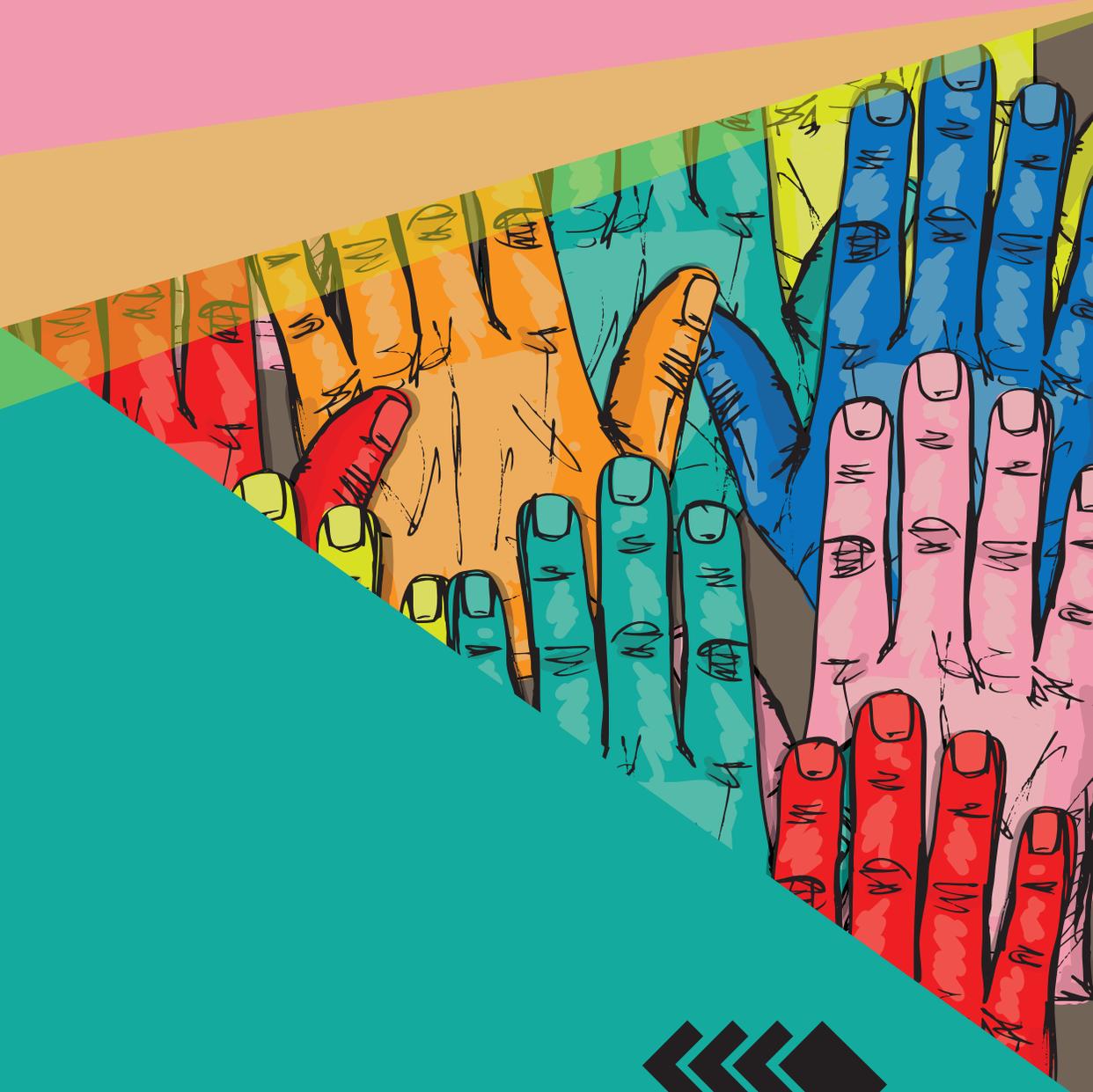


STRONGER TOGETHER

BUILDING HIGH-PARTICIPATION UNIONS

Federation of
Post-Secondary Educators
of BC

Supplementary
Documents





2017 AGM & Convention

Supporting Documents and Supplemental Reports

Donations Policy	1
<i>PC Resolution #1, AGM Handbook p.61</i>	
Organizing Committee Report.....	2
<i>PC Resolution #3, AGM Handbook p. 61</i>	
Budget Policy	8
<i>PC Resolution #4, AGM Handbook p. 61</i>	
Decolonization and Reconciliation Document.....	9
<i>Report on Actions Taken by PC #10, AGM Handbook p. 63</i>	
FPSE Pension Trustees' Report	13
International Solidarity Fund Report.....	15
Auditor's Report and Audited Financial Statements	27

FPSE Donations Policy

Donations enable the Federation of Post-Secondary Educators to support the work of other organizations whose goals are consistent with those of FPSE.

The Federation of Post-Secondary Educators is a responsible member of the community and, as such, supports agencies and campaigns that:

- Advance workers' rights;
- Promote community development and community impact;
- Support the development of solidarity relationships;
- Advance the rights of publicly-funded education;
- Collaborate with other labour organizations.

FPSE donates only to organizations and campaigns, not to individuals.

Organizations or campaigns seeking donations must make their request in writing and provide the following information:

1. The name of the organization requesting the donation;
2. The work/goals of the organization;
3. How the request fits in with the policies, direction, and mandate of FPSE
4. A list of expected costs;
5. A request for a specific amount;
6. The name that should appear on the cheque.

Donation Approval

All donation requests will be processed by the President and Secretary-Treasurer, who may:

1. Approve a donation for \$2000 or less;
2. Approve a donation that is ongoing;
3. Reject a donation request;
4. Refer the donation request to the Presidents' Council;
5. Refer the donation request to the Annual General Meeting.

Only one donation per fiscal year will be made to an organization.

A donation request must be submitted in writing to:

FPSE Secretary-Treasurer
400-550 West 6th Avenue
Vancouver, BC V5Z 1A1

Only successful applicants will be contacted.

MEMORANDUM

To: FPSE Presidents' Council

From: FPSE Organizing Sub-Committee

Date: September 20, 2016

Re: Recommendations for FPSE Organizing Strategy

Introduction

The FPSE Organizing Sub-Committee (the "**Sub-Committee**") met on April 20, 2016 and September 12, 2016 to discuss possible amendments to the FPSE Policy and Procedures Manual ("**PPM**") regarding the FPSE's organizing strategy. The following individuals were present at the meetings: Terri Van Steinburg, Karen Shortt, Kevin Drager, Erin Rozman, Sean Hillman and Rene-John Nicolas.

There are two primary factors driving the re-development of the FPSE organizing strategy:

1. the expansion of private sector organizing (and requests for additional funds); and
2. opportunities to organize the unorganized within the public sector post-secondary system, particularly in relation to continuing education .

The Sub-Committee Reviewed reports from FPSE staff addressing possible changes to the PPM regarding FPSE's organizing strategy. After a review and discussion of the staff reports, the Sub-Committee makes the following recommendations to PC regarding amendments to the PPM.

