

2023 PSAC-QC RACIALLY VISIBLE MEMBERS CONFERENCE **“Centering our Power: Empowerment, Engagement, Advocacy** **and Union Leadership”**

CALL FOR RESOLUTIONS

THE DEADLINE FOR SUBMISSION OF RESOLUTIONS IS:

Friday, January 13, 2023, 5:00 p.m. EST (Canada and US)

Resolutions should be aimed at strengthening and improving the Union’s equity work and at advancing PSAC equity objectives. **Only resolutions aimed at strengthening and improving the Union’s work on the respective equity issues will be accepted. The Be It Resolved (BIR) or the Action Requested must specifically address the racially visible issue to be actioned. Equity issues relate to the historical and longstanding structural systems of inequality that negatively impact people from Racially Visible Members.**

Resolutions will be debated and voted on at the Resolutions Session during the Conference and subsequently submitted to the appropriate bodies.

All PSAC constitutionally recognized bodies will be entitled to forward resolutions to the 2023 PSAC National for Racially Visible Members Conference.

A maximum of five (5) resolutions per body will be accepted.

• Submitted resolutions must:

- be limited to a maximum of 150 words in the BIRs;
- be formatted in 14 point Arial font;
- be formatted in either the traditional or clear language format and include the title, originating body and language of origin (please see the following examples of the two formats);
- not include any special formatting such as boxes or drawings;
- clearly outline the equity group to which the issue is identified in the BIR; and
- clearly state the equity issue to be addressed in the BIR.

Should you have any questions regarding the resolutions process, please contact us at 514-875-7100 or by E-mail @:

Groupesequiteqc-Equitygroupsqc@psac-afpc.com.

In Solidarity,



Yvon Barrière

Regional Executive Vice-President, PSAC-QC

The following is a **sample Racially Visible resolution** reproduced in both the Traditional format and the Clear Language format:

TRADITIONAL FORMAT

TITLE: SYSTEMIC RACISM
ORIGINATOR: LOCAL 12555

LANGUAGE OF ORIGIN: E

WHEREAS systemic racism is the social production of inequality based on race in the decisions to which people are subject and the manner in which they are treated; and

WHEREAS systemic racism is an obstacle to solidarity, mobilization and union strength; and

WHEREAS systemic racism is a form of violence that advances under cover, without a single or clearly distinguished guilty party, and that is detected mainly by its effects:

BE IT RESOLVED THAT PSAC adopt a policy designed to eliminate systemic racism; and

BE IT FURTHER RESOLVED THAT PSAC, in conjunction with Regional Racially Visible Action Committees, launch a national information campaign on systemic racism and good ways of eliminating it.

CLEAR LANGUAGE FORMAT

TITLE: SYSTEMIC RACISM
ORIGINATOR: LOCAL 12555

LANGUAGE OF ORIGIN: E

THE PROBLEM OR ISSUE:

Systemic racism is the social production of inequality based on race in the decisions to which people are subject and the manner in which they are treated.

Systemic racism is an obstacle to solidarity, mobilization and union strength.

Systemic racism is a form of violence that advances under cover, without a single or clearly distinguished guilty party, and that is detected mainly by its effects.

THE ACTIONS REQUESTED:

PSAC adopt a policy designed to eliminate systemic racism.

PSAC, in conjunction with Regional Racially Visible Action Committees, launch a national information campaign on systemic racism and good ways of eliminating it.