



HOSPITAL EMPLOYEES' UNION

PROVINCIAL OFFICE:

5000 North Fraser Way, Burnaby, BC V5J 5M3 • TEL: 604-438-5000 • FAX: 604-739-1510 • WEB: www.heu.org

December 16, 2010

Secretary-Treasurers

Re: Equity Conference – March 8th, 9th & 10th, 2011

Dear Sisters and Brothers:

The 2011 HEU Equity Conference will be held on March 8th, 9th and 10th at the Sheraton Vancouver Airport Hotel in Richmond, BC.

The focus of this year's conference is to implement the equity portion of the Strategic Directions document that was passed at the 2010 Convention. We will discuss how HEU can work with our equity members to make sure that union structures better reflect the diversity of our membership. We will talk about how to deepen our understanding of the challenges that face members of equity-seeking groups and we will have an open and honest dialogue about the barriers to participation in our union so that we can work to eliminate them.

Conference participants will develop two-year action plans to help end discrimination, organize effectively around equity issues, and develop ways to increase participation at all levels of the union for HEU members from equity-seeking groups. Equity caucus members will also elect standing committees to carry out these action plans.

HEU has long been a leader in addressing equity issues in the workplace and promoting the full participation of a diverse membership in the union. As we promote greater understanding of equity issues within our membership, we are also equipping ourselves to better meet the needs of patients, residents and clients who reflect that same diversity.

WHO SHOULD ATTEND

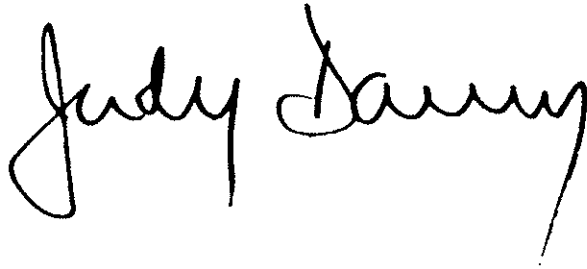
In order for our equity committees to carry out this work, we need members of our union who identify themselves as part of one of the five equity groups to join the discussions. The five equity groups are:

- Pink Triangle (Lesbian, Gay, Bisexual, Transgender)
- First Nations
- Women
- Ethnic Diversity
- People with disAbilities

This conference is a great opportunity to encourage participation of members who are new to union activism as well as experienced activists. To maximize participation we need your help to connect with members who may not yet be involved.

Please use the poster and widely distribute the enclosed application form (photocopy as needed). Completed application forms must be returned to **Roshni Chand** in the Education Department at the HEU Provincial Office (5000 North Fraser Way, Burnaby, B.C. V5J 5M3) by **5:00p.m. on Thursday, January 20, 2011.** Forms can be faxed **OR** mailed. Please send **ONE COPY** only. A fax cover sheet is enclosed.

In solidarity,

A handwritten signature in black ink that reads "Judy Darcy". The signature is written in a cursive, flowing style.

Judy Darcy
Secretary-Business Manager

Enclosures

cc: Provincial Executive, Chairpersons, Servicing Representatives, Equity caucus members