



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

June 6, 2019

Secretary-Treasurers

Dear Sisters, Brothers, and Friends:

Re: Diversity, Equity and Inclusion Working Group – Call for regional representatives

As you may know, delegates to the 31st Biennial Convention in November 2018 adopted a program to strengthen Diversity, Equity and Inclusion (DEI) practices at every level of the union.

The first phase of this program is to form a DEI Working Group which will consult extensively with HEU members and make recommendations on the question of how equity-seeking groups are represented on the Provincial Executive of the union. The DEI Working Group will make recommendations on policy and constitutional changes to the 2020 convention.

A second phase of this program will take a broader look at DEI practices within the union including at the Local level. The terms of reference for Phase II will be adopted at the 2020 convention with the work completed by 2022.

As a backdrop to this important work, convention delegates also adopted a Statement on Diversity, Equity and Inclusion (attached) which I encourage you to post on union boards in your workplace.

The DEI Working Group will be composed of 13 members including one representative from each region (Vancouver Coastal, Fraser, Vancouver Island, Interior, and the North), one representative from each HEU equity standing committee (Indigenous Peoples, People with disAbilities, Pink Triangle, Ethnic Diversity, and Women's), one representative from the Young Workers' Committee, and the two Provincial Executive members who sit on the Equal Opportunities Committee.

The DEI Working Group will be supported by DEI experts and union staff in order to do its work through the fall of 2019 and the spring of 2020. This will include some travelling throughout B.C. in order to consult with members.

Attached please find an application form for members who are interested in representing their region on the DEI Working Group. This application should be returned to the union no later than **5:00 p.m. on Friday, August 9, 2019** following the instructions on the form.

This is an amazing opportunity for HEU members to participate in a project that will help keep our union strong, by better reflecting the diversity of our membership.

In solidarity,

Jennifer Whiteside
Secretary-Business Manager

Attachments



• PLEASE POST •

HELP US BUILD A STRONGER UNION!

We're looking for **regional representatives** to take part in a **Diversity, Equity, and Inclusion (DEI) Working Group** that will study the question of equity-seeking group representation on the Provincial Executive (PE) of the union.

The DEI Working Group will meet frequently from fall 2019 through spring 2020 to hear from HEU members on this question, and will put together recommendations to be considered by delegates to the union's convention in 2020.

The DEI Working Group will be supported by experts and union staff in carrying out their work.

Wage replacement, per diems and travel expenses will be available to DEI Working Group members.

The DEI Working Group will be composed of 13 members including one representative from each region (Vancouver Coastal, Fraser, Vancouver Island, Interior, and the North), one representative from each HEU equity standing committee (Indigenous Peoples, People with disAbilities, Pink Triangle, Ethnic Diversity, and Women's), one representative from the Young Workers' Committee, and the two Provincial Executive members who sit on the Equal Opportunities Committee).

The convention resolution setting out the terms for the DEI Working Group is attached. And you should also review HEU's Statement on Diversity, Equity and Inclusion on our website at www.heu.org/DEIstatement or on your union bulletin board.

Are you interested in representing your region on the DEI Working Group? Are you willing and able to travel and attend meetings in different parts of the province? If so, please fill out this application and return by **August 9, 2019**.



HEU Application Form

**HEU Diversity, Equity and Inclusion Working Group (DEI)
2019 – 2020**

DEADLINE: 5:00 p.m. FRIDAY, AUGUST 9, 2019

YOUR NAME: _____

PLEASE NOTE: INCOMPLETE APPLICATIONS WILL NOT BE ACCEPTED

Get application form from the Local or the HEU website at www.heu.org

*Send application (complete **ALL** pages **CLEARLY**) by fax or mail or email:*

FAX: 604-739-1510

EMAIL: kturton@heu.org

MAIL: HEU Provincial Office
5000 North Fraser Way
Burnaby, B.C. V5J 5M3
ATTENTION: Kim Turton

DATE SENT: _____ **# OF PAGES:** _____

DIVERSITY, EQUITY AND INCLUSION WORKING GROUP 2019-2020

PLEASE PRINT CLEARLY IN DARK INK

SECTION A – PERSONAL INFORMATION

Last Name: _____ First Name: _____

Have you recently moved? Yes No If yes, when? _____

Address: _____ Apt/Suite: _____

City: _____ Postal Code: _____

Mailing Address (if different): _____

Home Phone: _____ Cell: _____

Work Phone (include ext#): _____ Extension: _____

Personal email: _____

Job Title: _____ Dept: _____

Employer: _____ Work Site: _____ Local: _____

What union position (if any) do you hold at your Local? _____

Employment Status: Full-time Part-time Casual

Region: North Interior Vancouver Coastal (includes PHSA)
 Fraser Vancouver Island

I identify my gender as: _____

Do you identify as a member of any of the following equity-seeking groups or as a young worker?

