



Agriculture Union – National Human Rights Committee (NHRC)

**In-Person National Meeting – Draft Agenda
Westin Hotel, Ottawa | January 8–9, 2025**

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In-Person National Meeting Minutes

Westin Hotel, Ottawa, Ontario
January 8–9, 2025

Day 1 – Thursday, January 8, 2025

The meeting was called to order at 9:00 a.m. by Chair Krysty Thomas.

An Indigenous Land Acknowledgment was provided, followed by welcome remarks and housekeeping items. Committee members participated in roundtable introductions and a volunteer was identified to assist with note-taking and minutes. The Anti-Harassment Statement was read by Krysty Thomas and Robinson Joseph. The agenda was reviewed and adopted.

The Committee reviewed and discussed the Terms of Reference (TOR), including updates intended to clarify committee responsibilities and improve coordination across regions. Members discussed the importance of ensuring the TOR reflected the committee's growing role in education, member engagement, and support for human rights initiatives within the Agriculture Union.

Updates were received from the Agriculture Union National President and Third National Executive Vice-President Audrey St. Germain. Discussions included current union priorities including workforce adjustment, member engagement, and the importance of integrating equity and human rights perspectives into broader union work.

The Committee also received updates about the Social Justice Fund Committee. Members discussed ongoing campaigns, recent funding initiatives, and opportunities to improve awareness of Social Justice Fund projects among members.

The Committee reviewed follow-up work from the previous cycle, including member survey work, development of a committee pamphlet, and updates to the committee logo. Members discussed accessibility considerations related to logo design and communications materials. Aaron, PSAC Communications Officer, provided recommendations regarding accessibility and online engagement.

Guest presenters Hassan Hussein from Labour for Palestine joined the Committee to discuss labour solidarity efforts related to Palestine and the broader role of unions in supporting workers impacted by conflict and human rights violations. Presenters spoke about ongoing campaigns, including labour solidarity initiatives and the importance of worker-focused advocacy. Discussion of the Hot Cargo resolutions to the Canadian Labour Congress Convention. Committee members discussed approaches to presenting sensitive human rights issues in a respectful and non-partisan manner during regional seminars.

The Committee spent the afternoon preparing for the 2026 Regional Seminars. Members collaboratively reviewed presentation materials focused on:

- The role and mandate of the National Human Rights Committee
- The Social Justice Fund
- Equity and inclusion initiatives within the Agriculture Union and PSAC
- Member engagement opportunities
- Workplace human rights issues and barriers to participation

The Committee also finalized plans to use Mentimeter as an interactive engagement tool during seminars. Members discussed proposed survey questions intended to gather feedback on workplace discrimination, accessibility, mental health, participation barriers, and member priorities for the upcoming cycle.

Additional discussion focused on improving communication and visibility of the Committee's work, including the development of pamphlets, bulletins, social media content, and resources highlighting important human rights dates and campaigns.

Day 2 – Friday, January 9, 2025

The meeting reconvened at 9:00 a.m.

The Committee focused on planning for the 2026 National Convention. Members discussed potential resolutions aimed at advancing human rights, equity, accessibility, and inclusion within the Agriculture Union. The Committee emphasized the importance of ensuring human rights perspectives remain integrated into union policies, governance, and member engagement.

Members also discussed ideas for Convention workshops and educational opportunities focused on human rights and equity-related topics.

The Committee reviewed plans for the Human Rights Silent Auction fundraiser and discussed possible charitable organizations in the Halifax area to support through Convention fundraising efforts. Sylvia agreed to research potential organizations for consideration by the Committee.

The Committee conducted the election of delegates to the 2026 National Convention. Frederic was elected as the Committee's delegate to Convention. Krysty Thomas, will be stepping down Director in June and Robinson Joseph would attend convention as First Alternate.

Discussion continued regarding regional seminar coordination and expectations for post-seminar reporting. The Committee agreed to create a reporting template to support consistency across regions and improve information sharing following seminars.

In the afternoon, the Committee discussed:

- Days of Recognition planning for the upcoming cycle
- Additional committee projects and objectives
- Regional updates from committee members
- Training needs and opportunities related to human rights, equity, accessibility, and member engagement

Members discussed the importance of continuing mentorship and onboarding efforts for new representatives and alternates elected during the regional seminar process. The Committee also emphasized the need to strengthen collaboration across regions and improve communication between meetings.

Action items discussed during the meeting included:

- Finalization of regional seminar presentations and materials
- Development of Mentimeter survey tools and reporting templates
- Collection of regional seminar reports following each event
- Increased promotion of the Social Justice Fund and committee initiatives
- Preparation of Convention resolutions and workshop proposals
- Compilation of important human rights dates and awareness materials
- Continued development of accessible communications and educational resources

The Committee concluded by reaffirming its commitment to supporting members across all regions and continuing to strengthen human rights work within the Agriculture Union.

The meeting adjourned at 4:00 p.m.