



## Report of the PSAC-NCR Pride Committee's Summer Activities

April 5 to September 8, 2023

This is the PSAC-NCR Pride Committee (Pride) summer activity post-mortem report. Photos of the activities are available [here](#).

Pride is under new management this year. The primary objectives of the executive are to build engagement in the committee and to pivot toward more result-oriented activities.

Since "Pride Season" in Canada spans from June to September and Pride's events take place mainly in the summer, Pride plans to hold regular monthly committee meetings during the summer months going forward.

### June 9, 2023 — Counter protest for trans kids

After long discussions, Pride did **not** participate in this event. However, PSAC-NCR leadership did participate.

#### Do differently

- More open communication between Pride and PSAC-NCR leadership on 2SLGBTQI+ issues to foster better collaboration.

### June 14, 2023 — PSAC-NCR Triannual Convention – Pride caucus meeting

The minutes of the caucus meeting are in the Appendix.

#### Goal

Create a space for 2SLGBTQI+ delegates to the triennial convention a space to discuss issues particular to those communities.

#### Positive

- Productive conversation among members who don't usually attend regular committee meetings.

#### Negative

- Because Pride executive is new this year, this requirement was unexpected and received with short notice. In addition, the executive was unable to obtain much information as to the purpose or organization of the meeting.
- Because of scheduling issues, the Chair called in from his car and experienced connection issues.

#### Do differently

- In addition to the required caucus meeting, Pride should reserve a caucus space for members to use during the convention.
- Give less space to participants who aren't members of the 2SLGBTQI+ communities. Allies may attend but shouldn't speak.

### July 16, 2023 — Pride Family Picnic at Britannia Park



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A full post-mortem report for this activity is available upon request.

Around 35 people attended the picnic, including two Pride executive members and one PSAC-NCR staff member. Most of the equipment (tents, tables, etc.) was provided for free by Kaitlynn-Rae Landry (a member of Pride).

#### **Goals**

Promote engagement and solidarity among members of Pride. Create a safe and informal space for community building and grassroots organizing.

#### **Positive**

- Printed poster was made available at the PSAC-NCR Triannual Convention. This also served to promote the committee and stimulate engagement.
- The family-friendly space meant that several children attended while parents networked.
- Engagement with the Gender and Sexual Diversity Network (GSDN) of the Public Health Agency of Canada and Health Canada, as well as with a contingent from UNDE.

#### **Do the same**

- Start the process for obtaining permits well in advance.
- Invite someone from the PSAC-NCR Indigenous Action Circle attended to do a land acknowledgement.
- Arrange for PSAC-NCR staff to be available to help with retrieving supplies and equipment from 233 Gilmour.



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- Promotion
  - Visuals created in PSAC-NCR's Canva account
  - Promoted in the REVP newsletter, on Facebook and through the Punch Up Collective
  - Clear, bilingual, consistent messaging developed by a member with a background in comms
  - Have someone take photos of the event to use in promotion of future events

### **Negative**

- The planning process for the event was chaotic, not least because PSAC-NCR staff were unavailable.
- Lack of communication between RO PSAC Staff on coordination, even though it was communicated weeks in advance
- Committee members (who are volunteers!) paid for all the expenses out of pocket and still haven't been reimbursed two months later.

### **Do differently**

- The PSAC-NCR staff facilitator and the comms staffer should have been involved sooner and more directly in the planning process, since they are the ones who have much of the supplies and who do the bulk of the promotion.
- No alternate rain day, investigate indoor options.
- To have DJ and/or a drag show, the event would need a higher budget.
- Buy less food.

## **August 25, 2023 — Ottawa Trans March**



### **Goals**

Show up for trans people. Exposure and engagement for the committee.

### **Positive**

Opportunity for Pride to engage with the community and participate in a successful activity, as well as to network with members.

### **Do differently**

- Better coordination between Pride and OAC and/or PSAC-NCR staffers with regard to participation.
- Bring the giant PSAC pride flags.
- More promotion and engagement among members.

## **August 27, 2023 — Pride Parade hosted by Capital Pride**





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### Goals

Have a float for PSAC-NCR in the Ottawa Pride Parade as in the previous years.

### Positive

- Collaboration among components, committees, staffers and members to move, decorate, etc. the trailer from Saunder's Farm.

### Do the same

- PSAC sun tent at 233 Gilmour with volunteer to welcome and direct participants
- First aid kits.
- Toolbox.

### Negative

- 233 Gilmour building access is an ongoing issue across all committee activities, for both bathrooms and supplies
- Same issue of members paying expenses out of pocket and not getting reimbursed in a timely manner. There were also issues with the payment of the Capital Pride registration fee.
- Low participation
- Lack of communication between RO PSAC Staff internal meeting for coordination, even though it was communicated weeks in advance
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### Do differently

- Organization of supplies and swag should be done ahead of time, including battery packs and speakers.



