

Diversity Vice-President Report



Introduction

Before I deliver my report, I want to acknowledge that we are on unceded Mi'kmaq territory and shed light on the fact that 2025 was an eventful year. As we focus on solidarity, organizing, and building union density, we continue to challenge those in power in today's economy, where governments are aligning taxpayers' money with contractors, big corporations, and developers.

As we move forward through these difficult times, Trump's tariffs continue to increase the cost of living, while the Mark Carney government continues to impact public sector jobs through massive cuts.

Public service workers know where improvements can be made because we are the ones doing the work every day. Prime Minister Mark Carney delivered an economic update signalling a slowdown in healthcare funding growth, including a reduction to the 5% Canada Health Transfer to the provinces. This shift will place additional strain on provinces, including Nova Scotia, at a time when workers are already struggling to make ends meet. The cost of living has expanded far beyond our paycheques.

In 2025, after briefly serving as Acting Diversity Vice-President, I was elected as the CUPE Nova Scotia Diversity Vice-President. I set out to build on the work already assigned while also creating my own work plan. I joined the National DVP Caucus with Aubrey Gonzalez from Canadian Union of Public Employees. Together, we discussed further exploring land acknowledgements and recognizing the African Nova Scotian community. We now have an African Nova Scotian community recognition statement, and that task has been completed.

We also had the incredible opportunity to sponsor a table at Mount Saint Vincent University for a Black History event. It was a fantastic event where we listened to African drummers display their talent while celebrating the rich history and contributions of the African Nova Scotian community.

This year also marked the International Day for the Elimination of Racial Discrimination, observed annually on March 21. The day commemorates the Sharpeville Massacre, when police in Sharpeville opened fire on a peaceful protest against apartheid pass laws, killing 69 people. Established by the United Nations General Assembly, the day raises awareness and encourages global action against racism.

Showing solidarity and connecting with community members means sharing space and networking with workers and the broader community through actions such as

supporting community events and creating partnership opportunities. Funding these partnerships helps create meaningful connections with local and regional communities.

Myself and Aubrey Gonzalez have held several meetings and made decisions about creating an educational pamphlet on intersectionality and anti-racism strategies. We are also discussing the creation of a week-long series of human rights and anti-racism workshops for the region.

We were also involved in promoting Pride events. Thanks to Alan Linkletter, our Division President, and Matthew, our Communications Editor, who consistently creates some of the best posts on our social media platforms, including Facebook and our website, inviting members to join us in Pride parades throughout the summer.

The board attended parades in the Annapolis Valley, Halifax, Truro, and Sydney. In 2025, we passed a new motion to participate in not just four, but eight different Pride parades. We would truly love the continued support of locals and members joining us in the parades taking place within their communities.

These motions passed because we truly embrace diversity and strive to support as many communities as possible while increasing awareness of CUPE Nova Scotia — an organization we are proud of. The turnout for most of the events last year was amazing, so thank you to all the members who came out and supported these events, reflecting the community's enthusiasm and engagement.

We continue to build deeper relationships by connecting with our members and communities while uncovering shared values. Our goals remain to support workers' rights, social justice, and economic equality.

We had a fabulous time celebrating with the 2SLGBTQIA+ community at this year's **Halifax Pride** parade!



HAPPY PRIDE!!!





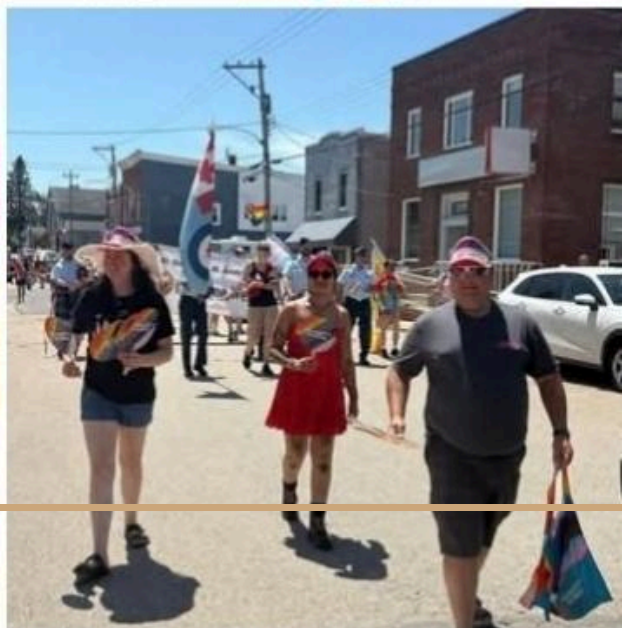
CUPE Nova Scotia with Annapolis Royal Pride.



