



**OPSEU Human Rights Conference  
"Get Up! Stand Up! For Your Rights!"  
The Hilton Suites Hotel – Markham, Ontario  
November 12– 14, 2010**

August 16, 2010

Dear Members:

The Provincial Human Rights Committee, the Provincial Young Workers Committee, the Workers of Colour Caucus, the Disability Rights Caucus, the Rainbow Alliance and the Aboriginal Circle invite applications for the 2010 OPSEU Human Rights Conference. We look forward to meeting you!

This event can accommodate about 115 members who will be selected to participate in the conference by the members and staff on the Human Rights Conference Planning Committee. The selection process will try to achieve a diverse group of attendees, representative of the many groups within our membership. Confirmations to the selected participants will be issued in late September. **The deadline for applications is September 17, 2010.**

The groups planning the Conference want participants to go home with ideas for immediate action in their communities. With diverse members and ideas we aim for a rich mix of backgrounds and points of view among the Human Rights Conference participants.

Don't miss this opportunity to network, learn, share experiences *and* have some fun. Join us as at the 2010 OPSEU Human Rights Conference. The Conference will build a strong community for human rights and equity work; strengthen commitment and capacity for equity work; and develop knowledge, tools and strategies to move ever forward to greater equity.

In solidarity,

Kim McDowell,  
Chair, Human Rights Conference Committee,  
Vice-Chair, Provincial Human Rights Committee.

Distributed with permission:

Warren (Smokey) Thomas - President

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***About the Human Rights Conference***

The Conference will build community, commitment and capacity for human rights and equity work; and develop knowledge, tools and strategies to move equity work forward

***Who Should Attend?***

The Conference is open to all OPSEU members, regardless of their union experience. There are about 115 available spots across all OPSEU's regions. Members of equity-seeking groups are especially encouraged to apply. The Conference will include a diverse group of participants.

***Conference Outline***

**Friday, November 12, 2010**

**5:00 to 7:00 p.m. Registration and Welcome**

**7:00 to 9:00 p.m. Conference Plenary: "BUILDING ON OUR HISTORY"**

**Keynote speakers:**

Karl Flecker, Director, Anti-racism and Human Rights, Canadian Labour Congress;

Derek Fudge, National Director of Policy, National Union of Public Employees;

Fred Upshaw, past President of the Ontario Public Service Employees Union

**Saturday, November 13<sup>th</sup>**

**9:00 to 10:30 am Conference Plenary: "WAYS OF SEEING"**

A discussion of popular media, images, and articles

**Keynote Speakers:**

Karl Flecker, Director, Anti-racism and Human Rights, Canadian Labour Congress

Rinaldo Walcott, Associate Professor, Ontario Institute for the Study of Education (OISE). Rinaldo's work has focused on Black Studies, Cultural Studies, Queer Theory and Gender Theory.

Tanya Titchkosky, Associate Professor, OISE.

Tanya has pursued research and teaching in Disability Studies with a focus on bodies and rights.

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**Saturday, November 13 – cont'd**

- 10:30 to 10:45 am** Break
- 10:45 to 12:30 pm** Conference Workshops: “ANALYZING AND RESPONDING TO EVERYDAY DISCRIMINATION”  
Introduction and Encounter 1: “Proving It’s Discrimination”
- 12:30 to 1:30 p.m.** Lunch (provided)
- 1:30 to 3:30 p.m.** Workshop continues  
Group discussion and Encounter 2: “Competing Rights”
- 3:30 to 3:45 p.m.** Break
- 3:45 to 4:30 p.m.** Workshop Reflection and Insights
- 6:00 to 7:30 p.m.** Dinner break (dinner not provided)
- 7:30 to 9:30 p.m.** Optional Evening Program (details to follow)

**Sunday, November 14<sup>th</sup>**

- 9:00 to 10:15 am:** Conference Plenary: “150 WAYS TO GROW”  
Strategies and Tools for work back home  
Report back from workshops and development of local, community and regional action.
- 10:15 to 11 a.m.** Presentation from OPSEU Committees and Caucuses
- 11:00 to 11:15 a.m.** Break
- 11:15 to 12:00 p.m.** Keynote Speaker: Judy Rebick “BEING A GOOD ALLY: LEARNING BY DOING”  
Judy Rebick, is the Sam Gindin Chair in Social Justice and Democracy at Ryerson University and the past President of the National Action Committee on the Status of Women
- 12:00 to 12:30 p.m.** Wrap-up and evaluation
- 12:30 to 1:30 p.m.** Lunch (provided)

