Human Rights Committee Handbook



STEELWORKER equity

UNITED STEELWORKERS USW DISTRICT 3

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Territorial Acknowledgement

We are committed to reconciliation and justice for Indigenous Peoples and acknowledge the Indigenous Peoples of all territories as we gather.

We recognize and deeply appreciate their historic connection to this place. We also recognize the contributions that all Indigenous Peoples have made in shaping and strengthening communities, provinces, territories and the country as a whole.

As we gather on these territories, we need to remind ourselves to respect and nurture our sacred relationship with these territories, as well as with Indigenous Peoples, both past and present, as we are uninvited guests.

This acknowledgement serves as a reminder of our difficult history and a call to consider the ways in which we benefit from it. We pledge to conduct ourselves respectfully in all ways on this territory and to consider our role in decolonization as part of reconciliation.

Introduction
Message from the Director

The United Steelworkers union was founded over 80 years ago. We have a rich history and, over the years, we have adopted policies to work toward achieving equity at work and in our laws and society. At International Conventions and Canadian Policy Conferences, delegates have debated and passed resolutions and policy statements on preventing harassment, fighting racism and discrimination, balancing work and family responsibilities, closing the wage gap, accommodating people with disabilities, and working in coalition with groups locally, nationally and internationally to raise awareness and protect human rights.

But the important work, all across our country, is done by activists in USW local unions. The work is done in your workplaces and in your communities.

From miners and millworkers to university technical and support staff; from the highest-paid industrial workers in Canada to workers in the service industry, we collectively desire and work for fairness and equality for everyone. Second-and-third-generation Steelworkers, who literally grew up in our union, and new immigrants to Canada look to our union to help build a better life, one where everyone has dignity and respect.

We can build that better life by working together to take on the injustice faced by equity-seeking members in our union, in our communities and around the world. We do this by strengthening and deepening our commitment to equality in our workplaces; by educating each other about equity in our union; and by advocating for justice and dignity in our communities, provinces and territories.

This manual is a tool and Human Rights Committees are one of the vehicles we can use, together, to build a fairer, more just and truly equitable society.

I am proud of what our union has done and I'm optimistic about what we can achieve. You are part of that: the building of a strong, safe and inclusive United Steelworkers union of the future.

In solidarity,



Scott Lunny
(he/him)
District 3 Director

District 3 Human Rights Committee
Diversity and Inclusion

We are a diverse union that proudly represents working people in nearly every industry and in every job imaginable.

We work in call centres and credit unions, mines and manufacturing plants, railyards, offices and oil refineries, restaurants and rubber plants, sawmills and steel mills and security companies. We work in nursing homes, legal clinics, social agencies and universities.

We slurry and smelt aluminum. We mine for iron ore and create cement. We make glass and metals of many kinds. We produce paper and paper products. And we craft energysaving wind turbines that help save our earth.

We're nurses and personal support workers. We make snacks and cookware and dinnerware. We're rubber workers who make your tires; metal workers who make the materials that go into buildings, homes, automobiles, planes and roads.

We serve you at banks and teach at universities. You'll find us in oil refineries and grocery stores. At utility companies and in chemical plants. We work in the public sector and in the forests. We drive taxicabs and school buses and work in airports. We're security guards and electricians. We're miners and pharmaceutical workers. We work in all these places and so many more.



Purpose of Local Human Rights Committees

Changes in the workforce have demanded that unions remain representative and responsive. By applying the principles of equality, justice, dignity and respect within the union, the United Steelworkers has promoted human rights since its beginning. Steelworkers understand that everyone is entitled to the same rights and freedoms, regardless of race, religion, gender, age or sexual orientation.

Civil and Human Rights Committees provide an opportunity for members to get involved, share talents, build our union and work for justice and equality for all.

Mission

The mission of the constitutional local union Civil and Human Rights Committee should be consistent with the goals and principles of the Union to increase participation among the diverse membership of the local union. The committee is a tool through which the civil and human rights policies and programs become action. The general goals of the committee are to:

WORK with the local union executive board, other committees and activists to eliminate and prevent discrimination in the workplace and the community

BUILD an effective committee that communicates and provides invaluable service to and on behalf of the membership

EDUCATE members on current civil and human rights and workers' rights issues, protections and laws

STRENGTHEN the union and the labor movement through diversity by working with organizations and coalitions within the community that share our goals



Responsibilities of Human Rights Committees

Local Human Rights Committees are part of the formal structure of the United Steelworkers.

ARTICLE VII of the United Steelworkers Constitution states:

> **SECTION 12:** A Civil Rights Committee (which may also be known as a Human Rights Committee), under the direction of the International Union or its designated representative, shall be established in each Local Union to implement our Union's commitment to the protection and extension of civil and human rights and liberties.

