

Human Rights and Diversity Committee (HRDC) Report, 2025

Presented to the 106th Annual General Meeting

The PIPSC Human Rights and Diversity Committee is tasked with ensuring that PIPSC is meeting the needs of equity deserving members and that the voices of equity deserving members are being heard, enhancing community for members of all equity deserving groups through equity caucuses, and advising the Board of Directors on human rights and diversity related issues affecting PIPSC members.

The HRDC also Oversees the six PIPSC Equity Caucuses (The Black Caucus, Women's Caucus, 2SLGBTQIA+ Caucus, Indigenous Caucus, Workers of Colour Caucus, and the Workers with Disabilities Caucus). These caucuses do not receive funding or support and thus are expected to meet on their own time.

All committees of the board receive funding to hold six meetings throughout the year, two of those must be virtual. The HRDC this year recognized that we needed more time, especially to push forward timely initiatives, and thus met informally over several evenings as well.

The funding restrictions to both the HRDC and the Equity Caucuses limit their abilities to live up to their full potential in the sense that we do not have the financial means to implement programming. Regardless of these limitations, the committee and caucuses saw successes this year that are worth celebrating.

Below is a selection of the HRDC's accomplishments and initiatives from the year 2025:

1. Discussed and planned our focus areas for this year and the feasibility of implementing recommendations based on the results of a 2022 equity survey delivered to PIPSC members, which had not been previously actioned
 - These results revealed an alarming resistance to Equity Diversity and Inclusion efforts and some respondents went so far as to threaten the survey administrators, which the administrators indicated was significant, extraordinary and unusual in their experience
 - As such, we focused largely on resisting hate speech and shifting the culture of the union to be more inclusive and to truly celebrate diversity
 - Another area of interest was investigating and addressing the high reported rates of harassment
2. Heard from General Counsel and acting General Counsel on PIPSC's anti-discrimination efforts and the merit criteria guiding Labour Relations support to better inform the committee members who shared this information with their caucuses and colleagues
3. Recognized equity leaders with citation certificates to celebrate their achievements
4. Discussed with the President on our desired future for Equity Diversity Inclusion and Accessibility (EDIA) at PIPSC and how to get there. HRDC recommended to implement a standard response to hateful emails that would be issued by the President's office
5. Drafted the Terms of Reference for the HRDC as they previously did not exist

6. Partook in a resolution writing training to prepare committee members to write and defend the six resolutions that we presented to the board for potential sponsorship at the PIPSC AGM
7. Supported and provided feedback on the Supporting Gender Transition and Work Guide for members managers published by PIPSC
8. Suggested revisions to the PIPSC equity statement to better affirm our union's commitment to EDIA initiatives
9. Developed international solidarity initiatives including proposed anti-hate awareness training for areas seeing rising incidences of hate and recommended the development of an international solidarity caucus to keep the board better informed on emerging issues
10. Reviewed and provided feedback on policies, proposals and more as requested by members, consultation presidents, the Board of Directors, and the Executive Committee (including policies from government departments, where requested by PIPSC)
11. Met with the Training Education And Mentoring committee chair to discuss a plan to advocate for equity-based courses through our current structure and how to broaden the structure to allow for more opportunities
12. Developed and implemented the programing for our AGM booth to promote the HRDC and to advocate for equity issues with PIPSC members
13. Met with the new Chief Operating Officer to highlight current issues and how we'd like to see equity at PIPSC evolve
14. Met with the PIPSC compensation services manager to discuss the Public Service Health Care Plan and how to better support members from equity deserving groups

Two of the HRDC's proposed resolutions were sponsored by the Board of Directors at this 106th AGM (B02 and P02). We invite delegates to chat with HRDC members by finding us at our AGM booth should you have any questions on these resolutions or other HRDC initiatives. We hope that these resolutions will pass with much success!

I wish to thank this year's HRDC members and friends: Madeeha Choudhry, Chinyere Okafor, Harry Timla, Sally Hanna, Dime El Hadji, Niraj Nitheanandan, Sean Stiff, and Mary Lycette. The committee and caucuses would not have been able to succeed without your efforts, contributions and advocacy!

I also wish to thank our staff and administrative support persons, Richard Gaboton and Marielle Nadon. Without their dedication to the committee, our meetings and initiatives would not have been able to proceed as smoothly as they have.

I am wishing the committee and caucuses a prosperous future in 2026 in their continued efforts to build a more inclusive union.

Respectfully submitted,

Katie Francis
Chair, HRDC