

Good afternoon,

I hope this message finds you well.

I'm reaching out to invite you to participate in an important initiative aimed at advancing fair pay and better working conditions in the community non-profit sector. Our colleagues at the Moncton-based **Coalition for Pay Equity** have launched a **30-month project** called "**Fair Pay and Just Conditions of Work in the Community Non-Profit Sector.**" This project seeks to promote fair wages and equitable working conditions through advocacy for improved policies and practices within our sector, among funders, and with government decision-makers. A one-page project description is attached for your reference.

The United Way of Greater Moncton and SENB sits on the **Sector Advisory Committee (SAC)** for this project, and we are committed to ensuring that the voices of our regions are heard loud and clear. Province-wide initiatives—whether based in Moncton, Fredericton, or Saint John—require strong participation from all three major cities to be truly representative. **Your voice and that of your organization would be a valuable addition.**

You may have already received the following invitation but just in case you didn't or missed it in your inbox I wanted to include it.

Invitation: Learning Circles on Fair Pay and Just Working Conditions

The **New Brunswick Coalition for Pay Equity** is inviting **women and gender-diverse individuals** working in the community non-profit sector to participate in a **2-hour Learning Circle**. These sessions will explore the root causes of low wages and working conditions in the sector.

Who We Are Looking For:

- Women and gender-diverse individuals—including Indigenous, racialized, and immigrant women, as well as women with disabilities—
- Working in **any role** within non-profit organizations that provide social services or engage in advocacy.

What Participants Will Gain:

- A safe space to share their **day-to-day experiences** in the sector.
- An opportunity to learn from their coworkers' perspectives.
- A chance to discuss **potential solutions** for improving wages and working conditions.

Schedule of Sessions

Date	Location	Time	Accessibility
March 21	Moncton (EN) – The Atrium	10 AM–12 PM (Front-line Workers) 1 PM–3 PM (Executive Directors)	Wheelchair accessible, non-gendered bathrooms
March 24	Saint John (EN) – Social Enterprise Hub	10 AM–12 PM (Front-line Workers) 1 PM–3 PM (Executive Directors)	Wheelchair accessible, non-gendered bathrooms
March 25	Fredericton (EN) – Odell Lodge	10 AM–12 PM (Front-line Workers) 1 PM–3 PM (Executive Directors)	Wheelchair accessible
March 28	Moncton (FR) – The Atrium	10 AM–12 PM (Front-line Workers) 1 PM–3 PM (Executive Directors)	Wheelchair accessible, non-gendered bathrooms
March 31	Caraquet (FR) – Acadian Peninsula Volunteer Center	10 AM–12 PM (Front-line Workers) 1 PM–3 PM (Executive Directors)	Non-wheelchair accessible, non-gendered bathrooms

A **free lunch** will be provided from **12:00 PM – 1:00 PM** at all sessions.

We encourage **employers to support employees' participation during working hours**. If this isn't possible, honorariums can be provided, and **transportation costs will be reimbursed** as needed. Additional support can be arranged—please reach out in advance.

Interested participants can register until March 14.

For more information, please contact: **Cecilia Perez-Plancarte** at cecilia.perez-plancarte@equite-equity.com.

Your Role and How You Can Support This Effort

We understand that your schedule as an Executive Director is demanding, but **we strongly encourage you to attend the afternoon session for EDs on March 21st in Moncton**. Your insights and leadership are vital to this discussion. Additionally, if possible, we hope a **front-line worker** from your organization can join the March 28th session that will be held in French. I apologize for the short notice

This is an opportunity to have **your voice and your organization's perspective shape this important provincial initiative**.

Thank you for your time and consideration. Please don't hesitate to reach out if you have any questions.

Thanks everyone,

Debbie