Summary of Recommendations to PC

1. In order to effectively address organizing opportunities, the following overarching framework is recommended:
 - a. organizing and new certifications in the public sector be taken on by FPSE's existing public sector Locals;
 - b. organizing and new certifications in the private sector be taken on by the ETEA; and
 - c. a new Local 23 of the FPSE be created to host public sector bargaining units not organized by an existing public sector Locals.
2. Local 21 of the FPSE should be recognized solely as the ETEA and no longer as the Private Sector Faculty and Staff Association ("**PSFSA**"). When Local 21 was created in the mid-1990s it was envisioned as an "aggregate local" which could be occupied by a number of different private sector unions. However, over the last 20 years, the ETEA has been the only private sector union participating in the FPSE under Local 21. Given this history and significant integration of FPSE resources into the ETEA, recognizing the ETEA as the leading private post-secondary educator union

in BC is appropriate. It follows that Local 21 should be exclusively recognized as the ETEA and the ETEA be treated as any other member local in the FPSE.

3. Existing FPSE locals interested in organizing the unorganized in the public sector post-secondary system be supported in doing so. Given that the existing FPSE locals have a history of representing educators at BC's public institutions, the FPSE should encourage its locals to take the lead in organizing unorganized educators at their institutions. Continuing education departments are the primary example of unorganized educators engaging in teaching at public institutions in BC. Existing locals of the FPSE are well-placed to organize these workers.
4. A new FPSE local be created to organize and host public sector bargaining units not organized by an existing FPSE local. There may be situations where unorganized educators at public sector institutions are not able to be represented by faculty associations at those institutions. In response to those situations, the FPSE should support existing unions who wish to organize these workers. In the absence of existing unions, the FPSE should support the creation of a BCLRB recognized union whose mandate is to organize and represent these workers. Effectively, the FPSE would support a public-sector equivalent to the ETEA.
5. The FPSE Financial Coordinator will create a separate line item for legal costs associated with organizing (eg. certification applications and unfair labour practice complaints).
6. A process of approval requiring an analysis of the following factors (*as applicable*) be undertaken by the Executive Finance Sub-Committee prior to the disbursement of funds:
 - a. Target identified (name of institution, location, etc.)
 - b. Number of potential new members
 - c. Whether or not inside contact(s) have been identified and their ability to recruit others
 - d. Financial viability for supporting the target as a new certification
 - e. Sustainability of employer funding (i.e. private sector employer's ongoing viability)
 - f. Capacity of employer to fight the organizing drive (and resources needed to respond)
 - g. Likelihood of being able to successfully negotiate a first collective agreement
 - h. Previous organizing attempts, if any, and reasons for failure of those attempts
 - i. Proposed budget, including intended use of funds
 - j. Political considerations for FPSE
 - k. Other criteria as deemed relevant by the Organizing Sub-Committee
7. By way of background, a resolution was proposed at the 2016 AGM to increase the organizing budget from \$40,000 to \$80,000. That resolution was referred to PC and approved at the PC Retreat in June 2016. Any Local is eligible to apply for funds out of the \$80,000 organizing budget.
8. Sections VI, 4 and VIII, 1.12 of the PPM be amended as noted in **Appendix "A"** of this memorandum to reflect the above noted amendments to FPSE's organizing framework.
9. The above noted recommendations be applied on an interim basis until approved by the membership at the 2017 Annual General Meeting.

Appendix A: Proposed Amendments to the FPSE Policies and Procedures Manual

Section VI, 4 of the PPM – Purchasing and Expenditures

4. FPSE ORGANIZING EXPENDITURES

Terms of Reference for Accessing Organizing Resources

Overview

FPSE is pleased to support the organizing of non-union post-secondary educators in both the private and public sectors in BC. This pursuit brings collective agreements to a sector that has notoriously exploited teachers for decades. It also brings decent pay, benefits, class size and grievance procedures, as well as connections to other post-secondary educators and the broader labour movement.

Procedures

FPSE has developed a protocol for approval of funds through the Executive Finance Sub-Committee and "Organizing Reimbursement and Invoicing" instructions.

A Staff Representative will be present when the Executive Finance Sub-Committee considers applications for organizing funds. The Staff Representative will have voice but no vote.

The Executive Finance Sub-Committee shall make a recommendation to Presidents' Council in March each year to set an appropriate budget for FPSE organizing activities.

FPSE Expense Claim policies cover travel, meals, etc., and are periodically reviewed and updated. FPSE does not normally pay release time but, if authorized, we have done so.

Activities that may be supported, include but are not limited to, the following:

- Website & marketing
- Meetings & socials
- Travel & meals
- Promotional merchandise

Process for Approval

Request for approval of projects and activities will be directed to the Secretary-Treasurer of FPSE, who will then send the request to the Executive Finance Sub-Committee.

Requests may come from any Local president or member of the FPSE Executive, from the Chair of Local 21's Organizing Committee, or from a Staff Representative, in the event a target is identified from outside an FPSE Local. In the latter case, the Executive Finance Sub-Committee will make a recommendation to President's Council regarding appropriate placement of a new certification into either an existing FPSE Local or a newly created FPSE Local.

The Executive Finance Sub-Committee shall evaluate an application for funds based on the following criteria, as applicable:

- Target identified (name of institution, location, etc.)
- Number of potential new members
- Whether or not inside contact(s) have been identified and their ability to recruit others
- Financial viability for supporting the target as a new certification
- Sustainability of employer funding (i.e. private sector employer's ongoing viability)
- Capacity of employer to fight the organizing drive (and resources needed to respond)
- Likelihood of being able to successfully negotiate a first collective agreement
- Previous organizing attempts, if any, and reasons for failure of those attempts
- Proposed budget, including intended use of funds
- Political considerations for FPSE
- Other criteria as deemed relevant by the Organizing Sub-Committee

Normally, a request addressing these criteria, as applicable, must be submitted to Executive Finance Sub-Committee prior to the disbursement of funds. However, exceptions may be made where the organizing circumstances necessitate immediate disbursement of funds. In such cases, the Executive Finance Sub-Committee will make a reasonable effort to consult with the applicable Staff Representative prior to the disbursement of funds.

If there are questions of clarification, the Secretary-Treasurer will seek answers, relay them to the members of the Executive Finance Sub-Committee, and request approval. This will be done in as timely a manner as possible.

Once the Executive Finance Sub-Committee has made a decision, the the Secretary-Treasurer shall inform the applicant and the Financial Coordinator, who will file the approval and check it against invoices that come in after the activity has occurred. In some cases, FPSE may forward an advance for an approved activity/event.

The Financial Coordinator will provide detailed instructions and assistance in preparing invoices for reimbursement. In accounting for organizing expenditures, the Financial Coordinator will include, as a separate line item, the legal costs associated with organizing, such as applications filled at the Labour Relations Board and any other matter identified by a Staff Representative.

*(Revised: 2017 AGM)
(2014 AGM)*

Section VIII, 1, 1.12 of the PPM – FPSE Internal Policy

1.12 ORGANIZING 1.12.1 Organizing Principles: Private Sector

1.12.1.1 FPSE supports organizing private post-secondary educators in BC at private colleges, training institutes and other similar institutions.

1.12.1.2 FPSE supports the organizing of private post-secondary educators in BC through the ETEA. However, the FPSE is open to bringing other BC private post-secondary education unions into FPSE under circumstances it considers appropriate.

(2017 AGM)

1.12.1.3 Where a private sector group of employees is being organized, FPSE shall:

- (a) waive initiation fees;
- (b) offer provincial membership; and
- (c) set provincial dues of \$1.00 per month per individual, or \$12.00 annually.

