



## General Meeting Notes November 29, 2019

### Participants

- More than 60 lines were connected to the Zoom call or video-conference. Some participants met in groups. Participants from the following organizations were confirmed:

Agriculture and Agri-Food Canada	Immigration, Refugees and Citizenship Canada
Canada Revenue Agency	National Defence
Canadian Food Inspection Agency	Professional Institute of the Public Service
Correctional Service Canada	Public Service Commission
Canadian Radio-television and Telecommunications Commission	Public Services and Procurement Canada
Crown-Indigenous Relations & Northern Affairs	Service Canada
Employment and Social Development Canada	Statistics Canada
Environment and Climate Change Canada	<b>FBEC Core Team:</b> Liza Daniel, Chuks Onuwachi, Richard Sharpe, Natalie Taite
Global Affairs Canada	<b>FBEC Regional Representatives:</b> Charlene Libert-Scott, Ronald Sharpe, Lee Soyemi

### Action item are in red text

#### 1. Update on meetings with departments & senior officials

FBEC is strategic in terms of engagements by working its way through meeting the top 20 departments and prioritizing meetings with senior leaders:

- **Office of Chief Human Resources Officer** - FBEC has meet with key units within OCHRO on several occasions to discuss inclusion of an anti-Black racism focus on their Diversity and Inclusion work. Topics: diversity and inclusion strategy, self-identification campaign; Public Service Employee Survey; and disaggregated data.
- **Clerk of Privy Council** (Ian Shugart) - He committed to speaking about FBEC to Deputy Minister community. Topics: issues facing black employees including promotions rates; lack of advancement; mental health.
- **Public Service Management Advisory Committee** (Oct 25, 2019) - FBEC made presentation to the Deputy Minister community.
- **Public Service Commission** (President: Patrick Borbey) – Introductory meeting. Encouraged PSC to work with OCHRO and Statistics Canada on disaggregated data. Provided them with FBEC analysis of their Employment Equity Promotion Rate Study.
- **Canadian Human Rights Commission** (Chief Commissioner of the Marie-Claude Landry) - Topics: collection of disaggregated employment equity data; low acceptance rate for race based complaints.
- **Statistics Canada** - Topics: opportunities to work together on analysis of disaggregated data; FBEC shared its Data Analysis Plan.
  - **Other departmental meetings included:** Employment and Social Development-Labour, Health Canada, Department of Justice, Canadian Heritage, National Defence, Crown-Indigenous Relations and Northern Affairs, RCMP

## 2. Meetings with workplace unions

- FBEC has met formally with presidents of the Canadian Association of Professional Employees (CAPE) and Professional Institute of the Public Service of Canada (PIPSC). Meeting with president of Public Service Alliance of Canada (PSAC) is being organized. Unions are supportive.
- FBEC's mandate is not to act as a union; it does not have the capacity to take on individual cases.
- Lack of understanding on the side of workplace unions on issues facing Black employees.
- Some unions are in the position to provide information regarding types of complaints and other data re: their membership.
- FBEC wants to ensure that Black employees are getting the support they need and is pressing unions to make changes.
- Norma Domey introduced herself as PIPSC Vice-President. She provided her contact information ([norma@pipsc.ca](mailto:norma@pipsc.ca)) should members want to reach out.

## 3. FBEC Self-identification campaign

- FBEC launched its self-identification campaign this past summer for the 2019 Public Service Employee Survey. This is the first time that employees can identify the visible minority group they belong to when completing the survey. This will provide very important data for us to be able to track what is happening to Black employees.
- Please contact FBEC ([members@fbec-cefn.ca](mailto:members@fbec-cefn.ca)) if you can put us in touch with the PSES Working Group or Visible Minority Network within your department so we can reach out to as many departments as possible to promote self-identification.

## 4. Centre for Wellness, Inclusion and Diversity (CWInD):

- TBS (Office of Chief Human Resources Officer) has launched a new portal bringing together various resources that support wellness, inclusion and diversity. **Black employees are encouraged to review and provide their feedback on the portal from their perspective.** FBEC has conducted a preliminary analysis on the new portal and we will be providing comments to TBS. **FBEC would like to hear from Black employees to find out:**
  - Have you heard about it?
  - Do you feel represented?
  - Does it touch on issues that are relevant to you?
- There is also a "Smart Dive" component that will explore various topics under the diversity and inclusion umbrella. **Do you have any ideas for a "Smart Dive" topic that you would like us to put forward? Please provide comments to [members@fbec-cefn.ca](mailto:members@fbec-cefn.ca).**

### Intranet Only:

- CWInD <https://intranet.canada.ca/hr-rh/hw-ms/ldc-lmc/index-eng.asp>
- Smart Dive: <https://intranet.canada.ca/hr-rh/hw-ms/ldc-lmc/sd-ea/index-eng.asp>

## 5. FBEC Annual Meeting - Coming February 2020!

- Annual Meeting to be hosted in Ottawa is tentatively scheduled for **February 24, 2020** (Black History Month).
- Facilitated workshops (for members and allies) to provide participants with necessary information, guidance and tools they can use within their workplace.
- 3 themes for the workshops:
  - Self-Advocacy workshop
  - Career progression workshop
  - Anti-Oppression workshop for allies
- **Volunteers are needed urgently!** Contact us at [members@fbec-cefn.ca](mailto:members@fbec-cefn.ca) to volunteer.

## 6. FBEC in the regions

- Pacific, Western, and Atlantic regions now have FBEC representatives:
  - **Pacific:** Charlene Libert-Scott. Email: [fbecbc.cefnbc@gmail.com](mailto:fbecbc.cefnbc@gmail.com)  
GCCollab: <https://gccollab.ca/profile/fbecbccefnbc>
  - **Western:** Lee (Boomy) Soyemi - [Lee.Soyemi@pwgsc-tpsgc.gc.ca](mailto:Lee.Soyemi@pwgsc-tpsgc.gc.ca)
  - **Atlantic:** Ronald Sharpe - [Ronald.Sharpe@tpsgc-pwgsc.gc.ca](mailto:Ronald.Sharpe@tpsgc-pwgsc.gc.ca)

If you're in the regions, please reach out to them and share their information with colleagues.

## 7. Call out to indeterminate employees interested in working with FBEC

- Some departments have agreed to support FBEC by providing an employee to work with us on assignment. **If you are an indeterminate employee in any of the following departments:**
  - Crown-Indigenous Relations and Northern Affairs
  - Shared Services Canada
  - Health Canada
  - Department of Justice
  - National Defence

**Please contact us at [members@fbec-cefn.ca](mailto:members@fbec-cefn.ca) if you are interested in working with FBEC on-assignment.**