- LGBTQ2S+ Indigenous People with disAbilities Person of Colour
 Women Young Worker (33 years or younger)

Emergency contact (Name & Phone): _____

Medical Condition /Special Accommodation

Do you have any medical condition(s) or require special accommodations that we should be aware of, that could impact your ability to participate in this event? Yes No

If yes, please briefly explain. (In some cases, a Physician's note may be required)

SECTION B – QUESTIONNAIRE

1. Why are you interested in being a member of the DEI Working Group?

2. What barriers do you think may stand in the way of members, especially from groups that are typically under-represented, seeking election to the Provincial Executive HEU?

3. What are the benefits to the union and its members of making sure that the composition of the Provincial Executive reflects the diversity of membership?

4. Tell us about your experience advocating for equity and inclusion in your local/region/community.

Signature of Applicant

Date

Diversity, Equity and Inclusion Consultation and Implementation Project, PE Composition (Phase I)

HEU Will:

Establish a two-phase diversity, equity and inclusion (DEI), consultation, assessment and implementation project. In phase I, the union will strike a DEI working group with a mandate to consult broadly with members regarding the question of representation of equity-seeking groups on the Provincial Executive and make recommendations for constitutional and policy changes to the 2020 HEU biennial convention. The DEI working group will be comprised of:

- One member from each Equity Standing Committee
- One member from the Young Workers' Committee
- One member from each region (Fraser, Interior, North, Vancouver Coastal, Vancouver Island)
- The Provincial Executive representatives to the Equal Opportunities Committee (two)

The DEI working group will be properly resourced and have access to subject matter experts so the committee can complete its work. It will meet at least three times in each year, and in between meetings will consult broadly with the membership, HEU's Equity Standing Committees, HEU's Young Workers' Committee, and the Provincial Executive.

The DEI working group will report its findings to the HEU Provincial Executive in advance of the 2020 biennial convention. The working group report and recommendations will be issued directly to the 2020 convention.



BUILDING A STRONGER UNION

HEU's Statement on Diversity, Equity and Inclusion

Since 1944, the Hospital Employees' Union has advocated for better working and caring conditions, defended public health care, and stood against privatization. We have a long history as a strong, democratic, progressive, socially conscious union committed to social justice and advancing labour and human rights on a local and global level. We identify and challenge historical and systemic inequities and hear, respect, serve, empower and advocate for, each and every member. Together we fight for fairness, solidarity, equity, inclusion, and understanding, knowing that our members' economic security depends on our success.

Privatization, attacks on workers' rights, and the devaluing of our members' work have undermined the dignity and security of our members. These forces have reshaped the union and at times threatened to undermine our solidarity. We understand that equity and inclusion are intrinsically linked and that an injury to one is an injury to all. And we know that building a powerful and inclusive union requires acknowledgment and understanding of the structures that oppress workers. Sexism, racism, colonialism, homophobia, transphobia, ageism, and ableism have no place in our union.

We see HEU as a union for everyone. And we know that equity is a critical part of union life and work and must be embedded into all our practices. We are committed to resisting oppression and to building an economically and socially just society. We work hard every day to ensure that all members are heard, represented and able to contribute fully to their workplace, communities, and union.

We believe that our union is strongest when its leadership is inclusive and reflects the full diversity of the membership. Because it is so important for diverse voices, perspectives and lived experiences to be engaged in the work of the union, we commit to including underrepresented groups when determining the union's leadership composition and mandate at the provincial, regional and local levels.

To ensure that HEU events are inclusive and barrier-free, we actively seek out varied perspectives and consider the complexity of the different realities, lifestyles and availability of our members and employees when determining how we work, plan, deliver and evaluate our communications, campaigns, events, education, services, and activities.

In keeping with our history, when we know better, we do better. And despite our significant progress over the last 75 years, we know we can do better still. That's why our promise to our current and future members is that we will continue to work to advance the union's goals and objectives and power our solidarity through diversity, equity and inclusion (DEI). We promise to ensure ongoing DEI education for both leadership and members, and ongoing resources for embedding effective DEI practices into every aspect of our work. We promise transparency and accountability to you, our members, as evidenced by seeking and providing regular communications on our progress.

At HEU, we recognize that we all have unique lives and experiences. We respect our differences and appreciate our interdependence. We know that diversity makes us stronger collectively when all voices are encouraged, heard and valued. That's why we believe that no matter who you are, or what your role is in our union, you belong with us.

Adopted by delegates to the 31st Biennial Convention of the Hospital Employees' Union, November 2018