(Revised: 2017 AGM)

(1995 AGM)

1.12.2 Organizing Principles: Public Sector

1.12.2.1 FPSE supports organizing public post-secondary educators in BC that are not represented by existing FPSE locals.

(2017 AGM)

1.12.2.2 FPSE supports the organizing of public post-secondary educators in BC through existing FPSE locals. However, the FPSE is open to bringing other unions representing public post-secondary educators in BC into FPSE.

(Revised: 2017 AGM)

(2002 AGM)

1.12.2.3 FPSE shall make it a priority to organize the contract training arms of public post-secondary institutions, including but not limited to, continuing education departments of public post-secondary institutions

(Revised: 2017 AGM)

(1998 AGM)

1.12.3 Local 21

The Education and Training Employees' Association ("ETEA") shall be Local 21 of the FPSE. The purpose of the ETEA being included as a member local of the FPSE is to support unionization at private colleges, training institutes and other similar institutions.

The ETEA shall be treated as any other Local of the FPSE with respect to all matters, including but not limited to, the ETEA' representation, participation and membership in the FPSE.

Any ambiguity which may arise from the application or interpretation of the FPSE Constitution and/or By-Laws that is in whole or in part attributable to the uniqueness of the ETEA shall be decided by the Presidents' Council.

(Revised: 2017 AGM)

(Revised: 1996 AGM)

(1992 AGM)

1.12.4 Local 23

An aggregate special local to be known as Local 23 shall be established for the purpose of receiving membership of BCLRB certified unions representing public post-secondary sector bargaining units not represented by an existing FPSE local.

Membership in the aggregate local (Local 23) will be granted by vote at the Presidents' Council on a case by case basis.

Notwithstanding any other provisions in the FPSE Constitution and By-Laws, all matters concerning representation and participation of Local 23 will be as determined by the Presidents' Council. The following guidelines shall apply:

- (a) Local 23 Representation:
 - (i) Presidents' Council: The aggregate membership of Local 23 shall each year elect a representative to the Presidents' Council using a process that is satisfactory to the Presidents' Council.
 - (ii) General Meetings: Local 23 shall be entitled to one basic delegate vote and one additional delegate vote for each fifty full-time equivalent dues-paying members or portion thereof executing a proxy. Delegate selection membership counts will be conducted in a manner established and approved by the Presidents' Council.
 - (iii) Committees: Local 23 representatives to FPSE committees will be selected by the local in a fair and equitable manner that is satisfactory to the Presidents' Council.

- (b) Local 23 Participation:

Any ambiguity which may arise from the application or interpretation of the FPSE Constitution and/or By-Laws that is in whole or in part attributable to the uniqueness of the aggregate local shall be decided by the Presidents' Council.

- (c) Local 23 Membership:

- (i) Membership is restricted to bargaining units which have been certified by the LRB or achieved voluntary recognition.
- (ii) A bargaining unit must pay the full levy of Local 23, including the amount payable to FPSE, for purposes of being counted for delegate entitlement at FPSE Annual General Meetings.

(2017 AGM)

March 2017

Budget Policy Sub-Committee of Presidents' Council

Recommended changes to FPSE INTERNAL POLICY as set out in **Item 1.4 Budgeting** in the FPSE Policy and Procedures Manual (Sept. 2016)

The following recommendations for policy changes to the budget process are based on the Budget Policy Sub-Committee Report to PC which PC approved at the November 2016 meeting. The Budget Policy sub-committee members are: Lynn Carter (14 and MAL), Sean Parkinson (07), Joan Kaun (06), Frank Cosco (First VP), Leslie Molnar (Second VP) and Terri Van Steinburg (Secretary-Treasurer), Chair.

Amend 1.4.3 as follows:

The FPSE Defence Fund shall be managed under the following guideline:

The budgeted Defence Fund transfer shall be ~~10%~~ 5% of regular members' dues.

~~In years in which provincial bargaining takes place, the extra costs due to provincial bargaining may be partially funded by up to 5% transfer of regular members' dues from the Defence Fund, if the overall operating budget is in deficit.~~

New 1.4.4

FPSE shall allocate 5% of the annual operating budget to a contingency line item in the operating budget. The contingency budget line will be used for AGM motions with financial implications to the operating budget. When the contingency line item in the budget has been exhausted, no further motions with financial implications to the operating budget will be considered, except in extraordinary circumstances.

New 1.4.5

AGM motions submitted by Locals with financial implications to the operating budget of more than \$100,000 must be submitted at least 10 days prior to Presidents' Council March meeting. Presidents' Council will make a recommendation to the AGM on each motion of more than \$100,000.

New 1.4.6

The Resolutions Committee, in consultation with the Executive, will prioritize AGM motions that have a financial impact on the operating budget prior to there being debated by AGM delegates.

Renumber items as needed.

On behalf of the Budget Policy Sub-Committee,

Terri Van Steinburg, Chair

PROPOSAL FOR THE FPSE DECOLONIZATION AND RECONCILIATION CAMPAIGN

This proposal is in response to the resolution by the FPSE to work with Indigenous Peoples to ensure that Canada recognizes and implements Indigenous Peoples' inherent sovereign right to self-determination by contributing to a decolonization and reconciliation campaign.¹

THE PROJECT

The project consists of the production of a 35-50 page educational handbook on decolonization that will provide a comprehensive and lively examination of the Indigenous decolonization movement by some of the most important Indigenous writers and thinkers in Canada and by others, like Naomi Klein, who have made important contributions.

Much of the work, and many of the contributors have been influenced by the work of Arthur Manuel, who analysed the stages of colonization in Canada as including initial colonization, gradual disposition, the creation of dependency and ongoing oppression. We would also include some of his writings and excerpts from his FPSE decolonization tour speech in the handbook.

The handbook is tentatively titled *150 years of colonization – the path to decolonization*. The project coordinator and editor is Peter McFarlane, a journalist and author who has written several books on Indigenous issues and worked as a researcher and editor on Arthur Manuel's award-winning *Unsettling Canada: A National Wake-up Call*.

The challenge will be to cover all sides of the movement in a way that expresses the complexities of decolonization while at the same time making the book a valuable educational tool for both action at the ground level and as a base for further explorations of the issues. To accomplish this, the editor will work closely with the many notable contributors to make sure their message covers the territory in a condensed, accessible and engaging manner.

¹ FPSE will:

1. work with Indigenous Peoples to ensure that Canada recognizes and implements Indigenous Peoples' inherent sovereign right to self-determination;
2. in accordance with the calls to action of the Truth and Reconciliation Commission and in an effort to remedy against the Evils of colonization, work with Indigenous Peoples to hold the Government of Canada to the legally binding obligations, including under Article 1 of the International Covenant on Civil and Political rights (ICCPR) and the International Covenant on social and economic rights (ICESCR) in regard to Indigenous Peoples;
3. fully support Indigenous Peoples in their efforts to have Canada implement concluding observations of UN human rights bodies and generally to respect the human rights of Indigenous persons living in settler societies as set out in the UN Declaration on the Rights of Indigenous Peoples;
4. commit \$50,000 to a campaign on Decolonization and reconciliation recognizing that indigenous rights are human rights and Canada has to be held accountable for its ongoing human rights violations against Indigenous Peoples and implement its international obligations under international human rights instruments.

