



## Education Committee

**February 21, 2023 – Virtual meeting via Zoom**

<b>Present</b>	Ken Zarichansky
Chantal Fortin (Chairperson)	Pierre Lebel (Staff)
Diane Girouard	
Lee Pallotta	<b>Confirmed regrets</b>
Christine Griffin	Monica (Martin) Mercier
Andre Renaud	Rubin Kooner
Christian Smith	
Irene Georgieva	

	<p><b>Welcoming remarks</b></p> <p>Meeting start (time): 5:32 PM</p> <p>Note taker: Christine Griffin</p>
1.	<p><b>Adoption of the agenda</b></p> <ul style="list-style-type: none"> <li>• Add agenda item 8 status update regarding the “My Human Rights” handout.</li> <li>• Change agenda item 8 to item 9.</li> </ul> <p>Moved by: Christine Griffin</p> <p>Seconded by: Diane Girouard</p> <p>Adopted</p>
2.	<p><b>Adoption of the Record of Decision, meeting of January 24, 2023</b></p> <p>Moved by: Christian Smith</p> <p>Seconded by: Diane Girouard</p> <p>Adopted</p>
3.	<p><b>Update on NCR Education Program</b></p> <ul style="list-style-type: none"> <li>• Training in progress <ul style="list-style-type: none"> <li>- In-person Domestic Violence in the Workplace held 12-14 February with 17 participants:</li> <li>- Virtual Talking Union Basics/French 16-18 February with 10 participants.</li> <li>- Virtual Talking Union Basics/English 25-26 February will take 25 participants.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>- Virtual Grievance Handling/French 16-18 March with 8 participants registered.</li> <li>- Virtual Hybrid Grievance Handling/English 23-25 March will take 25 participants.</li> <li>• Jesus N and Pierre L will be working on the May/June and Fall schedule as well as the transition over the next 2 months.</li> <li>• Pierre will be taking leave starting on April 7<sup>th</sup>, 2023, and officially retiring on July 14<sup>th</sup>, 2023.</li> </ul>
4.	<p><b>Education Surveys Update</b></p> <ul style="list-style-type: none"> <li>• Spent \$500.00 for Facebook add but this did not have much of an increase in participation – recommend in future putting these funds into the participation prize.</li> <li>• Pierre L and Jesus N will process the draw for the survey prize and send an email to the recipient with a cc to Chantal F.</li> </ul>
5.	<p><b>Broadbent Institute’s 2023 Progress Summit</b></p> <ul style="list-style-type: none"> <li>• Chantal F sent out an email to the Education Committee members and the Regional Executive (which includes the chairs of the NCR committees) regarding the above noted.</li> <li>• We have currently received one registration, this is scheduled for March 8-10, 2023, at the Delta Hotel/City Centre.</li> <li>• Deadline to express an interest to participate has been changed to February 26<sup>th</sup>, 2023.</li> <li>• Chantal will send a reminder to the above individuals and will also reach out to the REVP’s office for assistance in promoting this event</li> </ul>
6.	<p><b>Human Rights School</b></p> <ul style="list-style-type: none"> <li>• Meeting held on February 6<sup>th</sup>, 2023, Chantal F, Christina R (PSAC staff) and Insa F attended.</li> <li>• This event would be held in late 2023 or early 2024 and available to all, Christine G and Lee P have volunteered to assist.</li> <li>• Budget will cover 75-100 participants,</li> <li>• Potential guest speakers discussed at the meeting are Seema Lamba (PSAC staff, Human Rights Officer), Debra Thompson (professor on black culture), Gerard Etienne (Advocate for HR and Diversity Equity), Gris Quebec (non-profit organization that aims to educate about sexual orientation and gender identities.</li> <li>• Christine G to connect with CLC Human Rights school and report back to the HR school working group.</li> </ul>
7.	<p><b>Standing Items</b></p> <ul style="list-style-type: none"> <li>• Building Capacity for Member Engagement:</li> </ul>

	<ul style="list-style-type: none"> <li>○ Pierre L informed the committee that the practice is still in effect of contacting our regional representative to discuss education sessions specifically for our own locals.</li> <li>○ Pierre L will discuss with Jesus N regarding bringing the Facilitators Network. Pierre L will connect with JLP to get the list of the union facilitator list.</li> <li>○ Invite Verda C to connect at our meeting in March to discuss further member engagement and the participation of member facilitators in assisting with the delivery of the Education Program.</li> </ul> <ul style="list-style-type: none"> <li>● Future Project Proposals: <ul style="list-style-type: none"> <li>○ Christine G recommends hosting a Brainstorming Session, at Colonade Pizza on 280 Metcalfe, Friday, April 28<sup>th</sup>, 2023, at 3:00PM.</li> </ul> </li> </ul> <p><b>Motion:</b> The Education Committee budget will cover the cost of a meal up to \$30.00/member for the Brainstorming Session. This amount is to include taxes and tip.</p> <p>Moved by: Chantal Fortin</p> <p>Second by: Andre Renaud</p> <p>Adopted</p>
8.	<p><b>My Human Rights Complaint handout:</b></p> <ul style="list-style-type: none"> <li>● A form was created at the request of the Education Committee; it requires translation and should be incorporated to the Human Rights training. This form will be an integral tool for stewards to utilize. Pierre L will send this to the PSAC inhouse translation, upon return this would be shared via stand alone email to all stewards.</li> </ul> <p><b>Motion:</b> The Education Committee recommends that the handout “Submitting Human Rights Complaints” be included in the PSAC Human Rights and Grievance Handling training. In addition, the Education Committee requests this tool will be shared electronically from the PSAC NCR to the PSAC NCR Education distribution list.</p> <p>Moved by: Ken Zarichansky</p> <p>Seconded by: Andre Renaud</p> <p>Adopted</p>
9.	<p><b>Varia</b></p> <ul style="list-style-type: none"> <li>- Drafting and update on “Surviving a PIP” (performance improvement plan): Jesus N and Pierre L are to report back on the review of the above and will provide a progress update during our March meeting.</li> <li>- Tuesday, April 18<sup>th</sup>, May 16<sup>th</sup> and June 20<sup>th</sup>, 2023, the Education Committee meetings will be hybrid and in-person participants will meet at 233 Gilmour, 6<sup>th</sup> Floor.</li> <li>- The committee recommends that a course be added to the Education Program on “Surviving an Investigation” whether it be with respect to an</li> </ul>

	<p>investigation within the workplace or the union. This should share how the steward deals with the investigator as well as tips as to how the employee should respond to the investigator. Pierre L will discuss this with Jesus N and provide an update during our March meeting.</p> <ul style="list-style-type: none"><li>- Discussion regarding a repository specific to the Education Committee. Pierre L will create a folder on Education Program's G:/drive for Education Committee and for the Mentorship Program. A demonstration will be given at our next meeting.</li><li>- Discussion regarding a Communication Skills Module documentation of the UDLP (Union Development and Leadership Program), to be offered as a stand-alone module. Pierre L will source this and share with the education committee.</li></ul>
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