ARTICLE XIV of the Local By-Laws and Amalgamated by-laws:

> **SECTION 2:** A Civil Rights Committee, (which may also be known as a Human Rights Committee), under the direction of the International Union or its designated representative, shall be established in each Local Union to implement our Union's commitment to the protection and extension of civil and human rights and liberties.

Being part of a Human Rights Committee carries commitment and responsibilities:

- Develop its mission and set goals relevant to the local union and community.
- To have a safe place where equity-seeking members can discuss their issues.
- To engage, mobilize and empower equity-seeking members to participate in their union, their workplaces and their communities.
- Hold committee meetings on a regular basis.
- Post meeting notices in advance & circulate agenda.
- Keep accurate minutes of committee meetings on file.
- Take democratic decisions.
- Submit regular reports of its activities to the local union executive board and the membership.
- Maintain communication with the local union president or unit chair concerning committee actions.
- Post the names of current members on the local union bulletin board, in local union news papers or letters, on the local union website or any other communication means to inform members of the committee and of the service it provides.

Forming a Local Human Rights Committee

Local Human Rights Committee are comprised of equity groups representing Indigenous workers, Racial Equity and Justice workers, Accessibility workers and 2SLGBTQIA+ workers. Membership in a Local Human Rights Committee is open to all members who self-identify with an equity group.

These committees provide "safe spaces" for USW members from equity groups to identify, network, advocate and develop strategies to work on issues that assist in advancing human rights being faced by members of equity groups.

As with all committees, it is important to establish a structure to ensure full participation, shared leadership, processes for capturing ideas and initiatives and opportunities to learn together.

Structure of the Human Rights Committee

The structure and process or procedure of how the committee wishes to function is the will of the committee, but it is important to ensure that all members of the committee have meaningful roles and opportunities to develop their skills and actively participate. In doing this, it is beneficial to have a Chairperson or Co-chairs who will be responsible for organizing regular meetings, setting the agenda and assist in making decisions as a committee that is inclusive and democratic.

Another important function within the structure of the committee is to ensure that there is a way to record the discussions and decisions being made by the committee. This can be achieved by having a member as the official "minute taker" or "recording-secretary", who will be responsible for capturing the important work of the committee, and to provide the basis of information that will be utilized to report to both leadership and membership.

The committee will be responsible for how it wishes to conduct itself, and accountable for what it aims to accomplish, and in doing this, it is important to keep meetings relevant, interesting and focused. Aside from establishing who will be a Chairperson or Co-chairs and the minute taker, it will be helpful to establish some rules or procedures for conducting the meetings.

Sample Human Rights Committee Meeting Agenda

USW Local XXXX Human Rights Committee
4:30 pm – 6:00 pm, July 1, 2023
Union Hall

1. Call Meeting to Order
2. Land Acknowledgment
3. Chair – roll call
4. Review and approval of previous minutes from last meeting
5. Review and adoption of Agenda
6. **Old Business** – update from Michelle on lobbying of government to search "Landfill" campaign, MMIWC. **Action Needed:** Decision if HR committee to support upcoming protest.
7. Report back from Peter – HR committee budget approved.
8. **New Business** – presentation from Mary from the Women of Steel committee regarding the action to raise awareness and advocate for proper coveralls for women in trades. **Action Needed:** decision to work in collaboration with WOS committee to present a motion at membership meeting to seek financial support for ad campaign.
9. Adjournment

A good resource available to USW members can be found at usw.ca/resources/facilitating-meetings. This booklet provides some guidelines on facilitating meetings, however, Human Rights Committees may decide to follow a more formal rule process for meetings or conduct themselves less formal, but check your by-laws to see if there is a process to be followed.

Knowing the rules or orders for your membership meetings will also prove to be helpful, as it will give the Human Rights Committee members the ability to understand the various rules in and around motions, debate and voting. This democratic process is essential in ensuring that the Human Rights Committee members voices are being heard.

Actions, Projects or Activities

Some of the most challenging issues facing committees is availability, accessibility and achievable goals or actionable items. This is no different for Human Rights Committees, as it is often under the umbrella of social justice that we as Human Rights Committees take on and challenge the inequity and inequality faced by equity-seeking members in our union, communities and in the world, as this work has proven to be endless. The work that will be done on your Local Human Rights Committee has the potential to change the working and living conditions for all workers and people.

There are a variety of causes or issues that a Local Human Rights Committee can take on, and those challenges will be left up to the Local Human Rights Committee to decide. It will be important to establish priorities and make strategic decisions on when and where to apply the committee's energy and resources. Make sure there is a process in place so that the work you decide to do is strategic, prioritized, and most of all **realistic**.