THE PARTICIPANTS

Most of the participants are involved in the decolonial movement with a number of them having gathered at Thompson Rivers University in February 6 and 7, 2017, to look for new ways to work together in the struggle for Indigenous land and self-governing rights. The tentative contributors list (some of them have yet to be contacted, but have been listed based on their work on international submissions or their writing) includes:

Russell Diabo, a member of the Mohawk Nation from Kahnawake, Quebec and policy analyst and spokesperson for the Defenders of the Land Network.

Clayton Thomas-Muller, a member of the Pukatawagan Cree First Nation in Manitoba and organizer with 350.org and co-director of the Indigenous Tar Sands Campaign of the Polaris Institute.

Melina Laboucan-Massimo, a member of the Lubicon Cree First Nation and a Climate and Energy Campaigner with Greenpeace Canada.

Beverley K. Jacobs, LL.B., LL.M., is a Kaniienkehaka (Mohawk) community representative from the Six Nations of the Grand River Territory, Bear Clan. She is a former president of the Native Women's Association of Canada (NWAC) and is best known for her work on advocating for the families of missing and murdered Indigenous women.

Sharon Venne, an accomplished First Nations Lawyer and member of the Cree Nation who has worked on the United Nations Declaration on the Rights of Indigenous Peoples and with First Nations communities on the implementation of their own legal systems.

Glen Coulthard (PhD – University of Victoria) is a member of the Yellowknives Dene First Nation and an associate professor in the First Nations and Indigenous Studies Program who has written and published numerous articles and chapters in the areas of Indigenous thought and politics, contemporary political theory, and radical social and political thought.

Leanne Betasamosake Simpson is a renowned Michi Saagiig Nishnaabeg scholar, writer and artist, who has been widely recognized as one of the most compelling Indigenous voices of her generation. Her work breaks open the intersections between politics, story and song—bringing audiences into a rich and layered world of sound, light, and sovereign creativity.

Taiiaka Alfred (PhD—Cornell University) is an author, educator and activist from Kahnawake and internationally recognized Kanien'kehaka professor at the University of Victoria. He was the founding director of the Indigenous Governance Program and was awarded a Canada Research Chair 2003–2007, in addition to a National Aboriginal Achievement Award in education.

Pamela Palmater, a Mi'kmaq lawyer from the Eel River Bar First Nation and currently an Associate Professor in the Department of Politics and Public Administration at Ryerson University as well as the Chair in Indigenous Governance programme.

Sharon McIvor is First Nations lawyer is a force for human rights in Canada. Her work ensuring Aboriginal women and their descendants receive Indian status is regarded as one of the most important equality rights movements in Canada, affecting an estimated 300,000 people.

Chase Iron Eyes, raised at Standing Rock, is a lawyer who ran for Congress on a Indigenous rights platform in the November 2016 election and has been one of the leading spokespersons for the Standing Rock resistance, which is the largest Indigenous mobilization in the U.S. since Wounded Knee in the 1970s.

Non-Indigenous contributors

Naomi Klein is a Canadian author, social activist, and filmmaker known for her political analyses and criticism of corporate globalization and of capitalism. Her most recent book, *This Changes Everything: Capitalism vs. the Climate* (2014) was a New York Times bestseller and the winner of the Hilary Weston Writers' Trust Prize for Nonfiction. She has been a champion of Indigenous land rights, viewing them as an essential part of any plan to rescue the planet from environmental destruction. She also wrote the preface to Arthur Manuel's award-winning *Unsettling Canada: A National Wake-up Call* and attended the February 6/7 TRU meeting with the Indigenous activists.

Nicole Schabus, is a law professor at Thompson Rivers University who has worked for Indigenous Peoples in Latin America and across Canada, especially in the Interior of British Columbia. She has also assisted with the preparation of a number of important submissions to UN Human Rights bodies for organizations with consultative status before the United Nations.

Shiri Pasternak (PhD—University of Toronto) is assistant professor in the School for the Study of Canada at Trent University. She wrote her dissertation on the Algonquins of Barriere Lake. Her first book *Jurisdiction as Struggle: The Algonquins of Barriere Lake Against the State* will be published in spring 2017.

PRODUCTION SCHEDULE

For the high quality handbook we plan to produce, we will have to start without delay if we want to have it available before the 150th celebrations. The following is the draft production schedule with the final product produced by June 9, 2017.

Feb. 24	Send out queries to contributors
Feb. 25-Mar 1	Follow up with phone calls to confirm participation
March 2-9	Confirm subject matter with all contributors
April 10	First draft deadline
April 11-May 31	Final editing and proofing of all submissions
May 15	Begin design and rough layout of handbook
June 1-June 8	Final layout of handbook
June 9	Project completion. Deliverable: 35-50 page decolonial educational handbook

BUDGET NOTE

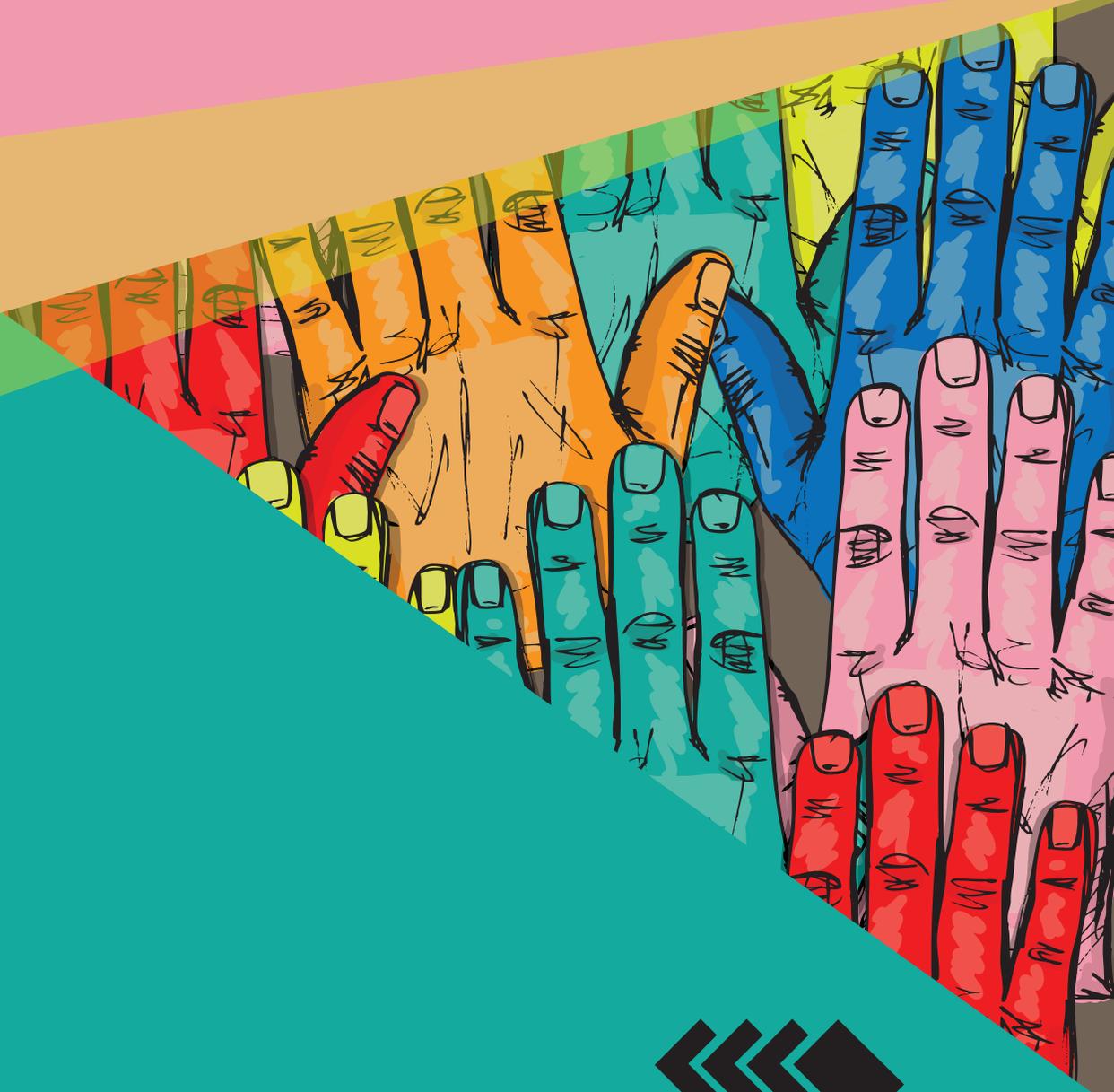
The overall budget for the project is \$50,000. Below are the broad budgetary categories:

