

Steve Sukhbir
GLBTQ2+ Prairie Region Council Rep
Prairie Region Council November 2020

I have participated in the NATIONAL HUMAN RIGHTS COMMITTEE MEETING on Employment Equity Act as stated under my report.

The following were highlighted as action items:

- Departments not publishing stats or deficiencies
- Language changes in the Act (indigenous, racialized etc)
- No new groups being created (lgbtq2s+)
- Accountability by the employer
- Reporting and or complaint process(es)
- Implementation strategy i.e. change is lacking
- Lack of proper consultations
- Union consultations and involvement (they are not at the table)
- Diversity Training
- Awareness Training
- Employment Equity Training for everyone

It has to be noted that this review is 20 years late and that the Act should be reviewed every 5 years. Precarious work and Part time employees (over 4 months) have been highlighted if they were long term, however they may fall under a different act/legislation.

There was a PSAC survey that was sent out prior for everyone to complete and that link was posted to the Edmonton Human Rights Committee Facebook page

In Solidarity,
Steve Sukhbir

Greetings,

Thank you for participating in this timely and important consultation on behalf of your component and/or region. The consultation is scheduled for September 9th from 1 to 4 p.m. EST.

In order to better understand the current status of the *Employment Equity Act* (EEA), it is vital that we get input from leaders, activists, and staff who participate on employment equity initiatives in the workplace such as joint management-union committees. There are three objectives to the session:

- a) What's working under the current EEA
- b) What's not working under the current EEA (including barriers faced by equity-seeking groups), and
- c) What are possible solutions and recommendations to improve it.

To help you prepare for this meeting, please refer to the below agenda:

- 1) Introductions
 - a. What we know about the review
 - b. Timeframes
- 2) Your experience with the EEA: what's working and not working
- 3) Recommendations
- 4) Next steps
- 5) Other

Unfortunately, we may not be able to cover all the issues that you want to discuss within a short period of time. A memo with an on-line survey was provided to the NBoD. The survey will be used to supplement this consultation. I have attached the memo sent to the NBoD and encourage you to fill out the survey if you haven't already done so.

I look forward to hearing from you on these important consultations. Simultaneous interpretation will be provided.

STEVE J. SUKHBIR

Edmonton, Alberta

sukhbirs@psac-afpc.com

Public Service 13 years with the Department of National Defence and 10 years of being an active union member. I started being an unknown and have been learning the ropes with Union Education, Grievances and taking part on the Local Executive.

I am a Racialized member, originally from Trinidad and Tobago and part of the LGBTQ2S+ community. I am an advocate at the workplace for both civilian and military for LGBTQ2S+ issues, training and support. As such I would like to advance the issues of LGBTQ2S+ concerns and issues at the Prairie Region Council to make our voices heard and to enact change wherever it is needed.

My Union Achievements include the Union Development Program, Current Chair of the Edmonton Human Rights Committee, steering committee participant for the Racially Visible Conference and the National LGBTQ2S+ committee member.

My aim is to promote what the union is to our new and current members, to foster a greater unity with our racialized members and to encourage our LGBTQ2S+ members, our fellow supporters, and our allies to empower our diverse membership and to also show that being LGBTQ2S+ people we are here and have a grand voice in the Union. We need to foster Unity, Education, Support and Understanding and to advance the rights of equity workers and communities.

In conclusion as the PRC LGBTQ2S+ Representative I ask you to help me bring your issues to the table by sending me an email or getting in touch. I am also willing to attend (virtually) your committee meetings if agreed to by your respective executive and membership.

Thank you
Steve Sukhbir
Chair Edmonton Human Rights Committee
PSAC Prairie Region Council LGBTQ2+ Rep
<https://prairies.psac.com/node/10915>