We often forget that as members of a union and being part of collective agreements, the language that governs our working conditions are not as inclusive for equity-seeking groups as it should be, nor are the provisions negotiated providing the protection from discrimination & harassment.

It is with this in mind that Local Human Rights Committees may wish to consider starting with assessing the status of the Local's collective agreements when it comes to equity and equality. As a union, we strive to bargain better wages and benefits for all our members, but we must also strive to negotiate inclusive language in our collective agreements that is reflective of our members in the work place from equity-seeking groups, an intersectional lens should be applied.

It could be the mandate of the Local Human Rights Committee to recommend to the local leadership that more inclusive language should be tabled and provides a transition language for transgender members. Traditional and ceremonial leave practices for Indigenous members, right to refuse language based on harassment, violence and threat of violence. Stronger language to enforce duty to accommodate, no two-tier wage systems, and gender-based violence leave language. There are many possibilities, but it will be the will and the decision of the Local Human Rights Committee to decide what they wish to address and take on.



Networking and Communities

Building relationships with community groups will also aid in advancing your Human Rights Committee's goals, as it establishes the ability to possibly share resources, exchange ideas and build solidarity. Don't be afraid to reach out to Indigenous groups, local groups for people with disabilities, anti-racist groups, Temporary Foreign Workers advocate groups, Youth social justice groups, 2SLGBTQIA+ groups, and so forth. This is not an exhaustive list, it is just a few of many groups that are likely in your communities that can be contacted to assist in your goals. It is important to build ties with these types of groups who will likely share the same goals of the committee.

Within USW

The Local Human Rights committees have the ability to work within their local, however, there is also another opportunity to build a connection with the District 3 Human Rights Committee. Unlike building connections within their communities and community groups, building a connection with the District 3 Human Rights Committee provides another opportunity to share information, provide collaborative and mutual support and to pool resources. We are stronger together than we are apart.

UNITY AND STRENGTH

Celebrate Human Rights – Commemorative Days

(see full list of all international days observed by the United Nations can be found on their website)



March 8
International Women's Day

March 21
International Day for the Elimination of Racial Discrimination

March 31
Transgender Day of Visibility

April 28
International Day of Mourning for Workers Killed and Injured on the Job

May 17
International Day against Homophobia, Biphobia and Transphobia

June 20
World Refugee Day

June 21
National Indigenous Peoples Day

June, July, August
Pride season (Google 'pride parade' and your city for dates)

August 1
Emancipation Day

September 30
National Day for Truth and Reconciliation

October 10
World Mental Health Day

November 20
International Transgender Day of Remembrance

December 1
World AIDS Day

December 3
International Day of Persons with Disabilities

December 6
National Day of Remembrance and Action on Violence Against Women

Montreal Massacre Memorial

December 10
Human Rights Day

December 18
International Migrants Day

AN INJURY TO ONE IS AN INJURY TO ALL

Resources

NATIONAL

Suicide Crisis Helpline: 9-8-8

Egale is Canada's leading organization for 2SLGBTQI people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world.

Rainbow Action Hub is your one-stop-shop for the why and how to combat the rise of anti-2SLGBTQI hate in Canada. The hub includes resources, tools, education, and information aimed at 2SLGBTQI organizations, advocates and activists.

The National Resource Centre on 2SLGBTQI Aging is a resource centre focused on the lived experiences of 2SLGBTQI older adults and aging issues in Canada. The site is a storehouse of information, research and resources for 2SLGBTQI older adults, their communities, and for those who provide social service and care to these groups.

Salaam Canada is a national volunteer-run organization dedicated to creating and cultivating safe and supportive spaces for LGBTQ Muslims.

Through dialogue, education and thought leadership, Pride at Work Canada/Fierté au travail Canada empowers Canadian employers to build workplaces that celebrate all employees regardless of gender expression, gender identity, and sexual orientation.

Hope for Wellness Helpline is available 24/7 to all Indigenous people across Canada. Call 1-855-242-3310 or chat online.

JusticeTrans is focused on providing public legal information and education, by using our website as a comprehensive resource, conducting 2S/TNBGD specific research, and engaging with the communities we serve to lead the efforts of our organization.

At Pflagcanada we help 2SLGBTQ+ people & loved ones connect with resources & find a supportive community. [AB, BC, SK, MB chapters only]

Rainbow Foundation of Hope: resettlement services for LGBTQ+ refugee or asylum seeker newly arrived in Canada [BC & AB only]

Trans Lifeline connects trans people to the community support and resources we need to survive and thrive. [US & Canada]

Queering Cancer is a service to transform cancer care for the sexual and gender diverse (SGD) community by improving research, resources, and support for patients, families, caregivers, and healthcare professionals.

Rainbow Connect is where 2SLGBTQIA+ people, their families, friends, and allies can go to find safe, friendly, and welcoming businesses and organizations - anywhere across Canada - from Coast to Coast to Coast.