Coordination and editing:	\$28,000
Payments to contributors:	\$ 6,000
Design and layout	\$11,000
Admin and general expenses	<u>\$ 5,000</u>
	\$50,000

The desired payment schedule would be through the Indigenous Network on Economies and Trade (INET), which is administering the project. We would ask that the first payment (50%) made upon acceptance of the project, the second payment (40%) upon completion of the first draft and the final payment (10%) upon final completion of the project.

PENSION TRUSTEES' REPORT

Federation of
Post-Secondary Educators
of BC



FPSE PENSION TRUSTEES' REPORT TO THE 2017 ANNUAL GENERAL MEETING

The last year has seen decent investment performance in the context of turbulent markets. The Plan achieved a 6.5% return on investments in 2016. This result missed the benchmark of 6.8% for the same period. Over the last ten years, the Plan has had an average return of 7.0%, comfortably above the long-term nominal return objective of 6.25%. The FPSE trustees continue to focus on maintaining the long term stability and sustainability of the pension plan. The plan is currently fully funded.

Last year, the College, Teachers and Public Service Boards decided to put the retiree benefits contract out to tender. An ad hoc committee conducted a thorough review of the bids. Green Shields Canada was selected as the benefit carrier. The transition to GSC has been smooth. There have been no changes in benefit coverage but premiums have been reduced. The change to GSC will also save the plans some costs in administrative services. Paul Ramsey, Karen Maynes, and Danny Bradford represented the College Board on the ad hoc committee.

Significant changes are coming to the College Pension Plan website in the coming year. The site will be modernized. Among other things, members will be able to use online services to manage their pensions. Members will even be able to submit a retirement application online. The Municipal Pension Plan website has already been modernized. Members may wish to visit that site to see the improvements they can look forward to.

Dr. Bruce Kennedy retired as Executive Director of the Plan on at the end of December 2016. Dr. Kennedy had been involved with BC's public sector pension plans for over three decades and was one of the architects of joint trusteeship. The Teachers' College, and Public Service Plans hired Claude Marchessault as the new Executive Director effective March 1, 2017. Mr. Marchessault has led a successful practice in pension law for over twenty years. He brings great talent to the position.

FPSE trustees continue to strongly support initiatives which defend and promote retirement security for all members of society. To that end, the Board has been active in the Canadian Public Pension Plan Leadership Council (CPPLC). The CPPLC is using evidence based research to promote informed debate on retirement income issues. The organization has been in existence for about three years and represents several public sector pension plans from across the country.

Candace Fertile has been elected Vice Chair of the Board effective September 1, 2017. Weldon Cowan has been reappointed to the Pension Corporation Board of Directors. He currently chairs that board.

FPSE trustees have traditionally maintained a high degree of engagement on the various committees that operate within BC's public sector plans. This year was no different. During 2016/17, FPSE trustees were active on the following boards and committees:

- BC Pension Corporation Board of Directors and associated committees*
- Benefits Committee*
- College Pension Board of Trustees
- Communications Committee
- Governance Committee*
- Interplan Executive Committee
- Interplan Investment Committee
- Interplan Trustee Education Committee*
- Post-Retirement Group Benefits Committee
- Interplan Website Redesign Committee
- Interplan Audit Committee

**Committees marked with an asterisk are currently chaired by an FPSE trustee.*

Respectfully submitted,

Doug Birtwistle,
Weldon Cowan,
Candace Fertile,
Paul Ramsey



FPSE International Solidarity Fund

REPORT TO AGM 2017

RECIPIENTS 2017

1. Alianza Prenatal Project (Guatemala)	\$3,750
2. Canadian Humanitarian Org. (Ethiopia).....	\$7,000
3. Co-Development Canada (El Salvador)	\$10,000
4. World Community Development Education Society – Primary Health Care (Nicaragua)	\$3,200
5. Lamwo Rock Foundation (Uganda)	\$5,000
6. Leaving Footprints (Guatemala).....	\$4,895
7. Rights Action: Community Development and Environmental Justice in Mining Affected Communities of Guatemala	\$5,000
8. Red de Apoyo para Migrantes Agrícolas (RAMA): Migrant Farmworkers Support Network (Okanagan).....	\$9,100
9. Workers’ Information Centre (Cambodia)	\$5,000
10. VIDEA – Equality for Growth (Tanzania).....	\$4,856

ALIANZA PRENATAL PROJECT (GUATEMALA)

Alianza Canada-Comitancillo Alliance for Rural Health is a non-profit organization overseeing projects in preventive and primary health care and offering scholarships in Comitancillo, San Marcos, Guatemala. San Marcos is the poorest department in Guatemala; 99% of the population is Mayan. Alianza contributes to improvements in the health of the rural population in Comitancillo through long term, community-directed programs which seek to provide health education, promotion of education, and provision of accessible health care services. Alianza is committed to a collaborative approach which values community input in all aspects of the project and is respectful of the cultural context in which we are working.

Project participants: 10 pregnant women, beginning at 3-6 months of gestation and ongoing for 10 months

Project elements: prenatal classes (covering topics such as warning signs during pregnancy and delivery, family planning, and caring for the newborn), prenatal screening (by registered nurse at Alianza clinic), food supplements (corn, eggs, cooking oil, beans, powdered milk and prenatal vitamins), infant clothing and blanket for each newborn, emergency funds of \$750 to cover cost of emergency transport to hospital (1.5 hours away) and obstetrical ultrasounds if indicated (for example: to rule out fetal demise, placenta previa, breech position)

Rationale and history: This project was requested by our local staff (Sofia and Magnolia) when, after working with our 2006 women's health group, they realized that most women receive no prenatal care and often do not know what is "normal" and what is considered a "danger sign" in pregnancy. They often consumed less than 1200 kCal per day and delivered babies weighing much less than the regional average of about 2700 g (as reported by the public health center). They frequently experienced an inability to feed their families anything more than boiled greens and tortillas for days at a time. There were anecdotes of women dying in childbirth without any access to medical attention, and of infants dying from respiratory infections and diarrhea within 100 days of birth.

