

**RECONCILIATION**  
*NOW*

**END**  
**XENOPHOBIA**

**RACISM**  
**FREE**  
**ZONE**

**INCLUSION**  
**— NOT —**  
**EXCLUSION**

**UNITED**  
**AGAINST**  
**RACISM**

**STOP** RACIAL  
DISCRIMINATION

*RACISM FREE*  
*EMPLOYMENT*

**STOP**  
**ANTI-BLACK**  
**RACISM**

**#FightRacism**

INTERNATIONAL DAY FOR THE  
ELIMINATION OF RACIAL DISCRIMINATION



[psacunion.ca](http://psacunion.ca)

## 21 DATES FOR MARCH 21ST, 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.
- 1983-1984:** The Royal Commission on Equality in Employment, headed by Justice Rosie Abella, was appointed to examine the issues of representation in the workforce. The Canadian Labour Congress (CLC), PSAC and other unions make submissions in support of employment equity. The Commission's ground-breaking report, Equality in Employment, called for a massive legislative and policy response to systemic employment discrimination.
- 1986:** PSAC negotiates its first 'no discrimination' clauses into the first Master Agreement with the Treasury Board of Canada Secretariat.
- 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. To this day, 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 work of PSAC.
- 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 PSAC makes a submission to the Task Force during its consultation calling for an anti-racism policy and a strategy for its implementation across the public service. The report sets a goal of 1-in-5 for hiring "visible minorities" into the federal public service by 2003. (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.
- 2005:** After years of lobbying and advocacy efforts by PSAC and the broader labour movement, the federal government announces it will launch 'Canada for All: Canada's Action Plan Against Racism'.
- 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 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 provides its submission to the federal government on its national Anti-Racism strategy, urging the government to make a strong commitment to employment equity, accessible and transparent staffing processes and reconciliation with the Indigenous community.