



January 28, 2016

Secretary-Treasurers

Dear Sisters and Brothers:

***Re: Solidarity & Inclusive Leadership – April 18- 22, 2016***

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Our union has a clear commitment to reflecting our membership's diversity and engaging members at every level. It's how we build strength and capacity in our locals and throughout the union.

But what does that really mean?

To help answer that question and to provide local activists the tools to make our union more representative and more inclusive, we are launching a new workshop entitled **“Solidarity & Inclusive Leadership.”**

If you have a commitment to making our locals and our union more inclusive and making sure that all members see themselves reflected in the life of our union, this course may be of interest to you.

This training begins with an in-depth five-day residency course held at Harrison Hot Springs Hotel & Retreat Centre, and will continue with an ongoing assisted self-study program in the three months following the course.

In this training workshop we will:

- Review and understand the language, definitions and concepts that we use to help us understand and challenge inequities and support inclusive working relationships.
- Reflect on how we see ourselves and how others see us, and reflect on how these perceptions impact our ability to be inclusive as activists and leaders in the union.
- Explore and reflect on how power, privilege and society influence our leadership style and affect how we behave as a group.
- Learn about and practice how we can use physical techniques to ground ourselves, become more focused and effectively communicate when faced with challenging situations.
- Question our own assumptions, build on our strengths, and increase our confidence in our own abilities on our journey to become more inclusive leaders.
- Develop tools to build deeper relationships with people from different social and cultural backgrounds so that we can lead together and create the change we want to see.

Twenty-eight members will be selected to attend with consideration given to the participation of members from equity-seeking groups as well as young workers (30 years and under) so as to reflect the diversity of the membership.

In addition, you will have a demonstrated a commitment to the principles of inclusion or advancing equity in your own workplace, union and/or community.

As well, a commitment and initiative to advancing equity already demonstrated in your workplace, the union or community will be considered in the selection of applicants.

Attached you will find the application form. Applications must be completed and returned to the HEU Provincial Office by **5:00pm on Friday March 18, 2015.**

In solidarity,

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

Jennifer Whiteside  
Secretary-Business Manager

Attachments

cc: Chairpersons  
Reps and Directors  
Provincial Executive