Drugwatch health disparities and barriers to care can make staying healthy challenging, but knowing LGBTQ+ health risks can ensure you stay on top of your health.

Community Based Research Centre (CBRC) promotes the health of people of diverse sexualities and genders through research and intervention development.

Disability tax credit (DTC) is a non-refundable tax credit that helps people with disabilities, or their supporting family member, reduce the amount of income tax they may have to pay.

Canadian Down Syndrome Society (CDSS) is the national source of expertise promoting the abilities and contributions of people with Down syndrome.

The **Benefits Finder** may suggest benefits from federal, provincial or territorial governments, and does not collect or track your information.

Jordan's Principle responds to unmet needs of First Nations children no matter where they live in Canada.

The **Inuit Child First Initiative** ensures Inuit children have access to the essential government funded health, social and educational products, services and supports they need, when they need them.

Vision Loss Rehabilitation Canada (VLRC) is a not-for-profit national healthcare organization and the leading provider of rehabilitation therapy and healthcare services for individuals with vision loss. [More resources for an independent life with vision loss]

BRITISH COLUMBIA

211 by United Way B.C. provides free information & referral to a range of community, social, and government services. Phone line is open 24/7. Text line open 8:00 a.m. – 10:00 p.m. seven days a week.

Mind Map BC is a custom-made database of outpatient mental health services including professional counselling, peer counselling, support groups, and others. MindMap was developed acknowledging that LGBTQ2 people face particular barriers in finding mental health services that are affirming of their sexual orientations and gender identities, in addition to barriers that are commonly experienced by people of all sexual orientations and gender identities (e.g., cost, accessible location, embarrassment/shame).

Trans Care BC is a provincial clinical program operated by the Provincial Health Services Authority (PHSA). We work with our partners to set direction and provide leadership for trans health services across B.C. Our work helps ensure trans, Two-Spirit and non-binary people get the care they need when and where they need it.

TRANS RIGHTS BC is a project that aims to disseminate human rights information that is accurate, accessible, and relevant to the safety and well-being of trans and gender-diverse individuals and their supportive allies across British Columbia

What's On Queer BC magazine for the 2SLGBTQiA+ Community in B.C. events, news, stories, resources, poster wall, and the Rainbow Store.

QMUNITY is a non-profit organization based in Vancouver, BC that works to improve queer, trans, and Two-Spirit lives.

QMUNITY's **Trans ID Clinic** provides notarial, administrative, and emotional support to lower-income folks who require assistance with name and gender marker change processes.

2SLGBTQIA+ Liaison Nurses are available to provide emotional support, healthcare advocacy, connection and referral to community and social resources. Additionally, they can provide education to yourself and your family, and facilitate connection to gender affirming care as needed.

BC Government Gender equity & 2SLGBTQIA+ resources

Health Initiative for Men (HiM) is a nonprofit society that aims to strengthen the health and well-being in communities of self-identified GBQ men and gender diverse people in BC.

Rainbow Refugee's Inland Program provide asylum seekers and refugee claimants access to services in Canada while waiting for a decision regarding their refugee claim. This includes helping them understand, interpret, and navigate legal and institutional frameworks.

Sher Vancouver is a registered charity for queer South Asians and allies in Metro Vancouver.

Trans Specialty Care offers knowledgeable and specialized care to transgender and gender-diverse persons.

Trans Lifeline is a grassroots hotline and microgrants 501(c)(3) non-profit organization offering direct emotional and financial support to trans people in crisis for the trans community, by the trans community.

Kelowna Pride Resources for folks in the Kelowna area including private Facebook accounts, support groups, etc.

The **First Nations Health Authority (FNHA)** is committed to working in partnership with First Nations people in BC, including those who identify as 2S/LGBTQQIA+, to ensure access to inclusive, culturally safe and wholistic health and wellness services.

Catherine White Holman Wellness Centre provides **low-barrier wellness and legal services** to Two-Spirit, transgender and gender non-conforming people in a way that is respectful and celebratory of clients' identity and self-expression.

Dignity Seniors Society (DSS) is dedicated to affecting systemic change that creates culturally appropriate services for 2SLGBTQIA+ seniors that support and engage them in ways that are meaningful to them.

Mosaic BC – I Belong is a program welcoming all 2SLGBTQI+ refugees and newcomers.

DIVERSEcity's Together Now program offers a safe and welcoming space for LGBTQ+ immigrants and refugees (regardless of immigration status)

Carrier Sekani Family Services (CSFS) Nanki Nezulne (Our Two Spirits) aims to provide wrap-around health and wellness supportat **NO COST** for adults (18+) that self-identify as Indigenous and 2SLGBTQ+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, plus additional gender, sexuality and romantic identities) who reside in the 11 member Nations that Carrier Sekani serves.

