Then and Now + Next Steps

Connie was awarded the City of Toronto's Constance Hamilton Award in recognition of her work toward equitable treatment for women in the areas of planning and violence against women and was recently honoured with an Urban Leadership Award for her work in safety and resilience. She provided a great review of feminism in academia and amazing history of women in positions of power.

“Very enthusiastic gave a great speech on how women’s movement has grown and where we need to go. Amazing speaker!”

Louise Casselman - PSAC, Social Justice Fund Officer

Louise spoke about the PSAC Social Justice Fund – SJF to build capacity of the RWC, mobilization of the membership using the SJF.



“Well spoken and informative – inspiring. Very good speaker, providing a clear understanding what the fund is and how it works. Louise provided thorough talk on the SJF, Fair Trade and how we as consumers make a difference.”

Together we stood up to “Make Poverty History”



Janice Manchee –

CLC Pension Campaign + United Way
 (Agencies that serve Women and Children => RWCs)

“Janice provided a better understanding of the overall issues in regards to pension-- We must get pension reforms!”

“Janice was also very helpful in offering ways for organizing with United Way.”

Afternoon Sessions / Speakers

Andrea Calver – Coalition for Universal Child Care in Ontario

Andrea spoke of Child Care Ontario – School Boards Trustee – Making critical decisions, Early Learning in the Schools, Child Care Worker and ECE Appreciation Day, Provincial Election.



“Andrea brought different ideas that open the door so that people would know how to take the step to achieve their goal”. “I like how each speaker tied in to each workshop.” “Excellent information sharing!”

Rotate - World Cafés (4 different Cafés – 4 different questions)

World Cafés

- Access to Universal Child Care in Ontario
- CLC Pension Campaign
- Social Justice Fund
- RWCs – reaching out to Women and Girls in need in the community (Including UW Agencies)

“The Cafés -- they were all really really good, very informative!”

Access to Universal Child Care in Ontario

“This topic was very important because it is an issue that has not been given enough attention to. Our present government has ignored the importance we must fore them to address the issue not hide it under the table.”

“Excellent – well delivered!”



CLC Pension Campaign

“Good info – I think the sisters should also be well educated on their OWN pensions so we should recommend participation in CSPS Course – planning for Retirement.” “Great info, good direction.”

Social Justice Fund

“Social Justice Fund and RWC’s were my favorites!” “Keeping women aware! Well presented!”



RWCs – reaching out to Women and Girls in need in the community (Including UW Agencies)

“This was a very informative session. This answered my questions I had on RWC, now I am more comfortable.” “Got some VERY good information at this workshop – all fired up and ready to form OUR committees!”



Sunday - September 12, 2010

Resolutions (Report attached)

“Totally new for me. I enjoyed absorbing knowledge from seasoned sisters”

“Although I regret voting against some of the very passionate resolutions – for me it is ALL about the process – and I learned A LOT during this process. Thank You.”

“As a new delegate, I found the resolutions process very educational, which is why I think it may have been helpful to devote more time to the resolutions. Provide resolutions in advance of arrival in order to afford the opportunity to review them properly. Need more time for resolutions.”

Aboriginal closing provide by Elder – Elize Hartley

“Excellent conference thank-you for all your hard work!”



Appendix A

2010 PSAC ONTARIO REGIONAL WOMEN'S CONFERENCE ORGANIZING COMMITTEE

Colleen Wice

- Colleen Wice is a labour activist who is the Regional Women's Committee Representative on the PSAC Ontario Council
- she was elected by the delegates as the Regional Women's Committee Representative to the Ontario Regional Council at the 4th] Ontario Triennial Convention which was held in Toronto May 2008
- she also sits on the PSAC Human Rights Committee, and is the President of UTE Local 00052 in Barrie, where she is the Co-Chair of the local Health and Safety, EAP and Equal Opportunities Committees
- she has been employed with Canada Revenue Agency in Barrie, for over 33 years
- as an activist, she has completed many courses and attended numerous conferences with PSAC as a delegate including since 2004, the PSAC Regional and National Women's Conferences and Triennial Conventions
- she encourages and empowers Women of the Union to
 - o get the knowledge and confidence to participate and take action
 - o to be a leader and speak on issues that promote women and their rights
 - o to listen and work with the membership to educate, inform and organize around Human Rights issues
 - o and to mobilize by working towards an inclusive union where women are visible and have a voice --Hence the theme of this conference –
"You have a voice, Make it Heard".
- She supports individual Women's Committees in the Region to achieve the goals and objectives they set and relays on Sisters to bring their concerns, problems, questions, as well as successes and to keep her up to date with their issues as it affects Women in their jurisdiction.
- Colleen has been an amazing leader in putting this conference together for you, working along side the Organizing Committee.