The first program (supported by the Rotary Club of Duncan) was initiated in 2007, and continues yearly. Our RN, Heidi, reports that all the infants from the 2016 project weighed at least 2600g, and most were slightly over the regional average. Four women accessed the emergency funds, for a total of \$700, the remaining \$50 was used to purchase supplies for our clinic dispensary which community members can access for low cost, basic medications. All ten infants have survived their first 30 days of life. Many of the women expressed an interest in family planning, and were encouraged to access the public health center for oral contraceptives.



New mom and her infant, participants in the 2015-2016 program



2015 program participants at the clinic

CANADIAN HUMANITARIAN ORGANIZATION (ETHIOPIA)

Ethiopia currently faces a 49% literacy rate, and only one third of all students in the country finish elementary school. Education institutes are overcrowded, so students go to school in shifts, and receive up to 4 hours of instruction per day. With diverse populations throughout the country, some student classes are taught in multiple languages. Added to this, students in rural communities often have to walk long distances to get to school, making full education for young people a difficult goal to achieve.

Canadian Humanitarian has developed a unique education support program that helps to overcome these hurdles and encourages a change in the attitudes towards the education process. These grassroots efforts are aimed at urban and rural communities, helping those children that are considered to be the most vulnerable, at risk, and marginalized within that community.

Canadian Humanitarian has been working in Ethiopia for almost 12 years and operates eight educational centres and programs, with 380 children currently enrolled. Some of the children have even gone on to college and university – a total of 54 are now in the scholarship program.

Funds received from FSPE will help cover the cost of adding additional spaces for marginalized youth to an existing Canadian Humanitarian after-school initiative and education support program in the village of Halecu. This village is located 250kms south east of Addis Ababa, predominantly home to the Oromo People. The village and area has a population of approximately 50,000 people. Most residents are farmers, and education fees are difficult to provide for children. The pressure for children to remain on the family farm is very high, and the region is dry and prone to droughts, so most community members function at a subsistence level of life.

Children in the Canadian Humanitarian education program are enrolled in local school facilities, and integrate with the community's education system. Each student is registered in school, has their school supplies and uniform provided, and tuitions paid by the program. Education support actively takes place after school, at a separate facility operated by Canadian Humanitarian, called the "Education Center" and is located near the school the students attend, and in their home neighbourhood, to be accessible every day.

All staff at the Education Center are locally trained and qualified Ethiopian nationals. Each student comes Monday to Friday, when they are not attending school. Students receive a hot meal either at lunch time or at supper time. They have tutoring classes to help with their homework, and to provide remedial and supplemental education. The center offers special interest clubs such as art, drama, dance, sports, gardening, literature, environment, and debate.



Halecu Program: students, local teachers, program manager, and Canadian Volunteers in the doorway of the study hall

CO-DEVELOPMENT CANADA

APSIES – Salvadoran Association for Integrated health and Social Services, El Salvador

APSIES has a long history of engaging with citizens to improve women’s rights and the right to public healthcare. APSIES is a grassroots-based organization that works in five rural municipalities in the Valle La Esperanza region of southeastern El Salvador to mobilize citizens to protect and enhance publicly-funded healthcare and other social services. Through capacity building, APSIES empowers citizens to be advocates for their own health and well-being, improve living conditions in their communities, and promote women’s rights including economic independence and a life free of violence.

In 2017-18 APSIES will continue working to build capacity with 5 women’s organizations and the inter-municipal women’s network, with an emphasis on education for health rights and economic empowerment. APSIES will also strengthen the capacity of the citizens to act as leaders in the National Health Forum and influence the Ministry of Health for improvements to their health rights.

In order to accomplish these objectives, APSIES will carry out the following activities:

- Three workshops with the Inter-municipal Women’s Network (20 participants per workshop) from the 5 municipalities of Valle La Esperanza on “Women’s Right to Political Participation”
- Support for economic activities through the Credit Funds operated by the 5 Women’s Associations in Valle La Esperanza
- Provide support to five women’s organizations with their development of micro-finance and skills development programs – includes assistance in establishing contacts with local funders, transportation to meetings, assistance with applications, etc
- Provide accounting and organizational support to the five women’s organizations and the Inter-municipal Women’s Network to help them maintain their legal status
- Organize and facilitate forums, workshops and training sessions on various topics (e.g. role of local government in preventing violence against women, policies for social participation in health care, strategies for working with the Ministry of Health, etc.)



Community and Family Health Unit in eastern El Salvador, together with healthcare staff during a social audit action, October 2016.

The Network: the Central American Women's Network in Solidarity with Maquila Workers

In 2016-17, the Network and its member organizations continued seeking ways to advocate for the implementation of their Labour Rights Agenda, a document developed through consultations with maquila workers. The agenda is a concise and remarkable proposal that outlines the six priority themes for the maquila workers and concrete actions that Central American governments and institutions as well as other national and international actors can and should take to improve on these six themes. The themes include:

- The right to occupational health and safety
- The right to sexual and reproductive health and,
- The right not to be subjected to physical violence, sexual harassment or bullying at work.

This year they focused on building their capacity to promote occupational health and safety to regional bodies, both as individual organizations and as the Network itself. The Network held the first of its internal planning meetings in April 2016, and in May held their first regional meeting with 16 leaders in El Salvador. As a result of these meetings the Network updated its work plan, and identified key challenges and opportunities in the changing context of their countries and in the region as a whole, as well as key changes to lobby for. In July the Network held the second of its regional meetings and focused on developing a 5-year strategic communications plan. Members identified key Central American and national bodies and developed common messaging. The Network then met as a group with the Central American Integration System (SICA) and participated in a two-day meeting with other women's rights organizations on "Building Bridges for Women's Economic Autonomy in the Central American Region: Dialogue with the Regional Gender Table". Member organizations held additional meetings with other regional bodies including the Council of Ministries of Women of Central America and the Dominican Republic, and the Central American Parliament.

In 2017-18, the project objective is to increase the Network members' specialized knowledge and strengthen their organizational capacity to influence decision makers, and contribute to changes in legislation and public policy to improve human and labour rights of women maquila workers in the Central American region. The Network will organize a regional workshop so that the organizations from each one of the four countries can come together and share experiences, tools and progress. The Network will also continue to roll out their successful "Jobs yes, but with dignity" campaign as well as organize other activities and meetings with member organizations.



Honduran Women's Collective (REDCAM Regional Coordinator), outside manufacturer Delta Apparel in an action to demand the reinstatement of maquila workers who have been diagnosed with occupational illnesses, April 2017. The Ministry of Labour had already ruled in favour of their reinstatement, yet the company has not complied.

COMMUNITY BASED PRIMARY HEALTH CARE IN NICARAGUA

Since 1999, World Community, a small volunteer driven non-profit organization based in the Comox Valley, B.C. has been directing ten to fifteen thousand dollars annually to assist the organization Atención Primaria en Salud (APS) in Nicaragua. APS is a Nicaraguan non-profit organization established by Nicaraguan health professionals to improve the availability and quality of primary health care in over 195 rural communities as well as in Managua.

World Community has been struggling to maintain the level of support necessary to fund APS activities through sales of Fair Trade Nicaraguan coffee and other fair trade goods. The low Canadian dollar has also had a negative impact on the value of funds sent. With FPSE's contribution through the International Solidarity Fund, World Community is the largest funder of APS.