Jul 5, 2025 · 🌐

We had a blast at the [Annapolis Royal Pride](#) Parade today!

HAPPY PRIDE!!!



July 1st 2024

We received a request from the Upper Hammonds Plains community to sponsor their summer parade and basketball tournament, where boys and girls in the community participate in friendly competition. We made a donation and also provided swag for the children and the community.

The parents were very happy with the involvement of a union sharing space with them. They mentioned that it was the first time they had ever had a union organization present and actively involved in their community.

This was a message we received from the community:

“We'd like to thank you again for CUPE NS's generous sponsorship of the CanJam event.”



Upper Hammonds Plains Community



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Jul 2, 2025 · 🌐

What an unforgettable celebration of community! With record-breaking attendance, CanJam 2025 was one for the books. From the lively parade and thrilling basketball games to show-stopping performances and the unmistakable joy, this year's celebration brought our heritage to life and showcased the energy of our future.

We want to extend our heartfelt thanks to every community member, volunteer, vendor, and supporter who made this celebration possible. A special thank you to our sponsors: HarbourTown, MR Developments, and **CUPE Nova Scotia** for believing in the power of community and helping bring this vision to life.

We're also grateful to ZZAP Architecture + Planning for hosting an engaging and informative booth. Their display boards—part of a pre-development and planning project funded by the Community Housing Transformation Centre **Le Centre / The Centre**—shared the vision for what's ahead and sparked meaningful conversations about the future of Upper Hammonds Plains.

We're proud to help bring our community together

Jul 31 2025

Thanks again to Matthew for posting on the socials.

On August 6, 2025, CUPE Nova Scotia President Alan Linkletter and I joined the picket lines at Halifax Stanfield International Airport in support of the historic strike by the Air Canada component of Canadian Union of Public Employees, letting Air Canada know that unpaid work will not fly.

During the August DFA lockout, I joined the picket lines in solidarity, at the request of the board, to show support for their members.

In October, I took part in the CUPE Nova Scotia Workers' Compensation educational workshop, co-hosted by the Office of the Worker Counsellor at the Pictou County Wellness Centre.

I attended National Caucus meetings and endorsed Debra Merrier for the role of CUPE National Indigenous Diversity Vice President. Debra is a dedicated leader whose advocacy and commitment to Indigenous rights, equity, and inclusion have made a lasting impact within CUPE and beyond. I also endorsed Aubrey Gonsalves, a proven leader and advocate for equity, justice, and meaningful representation. He has consistently stood up for Black and racialized workers, broken down systemic barriers, and ensured CUPE reflects the diverse communities it serves.

I am also proud to endorse the posting on our socials encouraging members to observe Emancipation Day on August 1, the date the Slavery Abolition Act came into effect in 1834. This law liberated enslaved people in British colonies, including Canada, and marked a significant step forward in our society's journey toward becoming truly inclusive and equitable.

In October 2025, I was selected to represent CUPE National at convention on the Constitution Amendment Committee, with the support of my division president. I also

travelled to Guatemala in support of the Global Justice Committee to show solidarity with and support for the activism of CCDA and its advocacy for workers' rights.

While attending the National Convention, we also took to the streets in downtown Toronto to support postal workers on the picket lines.

The CUPE Nova Scotia caucus at the CUPE National Convention was spirited and hopeful, inspired by our new president, Alan Linkletter. Delegates warmly welcomed Sherry Hillier and Ashley Clark, while also acknowledging the tireless efforts of executive board members Emily MacNeil, Nelson Scott, and myself.