Right-left – Colleen Wice and Lynn Meston-Our fearless leaders!

Lynn Meston (Conference Lead)
PSAC Regional Rep.-London

Sandra Goodick
PSAC Dev. Regional Rep.-Thunder Bay

Colette Mann
PSAC Administrative Assistant- Sudbury

Debbie St.Germain
PSAC Dev.Regional Rep - Sudbury

Melanee Jessup
CRA – Kitchener

Gena Grady
CRA, Windsor,

Souad Soubra
GDU, Toronto

Connie Lento
Service Canada- Sault Ste. Marie

Kathy Pham
Grains Canada-Thunder Bay

Holly B. Gutwillinger
CSC, Sudbury, Ontario



Facilitators

Karen Church



- Karen Church sits on the PSAC Ontario Regional Council as the Gay, Lesbian, Bi-Sexual and Transgendered Representative, also known as GLBT
- she is also the National Equal Opportunity Representative for the Customs Immigration Union and in addition, she sits on the PSAC National Equal Opportunity Committee
- Karen lives in Windsor Ontario and has worked for Customs Border Services Agency for 30 years, starting as a CR, then as an Officer, then a Drug Officer and then as a K-9 Handler
- Her passion has been one of protection - Karen is a very strong activist in the union.
- she has counselled many children over the years about drugs and now, as the National EO Representative for the CIU Union and PSAC Ontario GLBT Council Representative, she educates members on these issues and works hard to make the workplace a safe and secure environment for everyone
- her greatest passion is the raising of her son Liam
- her hobbies include coaching Liam in baseball, playing baseball, golf, and travelling

Arlene Preston



- Arlene Preston lives in Brighton Ontario and is an Alliance Facilitator
- she is also the newly elected Secretary of the PSAC Kingston Area Regional Women's Committee
- Her component is the Union National Defense Employees and her Local is Trenton Local 637
- Arlene works for the Trenton Continuous Improvement Office of National Defense
- her passion includes spending time with her 4 daughters
- as they are getting older she sees less and less of them so she is sad about that
- she is also very passionate about adult education, especially in the labour movement and this past May, after having worked on this for 7 years, Arlene earned her degree in Adult Education
- She is an amazing PSAC Facilitator and has a stellar reputation from the Kingston PSAC Regional Office Staff

Mojdeh Rahbari-Cox



- Mojdeh Rahbari Cox, is a racialized young woman of colour, and has been an advocate for social justice and human rights for many years locally, and abroad
- Her passion has been to bring to the surface, issues of race and class inequality through underscoring the many interlocking systems of oppression, which she believes we are all bound to
- she is the Alternate Racially Visible Representative on the PSAC Ontario Council, the Treasurer of PSAC London Area Council and also the Secretary of the PSAC London Regional Women's Committee
- Her involvement in the Labour Movement has not been limited to only PSAC as she is also a member of the Connecting Struggles and Movement Building Advisory Committee and Working Group, where she had been involved in facilitating a series of political teach-ins on the issues surrounding precarious work and precarious workers
- Mojdeh is determined to continue her activism by deepening her understanding of the issues of the working class
- Mojdeh is a PSAC facilitator and is a recent graduate of the Union Development Program (UDP)
- she is currently the President of CEIU Local 581 in London Ontario where she resides with her husband Dave and her 8 year old son
- She is inspired by her son, Darius, who has taught her so much about the human capacity to love.

