

**Member-at-Large Report for Grace Morgan –
Public Service Alliance of Canada (PSAC)
National Capital Region (NCR) Regional Executive Member
Period of September 2017 to March 31, 2018 inclusively.**

I was appointed to the position on September 2017 as a Member-at-Large to replace Darrell Klerks. Since being appointed, I have committed to represent the NCR Region to the best of my abilities. I have and will continue to attend rallies/trainings and participate in union functions and fully engaged in discussions at the NCR council and executive meetings.

Labour Engagements:

(July 2017), I participate in the outdoor movie night at Centertown - PSAC lead event (Hidden Figures).

(September 23, 2017) - NCR Regional Council Meeting – The council meeting was held at the Hilton Lac Lemay with healthy discussions and information sharing.

The council has had two Executive Meetings last fall on **October 2, 2017 and December 4, 2017**. I participated in both meetings and have worked to move our member's agenda forward and to be their voice at the executive table.

(November 16-17, 2017) - Steward Symposium - I attended this great endeavour for Stewards in the NCR this initiative by PSAC was a great success. I was very pleased to have attended and learned so much from the participants that attended.

(November 27, 2017) attended the 2017 annual Labour Appreciation Award Dinner hosted by the Ottawa District Labour Council.

(November 30-December 3, 2017) - Leadership Summit

The objectives were to orient newly elected leaders to their roles and responsibilities and provide them the opportunity to deepen their understanding of PSAC decision-making structures and their own leadership styles and provide more experienced leaders with a chance to deepen their

understanding of their roles, responsibilities and leadership styles as well as have an opportunity to share their experience/knowledge.

Through a series of workshops, to build the knowledge and skills of new and experienced leaders in the areas of:

- Communicating with Members
- Membership Engagement and Mobilization
- Equity, Human Rights and Inclusion
- Labour Relations Management (mental health)

This was a wonderful leadership event and I learned so much about being effective in leadership. One of my favorite workshops was the Kairos Blanket Exercise. As a PSAC member and member of the Education committee, I will be asking that this training be supported by PSAC.

(December 6, 2017) - National Day of Remembrance and Action on Violence Against Women – As the alternate chair for the PSAC-NCR Women's Committee (OWAC) I helped lead and organized this great event. The vigil took place at Minto Park followed by a reception at the Jack Purcell Community Centre. This was the 28th anniversary of the Montreal Massacre 14 young women were killed at l'Ecole Polytechnique. The Ottawa Rape Crisis Centre and other great partners were on site to raise awareness.

(December 10, 2017) - I attended the International Human Rights Day Celebration on held at the PSAC Gilmour office. There were three guest speakers Khalid M. Elgazzar (Human Rights Lawyer); Larry Rousseau (Executive Vice-President CLC) and Jennifer Howard (Executive Director PSAC). The session was followed by a question/answer period.

Community Engagement

(February 24, 2018) Putting your best foot forward - Presenters, **Daunett Tucker** a certified Advanced Diabetic Foot care nurse, is the Executive Director of Everlasting Health Care Services. **Nicole Greaves -Self-Care with Reflexology-** Hands & Feet - Nicole is a Holistic Health Consultant with HealthCare Solutions. This was a great event.

(February 28, 2018) – PSAC lead at Black History Month Documentary Screening at the Public Library, 363 Lorry Greenberg, Meeting room A

(Community Centre) two short documentaries illustrating racial discrimination in Canada's past. Simply the Best, the story of the remarkable Cal Best & Welcome to Dresden: Jim Crow Lived Here Too a film that documents civil rights struggles in the small town of Dresden, Ontario in the 1940s and 50s.

To truly understand Black Canadians' lived experiences, we must acknowledge Canada's struggle with institutional discrimination and anti-Black racism:

- Black Canadians make up only 3% of the general population but represent [10% of the Canadian federal prison population](#).
- Black citizens in Toronto are "carded" (randomly stopped by police without evidence) at up to [10 times the rate of white citizens](#).
- Black students face higher suspensions and expulsions than other students. From 2015-2016, Black students in Halifax represented only 8% of the total student body but received [22.5% of the total suspensions](#). During the 2015 school year in Toronto, [Black students represented 50% of expulsions](#), while only 10% of expulsions went to white students.
- Black women in Canada face an [unemployment rate of 11%](#), which is more than double the national average. They earn \$0.63 for every dollar earned by white men and \$0.85 for every dollar earned by white women.
- Canada's child-welfare system has also shown racial bias. [Black parents are 40% more likely to be reported and investigated by child protective services](#) than white parents. In Toronto, 18% of the population is Black, yet in 2013, Black children represented 42% of the children the Toronto Children's Aid Society had taken away from their families.

Black Canadians deserve a prominent place in our history books, in our monuments, and in our museums, yet historically they have been overlooked, consciously and/or unconsciously erased from our nation's history. Acknowledging Canada's experiences with slavery, segregation and anti-Black racism is difficult, but to heal deep wounds we must first expose the injury.

(March 21, 2018) International Day for the Elimination of Racial Discrimination –Racially Visible Action Committee (RVAC) gives a special

thanks to our guest speaker, Professor Joanne St. Lewis, for engaging us in conversation. Check out Professor St. Lewis's blog on the Policy Options webpage.

There were two sort films shown at the RVAC event: 1. Bonjour Ji | A Canadian Short Film. 2. Race and privilege a social experiment.

PSAC and the Federal Government should always fights to defend the human rights of our members/employees, in particular their right to non-discrimination and equality in the union and in the Federal Public Service.

In Solidarity,

Grace Morgan
Always putting members needs first.