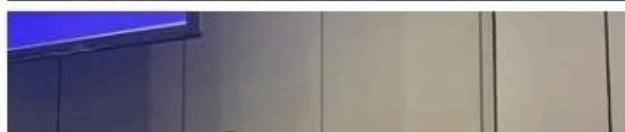


CUPE Nova Scotia at Metro Toronto C...



Oct 8, 2025 · 🌐

At yesterday's **CUPE** Maritimes & Atlantic Regions caucus, National President **Mark Hancock** and Secretary Treasurer **Candace Rennick** joined us in honouring the memory and legacy of Danny Légère. Discussion followed regarding the ongoing strike affecting **CUPE LOCAL 830 - Charlottetown's Municipal Water and Sewer Workers** and the shameful actions of the **City of Charlottetown**, who have resorted to hiring scab workers instead of bargaining with members in good faith. We also welcomed **Avi Lewis**, who spoke to us about his campaign for the leadership of the federal **NDP**. Finally, the caucus unanimously nominated **Sherry Hillier** for General Vice-President, the East (**CUPE NL, CUPE Nova Scotia, CUPE PEI** and **CUPE NB SCFP**), and Donna Van Kroonenburg for Trustee for the East.





In November, I joined the picket line in support of Local 3912 at Mount Saint Vincent University.

On February 12, 2026, the long-term care bargaining team and the CUPE Nova Scotia executive board stood firm in support of our members. Our members deserve better from the employer.

On February 18, I extended invitations to the Regional Director, Division President, Executive Board members, and others to attend the 2026 Black History Month Dinner in support of the Africa Festival of Arts and Culture Society.

Last Saturday, CUPE Nova Scotia was proud to have our Regional Director, Division President, and Executive Board members attend the 2026 Black History Month Dinner in support of the **Africa Festival of Arts and Culture Society!**



Following the tragic passing of my daughter, my family experienced an unimaginable loss. However, life goes on and the work must continue. One week later, I joined the picket line to show support for Local 3912 NSCAD workers on the front lines.

In April 2026, I again joined hundreds of Canadian Union of Public Employees long-term care members on the picket line in support of the Community Care Committee and their fight for fair wages and better working conditions.

CUPE Nova Scotia observed the International Transgender Day of Visibility on March 31. This day celebrates the accomplishments of the transgender community and honours their contributions to society.

Upcoming Initiatives

There is an ongoing commitment to demonstrating solidarity with workers and the broader community through actions such as supporting events, building partnerships, and creating meaningful connections with local and regional communities.

There continues to be active involvement in promoting Pride events, with efforts underway to organize parades in Halifax, Truro, and Sydney. As DVP, I seek to build deeper relationships with our members and communities while identifying shared values. The goal is to continue supporting workers' rights, social justice, and economic equality.

Efforts are also being made to sponsor the annual "Can Jam" parade celebration in the African Nova Scotian community of Upper Hammonds Plains on Canada Day once again.

On March 27, 2026, Govind and the board discussed establishing a CUPE Nova Scotia District Council and preparing any constitutional amendments necessary to allow District Councils to operate.

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- Jenna Brookfield previously served as the CUPE Human Rights Committee representative, and we now welcome Jess Hailey as the new Human Rights Representative.
 - CUPE Nova Scotia Convention information table for the gallery.
 - Discussions were held regarding the Human Rights Committee's plan to organize a Human Rights Forum for Convention 2026.
 - Review of the August 21, 2025 action items and updates to be included in the Convention report. Members were asked to review the minutes circulated that weekend.

We are all aware of the barriers that continue to exist in our workplaces and communities, including racial discrimination, homophobia, accessibility barriers affecting persons with disabilities, and ongoing women's issues.

CUPE Nova Scotia In-Person Newly Elected Committees Meeting
August 21, 2025 – ARO Brownlow Ave., Dartmouth

The first in-person meeting for the newly elected committee members opened with a welcome and thank-you from Alan Linkletter. The meeting included a review of the day's agenda and discussion regarding the role of the CUPE Nova Scotia Executive Board liaison to committees. President Alan also discussed assigning committees to work with community groups, including the Health Coalition and the New Democratic Party on migrant worker issues. These initiatives remain in the planning stages and discussions with the Executive Board will continue.