At **Disability Alliance BC** our mission is to support people, with all disabilities, to live with dignity, independence and as equal and full participants in the community.

Community Living BC, or CLBC supports adults who have a developmental disability.

Burnaby Association for Community Inclusion (BACI) offers supports and opportunities for people to participate more fully in our communities. Our services have range and flexibility. We help individuals with diverse backgrounds, experiences and needs try to reach their goals. Our services are person centred and customized as much as possible.

Burnaby Family Life is a Legal Advocacy Program that works in partnership with the Law Foundation of BC to provide free and confidential legal information, advocacy and referrals to qualifying residents within certain cities of the Lower Mainland.

Autism spectrum disorder for questions about available community resources and building a support team, please contact Autism Information Services BC 1-844-878-4700.

Kinsight is an accredited not-for-profit organization. We work with families and individuals, from infants to seniors, who are at risk for, or have, developmental delays or disabilities. We serve the communities of New Westminster, Coquitlam, Port Coquitlam, Port Moody, Anmore and Belcarra.

Reach is a non-profit organization in Delta, B.C. that helps children with special needs reach their full potential. Our organization has been providing services to children and their families since 1959. We provide timely, accessible and supportive community programs and services for the Delta, Surrey, and Langley areas.

People are stronger together. **Inclusion BC** members work together to make sure people with intellectual and developmental disabilities are included and supported wherever they live. As a network, we educate and advocate for positive and inclusive policy changes, and drive public awareness to create communities where everyone belongs.

Aspire Richmond has provided exceptional programs and services for infants with special needs, children and adults with developmental disabilities.

posAbilities Association of British Columbia provides a broad range of services to persons with developmental disabilities and their families.

Open Door Group provides free employment services for everyone, building communities that are diverse, inclusive, accessible for everyone to thrive. We support individuals in achieving personal success through meaningful employment and community connections.

ALBERTA

Pride YMM is a non-profit organization committed to raising awareness and promoting inclusion of 2SLGBTQIA+ people in Wood Buffalo, Alberta, located in Treaty 8 territory. [Fort McMurray/Wood Buffalo]

Skipping Stone our mission is to connect trans and gender diverse youth, adults, and families with comprehensive and low barrier access to the support they need and deserve. [Calgary, AB]

Brite Line is Edmonton's first mental health and wellness helpline dedicated to supporting people in Edmonton's 2SLGBTQIA+ community. 1-844-702-7483.

Calgary Outlink is a community-based, not-for-profit charity dedicated to providing support, education, outreach, and referrals for the 2SLGBTQIA+ and allied communities in Calgary, Alberta.

Totally Outright is a FREE health leadership program for Two Spirit, gay, bisexual, queer, men including cis, trans, and gender diverse (2SGBQ+) folks between 18 and 30 years old.

Centre for Sexuality is a community-based organization delivering programs & services to support healthy sexuality across the lifespan.

Edmonton 2 Spirit Society (E2S) is an intergenerational organization that serves 2 Spirit and Indigenous queer and trans people, their family members, and community members, to help establish opportunities for 2 Spirits to hold community shaping power.

Trans Equality Society of Alberta (TESA)'s mission is to be a witness to and a voice for matters concerning trans Albertans.

altView works with youth, families, and service providers in smaller cities and rural communities, to provide supports where few may exist. [rural Alberta]

Pride Centre of Edmonton provides a non-judgmental, welcoming space where people of all attractions, identities, and expressions can be themselves, find support, meet new people, and be part of a caring community.

Fruit Loop Society of Alberta is an Edmonton-based, volunteer-led non-profit social enterprise. We provide inclusive events, dynamic social media, and special initiatives for Alberta's 2SLGBTQ+ community.

Fellowship of Alberta Bears (FAB) is dedicated to providing a gathering space for individuals who appreciate and enjoy the brotherhood of the gay bear community. While we are Alberta based, we do welcome guys to join from all over the world.

The Queer & Trans Health Collective (QTHC) working alongside our community, we empower queer and trans well-being through programming which promotes equitable access to health education, support, capacity building, community-based research, and provider raining.

Central Alberta Pride Society was founded in 2012 to bring LGBTQ2S+ awareness and community to Red Deer and surrounding areas. The name was intentionally chosen to be inclusive of urban and rural areas surrounding Red Deer, recognizing that LGBTQIA2S+ people exist beyond city limits.

Calgary Pride is a not-for-profit organization that exists to promote equality and celebrate Calgary's diversity.

Voice of Albertans with Disabilities (VAD) is dedicated to improving the quality of life of people with disabilities through our efforts, services and programs.

