

Report of Activities – Human Rights & Race Relations (HRRR) Representative

Reporting Period: November 2024 – August 2025

Representative: Cece Cameron CEIU Ontario / National Black Representative

Overview

Over the last nine months, my work as HRRR Representative has focused on advancing equity priorities, supporting members facing discrimination, and amplifying the voices of 2SLGBTQIA+, Black and racialized, and differently abled members across the region. Our activities reflect CEIU's ongoing commitment to human rights, racial justice, and member engagement.

Key Activities

1. Representation & Advocacy

- Supported members with workplace issues related to discrimination, harassment, and equity.
- Provided advice and referrals on Work Force Adjustment (WFA) and systemic barriers impacting racialized members.
- Acted as a point of contact for racialized members seeking advocacy and resources.

2. Education & Awareness

- Delivered presentations on **equity and anti-racism** at CEIU Ontario events.
- Facilitated workshops during regional women's and HRRR gatherings.
- Shared resources on combating anti-Black racism and intersectional discrimination.

3. National Engagement

- Actively participated in **National HRRR Committee** meetings.
- Represented CEIU at PSAC equity forums and national equity caucuses.
- Coordinated with the National Women's, Indigenous, Differently Abled and 2SLGBTQIA+ representatives to build joint equity strategies.

4. Black Members' Representation

- Served as **National Black Representative** for CEIU.
- Initiated development of a **Black Acknowledgement Statement** for CEIU to recognize the contributions and struggles of Black workers in the labour movement.
- Engaged Black and racialized members in Ontario to identify issues and bring them forward to the national level.

5. Conferences & Consultations

- Attended and contributed to equity discussions at regional conferences.
- Prepared to attend the **2025 CEIU NLNS Presidents' Conference (October)** and **BCYT Presidents' Conference (December)** to consult on the Black Acknowledgement Statement.
- Participated in planning, organizing and feedback for the **2025 Ontario HRRR Training & Conference**.

6. Communications & Outreach

- Promoted CEIU and PSAC equity campaigns, including anti-racism initiatives.
- Encouraged locals to appoint HRRR representatives and increase participation of equity-seeking members.

Challenges

- Persistent systemic barriers for racialized members in grievance processes.
- Need for more resources and training for local executives to better support members facing equity-related issues.
- Limited opportunities for formal consultation with employers on race equity.

Next Steps / Priorities

(2025–2026)

- Finalize and present **CEIU Black Acknowledgement Statement** for adoption.
- Strengthen collaboration between equity committees (HRRR, Women's, Indigenous, 2SLGBTQIA+).
- Expand equity training for local executives, especially around **WFA and discrimination**.
- Build greater visibility and engagement of Black and racialized members in CEIU leadership roles.
- Initiate updates with members through email and social media platforms.