- Consider alternatives to the Saunders Farm trailer which is difficult and time consuming to move. It’s also not accessible, so doesn’t address the needs of those with mobility issues.
- The activity needed more promotion, and the support of PSAC-NCR comms staff for that.
- Hire a DJ

Any questions can be directed to the [ncrpride\\_fiertercn@psac-afpc.com](mailto:ncrpride_fiertercn@psac-afpc.com).

Solidarity,  
Charles C. Baril (he/him)

**Appendix – PSAC-NCR Triennial Convention Pride caucus meeting – Minutes**

# Pride Caucus-Caucus de la Fierté

Chair:	Charles Baril
Date:	June 14, 2023 -14 Juin 2023
Time:	5:00 p.m. to 7 p.m. - 17:00 -19:00

- **Introductions**
  - **Welcome / Bienvenue**
    - Charles Baril (technical difficulties)
    - Carole Garneau (sharing agenda)
    - Chantal Fortin (alternate REVP, campaigning; left 5:30 p.m.)
    - Alex Silas (arrived ~5:15 p.m.; rise in hate; June 9 events)
  - **Attendance / Prise de présence**
    - Terry Fanning
    - Jacqueline Lee (strike captain)
    - Shawn King (costumes during the strike)
    - Jérémie Bérubé
    - Antoine Dumas (observer) – taking notes
- **Items / Objet de discussion**
  - **Representation and engagement/ Representation et Engagement**
    - Charles: intersectional approaches to harness diversity; need to continue growing engagement to fill gaps in the committee; focus on providing community-specific support in the workplace
  - **Incidents on the line during the strike (and internal accountability)/ Accidents sur la ligne de piquetage durant la grève ( et la responsabilité interne)**
    - Charles: misunderstandings and negative attitudes among the membership; need more accountability; different folks require different kinds of support for full participation (e.g., Charles is a single parent), so need more people participating in committees to ensure that all facets are taken into account; create a safe space for members to explore identity; develop policy to identify problematic behaviour as a starting point to push back



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- Alex: as a cisgender, straight person, leverages privilege; there is a lot of solidarity, but there was still an attack on a trans member from another member; so there's a lot of work to do in education; far right anti-2SLGTQIA+ rhetoric being normalized
- Member: assaulted as a scanner on Heron Rd. - these types of incidents motivate X to get involved; focus on education needed; people take out their frustrations on queer folks because we're vulnerable; the committee should have more funding and more direct support from the council
- **Internal communication/ Communication interne**
  - Charles: brand new executive with limited experience; need support, e.g., to develop resolutions including for the convention coming up in fall or for OFL; good platform from which to address the rise in far right hate against these communities; how to assume space in our respective workplaces and foster dialogue and educate (including helping members access proper resources); need to update the terms of reference (but not enough members currently participating)
  - Terry: not enough information on the website (planning, resources, what people can do, promoting events) - would help to foster engagement; there should exist a list of people have participated in past Pride activities; need to prepare for the possibility of an incoming Conservative government; should present a resolution on gender inclusive language
  - Jacqueline: need to move PSAC toward gender inclusive language (e.g., "brothers and sisters," by-laws say "he or she")
  - Alex: there already exists resolutions about gender inclusive language - for the change to actually happen need education and generational change; need to normalize the changes gradually, including pronoun pins
  - Carole: will be posting a general volunteer sign-up for the pride parade that will also appear in Alex's newsletter; in general, always looking for volunteers
- **Supporting the 2SLGBTQIA+ community (resources and recourse)/ Soutenir la communauté 2ELGBTQIA+ (ressources et recours)**
  - Charles: activities like the picnic are a good place to start
- **Pride Parade/ Parade de la Fierté**
- **Conclusion**
  - **Roundtable/ Tour de table**
    - Terry: will there be a caucus during the convention; would be useful to do to try to recruit volunteers both for the two events and to address the cultural context
    - Alex: reps on the council aren't elected at the convention, but elected by the respective committees, so there's not as much business for the equity groups during the convention; having separate caucuses going on at the same time diminishes ability to have an intersectional approach in the convention; but it's still possible to set up something up (with Daphnee and Carole)
    - Jacqueline: even if the convention-time caucus doesn't work out, there could also be a sort of post-mortem meeting afterward; need to collect contact information
    - Alex: will be talking about Pride Season and encouraging people to get involved as part of his talking points
    - Carole: Charles can also share this information in the report item of the agenda
  - **Adjournment / Ajournement**
    - Charles: gratitude; this work is so necessary and personal

Close at 6:23 p.m.