Appendix B

Guest Speakers

Patty Ducharme -National Executive Vice-President

At the PSAC's 14th Triennial National Convention in Toronto, Patty Ducharme was elected PSAC's National Executive Vice-President on May 5, 2006

- She was reelected at the union's 2009 Triennial convention
- She was previously the PSAC's Regional Executive Vice-President for British Columbia

As National Executive Vice-President, Patty shares responsibility for:

Collective Bargaining, Classification, Pay Equity, Representation and Legislative Change

- Elections, Think Public, Campaigns and Political Action
- Aboriginal Issues, including the National Aboriginal Network
- and the PSAC National Aboriginal Peoples' Conference

She is also is responsible for:

- Women's Program and Women's Rights
- Program and Administrative Services Group (PA)
- and the PSAC Policy Review and Resolutions of Record

Patty represents PSAC on the:

- Insurance Trust with our National President, John Gordon
- the Public Service Health Care Plan Administration Authority
- and, for the National Board of Directors, she is on the Collective Bargaining Committee, which she Co-chairs with REVP Gerry Halabecki

Prior to her election as REVP for British Columbia, in 2000, Patty was a Customs Inspector for the British Columbia Region and served as First Vice-President of Branch 20040 of the Customs Excise Union Douanes Accise (CEUDA)

Gerry Halabecki - PSAC Regional Executive Vice-President (REVP) for Ontario

He was re-elected in 2008 at the PSAC's Triennial Ontario Regional Convention and as the REVP for Ontario, Gerry is responsible for:

- the Ontario Regional Council
 - Organizing new bargaining units and recertifications
 - Education
 - Political and Social action
 - Equity and Women's programs
 - Area Councils
 - Directly Chartered Locals and separate employers
 - the Ontario Federation of Labour + related committees
 - and District Labour Councils
- Gerry shares National responsibilities for Collective Bargaining, Representation + Legislative change, Pay Equity and Health and Safety
 - He is responsible for the SV, Nav Canada, and CSIS bargaining units, PSAC National Health and Safety Conferences, and he also sits on the National Board of Directors committees for:
 - Collective Bargaining, which he Co-chairs with National Executive Vice President Patty Ducharme
 - the Health and Safety Committee
 - the Roles, Responsibilities and Structure Committee
 - Privatization, P3's and Contracting Out
 - Prior to his election as REVP in 2000, Gerry worked for the Canadian Grain Commission in Thunder Bay for 25 years
 - In 1999, Gerry was re-elected as Regional Vice-President for the Agriculture Union of the PSAC for the Northwestern Ontario region, a position he had held since 1996
 - Gerry began his union activities in 1986 when he was elected as vice-president of Agriculture Union Local 30
 - He was subsequently elected as president of his Local, a position he held for the next seven years
 - He served as a bargaining team member during the 7-98 and 1999-2000 rounds of bargaining for the Treasury Board Technical Services Group

Andrea Calver

- Andrea Calver is the Coordinator of the Ontario Coalition for Better Child Care
- The Coalition is Ontario's advocacy group for universal, affordable, high quality and not-for-profit child care
- It engages its member child care centers and the broader early learning and child care community, to advocate for more affordable, high quality child care programs and more funding for child care staff and early childhood educators.
- each year, the Coalition participates in pre-budget and budget day activities for both the Federal and Provincial Budgets, organizes a Queen's Park lobby for child care funding, and sponsors Child Care Worker and ECE Appreciation Day,

Louise Casselman

- Louise is the PSAC Staff Officer responsible for the Social Justice Fund
- she lived and worked in Latin America for over 25 years, before coming to work for the Public Service Alliance's Social Justice Fund in 2005.
- During her time in Latin America, Louise witnessed the impact of neoliberal policies and free trade agreements on the lives of people in the global south.
- In the span of a few years, the destruction of public services, health care, education and the depletion of the environment have led to increased unemployment, forced migration, and growing violence.
- As a result, Louise became deeply involved in the defense of human and labour rights particularly as free trade agreements and investment treaties advanced the rights of corporations while eroding labour rights, and the rights of women and indigenous peoples in countries such as Mexico, Colombia, Guatemala, Honduras, Peru and even Canada.
- Her work has entailed research and writing, and the building of cross border solidarity and exchanges between workers in Canada and Latin America.
- Louise continues to collaborate with the International Network on Women and Mining (RIMM), based in Bolivia and India, which brings together aboriginal women's organizations, environmentalists, and women working in the informal and formal mining sector.
- She also sits on the board of Make Poverty History Canada and volunteers for other Canadian-based organizations struggling to eliminate poverty and injustice here and around the world.
- Louise is also very passionate about her artistic work, particularly sculpture and painting