In collaboration with the Nicaraguan public health system, APS strengthens the community-based health care systems that are grounded in the delivery of low-cost, high impact preventative and curative primary health services. It does so in the following ways:

- Extensively trains community health promoters to be able to diagnose, treat and provide health education on a wide variety of health issues such as hygiene, maternal and infant health issues, water quality, and disease prevention. Training sessions are generally held monthly or bi-monthly.
- Supplies health promoters with a health kit including an illustrated health manual which is used both as a teaching tool and a reference guide. Most kits currently include stethoscopes, blood pressure cuffs, watches, and thermometers.
- Through its mini-pharmacies program, makes low-cost, high impact medications available to the most economically poor Nicaraguans. The majority of these medicines are purchased locally from Nicaraguan pharmaceutical companies.
- Unites all health promoters into a country-wide union with the capacity to lead to formal employment with the public health system.
- Since 2015, working collaboratively with the Nicaraguan Ministry of Health, facilitating community health fairs, vaccinations campaigns, HIV testing, etc.

Based from their homes, health promoters provide free consultations to community members and provide medicines below retail cost within their communities.

For the past five years, the funding from FPSE has been used to update the training manuals and has allowed new health promoters to get initial and subsequent training in 15 rural communities in the Mulukuku region on the Atlantic coast where there had been no other health services. This program has saved lives and improved living conditions.

In 2015, APS implemented the successful launch of a pilot project of mini-pharmacies, WINAMBA!!! (indigenous word meaning "Let's Go" or "Onward") in Mulukuku. In 2017, APS will need further support in order to scale up WINAMBA!!! to more pharmacies. In addition, the goal is to add pro-health products to address the root causes of illness (i.e. water filters, chlorine tablets, etc.) to assure they succeed at not only preventing and curing the most common diseases in their communities, but allowing promoters to generate sufficient income to be able to provide for their own families, who also live in extreme poverty. Funds will be utilized to support the initial purchase of each community health workers' mini-pharmacy license, an initial stock of medications and supplies, as well as financing for ongoing monthly training sessions.

FPSE's basic outlook and objectives includes the statement "The right to an education is a gateway right, a right fundamental to the promotion of other human rights and to the promotion of well-being and dignity." The work of APS is consistent with the FPSE overall goals for individuals and communities particularly in low resourced areas of the globe where there is limited access to health services and education for those services. For many health promoters, the training provided by APS is the best and only opportunity to gain education which leads to concrete improvements in their own lives and in their communities.

ENHANCING EMPLOYABILITY OF YOUTH AND WOMEN IN LAMWO DISTRICT (UGANDA)

The Lamwo Rock Foundation is dedicated to educating and empowering vulnerable Ugandans. Lamwo is one of the most remote and most poverty stricken districts in Uganda. It shares its northern border with South Sudan. The total population of Lamwo District is approximately 137,000 reflecting a relatively low population density of 29 people per square kilometer. According to the Uganda Bureau of Statistics (UBOS) Lamwo and neighboring Kotido are the poorest districts in Uganda.

The Lamwo Rock Foundation, a community based Ugandan NGO, is dedicated to improving the lives of the Acholi people, in particular women, children, and youth. The executive director is a dynamic woman named Grace Labong. She is a counsellor and works tirelessly with HIV/AIDS patients. She and her group have a vision and a mission to bring education and hope to the marginalized women and youth of the region. Along with HIV/AIDS education they believe vocational training is one of the best routes to improving the quality of life for local women and youth, especially those that were unable to finish school due to financial hardship. If they can learn a trade, then they can work to support themselves and their families. There are currently no other vocational training facilities in the district.

With the help of a grant from FPSE, Lamwo Rock Foundation built the first stage of the vocational school on land which was donated by the local community. The school was built by local Ugandan volunteers. The first tailoring program began before the construction of the school was even completed and has now been running for more than 2 years. Numerous women have graduated. A second grant from FPSE allowed the purchase of materials to start Catering, Hairdressing, Masonry and Carpentry programs. These programs started in January of 2017.

Lamwo Rock Foundation would now like to construct student dormitories so that students from distant villages can attend classes. There will be two buildings, one for females and one for males.



The first tailoring class presented by Lamwo Rock Foundation



The new Vocational School funded by FPSE. There are 3 classrooms with plans to add more in future.

LEAVING FOOTPRINTS (GUATEMALA)

The present project is a follow-up to the actions already initiated by organized women, participating to live free of violence, in the department of Petén, Guatemala. It is oriented mainly to four outcomes: to strengthen the political participation of women in key areas of decision-making, to build awareness and sensitization around issues of violence against women and contribute to reduction of it, contribute to the education liberation of young people, and strengthen the organizational capacity of Dejando Huella (Leaving Footprints).

Leaving Footprints was born in 2004 from a group of women trained in various subjects, who decided to come together as a group of facilitators committed to the methodology of popular education. Its intention is to break with the inequalities and the roles that have traditionally limited the development of women. It seeks to share the power that exists in both public spaces and homes, through affirmative actions and actions oriented to addressing discrimination so as to reduce the gaps in human rights between men and women that currently exist. The training topics are: community organizing, self-esteem, gender, empowerment, identity, leadership, citizen participation, violence against women, women's participation to make visible and strengthen their productive role in society, political participation and citizenship of women, food security, nutrition and self-care of the women, health and reproductive sexual rights, HIV-AIDS, sexual transmission infections, and sociopolitical, historical, and economic analysis of the current context.

In 2017-2018, Leaving Footprints wants to strengthen the training process with women leaders who have been learning through the basic workshop series by creating advanced levels of leadership development. We intend to expand and deepen a new leadership process for women in the areas of Santa Ana, Santa Elena and El Chal. This means that we will be concurrently facilitating two levels in 2017, as we will initiate the advanced leadership process while we continue to strengthen the groups currently taking the original Leadership program that we began last year.

The key foci for the Advanced Leadership workshop series will be:

- systems of oppression
- prevention of violence against women
- leadership

The Project directly benefits 360 rural and indigenous women from 11 communities who are members of the larger group of Leaving Footprints. Indirectly, this Project benefits all of the women of the Department of the Petén (179,507), as it will help to make visible the unjust conditions and inferior position of women in the department of the Peten. It will also continue to gather information and reach out to other women for their efforts to articulate their needs and concerns who are not yet organized.



Members present their demands during the March 8th commemoration of International Women's Day.



2016 Graduation of Community Leaders from the indigenous communities of the municipalities of Sayaxche and Las Cruces involved in the Dejando Huellas women's leadership formation program.

RIGHTS ACTION: COMMUNITY DEVELOPMENT AND ENVIRONMENTAL JUSTICE IN MINING AFFECTED COMMUNITIES OF GUATEMALA

Primarily, the FPSE ISF funds which Rights Action has received go towards supporting the immediate needs of community-based campesino & Indigenous organizations. These organizations are working for community-controlled development, environmental defense and human rights, and are also working to remedy harms and violations caused by global (and mostly Canadian-based) mining companies. This reflects the goals of the ISF, which “will support projects and actions in disadvantaged countries that advance human rights, workers’ rights and community development.”

It is no easy task to engage in acts of real solidarity in countries like Guatemala and Honduras, where community organizers and human rights activists continue to be threatened, arrested, disappeared, or murdered. It is also significant that Rights Action has a long-term commitment to the communities in which it works, and values building deep ties of solidarity.

