




CUPE 3903 TFAC Meeting Agenda

Tuesday February 11th, 2pm - 4pm

Hybrid CUPE 3903 Conference Room & Zoom [[Meeting Link](#)]

1. Reading of the Equality Statement and the Land Acknowledgement
2. Approval of the Agenda
3. Co-Chair Reportbacks
 - a. TFAC History Project
 - i. [Call for Volunteers](#)
 - ii. [February 10 Meeting Minutes](#)
 - b. TFAC Film Screenings
 - i. [Call for Volunteers](#)
 - ii. [February 7 Meeting Minutes](#)
 - iii. Screening: Tentatively scheduled for March 11 (6-8 PM)
 - c. SASSL & CWTP Revival (OPIRG)
 - i. GMMs & Elections: February 25
 1. BIRT TFAC donates \$300 to OPIRG to purchase refreshments for the SASSL/CWTP AGM/Election on February 25
 - d. Campaign around [FGS Petitions & Milestones Timelines](#)
 - i. [Program mapping spreadsheet](#)
 - e. Donation to NoMoreSilence for February 14: National Day of Action for MMIWGT2S
 - i. Motion: BIRT TFAC endorses [NoMoreSilence's February 14 National day of action for MMIWGT2S](#) AND;
 - ii. BIRT TFAC make a \$300 donation to NoMoreSilence for February 14 National day of action for MMIWGT2S
 - f. [Notice to Pro-tem TFAC Co-Chair](#)
 - g. TFAC Elections & AGM
 - i. Elections of [TFAC Co-Chair EO's](#)
 - ii. Election of [Trans Fund EO](#)
4. Approval of Minutes
 - a.  TFAC Minutes - Dec 19, 2024
5. Member report back
6. New Business:
 - a. [Trans Supports/Resources Brainstorm](#)
 - b. Black History Month
7. Motion to adjourn

MISSISSAUGA LAND ACKNOWLEDGEMENT

We would like to acknowledge that this space is the traditional territory of Tkaronto (where there are trees standing in the water), a gathering place for the Anishinaabe, Haudenosaunee, Huron Wendat, and many other nations that travelled and travel through this territory.

Tkaronto is part of treaty 13 and the Dish with One Spoon Wampum Belt Covenant. The dish is Southern Ontario, a land which we all share and eat out of together. This means that we must care for the land and all creatures residing on it, and that we need to limit what we take from the land so that there is enough for everyone else. Reconciliation requires more than just words — it requires education and action.

From the Strawberry Ceremony Volunteer Co-ordinators

“The 20th annual February 14th Strawberry Ceremony to honour Missing and Murdered Indigenous Girls, Women, and Two Spirit people is approaching, and we’re looking for volunteers to help support the ceremony this year. As we mark 20 years of the ceremony, we’re also marking the passing of cherished elder, Wanda Whitebird, who led this ceremony for 19 years.

The ceremony takes place on Friday, February 14, in front of 40 College St, Toronto. The ceremony itself starts at 12:30.”

All are welcome to attend. You can also sign up to volunteer at the ceremony using this form: bit.ly/2025strawberry

Katsi'tsakwas Ellen Gabriel's book, *When the Pine Needles Fall: Indigenous Acts of Resistance*, was published in September 2024. Here's a link to more information about the book: <https://btlbooks.com/book/when-the-pine-needles-fall>

Pamela Palmater's “Warrior Life” podcast episode is an audio recording of the book launch for *When the Pine Needles Fall*:

<https://warriorlifepodcast.ca/when-the-pine-needles-fall-book-launch>

Auntie Up! podcast

“Auntie Up! is a podcast that has just been waiting to be made. It is an unfiltered conversation into the Indigenous world view -- or at least the Auntie world view.

Indigenous women have been seen as disposable, invisible, victims, and subhuman. But they are intelligent, driven, motivated leaders in our communities and are ready to showcase this to the world. Traditional and contemporary knowledge combine to bring you insightful and real conversation about what is important to Indigenous women on Turtle Island, while also incorporating current events and how we relate to them.”

<https://www.makwacreative.ca/podcasts/auntie-up>

“[i]t’s one thing to say, ‘Hey, we’re on the territory of the Mississaugas or the Anishinaabek and the Haudenosaunee.’ It’s another thing to say, ‘We’re on the territory of the Anishinaabek and the Haudenosaunee and here’s what that compels me to do.’” – Hayden King, Toronto Metropolitan University

EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate blatant behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society, and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

ÉNONCÉ SUR L'ÉGALITÉ

La solidarité syndicale est fondée sur le principe voulant que les membres syndiqués sont égaux et qu'ils méritent le respect à tous les niveaux. Tout comportement qui crée un conflit nous empêche de travailler ensemble pour renforcer notre syndicat.

En tant que syndicalistes, nos objectifs sont le respect mutuel, la coopération et la compréhension. Nous ne devrions ni excuser, ni tolérer un comportement qui mine la dignité ou l'amour-propre de quelque personne que ce soit ou qui crée un climat intimidant, hostile ou offensant.

Un discours discriminatoire ou un comportement raciste, sexiste homophobe ou transphobe fait mal et, par conséquent, nous divise. C'est aussi le cas pour la discrimination sur la base de la capacité, de l'âge, de la classe, de la religion, de la langue et de l'origine ethnique.

La discrimination revêt parfois la forme du harcèlement. Le harcèlement signifie utiliser du pouvoir réel ou perçu pour abuser d'une personne, pour la dévaluer ou l'humilier. Le harcèlement ne devrait pas être traité à la légère. La gêne ou le ressentiment qu'il crée ne sont pas des sentiments qui nous permettent de grandir en tant que syndicat.

La discrimination et le harcèlement mettent l'accent sur les caractéristiques qui nous distinguent; de plus, ils nuisent à notre capacité de travailler ensemble sur des questions communes comme les salaires décents, les conditions de travail sécuritaires et la justice au travail, dans la société et dans notre syndicat.

Les politiques et pratiques du SCFP doivent refléter notre engagement en faveur de l'égalité. Les membres, le personnel et les dirigeants élus ne doivent pas oublier que tout le monde mérite d'être traité avec dignité, égalité et respect.