

# Human Rights

## Annual Committee Report

### Committee Members:

- Steven Watson Committee Chair (DWM, Chair)
- Angela Tersigni (TSU, Executive Liaison)
- Michelle Blais (Cardinal Carter)
- Peter Lawrentiw (Bishop Allen)

### Terms of Reference:

- a. To generate activity on human rights.
- b. To monitor, investigate, expose and ameliorate those situations in which teachers or students are faced with discrimination on the grounds of gender, race, sexual orientation, age, ability and/or culture.
- c. To improve employee morale by ensuring that hiring and promotion practices are fair.
- d. To produce a more efficient utilization of human resources and talents.
- e. To assist members to prepare for the rapid changes in the world of work and technology.

### Activities:

- Regular Committee meetings
- Representation of Committee members at AGMs
- Supported OECTA LGBTQ Working Group passed at AGM
- Continued with first Provincial OECTA Gay-Straight Alliance for LGBTQ Catholic teachers and allies. Meetings held.
- Advocated for TSU participation in Pride Parade Toronto, which has now been cancelled.
- Recommended Solidarity Funds
- Working on issues of ageism, survey, forum etc.
- Surveying members for areas of concerns, working with issues that arise.
- Due to an unusual year, some meetings were held virtually and some events were postponed or cancelled.

### Recommendations:

This committee continues to lead provincial locals in advancing the human rights of LGBTQ members. We recognize there are TSU committees whose work overlaps with the human rights issues that affect us all. In moving forward, intentional connections and liaison within these committees would be helpful, especially in addressing (d) of our terms of reference. To monitor, investigate, expose and ameliorate those situations in which teachers or students are faced with discrimination.