

# NCVM Symposium and National General Meeting 2005

## *Pushing the Equity Boundaries – Obstacles and Solutions*

April 10<sup>th</sup> - 13<sup>th</sup>, 2005  
 Crowne Plaza Hotel – 101 Lyon Street, Ottawa

***The goals of the symposium are***

1. *to provide Visible Minority employees with information and tools to advance their careers;*
2. *to discuss specific obstacles faced by visible minority employees and to bring forward solutions to be implemented by various stakeholders;*
3. *to facilitate a dialogue with a representation of visible minorities in the Public Service across Canada through a National General meeting.*

***Sunday, April 10, 2005***

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7:30pm - 9:00pm      **Welcome Reception** – Richelieu Room

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***Monday, April 11, 2005***

***Symposium***

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7:30am – 8:45am      **Registration**  
*Coffee and Muffins provided*

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8:45am – 9:15am      **Welcome & Opening Ceremonies**  
 Marie-Edith C. St.Vil, *Moderator, Agriculture and Agri-Food Canada*  
 National Anthem by Tina Romany, *Natural Resources Canada*  
 Outline of Symposium Agenda,  
 Suneela Chopra-Kumar, *Symposium Chair, 1<sup>st</sup> Vice-President of NCVM*

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9:15am – 9:45 am      **Opening Address**  
 Jacqueline Edwards, *President of NCVM*

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9:45am – 10:15am      **Keynote Address**  
 Alex Himelfarb, *Clerk of the Privy Council & Secretary to the Cabinet*  
**Questions & Answers**

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10:15am – 10:30am      **Health Break**

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10:30am – 11:45pm

**Concurrent Issues Workshops:**

**– Identifying Obstacles and Solutions for Action**

- **Concurrent Session #1: Official Languages & Visible Minorities** - Dr. Linnell Edwards, *Research Scientist, Agriculture and Agri-Food Canada*
- **Concurrent Session #2: Inspiring your Career and Overcoming Obstacles** – Heather Hamilton, *Director, Learning Communications, Human Resources and Skills Development Canada*
- **Concurrent Session #3: Harassment/Human Rights and Strategies for the Creation of a Racism-Free Workplace** – Dr. Noel Ayangma, *past Regional Director NCVM, Atlantic*
- **Concurrent Session #4: The New PSEA and Employment Equity** - Paula Green, *Director General, Equity and Diversity Directorate, Public Service Commission*

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12:00pm – 1:00pm

**Networking Lunch**

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1:00pm – 2:00pm

**Workshop Reports**

*Presentations to Plenary*

*Preparing Recommendations and Questions for the Panel*

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2:00pm – 2:30pm

**Health Break**

2:30pm – 3:15

**“A Call to Action” – Dialogue Panel**

*Moderated by Carl Taylor*

- **Human Resources Modernization and Public Service Staffing Tribunal, Dispute Resolution** – Lucie Allaire, *Director General, Alternative Dispute Resolution, National Defence*
- **Official Languages** – Mary Lee Bragg, *Senior Advisor, Public Service Human Resources Management Agency of Canada / Denise Boudrias, Senior Vice-President, Leadership & Learning Centres, Canada School of Public Service / Bastian Kruidenier, Psychologist, Research and Development, Public Service Commission*
- **The New Public Service Employment Act (PSEA)** – Francine Chabot-Plante, *Director General, Resourcing Policy & Legislation, Public Service Commission*
- **Career Development/Employment Equity** - Glen Bailey, *Vice-President, Public Service Human Resources Management Agency of Canada*
- **Harassment/Human Rights, Creating a Racism-Free Workplace** - Christine Watson Santerre, *A/Director, Employment Equity Compliance Program, Canadian Human Rights Commission*

**Questions and Answers**

4:20pm-4:30pm

**Wrap Up-** Marie-Edith C. St. Vil

4:30pm – 6:30pm

**Free Time**

6:30pm – 9:00pm

**Cultural Extravaganza Dinner Event**

Attire: Business Casual

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**Tuesday, April 12, 2005**

**National General Meeting**

8:00am – 8:45am

**Networking**

*Coffee and Muffins provided*

8:45am – 9:00am

**Welcome**

Noel Ayangma, *Moderator*

Outline of National General Meeting Agenda

NGM Chair, Wilma Findlay, *2<sup>nd</sup> Vice President of NCVM*

9:00am-10:00am

**NCVM – Actions and Activity Report 2002-2004**

**– Financial Report**

**Questions and Answers**

10:00am – 10:30am

**Business Plan 2005-2007**

10:30am – 11:00am	<b>Health Break</b>
11:00am – 12:30pm	<b>Business Plan - 2005-2007</b>
12:30pm – 2:00pm	<b>Lunch</b> <b>“Best Practices in Maximizing the Talents of VMs”</b> <b>Conference Board of Canada Study</b> – Prem Benimadu, <i>Vice President</i>
2:00pm – 4:00pm	<b>NCVM Terms of Reference and By-Laws</b> <b>- Ratification</b>
4:00pm-4:15pm	<b>Wrap-Up</b>

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**Wednesday April 13, 2005** **National General Meeting (Cont'd)**

8:00am – 8:30am	<b>Networking</b> <i>Coffee and Muffins provided</i>
8:30am – 8:45am	<b>Acknowledgement of Contributions of Board Members</b> Jacqueline Edwards, <i>President, NCVM</i>
8:45am – 9:45am	<b>Elections Committee Overview</b> Dennis Waithe, <i>Chair, NCVM Elections Committee</i>
9:45am – 10:15am	<b>Health Break</b>
10:15am – 12:00pm	<b>Election of National Executive Positions</b> -President -1 <sup>st</sup> Vice-President -2 <sup>nd</sup> Vice-President -Treasurer -Secretary  <b>Questions and Answers for Candidates</b>
12:00pm – 1:00pm	<b>Lunch</b>  Address by NCVM DM Champion – <b>Maryantonett Flumian</b> , <i>Associate Deputy Minister of Human Resources and Skills  Development and Deputy Minister of Labour</i>
1:00pm – 2:00pm	<b>Introduction of New National and Regional Executives</b>
2:00pm-3:00pm	<b>Regional Caucus</b>
3:00pm -3:30pm	<b>Wrap-Up and Closing Ceremonies</b>