The background is a solid dark red color. On the right side, there are several overlapping gears of varying sizes, rendered in a lighter red color. The gears are partially cut off by the edge of the frame.

# **Addressing Systemic Discrimination within our Organizations**

Presenter: Meera Chander

# Historical Context



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# Broad Mandate

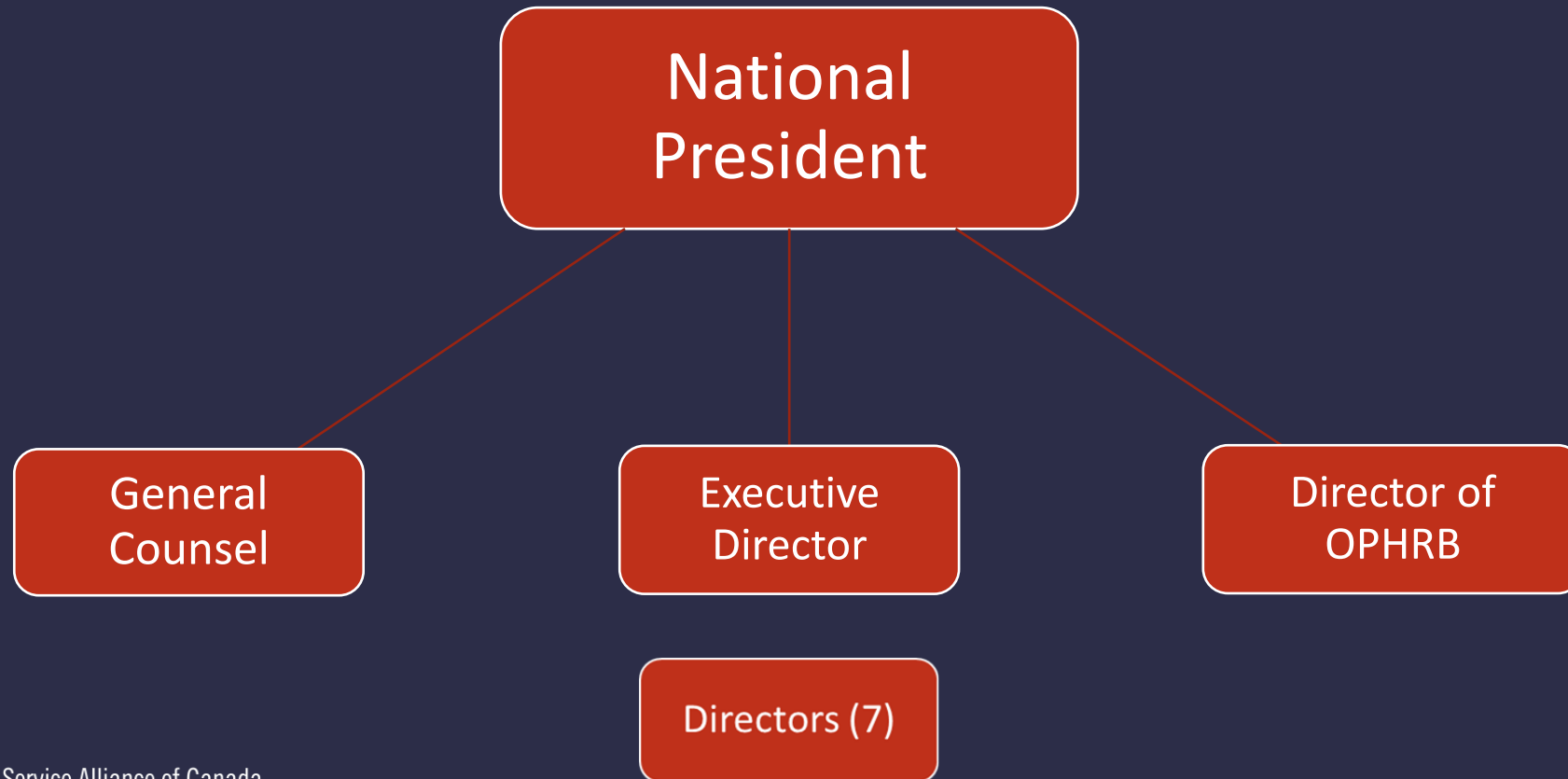
“The emphasis of the position is on creating a more comprehensive and integrated approach to oppression prevention, anti-racism, diversity & inclusion, and human rights from a social justice perspective within PSAC’s workplaces as an Employer.

This will be achieved through the development of appropriate programs, policies, processes and systems and by strengthening the capacity of the management team, AEC, union-management relations and staff of the PSAC.”

## Broad Mandate (cont'd)

“The Director operationalizes PSAC’s commitment to implement a human rights strategy, eradicate systemic discrimination within its workplaces, ensures the review and development of policies, the design and strategic delivery of comprehensive programs, training, appropriate systems, proactive measures and action plan to support, promote and protect the integrity of a workplace that embraces human rights, inclusive and exempt of all forms of oppression.”

# Reporting Structure



# Consultations



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# Survey Results – What we heard

Top four initiatives for PSAC staff were:

- 1) Mandatory Anti-Oppression Training
- 2) Review of PSAC Staffing Policy
- 3) Proactive Conflict Resolution
- 4) Advancing Mental Health Initiatives at PSAC



# VISION

A workplace free from all forms of discrimination, injustice and inequity where we uphold human rights principles for all and foster a workplace culture of care and respect.



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# MANDATE

- To create a more comprehensive and integrated approach to oppression prevention, anti-racism, diversity, equity & inclusion, and human rights from a social justice perspective that is intersectional within PSAC's workplaces as an employer. The Bureau seeks to achieve this through education, research, advocacy, inquiry and monitoring.
- To address the root causes of workplace conflict through proactive conflict resolution processes that are trauma informed.
- To create and promote a workplace culture that champions and protects human rights.
- Provide an alternative to complaints via grievances when related to one of the prohibited human rights grounds.



## MANDATE - continued

- Provide education, training and resources to promote a psychologically healthy and safe workplace.
- Implementation of the *National Standard on Psychological Health and Safety*.
- Provide Human Resources with advice and guidance in ensuring human resource practices have an integrated equity lens.
- Provide guidelines and recommendations to the AEC, the Executive Director, the Directors team and the Management team to ensure anti-oppression principles remain at the forefront in any organizational decision-making.
- Evaluate and monitor processes and organizational initiatives.



# Training

- '4 Seasons of Reconciliation'
- Anti-Oppression Training
- Trans Inclusion in the Workplace Training
- Having Difficult Conversations
- Conflict Resolution
- Training on Preventing Sexual Violence



# Initiatives

- Policy review
- Joint Employment Equity Committee
- PSAC's Employment Equity Plan
- Conflict Resolution
- Reviewing Human Resources and Labour Relations processes with a trauma-informed lens
- Restorative Processes
- Psychological Health and Safety - Forums
- PSAC racialized workers conference
- Providing staff, management and elected leaders with advice on issues related to internal matters dealing with human rights



## NEXT STEPS

- Building the team
- Creating more online resources
- Continuing to review internal policies and processes through an intersectional equity lens
- Providing more opportunities for PSAC staff to come together and express their needs
- More training and education!



## Key take-aways in year 1

- Getting buy-in is crucial in this work
- Arms length
- Staff that feel supported as their whole self in the workplace will take more pride in their work – which in turn better serves the membership
- Post-pandemic, there is still a need for connection
- Pro-active nature of the Bureau will lead to the type of systemic change needed ... but it **WILL TAKE TIME!**



**Any questions for Meera?**

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