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**REPORT OF THE  
EQUALITY AND HUMAN RIGHTS COMMITTEE  
TO THE MGEU 66<sup>TH</sup> CONVENTION 2021**

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**COMMITTEE MEMBERS****Area 1** Roger Nabess**Area 2** Andriy Chuprov**Area 3** Carol Grant**Area 4** Catherine Gibbs**Area 5** David Pankratz**Area 6** VACANT**Area 7** Donovan Debattista**Area 8** Siobgan McLeod**Chair** Diane Arksey**Staff** Corrin Toews, Staff Representative  
Lisa Scheurer, Administrative Assistant

This Committee consists of a Chairperson (elected from the Board of Directors) and one member elected by each Area Council. We promote a discrimination-free workplace and advise the Board of Directors on issues concerning members from the following four equity-seeking groups: Indigenous Peoples, Visible Minorities, Persons with Disabilities, and LGBTQ2S+ People. We also work with other provincial, federal, and international equity and human rights committees to promote equality and solidarity.

This term has been a unique challenge with COVID-19, which limited meetings and activities for some time, but the Committee has been very active in addressing all concerns brought forward from members and activists through Area Council, the Resource Centre, and from Staff Representatives.

**TRUTH AND RECONCILIATION**

Our Committee completed an educational on Truth and Reconciliation this term. We had a guest speaker, Cathy Woods, attend to discuss the TRC Calls to Action. Niigaan Sinclair attended the Board meeting to discuss the TRC and Calls to Action. We ensured there was increased awareness of Indigenous issues, culture, and history provided to staff members.

**KAIROS BLANKET**

We attended a Kairos Blanket exercise, which educates members about the relationship between Indigenous and non-Indigenous people in Canada. We provided feedback on the educational to the Membership Education Committee and MGEU staff. We ensured the course was provided to MGEU staff and made recommendations to have the course provided to members in the future.

**TREATY LAND ACKNOWLEDGMENT**

The Committee ensured the Treaty Land Acknowledgement is read prior to MGEU events, that the acknowledgement is provided to each Staff Representative to have on hand at every event. We also engaged Area Councils in discussion regarding the reasons behind the acknowledgment to better understand the importance of it.

**MOTHER EARTH RECYCLING**

The Committee was thrilled that Mother Earth Recycling became unionized as part of our Committee's involvement with them last term. We have also encouraged members to donate mattresses and electronics to Mother Earth Recycling, which is an Indigenous owned and operated, work integration social enterprise.

**MISSING AND MURDERED INDIGENOUS WOMEN (MMIW)**

Our Committee had red dresses hung in all windows of the Union Centre. We promoted Orange Shirt Day and made a plea for all party support for September 30 to become a statutory holiday to acknowledge the impact of residential schools.

We are currently reviewing the need for a webinar on the Calls to Action and Indigenous issues.

**LGBTQ2S+ PEOPLE**

MGEU and this Committee have always been strong supporters of PRIDE and we continued our promotion and involvement with PRIDE events. This term we were able to have an MGEU Pride flag made to further display our support.

**VISIBLE MINORITIES**

A concern was brought forward regarding men's issues. The Committee met with the member and discussed the concerns. The Committee has since ensured that all standing committees are aware of gender bias when issues like domestic violence and parental rights, for example, are being addressed, as they affect all genders.

**PERSONS WITH DISABILITIES**

This term we had an ad-hoc group to specifically address disability issues. As such, we focused more on our other three equity-seeking groups. We did review and address accessibility issues at the Union Centre. We made recommendations for accessibility at all rural locations, for courses, and conventions.

**EDUCATION AND AWARENESS INITIATIVES**

This past year, our chairperson participated in the National Committee on Racism. The Committee was involved in op-eds in the local papers regarding racism.

We worked on advocating for migrant workers.

The Committee encouraged staff to be educated on translation options when providing service to members.

We ensured that all MGEU campaigns will make an effort to feature visible minorities and persons with disabilities when possible.

The Committee recommended a member profile be done on End Homelessness Winnipeg.

The MGEU Mental Health at Work Campaign is currently ongoing.

We continue to advocate strongly for our equity-seeking groups.

To ensure we were able to be the most effective Committee, we participated in a Human Rights educational. We toured the Human Rights Museum and highlighted issues affecting membership.

We reviewed our terms of reference and developed a term policy review to ensure that MGEU policies and procedures are currently reflecting equality and human rights.

In Solidarity,

MGEU Equality and Human Rights Standing Committee