Solidarity efforts, no matter how small, are significant in supporting struggling communities on their road to defend the environment, promote community well-being and achieve human rights. Perhaps there is a little light flickering beyond the tunnel of repression and harms in which so many Guatemalan and Honduran communities live. We at FPSE can feel good about the small ways we have supported the work of Rights Action on the ground in bringing about positive change.

The work that local organizations are engaged in in reclaiming the right to their land, their water, their health and their future self-determination in the face of powerful global mining companies continues on. It is of critical importance to continue to fund this type of solidarity. Realities on the ground include, but are not limited to:

- Ongoing pressure on poor, Indigenous and campesino communities in Guatemala to relinquish their lands and traditional farming lifestyle/culture to make way for powerful global corporations (like Canada’s Goldcorp).
- Guatemalan government pressure (in part due to Canadian economic interests) is pushing forward mining and mega-dam projects across the country, claiming that economic interests trump community rights (largely on Mayan Indigenous ancestral territory, despite the fact that Guatemala signed the UN Declaration of the Rights of Indigenous Peoples)
- Threats against local grassroots organizations and community activists by the Guatemalan government and army, police and mining company security personnel have continued
- Military interventions, arrests, forced evictions from Indigenous lands, threats, beatings and assassinations continue to take place to protect Canadian economic interests in the region

All of the above impacts the well-being of the communities and causes great strain on already stretched grassroots organizations and community activists. In the face of this, and evidenced by the recent events (2016) such as the toppling of the Guatemalan government, the people in these communities continue to organize, rise up and speak their truth. Rights Action offers direct and immediate support to mining-impacted communities as they unite, share resources and build supportive networks with each other. Rights Action directs funds towards:

- **travel costs for local organization members and activists**
- **communication systems** (e.g. internet access and cell phones, key modes of communication between individual activists and amongst organizations)
- **food and accommodation costs** for human rights and community development meetings
- **emergency response to health harms** (mining-related)
- **legal costs** (for protecting organizations from further repression)

As many organization members in all of the communities live in remote areas, ISF funds have had a huge impact on providing the opportunity for rural members to participate more fully in the work of local community organizations.

RED DE APOYO PARA MIGRANTES AGRICOLAS (RAMA): MIGRANT FARMWORKERS SUPPORT NETWORK (OKANAGAN)

RAMA is a migrant justice collective that advocates for Latin American and Caribbean migrant farmworkers who come to the Okanagan Valley as temporary foreign workers. Our main goal is to work alongside migrant farmworkers to build radically inclusive and more socially just communities. We together strive to make this goal a reality by engaging in direct support work, documentation of worker housing and labour abuses, facilitating English language learning opportunities, political advocacy, and public awareness campaigns. RAMA is a not-for-profit organization that is completely run by a dedicated core of volunteers and migrants.



Mexican migrant women meet with RAMA volunteer to discuss working conditions.



Migrant farm workers attend a community dinner.

RAMA takes a grassroots and long-term approach to build transnational solidarity with migrant workers through active involvement in their everyday lives both while they are in Canada and also while they are in their “home” countries. In organizing with migrant labourers autonomously, RAMA employs the following strategies in our efforts, actions, and support:

- Farm visits and outreach
- Ongoing communication
- Transportation
- Radically inclusive events
- Education
- English classes
- Legal aid

Through the work we engage in each season, RAMA strives to achieve social justice with people who live in ‘economically disadvantaged countries’ by advocating for their rights and improving their working conditions while they are being exploited within the borders of Canada. RAMA’s efforts thus foster international solidarity with migrant workers and their families even after they return to their homes in ‘economically disadvantaged

WORKERS' INFORMATION CENTRE (CAMBODIA)

Workers' Information Centre (WIC) supports women garment workers in Phnom Penh, Cambodia to advocate for and realize their rights. WIC's long term strategy focuses on building and strengthening a movement of garment workers towards realisation of accountable and legitimate leadership within the sector, which responds to women workers' rights and needs. WIC seeks to create space for women to become leaders within the garment and union sectors and for women's voices to be heard and responded to nationally, regionally and internationally.

Towards this strategy, WIC provides spaces where women can meet to discuss workplace issues, plan collective action and seek a broad range of services and support. WIC's drop in centers provide a safe space for women workers to come together to build knowledge, confidence and power. The centers also provide access to critical services such as healthcare, legal assistance and training opportunities.

Through outreach, training, forums and exchange, WIC supports women garment workers to become informed and organised. The approach adopted is one of empowerment. WIC seeks to equip women workers with skills, knowledge and information to collectively enhance realisation of workplace rights, status and leadership. WIC also works with labour networks, trade unions, legal and human rights organisations who have close relationships with government institutions (such as the Ministry of Labour), and buyers in order to gain their support for the improvement of working conditions.

Though the minimum wage in Cambodia increased in 2017, the quality life for workers has yet to improve. In fact, working conditions are more restricted and violated through a quota systems that are exceedingly high, decreasing piece rates, illegal worker suspensions and out-sourcing. In mid-2016, through WIC's data collection and brand monitoring program, WIC and workers won a case on illegal suspension, allowing approximately 2000 workers to be compensated. WIC continues its struggle and campaign to fight the sub-contract system and advocate for women's rights to access basic social services and promote gender equality and dignity.

WIC would like to use the contribution from FPSE for the training and capacity development initiative, which focuses on the workers' development in workers' rights, labour law, and garment industry-specific knowledge and also to equip women workers with the skills to discuss the issues they face and work collectively with different key actors.

VIDEA – EQUALITY FOR GROWTH (TANZANIA)

VIDEA is an international development agency that has been inspiring thought and action on global issues for over 39 years. Equality for Growth (EfG) is a key gender and human rights partner of VIDEA. EfG was established to empower informal women workers in Tanzania through legal and human rights education, advocacy and capacity building in order to eradicate poverty. The organization's vision is a market place where informal women workers of all levels can operate freely on equal footing with men, and without exploitation.

The informal market sector now employs more than 80% of the Tanzanian population, yet it is still largely ignored and underserved. Women in the informal sector have a huge impact on the Tanzanian economy and on the livelihood of thousands of households in the country, yet constitute a largely invisible group of citizens; mostly unaware of their legal and human rights, absent in national and municipal plans, and rarely afforded the opportunity to participate in the leadership or decision making that affects their lives. Informal marketplaces are characterized by rampant human rights abuses such as gender discrimination, verbal abuse, and sexual harassment. Women market traders typically lack education, rights awareness, and are socially and economically disadvantaged; relegated to low-capital, low-growth, and low-profit areas of market work relating to domestic pursuits and food provision. This combined with severe underrepresentation of women within market leadership and governance results in a lack of voice for women's rights and needs within the sector.

The 2016 FPSE solidarity fund provided to EfG succeeded in supporting the formation of a National Women's Association (NWA) for women informal market traders across Tanzania. The proposed 2017 project will build on this work by enabling the interim secretariat to do regional memberships mobilization in four regions, namely, Mbeya, Iringa, Mtwara and Lindi, so as to expand and strengthen the NWA's scope and advocacy capacity.



By creating this national solidarity network between women market traders, FPSE members will directly contribute to the global struggle against economic injustices resulting from the global capitalist system and unfair trade agreements that serve to further embed the marginalization of disadvantaged countries and people.