

CUPE BC 2022 CONVENTION INDIGENOUS COMMITTEE REPORT

The CUPE BC Indigenous Committee would like to acknowledge that the province of British Columbia is located on the homelands of 203 distinct Indigenous nations and cultures. Over 30 different languages and close to 60 unique dialects are spoken in the province. We also recognize the contributions that Métis, Inuit, and other Indigenous people have made in shaping and strengthening this province.

The committee has had three formal meetings since the last CUPE BC Convention, including the One Big Committee Meeting (OBCM). At OBCM, three priority issues were identified: creating a Guide to increase Indigenous workers' representation on locals' Executive Boards (as per Resolution 52 passed at the last CUPE BC Convention); working to ensure representation of Indigenous members in the CUPE BC Child Care Campaign; and working alongside CUPE Education to support educational opportunities and content focused on Indigenous people.

Elder Sam George laid a wreath on behalf of CUPE BC at the National Aboriginal Veterans Day ceremony on the shared Coast Salish territories of the Sk̓wx̓wú7mesh (Squamish), Səl̓ílwətaʔ/Selilwitulh (Tseil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations, now known as Vancouver. On Vancouver Island, committee member Taily Wills laid a wreath at the Cenotaph in Victoria Park on the traditional Coast Salish Territory of the Lekwungen and ƵSÁNEĆ nations, now known as Victoria. Moving forward, the committee will make an effort to lay wreaths in different communities where ceremonies are held. The committee had also planned to send two members to the Canadian Labour Congress Pacific Winter School but were unable to do so due to its cancellation.

Committee Co-Chairs attended the annual February 14th Women's Memorial March in Vancouver's Downtown East Side along with other CUPE BC members. The March

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commemorates Missing and Murdered Indigenous Women, Girls, Two-Spirit and Non-Binary People. CUPE members were given Red Dress pins, which have also been placed in your convention kits. We encourage you to wear them and to talk with others about their significance. There is a note attached to the pins with further information about the Red Dress Project.

Days of significance include October 4th where CUPE Local 728 (Surrey Schools) was invited to partake in the Hospital Employees Union's Annual Red Dress event at Bear Creek Park on the unceded shared traditional territory of the Katzie, Kwantlen and Semiahmoo First Nations. May 5th is the National Day of Awareness of MMIWG2S+, and committee members will attend local events and share campaigns of awareness on social media.

In 2019, the committee also had planned for a ribbon skirt art installation project, where Locals and individuals could write messages of allyship and commitment on ribbons and tie them to a metal figurine wearing a ribbon skirt. We are pleased to unveil this art installation at this convention. The plan is for it to be at every convention and be displayed at the CUPE BC Regional Office. Locals will be sent ribbons to write local commitments on, which can be brought to future conventions and added to the figurine. We look forward to reading your ribbons of commitment.

This was also the first year that we have been supported by Elder Sam George, beginning at the 2021 CUPE BC Convention. Elder Sam supports the work of the committee and also actively participates in the committee. We have welcomed his experience and his ability to ground the committee's work.

The committee distributed two posters to Locals this year, designed by Indigenous Artist Rain Pierre: one poster was for the 94 Calls to Action, and one was for the United Nations Declaration of the Rights of Indigenous People. We've been heartened to see these in the background of some Zoom meetings, and we hope that you have found them useful.

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Convention 2022

The Committee drafted three resolutions for the 2022 CUPE BC Convention:

1. Lobbying governments to legislate September 30th, National Truth and Reconciliation Day, as a province-wide statutory day of remembrance.
2. Developing an education video addressing Indigenous cultural safety.
3. Launching a campaign to raise awareness about bargaining for five paid cultural, spiritual, and/or religious days.

Indigenous Members on CUPE Executive Boards

A Guide has been drafted and will be mailed out to all Locals. This Guide outlines the process to include a seat on Executive Boards for Indigenous members. It also includes additional resources to make the Guide as accessible as possible and help create a smooth process. We have had additional evening committee calls to edit drafts of the Guide and ensure that the design represents our committee. We have also supported Locals who have undertaken efforts to do this work, as well as Locals and committees who have been interested in work as it pertains to reconciliation.

Child Care Campaign

We worked to increase the visibility of Indigenous members in the Child Care Campaign by working with David Fleming to arrange for a child care video featuring Indigenous Committee member Larissa, which is available on the CUPE BC Facebook page.

CUPE Education

We have had conversations with CUPE Education to pilot courses and recruit more Indigenous member facilitators.

As part of our Action Plan, the committee will continue to work on the following items:

- National Veterans Day
- Orange Shirt Day
- National Indigenous Day (June 21)
- Moose Hide and Red Dress Campaign

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- MMIWG2S+ (Missing and Murdered Indigenous Women, Girls, Two-Spirit and Non-Binary people)
- Sharing processes and ideas about Indigenous dispute resolution practices

The Committee would like to thank the CUPE BC Executive and officers, CUPE BC staff, and each other for their time and effort in working toward reconciliation.

Respectfully submitted:

Shelley Saje Ricci, Chair
Deea Bailey, Co-Chair
Sam George, Elder
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Johnathan Dyer
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Karen Lynn Green
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