

Agriculture Human Rights Committee Meeting
September 11-12, 2012
Byng Room, Minto Suites, Ottawa, ON

1. Call to Order: 9:00am by Charlene Vidio-Milne (Chairperson)

2. Attendance:

Charlene Vidito-Milne (National HR Director)
Lorna Selinger (Alberta)
Ruy Romano British Columbia)
Gus Mardii (Manitoba)
Brian Thompson, Alternate (Saskatchewan)
Winston Jenkins (Atlantic)
Salah Abboub (Quebec)
Meraiah Krebs (4th National Exec. V.P.)
Sylvie Rochon (Agriculture Union Service Officer)

3. Absent:

Catherine Vye Representative for Ontario
Nicole Wurm Representative for Saskatchewan

4. Call for volunteer to record minutes

Lorna Selinger volunteered to take the minutes

5. Agenda accepted with one addition request was made by Ruy Romano to discuss a book "Resilience" by Sarah Gabriel, story of a CFIA meat inspector.

6. Minutes from November 27-28, 2011 Agriculture Union Human Rights meeting accepted.

7. Business arising from the minutes

1. Pamphlet ready waiting for logo.
2. Inquiry of the results from educational survey (Meraiah paper). Meraiah agreed to distribute a summary to the committee by end of September.

8. Training Session

Workshop: Community building: Becoming an Alley

CLC Presentation Karina Sihota, Political Action Rep,
Ksihota@Clc-cta.ca

Workshop: Community building: Becoming an Alley

Karina is a Young worker Rep and a Political Action Rep for the CLC.

Her interest in the Union activity was sparked by her grandfather (an immigrant Indian). She has strong interests in social justice issues.

Karina challenged the committee why do Unions do what they do?

Committee responses:

- Ground work and alliances
- Quebec Student action /labour reaching out to students
- Local community action alliance progressive change
- Why labor should care? Group discussion
- We see the inequalities: traditional response
- Fight for employees rights
- Educate on human rights
- Misconceptions around equality and human rights
- Mobilization
- Be inclusive and at the forefront
- We watch the govt
- We are organized
- Social obligation
- Image and prove our worth
- Bigger struggle
- Work for our member

First Activity: Who should we be building allies with?

”The spectrum of Allies” (Our side / Their side)

Find like interest in our Allies, use the internet and social media (“Carp” alarmed about retiring issues, but very conservative)

Do not rule out an Allie (Unemployment Insurance Changes, asking help Alberta and Eastern Canada)

Take home message “Do not rule out anyone, you may be surprised”.

How to build Alliances? (see attachment)

“Allies are people who recognize the unearned privilege they receive from society’s patterns of injustice and take responsibility for changing these patterns.”... (Ann Bishop)

Good websites:

www.becominganally.ca

www.theangryblackwoman.com

Second Activity: Planning Outreach

- Define your goals and objectives
- Identify you targets
- Create your message (in terms that reaches out your Allies)
- Package your message (know your group)
- Distribute your message
- Evaluate your message
- Feedback on presentation:
 - Interesting and informative
 - Alliances are important
 - We need to reach out beyond the obvious groups (other unions)

9. Action Plan for the 2011- 2014

1. Training on engaging membership and building the movement
Human Rights Training once again was discussed. The committee thinks that an educational training session would be very useful. Charlene will seek out PSAC HR and AGR Union to see if a training session would be possible for the next committee meeting.
2. Common “feel” approach for regional seminars.
3. Conference call for some time in January.
4. Move the annual HR Committee meeting to June.
5. HR reps to attend regional AGMs.
6. Continue to lead and encourage members to participate in HR activities in their locals and communities.
6. Encourage members to use social media to be informed of HR events and activities. Give locals websites and pages that would be useful.
7. Will have pamphlet available to distribute to locals.
8. Produce five videos, one dealing with immigrants and one with disabilities.

Action items

1. Charlene will have rep and alternate lists out to everyone by end of September.
2. Charlene to work website to update, new folder for new Reps expectation.
3. Regional reps to submit report to Charlene by end of September.
4. Get pamphlet to Allen and he will incorporate the logo and Charlene will distribute to HR reps the electronic version mid October.
5. Meraiah to send out education summary by end of September.
6. Lorna will have minutes to Charlene by the end of September.
7. Logo design to Charlene by end of September.

