

Human Rights Conference Workshops Descriptions

1) **Aboriginal Water Issues**

CUPE has a long and proud history of fighting to protect water resource for all people. Recently, water rights have become an important First Nations issue and Aboriginal communities are struggling with a variety of water-related concerns. This workshop will examine the interconnections between the Aboriginal Rights, water rights, and the role of the union in supporting these Aboriginal struggles.

2) **Nurse Advisor Roles in Accommodation**

This workshop will examine the appropriate and sometimes crucial role of the Nurse Advisor in the process of accommodating workers with disabilities. We will explore how the accommodation process can work to fulfill the employers need for sufficient medical information to allow them to fashion appropriate arrangements with the workers' rights to privacy in a manner that ensures a successful return to productive employment.

3) **Racial Profiling**

This workshop discusses the findings of the recently released BC Civil Liberties Association special report on racial profiling in the context of policing and national security and will also touch on the finding of the International Civil Liberties Monitoring Group research on racial and religious profiling in their report entitled "*Watchlists, Border Controls and Infringement of Travelers' Rights.*"

4) **Migrant Foreign Workers** – Canada admits approximately 200,000 foreign workers each year. This workshop will explore the precarious position many of these workers face as they grapple with different types of exploitation and abuse. As well, we'll examine the possible policy changes and actions we can take as individuals and union members to help forward the promotion of these workers' rights and welfare.

5) **Is It Okay to Be Gay At Work?**

Participants will be looking at LGBT issues from numerous perspectives. Current stories in the BC media, BC Labour laws, CUPE collective agreements and personal success stories will be shared and explored. The workshop goal is to expand awareness of equity issues for the LGBT community, and come up with practical ideas to take back to the individual's workplaces.

6) **Duty To Accommodate**

What role does the duty to accommodate play in ending workplace discrimination and promoting workplace equality for racialized workers, Aboriginal workers, workers from the Pink Triangle community and workers with disabilities? This workshop will explore current trends in accommodation, and how we, as trade unionists can use this important tool to create social justice in the workplace.

7) **Equality Challenges for CUPE in the Next Decade**

Drawing upon her 25 years of experience as an equality activist for CUPE, Maureen Morrison will review the equality challenges that CUPE has seen in the last two decades and will discuss what she sees as the upcoming challenges for CUPE and its various equity seeking groups in the next decade.