

MINUTES OF THE TNG-CWA Human Rights and Equity Committee

October 17, 2009

PRESENT: Carl Younger, Chair; Vernon Clark, Ka Yan Ng, Vincent Proteau.

Melissa Nelson, TNG-CWA Director of Collective Bargaining; Sheila Lindsay, Chair SEC HRE Committee; Arnold Amber, Director, CWA-SCA Canada; Carol Rothman, Secretary-Treasurer. TNG-CWA.

ABSENT: Natalie Hill, Matt Olson, Yoko Kuramoto-Eidsmoe, Tiffany Heath

MINUTES PREPARED BY Carl Younger.

The committee discussed and approved the demographic survey and letter to employers that will be presented to the upcoming district council meetings. The survey will allow us to compare company staffing with the demographics of the communities they serve. Canadian HREC members: Ka Yan and Vincent won't be at the Canadian meetings so Arnold will present. Carl has approval to present the information and proposal to the NEDC Sat. Nov. 14th. Carol Rothman said that she and Bernie Lunzer would be attending all meetings and can assist where a committee member cannot attend. Carl will send an email asking who will and will not attend meetings.

Younger suggested the committee discuss how we wanted the actual work of compiling and comparing the data. Sheila Lindsey said that she discussed our proposal at an executive committee meeting and they suggested that the draft letter to employers state the individual local request the following information instead of the Newspaper Guild also. Sheila said that we could take advantage of the Guild's research department to research, compile and compare demographic data on request.

Melissa explained that the research department is CWA not Guild and suggests we formulate a request for work to Louise Novotny the head of that department.

Carol said she would forward the request for the committee. Carl Younger and Sheila Lindsey will collaborate on the request.

Sheila Lindsey reported on the SEC meeting and explained the liaison group to the HREC's role is to take information from the HREC, bring to the SEC and support work of the Human Rights and Equity committee. Sheila continued that it was discussed that each member of the Human Rights and Equity committee should be members of other Guild committees: Collective Bargaining, Organizing, Training, Next Gen etc. to insure our mission continues and to keep diversity in every conversation. It was also discussed at the SEC that a SEC board seat for diversity should be made available and staffed with a Human Rights and Equity person.

Carl asked were they considering filling the seat from the HREC or from the membership at large.

Sheila replied from the membership.

Arnold Amber said this has been done in Canada requiring bylaw changes.

Carl asked are these proposed seats honorary.

Arnold replied no and continued stating that if the type of work this committee is doing is going to survive in the Guild we need a full time Equity seat. Arnold continued to explain that many continuing programs are the result of the creation of staff positions in the Guild and that the union needs to attract beyond the majority and be more relevant to our communities if we are to survive. Arnold continued stating that the most important work is done by elected officers and that Canada has created positions for an education/training, Equity, and Next Gen. Person. Portfolios lead to action and he can't understand why there would be any pushback on this. Arnold stated that he talked a lot at SEC about what the new Guild will look like and that roots have to be really strong to get this as a primary objective.

Carol discussed the ethnic composition of the SEC and said that everyone stood up for equality and that point should not be lost.

Arnold expressed concern that the composition could be temporary without a staff advocate to supply more direction.

Sheila said that hiring policy was raised at the SEC and that we should be well versed for next sector conference.

It was agreed that this conversation should be continued in our next and future HREC meetings.

Melissa said she would send a link to the leading edge survey to all committee members.

Younger suggested that we have a Human Rights component at the new local officer's seminar. Sheila said she and Tiffany are local and could attend. Younger suggested that it would be good if they could explain what the HREC is about and request that new officer consider looking at their membership to for future HREC members.

Sheila reminded the committee that we have not had a human rights column in the Guild reporter lately. Vernon said he has an idea for an article and photos for our web site.

Carol informed us that the Reporter is no longer published monthly but the web site is updated daily and information can be submitted for the web.

It was proposed that our next meeting should be on Thursday evening at 7PM. November 19th

Adjourned 2:07pm eastern