Human Rights Committee Members:

- Tim Campbell – Chair
- Calvin Scott – Co-Chair
- Sharon Hubley – Recording Secretary
- Aston Brown
- Young Worker Representative – Vacant
- Nimrod Matthias – CUPE NS Executive Board Liaison

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- Jess Harley – CUPE National Staff Representative, Human Rights

Ralph Vickers joined the Human Rights and Political Action Committees to provide guidance and answer questions raised by committee members. A special thank-you was extended to Brother Ralph.

The committee selected its leadership positions, with Tim Campbell accepting the role of Chair, Calvin Scott accepting the role of Co-Chair, and Sharon Hubley accepting the role of Recording Secretary.

Any District Council or Sectoral Committee in the Province of Nova Scotia, chartered to the Canadian Union of Public Employees and in good standing, shall be eligible for affiliation to CUPE Nova Scotia.

Area Vice-Presidents will maintain close communication with CUPE locals and District Councils within the areas they represent and keep them informed on matters affecting the general welfare of CUPE members throughout the province.

Education and Training Priorities:

- CUPE Safer Spaces / Bystander Intervention Training
- Anti-Oppression Training

President Alan suggested the committee consider organizing a Human Rights Forum during the 2026 Convention. The committee agreed to move forward with planning the forum, and I am pleased to announce that Tuesday's forum will feature two guest speakers.

CUPE's Anti-Racism Strategy:

- Develop a survey for locals to determine awareness of CUPE's Anti-Racism Strategy.
- Gather information on actions locals have taken to support the strategy, break down barriers, and create a more inclusive union environment.

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- Examples include bylaw changes establishing Human Rights or Anti-Racism Committees and incorporating land acknowledgements into regular meeting agendas.

Additional priorities include:

1. Education and awareness initiatives for new members, including “Know Your Rights” and information about CUPE Nova Scotia, in collaboration with the Political Action Committee.
2. Joint Zoom meetings with the Global Justice Committee and Political Action Committee.
3. Cost-shared campaigns supporting migrant workers.

CUPE Long-Term Care Workers have been on strike for six weeks fighting for a living wage. Members were encouraged to attend a protest during Premier Tim Houston’s “State of the Province” address and demand a fair deal for all workers.

We continue to see a troubling pattern from governments at all levels. Prime Minister Mark Carney campaigned on promises of “caps, not cuts” to Canada’s federal public service, yet the recently announced 15% budget reductions resemble austerity measures that will negatively affect Canadians who rely on essential public services.

Canadian Union of Public Employees and unions across the country continue to fight to protect workers’ livelihoods and resist the erosion of public sector jobs. These struggles disproportionately affect diverse workers, precarious workers, and international workers, while wealth continues to concentrate among corporations and the wealthy.

While Prime Minister Mark Carney speaks about building a strong economy, many workers see policies that weaken the public service, increase economic inequality, and create opportunities for private, profit-driven interests to expand when public systems are under strain.

Approximately 3,000 long-term care workers remain on the front lines fighting for living wages and safer working conditions, including addressing burnout caused by understaffing and workplace abuse.

“If the government is serious about saving money, it should stop wasting public funds on consultants and risky AI experiments — not by cutting healthcare, arts programs, diversity initiatives, community funding, library workers, reconciliation efforts, and the public services Canadians and newcomers rely on.”

Provincial governments must actively reduce wait times by protecting and expanding our public healthcare system while resisting the growth of private, for-profit clinics. This includes increasing staffing levels, wages, and benefits throughout the healthcare system to improve care quality and reduce delays. Any cuts to healthcare funding should be reversed to ensure everyone can access the care they need.

Barbara Adams, it is important to come to the bargaining table with fair and reasonable solutions that benefit all long-term care workers. The “me too” clause only works when every worker receives fair compensation above a living wage in a safe and respectful workplace environment.

LTC Workers Rally

Details:

12:00 p.m. – 1:00 p.m.

Monday, May 25

Halifax Convention Centre

1650 Argyle Street, Halifax

<https://cupe.ca/fighting-privatization-medical-services-0#:~:text=The%20Canada%20Health%20Act%20says,two%2Dtier%20system%20of%20care.>