MyAlbertaSUPPORTS can help you access more than 30 programs and 120 services for seniors, people with disabilities, job seekers, parents and families, homelessness, financial assistance, abuse, and family violence prevention.

Advocate for Persons with Disabilities office helps children, youth, adults and seniors with disabilities find and get access to the supports and services available to them.

Alberta Council of Disability Services (ACDS) is the collective voice of our members, advancing excellence and best practices, advocating for effective public policy, and championing professional disability services.

Action Group provides a range of services to adults with developmental disabilities in Lacombe, Red Deer and throughout Central Alberta.

Disability Services office locations search for the nearest Disability Services office to get help planning, coordinating and accessing Persons with Developmental Disabilities (PDD) services.

Inclusion Alberta is a family-based non-profit federation that advocates on behalf of children and adults with intellectual disabilities and their families.

Gateway Association is a Family Resource Centre (FRC) and an Employment Resource (ERC) Centre that provides education, family support, mentorship and inclusive employment. It is our mission to assist the community to understand disabilities.

The Family Resource Centre provides support to families connected with Family Support for Children with Disabilities (FSCD) and families that are providing Family Managed Services (FMS) through Persons with Developmental Disabilities (PDD).

Alberta Aids to Daily Living (AADL) is available to any Albertan resident with a long-term disability, chronic illness or terminal illness.

Disability Related Employment Supports provides supports to help people with disabilities succeed in school and find rewarding careers.

SASKATCHEWAN

Out Saskatoon: Saskatoon and area's 2SLGBTQ+ community centre and service provider.

eHealth: Change Sex Designation

Pro Bono Law Saskatchewan provides assistance to trans and gender diverse individuals to make corrections to their legal name and gender markers on their government issued identification.

Trans Sask is a province wide non-profit organization that supports and acts as a resource network for trans-identified, genderqueer, intersex and gender non-conforming individuals, their spouses, family, friends, and allies.

SaskAbilities is dedicated to working together to build inclusive communities for people of all abilities.

SARC provides vision, leadership, and support through advocacy, education and the development of personal and employment opportunities.

Community Living Association Saskatoon Inc. supports individuals with varying abilities and their families in the Saskatoon area.

The Ability Hub (formally the North Saskatchewan Independent Living Centre) are here to provide the tools, knowledge, and confidence so that people with any disability or health condition can live more independent lives.

South Saskatchewan Independent Living Centre meets and supports persons with disabilities, where they are today, to achieve their goals, with confidence, for tomorrow.

Saskatchewan Aids to Independent Living (SAIL) provides assistance to people with physical disabilities to live a more active and independent lifestyle.

The Saskatchewan Assured Income for Disability (SAID) is an income support program for people with significant and enduring disabilities. Guidebook

Autism Resource Centre (ARC) through programs and education that facilitate independence, ARC supports autistic people in realizing their potential and participating in their communities.

Autism Services of Saskatoon provides services that support children starting at age 2 all the way through to adulthood.

Inclusion Saskatchewan builds and inspires an inclusive Saskatchewan by empowering and valuing people with intellectual disabilities.

Cognitive Disability Strategy (CDS) Support is meant to provide services to address the unmet needs of people with cognitive disabilities and their families.

Saskatchewan Aids to Independent Living (SAIL) provides assistance to people with physical disabilities to live a more active and independent lifestyle. It also helps people in the management of certain chronic health conditions.

MANITOBA

Manitoba Suicide Line if you or someone you know is thinking about suicide or dealing with a suicide loss. 24-hours, toll-free. Call 1-877-435-7170.

2Spirit Manitoba is an organization that seeks to improve the quality of life of 2Spirit (Indigenous LGBTQQIA+ People).

Klinic Community Health medical care and counselling for the public, includes teen and trans health services. Also has 24-hour crisis lines. Call 1-888-322-3019 or 204-786-8686.

The Two-Spirit Michif Local is a Manitoba Metis Federation local in the Winnipeg region that serves Métis citizens who identify as two-spirit (2S), lesbian, gay, bisexual, trans, queer, and/or non-binary.

Rainbow Resource Centre offers support to the 2SLGBTQ+ community in the form of counselling, education, and programming for individuals ranging from children through to 55+. It also supports families, friends, and employers of 2SLGBTQ+ individuals.

Le Collectif LGBTQ* du Manitoba existe depuis janvier 2019, et a pour mission d'appuyer la santé et le bien-être de la communauté 2ELGBTQ+ d'expression française du Manitoba, tout en s'assurant de la sécurité de celle-ci, tant sur le plan de l'orientation sexuelle et de l'identité de genre que sur le plan linguistique et culturel.

Brandon Pride works with local resource providers, we are able to create safer spaces and inclusive environments for individuals of all backgrounds.

