

Human Rights Tribunal orders training at TEDC

An interim order issued Nov. 6, 2007 by the Ontario Human Tribunal of Ontario gives specific timelines for training on anti-racism and anti-sexism in Correctional Services.

The order flows from the long-standing Tribunal challenge issued by Mike McKinnon, the officer at Toronto East Detention Centre (TEDC) who has been battling racism and harassment since 1988.

The order by Professor H. Albert Hubbard directs the Ministry to complete the training as follows:

- “Anti-Racism/Anti-Sexism Training & Development Program for Correctional Employees” at the TEDC – within 60 days of the date of the Order
- “Executive Leadership Program – Anti-Racism Anti-Sexism Systemic Change” within 60 days of the date of the Order
- Three-Day “Anti-Racism/Anti-Sexism Training & Development Program for Senior Managers” at the TEDC within 90 days of the date of the Order and at the rest of the Ministry within 180 days of the date of the Order.

Hubbard also specifies that the training will be monitored and evaluated by the Ontario Human Rights Commission, and the Commission will report back to the Tribunal within 90 days of the final training period.

The order also affects the role of the Systemic Anti-Racism Organizational Change (SAROC) committees. The Ministry has been directed to meet with OPSEU and renegotiate the terms of reference for Local SAROCs “to ensure that ultimate responsibility for the implementation of the Tribunal’s Orders remains with the Ministry, and in particular to clarify the Terms of Reference of the local SAROCC at the TEDC, to ensure that it does not overlap with and is not inconsistent with the role of the TEDC Compliance Committee as set out in the Tribunal orders.”

Hubbard has also set an end date for the role of the Third Party Consultants who have been assisting in this issue for the last few years. The consultants now have a transition work plan which is set to be completed by Feb. 28, 2008. The Third Party Consultants, the Ministry and the Human Rights Commission have finalized the work plan set out in the Order.

President Thomas has called for a union review of the program prior to meeting with the Ministry. More information will be provided as it becomes available.

Authorized for distribution:

A handwritten signature in cursive script, appearing to read "Warren Thomas".

Warren (Smokey) Thomas, President