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**REGISTRATION FORM**

(Please Print or Type)

|  |   |
|--|---|
| <b>Personal Information</b>                | <p>Local #: _____ Union # _____</p> <p>Name: _____<br/> <span style="margin-left: 100px;">Last</span> <span style="margin-left: 150px;">First</span></p> <p>Home Address: _____<br/>     _____</p> <p>Phone Numbers: _____<br/> <span style="margin-left: 100px;">Home</span> <span style="margin-left: 100px;">Other</span></p> <p>Email Address: _____</p>  |
| <b>Sector</b>                              | <p>____ OPS ____ BPS ____ CAAT-A ____ CAAT-S</p>  |
| <b>Hotel</b>                               | <p>Members are responsible for making their own accommodation arrangements at the Hilton Suites, Markham by contacting the hotel directly. A block of rooms is being held until October 22, 2010.</p> <p>Information about hotel reservations will be sent to successful applicants upon completion of the selection process. All participants are entitled to stay at the hotel on a shared room cost basis. The 60km rule has been waived for this event.</p> |
| <b>Car Pooling</b>                         | <p>Are you able to offer a ride? _____ Do you need to carpool? _____</p>  |
| <b>Personal Assistance Required?</b>       | <p>____ Yes ____ No If yes, please complete and return the Personal Assistance form included in this package</p>  |
| <b>Advance / Time off Letter Required?</b> | <p>____ Yes ____ No If yes, please complete and return the Advance/ Time off Request form included in this package</p>  |
| <b>Child Care Required?</b>                | <p>____ Yes ____ No If yes, please complete and return the Child Care Registration form included in this package</p>  |

All applications are due by September 17, 2010  
 E-mail to [equity@opseu.org](mailto:equity@opseu.org) or Fax to 416-448-7419

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**REGISTRATION FORM – continued**

About 115 spaces are available for members attending the Conference. These spaces will be divided among OPSEU's 7 regions. The selection committee will try to ensure that participants represent the diversity of identities and experience in OPSEU, based on the following considerations:

**1. Which of the following groups do you identify with? (please select all boxes that apply):**

- A racialized person** (a person who considers themselves "Black" and/or whose heritage is South East Asian, South Asian, West Asian, African, Caribbean or "mixed race")
- A non-racialized person** (a person who considers themselves "White", and/or whose heritage is Canadian, American, Eastern or Western European, Australian)
- Francophone** (a person whose first language is French, and who still speaks French)
- A person of aboriginal ancestry** (Métis, Inuit and First Nations)
- A person with a disability** (a person with a disability based on a long term or recurring physical, mental, sensory, mental health/emotional disability or learning impairment)
- An able-bodied person** (a person without a physical/sensory, mental/emotional, or learning disability)
- A younger worker** (a person under 30 years of age)
- An older worker** (a person over 50 years of age)
- Gay** (males with an orientation exclusively to males)
- Bisexual** (persons who have an orientation to more than one sex)
- Lesbian** (females with an orientation exclusively to females)
- Questioning** (persons who are unsure of their sexual orientation)
- Two Spirited** (a term specific to Aboriginal people)
- Gender Variant** (persons are transgendered, transsexual and inter-sexed)
- Heterosexual** (persons are have an orientation to the opposite sex)

**2. Are you active in OPSEU (e.g. elected to union position)?**

No       Yes

**3. Are you active in the community (e.g. Volunteer at a community agency or religious organization?)**

No       Yes

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**4. If you are active in OPSEU and/or the community, please tell us what you do.**

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**5. In a few words, please tell us why you would like to attend the Conference.**

(You might want to consider addressing the following in your answer - your previous union or community-based experience; your particular passion or interest in equity and human rights issues and how the conference relates to your union or community work.)

