



July 9, 2019

The Honourable Joyce Murray
President of the Treasury Board
Minister of Digital Government
90 Elgin Street, 8th Floor
Ottawa, Ontario K1A 0R5

By email: President@tbs-sct.gc.ca

Dear Minister Murray,

I am writing today to express the support of the Professional Institute of the Public Service of Canada for the Federal Black Employee Caucus (FBEC), an organization dedicated to combatting career obstacles in the public service such as racism, harassment, and under-representation.

The Institute values the diversity of the Canadian population and the unique talents and strengths that are inherent in a diverse workforce.

Yet, as you are aware, Black employees and other visible minorities continue to face barriers after being hired in the public service, even though the educational qualifications of visible minorities are often higher than those of the average population.

As a union, we believe that we have an active role to play in identifying and removing barriers that prevent any public servant from fully participating in all workplace activities and fulfilling their personal and professional dreams. As such, we are committed to working with the federal government to create workplaces that are inclusive and barrier-free.

We were therefore pleased when the government announced the establishment of a Centre of Diversity, Inclusion and Wellness. The Institute will be happy to work with the Treasury Board to ensure that the proposed Centre is action-oriented and that all employees, particularly Black employees, benefit from tangible results.

In addition, PIPSC supports the FBEC's key "Asks":

.../2

- That data gaps must be filled and that a support network be created permitting Black community members to accomplish their professional goals, i.e. to obtain senior government positions.
- That the federal government should assign Champions in each of its Departments.
- And of course that the federal government continue to show respect for the International Decade for People of African Descent.

I look forward to working with you to achieve these objectives in federal workplaces across Canada.

I thank you for your support, and remain

Respectfully Yours,

A handwritten signature in black ink, appearing to read 'Debi Daviau', written in a cursive style.

Debi Daviau
President, PIPSC