Day Two

10. **Regional reports** delivered by each rep. Each HR rep is responsible to submit a written report to Charlene to be included in the minutes.
11. **Salah presented a video** produced in the Quebec region, this region has made three videos to deal with specific human rights issues. Videos will be available once the translation is completed. The committee viewed a video featuring Salah’s daughter, she gave her opinion on identity, her Canadian, Quebecois, Algerian and Muslim identity.
12. **Logo** discussion committee has decided on a bird in the shape of a hand. We want to stay with the blue and gold colors of Agriculture. Committee does not have the artist ability to design the logo. Committee members are taking the design back to their region and have local artists come up with a logo with the committee’s design idea. Please have all designs to Charlene by the end of September.

13. Human Rights Videos

Committee had discussion on videos we want to produce.

- One dealing with immigrants
- One on invisible disabilities.

Questions were chosen and video shot. Salah and Gus participated in the immigrant video. Charlene and Lorna participated in the disability video.

Videos will be sent to the National office for translation.

14. My resilience- A Dinka girls true story of Civil War I Sudan and growing up in Cuba and making it in Canada. Sarah is a CFIA meat inspector in B.C. The book was presented to the group by Ruy, he encouraged everyone to read the book and tell others of Sarah's story. To purchase a copy of the book to contact the following website Sarahachuoth@yahoo.com

15. Round Table

- Suggested that a recorder for the minutes be provided. There was feelings that having a member of the committee taking minutes prevented that person from fully participating.

Alberta Human Rights Activity Report 2012: Lorna Selinger

1. Alberta Federation of Labour

December 6th, 2011

National Day of Remembrance and Action on Violence Against Women

Fundraising Brunch in Edmonton, Alberta.

Human Rights Committee donated a gift basket.

2. International Human Rights Day

December 8th, 2011

International Human Rights Day

Distributed posters from the **United Nations Campaign**.

3. YWCA

Women's Day Celebration

I participated on the community planning committee. Attended the workshop and had a

table with information on the activities and programs the Union has on promoting women.

For this event the Human Rights Committee sponsored the coffee breaks. Letters of

thank you were received.

4. United Way

Participated with local 30048 promoting Tools for Schools Campaign.

5. Amnesty International

Encouraged members to participate in letter campaigns in their respective areas. I

attended with members of Local 30048 to writing sessions in Lethbridge. The Human

Rights Committee donated monies for letter writing supplies to the Lethbridge Chapter of

AI.

6. Bill C-312 WomanSpace Initiative

As HR rep participated in letter writing campaign and Uterus knitting bees. The group knitted uteruses and sent them to MPs with the message that we wanted them to leave our uteruses alone and here was their own uterus to control.

7. Speak Out Rallies

Participated with members at the rallies against the Omnibus budget.

8. Foodbank Garden

Agriculture Union members expanded the Foodbank Garden located at Lethbridge. Two other garden projects in Lacombe and Beaverlodge.

9. Other Activities

- Attended and presented information at three Local AGM's in Alberta. Travelled with RVP Michele Jackson.
- Attended the 2012 Agriculture Regional Seminar in Edmonton. Coordinated an education component for the weekend seminar dealing with Mental Health Awareness in the Workplace. I arranged for a presentation from the Edmonton Chapter of the Canadian Mental Health Association. This was approximately an hour long with seminar and group sessions. Well received by the members in attendance.

Atlantic Human Rights Report 2012

Winston Jenkins

1. Spoke at the AGM Western Newfoundland on Human Rights.
2. Gave a presentation at Regional AGR Meeting in Moncton.
3. Spoke with and sent information to a new person that is very interested in Human Rights in the St. John's area. He is not yet involved with the union.
4. Atlantic Diversity presentation at Regional meetings.
5. Help get information for a group in the Marystown area to organize a Diversity Fair(Food, games, crafts,etc. from all over the world)
6. Informed members about our Human Rights page on the Agriculture Union Website.
7. Informed member about upcoming special dates dealing with Human rights.
8. Trying to organize a Human Rights system in Atlantic with the different alternates.
 - NB - Alyre Richard
 - NS - Jane MvDonald
 - PEI - Kathy Drake