Sexuality Education Resource Centre (SERC) MB offers affirming and supportive programming for Two-Spirit, Transgender, Lesbian, Gay, Bisexual, Queer, Questioning (2STLGBQ+) individuals, families, and friends in Brandon and Western Manitoba.

Prairie Mountain Health – Trans Health Clinic provides gender affirming care for trans and non-binary clients.

Trans Health Klinic (THK) provides transitioning care to transgender and gender diverse individuals 16 years of age and older who seek to support their gender identity with consultation, medical treatments including hormone start and surgery, and social and psychological supports.

Trans*Guide MB a resource for gender-diverse people in Manitoba

The **Westman Empowerment Fund** has aimed to support trans and gender-diverse Westman residents in becoming their true selves.

It is **Pembina Valley Pride's** purpose to create and provide education, support, resources, community, and pride centering around 2SLGBTQIANB+ experiences within the communities of the Pembina Valley.

Our Own Health Centre is a Winnipeg medical clinic which specializes in care for the 2SLGBTQ+ community.

Manitoba Possible (formerly Society for Manitobans with Disabilities) provides a wide range of services to Manitobans with disabilities, their families, and their communities. Through collaboration, diversity and innovation, we are creating a more inclusive and accessible society for all.

The **Manitoba Supports for Persons with Disabilities (MPSD)** program is an income support program for persons with severe and prolonged disabilities. MPSD provides enhanced financial and other benefits tailored to the unique needs of persons with disabilities.

Community Living disABILITY Services (CLDS) supports eligible adults with intellectual disabilities in Manitoba to live good and satisfying lives in their communities. CLDS offers an array of services and supports to individuals and their families, such as residential services, day services, supports to people living at home with family, clinical services and crisis intervention.

Employment and Income Assistance (EIA) – Medical Barriers to Full Employment provides financial help to Manitobans who have no other way to support themselves or their families. This page provides general information about the program including eligibility criteria for persons with medical barriers to full employment (formerly known as the EIA Disability category).

Manitoba Developmental Centre is located in Portage la Prairie, the Manitoba Developmental Centre is an accredited residential care facility for adults with an intellectual disability.

Abuse Registries is an online form portal for both the Child Abuse Registry check and the Adult Abuse Registry check, including essential information and directions for each submission process.

The **Disability and Health Supports Unit** offers a streamlined, one-stop-shop to help eligible clients access disability and health-related supports such as supplies, equipment, and nutritional or diet supplements based on a diagnosed medical need.

Information for Manitobans with Disabilities is a web-based tool will help you find information on the services available for people with disabilities in Manitoba. The information is organized into user-friendly fact sheets that answer the most commonly asked service questions raised by individuals with disabilities, their families, care givers and service providers.

Residential Care Licensing is responsible for licensing all Home Shares and Shift-Staffed Homes for Community Living disABILITY Services. They also have responsibility for licensing residences for adults with a mental disorder or with frailty or cognitive impairment related to aging.

The Accessibility for Manitobans Act is provincial law, with accessibility standards acting as regulations under law. Manitoba's **Accessibility Compliance Secretariat** monitors compliance of accessibility legislation in the private, non profit and public sectors.

Fair Practices Office provides confidential and impartial assistance to Manitobans applying for, or receiving services under:

- Employment and Income Assistance programs
- Manitoba Supports for Persons with Disabilities
- Children's disABILITY Services
- Community Living disABILITY Services
- Early Learning and Child Care Program (subsidy)

The Fair Practices Office investigates complaints, mediates disputes and makes recommendations on individual cases to program staff based on investigation outcomes.

Manitoba Accessibility Office promotes public awareness about accessibility and creates tools and training to help organizations comply with the Accessibility for Manitobans Act and related accessibility standards. It also manages the Manitoba Accessibility Fund.

The Office of the Commissioner for Adults Living With an Intellectual Disability (previously Vulnerable Persons' Commissioner

Office) is the body that receives applications to appoint a substitute decision maker for adults living with an intellectual disability who require someone who is legally empowered to make decisions on their behalf, known as a substitute decision maker.

The **Intellectual Disability Issues Advisory Council** serves as an advisory council to the Minister of Families on matters relating to programs and services for adults living with an intellectual disability in Manitoba as well as overseeing the implementation of the Vulnerable Persons Living with a Mental Disability Task Force recommendations.

The **Vulnerable Persons Living with a Mental Disability Task Force** was created in September 2020, mandated to review policies and practices around services for adults with intellectual disabilities, and provide a report and recommendations to the Minister of Families. In 2021, the report was released, titled "Pathways to Dignity: Rights, Safeguards, Planning and Decision Making", along with an implementation plan.

The purpose of the **Social Services Appeal Board** is to give Manitobans a fair, impartial, and informal appeal process of decisions relating to various social services and programs.

