

AMAPCEO Equity Caucus Mission and Vision Statements

The eight equity caucuses worked to develop individual mission (why they exist) and vision (desired end state) statements in partnership with the Board, per the Board's 2016 Equity Committee Mandate Letter. In December 2016, the Board directed the Executive to review the caucus drafts and to provide feedback/suggested edits to the individual caucuses as the Executive determined was necessary. Follow up was undertaken with each of the caucuses to arrive at a final mission and vision statement for each caucus. The agreed to mission and vision statements were approved by the Board at its 2017 February meeting. At its June 2019 meeting, the Board approved the revision of the Indigenous Circle's mission and vision statements.

Asian Arab and Latino Caucus

Mission: Promote equity and diversity in AMAPCEO through the celebration of Asian, Arab, and Latino culture and heritage and engagement through representation in leadership positions

Vision: AMAPCEO Caucus will have an equal and inclusive culture and members are represented in leadership positions.

Black Caucus

Mission: The Black Caucus works toward the elimination of barriers, including racism, to Black members full participation and equitable representation in the union and workplace.

Vision: Enabling systemic change within AMAPCEO and our workplaces for the full inclusion and participation of Black members, allowing them to reach their full potential.

Disability Caucus

Mission: The Disability Caucus will advocate and champion for the rights, accommodations and full participation of members with disabilities.

Vision: Members with disabilities will receive fair and equitable treatment and will discover their power to make a difference.

Indigenous Circle

Mission: The Indigenous Circle seeks to facilitate positive transformation of the workplace and larger membership through creation of a network of Indigenous members for the purpose of support, knowledge sharing, leadership development, Indigenous representation, and to bring awareness to Indigenous issues and struggles to both Indigenous and non-Indigenous members while keeping with the Seven Grandfather teachings: wisdom, love, respect, honesty, truth, bravery, and humility.

Vision: An increased Indigenous membership and participation in AMAPCEO governance as well as an effective network for knowledge sharing and provisions that supports reconciliation as the Truth and Reconciliation Commission call to action #57.1.¹

Francophone Caucus

Mission: To help AMAPCEO meet the needs of Francophones today so they become more engaged in the Association tomorrow.

Vision: AMAPCEO meets the needs of Francophones and they feel a strong sense of belonging to the Association.

LGBTQ Caucus

Mission: To advocate for LGBTQI2S AMAPCEO members by promoting activities and events that foster inclusion, understanding and respect.

Vision: LGBTQI2S people in AMAPCEO and the workplace have enhanced and sustainable health and well-being.

Women's Caucus

Mission: The Women's Caucus values our diverse and multiple identities and experiences and supports engagement, education, advocacy, and collaboration on issues relevant to women in the union, the workplace, and the community.

Vision: Individual and systemic barriers to participation of women in the union, the workplace, and the community have been eliminated.

Young Workers Caucus

Mission: To promote the inclusion and participation of young workers in AMAPCEO through advocacy, awareness-raising, and leadership development.

Vision: Young workers will realize their full potential as public servants and AMAPCEO activists.

¹ **Professional Development and Training for Public Servants** 57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_Action_English2.pdf