Terry Downey

- OFL Executive Vice-President
- Terry Downey is the first African-Canadian to serve as an Ontario Federation of Labor Executive officer
- She is a fierce advocate for human rights issues and the demand for equity, inclusion and fairness is central to her work at the OFL
- She takes particular pride in her work with three OFL committees:
 - o Human Rights
 - o Persons with Disabilities
 - o and Visible Minority Workers of Colour
- Terry was elected an OFL officer in 2005
- She brought with her the experience as an employee of the Ontario Human Rights Commission and as a member-activist in the Ontario Public Service Employees' Union
- She is responsible for education and training, health care, human rights, social services, and special projects
- To build links and advance the cause of working people, she works with many communities, including health care, education, First Nations, racialized groups, youth and students

Janice Manchee

- Janice Manchee began working as the National Director, Labour Programs and Services, in September 2005.
- She splits her time between the United Way of Canada and the Canadian Labour Congress, assisting both organizations to build and strengthen their partnership, as well as develop joint programs and services that will benefit local communities
- Janice worked for the Public Service Alliance of Canada for over 20 years, coordinating the national human rights program and developing and delivering a variety of other bargaining and communications projects and programs
- She has two masters' degrees, in Canadian Studies and Journalism, as well as a certificate in Management for Women from Carleton University's Sprott School of Business
- Janice has belonged to a number of unions, in both the public and private sectors, and has been a staunch supporter of the United Way - Centraide throughout her working life

Connie Guberman

- Connie Guberman has been an activist in women's and social justice issues since she was a teenager
- she is a Senior Lecturer in Women's Studies at the University of Toronto where she teaches courses on qualitative research methods, violence against women, and the environment
- She holds a Masters Degree in Environmental Studies and is certified in Crime Prevention Through Environmental Design from the National Crime Prevention Institute at the University of Louisville, Kentucky
- She has worked in feminist publishing areas of women's health, toward better childcare, in the pro choice movement, and is a specialist in issues of violence against women and personal safety
- she has extensive experience in planning and designing for personal safety on university and college campuses, and has consulted with the New York City Transit, the Manhattan Transit Authority, Toronto's Department of Parks and Recreation, community health centres, hospitals, banking institutions, and parks within local communities
- Connie developed the "Women's Campus Safety Audit Guide" for the Metropolitan Action Committee on Violence Against Women and Children, and the Council of Ontario Universities
- She has consulted with many universities across Canada and the United States and produced the widely distributed companion video, "Safer for Women...Safer for Everyone"
- She is currently a member of Toronto's Working Group on the Status of Women and Gender Equity, and has been a member of the City's Task Force on Community Safety
- She was awarded the City of Toronto's Constance Hamilton Award in recognition of her work toward equitable treatment for women in the areas of planning and violence against women and was recently honoured with an Urban Leadership Award for her work in safety and resilience.
- Connie is currently the University of Toronto's Status of Women Officer and Special Advisor on Equity

Elize Hartley - Aboriginal Elder

- Born and raised in Manitoba, Elize Hartley learned to survive by hard work. She recalls before colonization when the aboriginal society was based on the laws of nature, on passing down culture, traditions and values through family. Elize choose to survive from the treatment faced by the aboriginal community and continues her efforts to change society for aboriginal women and children.
- She runs a local volunteer organization, the Metis Womens Circle and is an Elder of the Native Womens Assocation of Canada. She holds a goal of preserving aboriginal culture, achieving equal opportunity and playing a role in shaping legislaion for aboriginal women.
- She was honoured in 2006 with the Women of Distinction Award.
- Elize continues to volunteer at a highschool where she encourages youth to remain in school and claim equal opportunity.
- She is of Ojibway decent – Metis, and came to Ontario in 1944 looking for work and has lived in the Hamilton area since.
- Elize raised 5 daughters during that time and worked for the Ministry's Halton Board of Education for 29 years after graduating from McMaster University in 1979 and working toward her BA.
- She returned to her roots after retirement. Given the title of Elder by her aboriginal community, she has served and still serves as a member of the Hamilton Executive Directors Aboriginal Coalition. She has served on the Board of Directors for the Children's Aid and Aboriginal Health Circle.
- Elize celebrated her 86th birthday last month.

