



FIGHT RACISM

International Day for
the Elimination of
Racial Discrimination



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

21 DATES FOR MARCH 21ST, INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

1970s: Racialized workers create their own labour support and advocacy organizations and coalitions.

1970s: Employment equity, through affirmative action programs, becomes a greater focus of the PSAC and the broader labour movement.

1981: The mandate of the PSAC Equal Opportunities Committee, which initially addressed women's issues, is expanded to include all equity groups, including racialized and Indigenous workers.

1986: The first 'no discrimination' clauses are negotiated into a collective agreement.

1986: The federal government adopts the *Employment Equity Act* to help remedy historic discrimination and remove barriers in the workplace faced by marginalized groups, including Indigenous people and racialized people. The Act does not apply to the federal public service until 1995. The PSAC continues to advocate for improvements in the Act.

1988: The PSAC Triennial Convention adopts a comprehensive human rights policy. This policy re-affirms PSAC's support for human rights as proclaimed in the *Universal Declaration of Human Rights*, the *Canadian Charter of Rights and Freedoms* and the *Canadian Human Rights Act*. It also outlines measures to facilitate achieving equality and eliminating discrimination.

1990s: Indigenous, racially visible and LGBTQ2+ members begin to form their Regional Committees across the country.

1992: The PSAC National Board of Directors adopts a resolution to commemorate the United Nations Day for the Elimination of Racial Discrimination, March 21.

1996: The first PSAC National Unity Conference brings together racially visible and Indigenous members together to discuss and strategize about issues important to their communities. This is the first conference of its kind within the Canadian labour movement.

1997: The CLC National Anti-Racism Taskforce releases the *Challenging Racism: Going Beyond Recommendations* report which examined racism faced by racialized and indigenous communities within their unions and communities.

1999: The PSAC adopts a Policy on Anti-Racism, which outlined the education, coalition work, legislative input and anti-racism principle that would guide the union's work.



2000: The Task Force on the Participation of Visible Minorities in the Public Service delivers its report entitled *Embracing Change in the Federal Public Service* (also known as the Perinbam Report), a government-wide action plan to address under-representation within the federal public service. The report sets a goal of 1-in-5 for hiring 'visible minorities' into the federal public service by 2003. The PSAC provided a submission to the Task Force during its consultations. (Unfortunately, the hiring goal was not met. PSAC continues to put pressure on the federal public service to meet these representation goals.)

2000: The PSAC develops its *Duty to Accommodate: A PSAC Guide for Local Representatives* publication (last updated 3rd edition 2019). The guide is essential in ensuring members from equity seeking groups are provided the accommodations based on religion, race, family status, disability, ethnic origin, gender identity, etc.

2000: PSAC negotiates a Joint Learning Program with Treasury Board that provides union-employer training to members on various topics, including anti-discrimination and anti-harassment.

2003: At the 2003 PSAC Convention, a resolution was adopted that mandated our Union to create a National Indigenous Peoples' Network (NIPN)(Formerly known as NAIM). The Network has established a central "Circle" of members who discuss issues and strategies and coordinate the activities of the Network.

2005: The federal government announces the launch of 'Canada for All: Canada's Action Plan Against Racism'. The PSAC provided a submission on its recommendations for this Action Plan.

2008: The first PSAC National Conference for Racially Visible Members is held after the Unity Conference is divided into two conferences, one for racialized members and the other for Indigenous members.

2012: The PSAC National Human Rights Committee (NHRC), which replaced the National Equal Opportunities Committee, holds its first meeting. There is a working group for racially visible members composed of seven Regional Council Representatives.

2015: The PSAC supports the implementation of the *Recommendations from the Truth and Reconciliation Committee Report* as well as the National Inquiry into Missing and Murdered Indigenous Women and Girls.

2017: The Joint Union-Management Task Force on Diversity and Inclusion (which PSAC participated in) releases its report that included recommendations to address systemic barriers faced by racialized and Indigenous workers in the federal public service.

2019: PSAC submits recommendations to the federal government on its national anti-racism strategy.