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**Advance/ Time off Request Form**  
(Please Print or Type)

**Advance and Time off Requests must be received no later than September 30, 2010.**

Local # \_\_\_\_\_ Union # \_\_\_\_\_

Name \_\_\_\_\_  
(Last Name) (Given Name)

Address \_\_\_\_\_  
(Street, Apt. #, City, Postal Code)

Telephone: (Home) \_\_\_\_\_ (Work) \_\_\_\_\_

Fax: \_\_\_\_\_ E-Mail: \_\_\_\_\_

**PLEASE NOTE:** You are responsible for the costs of shared accommodation and all meals. Please include these expenses in your advance request. The hotel will post all charges to your credit card which you will need to provide upon check-in. If you do not have a credit card you will be required to deposit an amount equal to one night's accommodation and show your driver's license for identification purposes.

Amount of advance requested? \$ \_\_\_\_\_

**Delivery Method**

Mailed to home  To Regional office for pick up  To be delivered at meeting

**TIME OFF LETTER REQUIRED FOR:**

Dates Required? \_\_\_\_\_

Name of Employer Contact: \_\_\_\_\_

Title: \_\_\_\_\_

Employer e-mail: \_\_\_\_\_

Address: \_\_\_\_\_

Fax # (Including Area Code): \_\_\_\_\_

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**Personal Assistance Request Form**

|                    |                       |
|--------------------|-----------------------|
| Last Name _____    | First Name _____      |
| Home Address _____ |                       |
| City _____         | Postal Code _____     |
| Email _____        |                       |
| Phone (Home) _____ | (Work) _____          |
| Local # _____      | Regional Office _____ |

**PLEASE CHECK:**

- |   |  |
|---|--|
| <input type="checkbox"/> I am blind or visually impaired.                 | <input type="checkbox"/> I am deaf or hearing impaired.                            |
| <input type="checkbox"/> I use a Wheelchair.<br>(Hub to hub measurements) | <input type="checkbox"/> I use crutches and need to be<br>near an elevator.        |
| <input type="checkbox"/> I have dietary restrictions<br>or special needs. | <input type="checkbox"/> I will need assistance when<br>evacuating a room quickly. |

**Are there any special needs to be accommodated for any of the conference activities?** (e.g., sign language interpretation; large print documents, dairy-free)

- Yes       No

**Please specify:**

\_\_\_\_\_

\_\_\_\_\_



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**Child Care Form**

To encourage the participation of members with family responsibilities, and in keeping with union policy, childcare will be provided on-site where there is sufficient demand.

**NOTE: Requests for on-site childcare need to be received by September 17, 2010, otherwise arrangements for on-site childcare may not be made.**

If there is sufficient demand for child care, it will be provided with a program tailored to your child's age. This includes age-appropriate toys and activities. A nutritious lunch and snack will be provided, except for those on special diets. Baby formula, baby food and other such dietary needs must be provided by the parents. Diapers must also be provided by parents.

**Please Print Clearly – Indicate any medical problems or allergies**

| Child's Full Name | Age | Special Care Needed | Health Card # |
|-------------------|-----|---------------------|---------------|
|                   |     |                     |               |
|                   |     |                     |               |
|                   |     |                     |               |

For what days and times will child care be required?

Friday (evening): \_\_\_\_\_ Saturday (day): \_\_\_\_\_

Saturday (evening): \_\_\_\_\_ Sunday (day): \_\_\_\_\_

Name of Parent: \_\_\_\_\_

Signature of Parent: \_\_\_\_\_

Home Address: \_\_\_\_\_

Phone (Res): \_\_\_\_\_ (Street) \_\_\_\_\_ (Apt) \_\_\_\_\_ (City) \_\_\_\_\_ (Postal Code)  
 (Bus): \_\_\_\_\_

Cell Phone: \_\_\_\_\_ Local: \_\_\_\_\_

**NOTE: According to OPSEU policy:**

1. Members who bring children to union events will be entitled to single accommodation and meal expenses.
2. The meal allowance for children less than 13 years of age is 50 percent of OPSEU's standard meal allowance.
3. Claims must be signed by the service provider and may be verified by Head Office before payment is made.
4. All children 16 years or younger accompanying delegates, must be pre-registered and sign in at the day care centre. If they are not signed in, single accommodation and meals will not be honoured.

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