YUKON

Rapid Access Counselling 1-867-456-3838

Reach Out Support Line (ROSL) is a free, volunteer-based, confidential and non-judgemental service. It is here to support individuals who are in crisis and need to talk to someone about their distress or trauma. 1-844-533-3030.

Queer Yukon our vision is for 2SLGBTQIA+ people to thrive in the Yukon, living openly and safely in supportive communities, free from colonial constructs of gender and sexuality. Health Navigation

The Yukon Distress & Support Line is a toll-free, Yukon-wide line run nightly from 7 p.m. to midnight by trained volunteers. The line is confidential, anonymous and non-judgmental. Call 1-844-533-3030.

Disability Services offers a variety of programs and supports for job seekers with disabilities.

The **Workers' Advocate Office** supports advocacy services for workers:

- with on-the-job injuries or disabilities; and who are dealing with Workers Compensation Health and Safety Board

Inclusion Yukon considers intellectual impairment or developmental delay as a part of life's diversity, and a component of community to be included rather than excluded or hidden. we seek to promote inclusion for individuals and families by finding ways to educate the public, inform professionals, and develop service strategies.

Low-interest loans to homeowners seeking to repair their homes for a variety of reasons, including improving accessibility. Subsidies on loan repayment may be available to people with low incomes.

The **Yukon Human Rights Commission** provides information to Yukoners about their human rights. They provide help in cases of discrimination on the basis of mental or physical disability, sex, race, etc.

The **Workers' Advocate Office** supports advocacy services for workers:

- with on-the-job injuries or disabilities; and
- who are dealing with Workers Compensation Health and Safety Board.

Autism Yukon is a non-profit organization dedicated to supporting families and individuals living with autism spectrum disorder.

Child Development Centre provides support for children.

Fetal Alcohol Syndrome Society Yukon offers "Trying Differently: A Guide for Daily Living and Working with FASD." This is a collection of recommended strategies and interventions from parents, caregivers and professionals who live and work with fetal alcohol spectrum disorder.

LDAY Centre for Learning is a non-profit organization dedicated to increasing awareness of learning differences. They support children, youth and adults with learning difficulties or disabilities.

Victim Services provides services to victims of crime and to spousal abuse and sexual abuse offenders; and the Sex Offender Risk Management Program which helps people with developmental disabilities.

NWT

Northern Mosaic Network is invested in making the Northwest Territories a safer, more equitable place for 2SLGBTQIPA+ youth, families and adults.

NWT Help Line provides free, confidential, and caring telephone listening support 24 hours/day, 365 days a year. Call 1-800-661-0844.

The NWT **Community Counsellor Progam** provides on-the-ground access to mental health services in all of the regions. Trained counsellors are available for you to talk about any problems that you may be dealing with in your life as well as provide assistance or referrals to other services that could help you.

GNWT Programs and Services for Persons with Disabilities Inventory

The **NWT Disabilities Council** envisions that all individuals living with pan-disabilities have equitable full access and participation in society, where they choose and how they choose, toward the achievement of a self-determined, fulfilling, and meaningful life, as guaranteed under the Charter of Rights and Freedoms.

Extended Health Benefits for Specified Disease Conditions Program the Government of the Northwest Territories (GNWT) sponsors the Extended Health Benefits program to provide non-Aboriginal and Métis residents of the Northwest Territories who have specified disease conditions with certain benefits not covered by hospital and medical care insurance.

Outreach Legal Aid Clinics the Legal Aid Commission offers a free outreach program to individuals to provide limited, confidential legal information or advice. The Outreach lawyer's role is only to provide advice and they cannot represent people in court.

Inclusion NWT supports people with intellectual and learning disabilities and their families, across their lifetime.

NUNAVUT

Positive Space Nunavut now provides 2SLGBTQIA+ resources to Nunavut schools, and organizes inclusive community initiatives in Iqaluit.

Kamatsiaqtut Help Line is toll-free, anonymous, confidential and staffed by trained volunteers. 867-979-3333 or 1-800-265-3333

Amautiit is an independent not-for-profit society. It is grounded in the diverse realities and distinct needs of communities in Nunavut and will continuously advocate in an impartial way for arnait in Nunavut.

Nunavummi Disabilities Makinnasuaqtiit Society (NDMS) provides advocacy services for people with disabilities, from children and youth, to adults and Elders. We support individuals to be their own self-advocate, and we also provide individual, group, and systems advocacy.

The **Income Assistance Program** is a program of last resort intended to help Nunavut families and individuals meet their basic needs when for various reasons, including disability, illness, low-income or periods of unemployment, they are unable to provide for themselves.

Important Contacts

UNITED STEELWORKERS

DISTRICT 3

usw.ca/district3 uswdistrict3

<sru-sdr, cope-sepb343>