



REPORT OF  
DIRECTOR OF PSAC-QUEBEC EQUITY GROUPS  
2019-2021

Dear sisters, brothers and others,

Here is the report of my activities since the start of my term replacing Brother Toufic El Daher. My goal was to make a difference promoting human rights within the PSAC by taking every opportunity possible to speak out against the systemic racism that poses a major obstacle for members of equity groups. I wanted to continue Brother Toufic's commitment to protecting and promoting human rights both within PSAC-Quebec, by means of the area councils, and with natural and non-traditional allies of the trade union movement. Here is a list of the activities we have carried out. I am also enclosing my predecessor's report of activities since last convention.

1. Occupation of MPs' offices in collaboration with Laval/Laurentides/Lanaudière/Abitibi-Témiscamingue Area Council to protest against Phoenix and the stalemate in the federal public service negotiations.
2. April 24: Québec/Québec-Métro Area Council AGM.
3. April 28: Rally in front of the National Assembly of Québec building with the FTQ to honour workers who have lost their lives or suffered injury or illness on the job and demand changes to the Act to provide our members with better protections.
4. May 8: Interview on Laurentians community television to discuss equity issues in the public service and present Minister Joyce Murray's most recent report on employment equity in the federal public service.
5. May 9: Doctor Benoit Deshaies Foundation solidarity gala in Montreal.
6. May 14: Montreal Area Council AGM.
7. May 22: Meeting with the USJE local in Sainte-Anne-des-Plaines for the negotiations tour.
8. May 23: Meeting with Laval/Laurentides/Lanaudière/Abitibi-Témiscamingue Area Council for the negotiations tour; I also took part in a national webinar on employment equity.
9. May 24-25: PSAC Political Action course.
10. I contacted the regional equity coordinators and scheduled a meeting for June 11. I practised Internet activism, posting information on our social media pages and platforms.
11. As the Director of Equity Groups, I am also often approached for assistance by community-based human rights organizations and do my best to help as the budget permits. One such group is the Coalition of LGBTQIA2S youth groups, which works to alleviate homelessness among LGBTQ2+ youth.
12. June 11: I met with the Equity Coordinators of Corémont (Montérégie), Québec/Québec-Métro, Lac Saint-Jean and Chibougamau-Chapais (teleconference) to prepare for the Regional Conference for Racially Visible Members (minutes available on request).

13. June 12: I met with Nancy Boudreau, President of CEIU Local 10426, concerning the striking of a human rights committee.
14. June 19: I attended the Montreal Area Council AGM to promote equity.
15. July 5: I took part in a National Human Rights Committee webinar on the duty to accommodate.
16. July 18: while I was on vacation, I was invited by the Equity Coordinator of the Quebec/Québec-Métro Area Council to take part in a COPAC Media event on community life at which a web platform to promote diversity was launched.
17. Aug. 10: I attended the Fonds d'action Sud event for underprivileged children.
18. Aug. 21: I attended a meeting for the gala that took place at PSAC. Self-identification is a significant problem for equity groups.
19. Aug. 23: in collaboration with Brother Carlin Doure of the PSAC-Quebec office, an equity newsletter for members with an interest in equity issues was launched.
20. Aug. 25: I attended the opening of MPs' offices.
21. Aug. 31–Sept. 1: I took part in Rainbow Day and a meeting with Indigenous peoples.
22. Sept. 5-6: I took part in a symposium for people of African descent honouring Senegal (in 2015, the UN declared the International Decade for People of African Descent).
23. Sept. 11-12: I attended the Quebec Council meeting in Trois-Rivières. UTE Local 10005 members and I took part in a rally to disrupt the Conservative Party meeting in protest against the Conservative proposal to implement a single tax system for Quebec residents. The system was to be administered by Revenu Québec, which would result in regional job losses.
24. Sept. 15: I attended a fundraising event in Laval for Kole Zepôl to raise money for children in Haiti.
25. Sept. 27: I took part in the March for the Planet in Montreal with the PSAC-Quebec delegation.
26. Oct. 3: the second issue of the equity newsletter came out.
27. Oct. 4: I attended the Vigil for Missing and Murdered Indigenous Women and Girls.
28. Oct. 7: I was invited by President Kristine Leclerc to attend a meeting of the Estrie Area Council Executive to discuss and promote diversity and encourage interest in an Equity Coordinator in the region.
29. Oct. 9-11: I attended the National Human Rights Committee meeting in Ottawa with Brother Keith Lemoine, Equity Representative for LGBTQ2+, and Judith Côté, Indigenous Peoples Representative.
30. Oct. 16: I took part in a meeting at the PSAC-Quebec office with the REVP and the Corémont Equity Coordinator to plan the gala (minutes available on request).
31. Oct. 23: I attended the Laval/Laurentides/Lanaudière/Abitibi-Témiscamingue Area Council AGM.
32. Oct. 24: I attended a community event held in Laval to mark Hispanic Heritage Month.
33. Oct. 27: I took part in a rally in Montreal to protest Bill 21, which discriminates primarily against Muslim women.
34. Oct. 29–Nov. 3: I worked with PSAC staff to prepare for and chair PSAC-Quebec's second Racially Visible Members' Conference, which took place in Orford in the Eastern Townships.
35. Nov. 4-8: I attended the Quebec Council and National Officers meetings in Laval.
36. Dec. 17: I attended a meeting of the Mauricie Area Council Executive to garner support for the request by Lina Nana of UTE Local 10005 to strike an equity committee.
37. As of Jan. 2020, I have represented the equity groups at a number of meetings and on various conference calls and Québec Council calls concerning COVID-19.

38. I served first on PSAC-Quebec's Political Action Committee and then switched to the Education Committee, where we tabled a bold education plan for the COVID era and beyond.
39. I chaired the pre-Convention meeting on general resolutions held at the Montreal Regional Office on Feb. 5 and 6, 2020. Other meetings are planned, as the 2021 Convention is to be held online.
40. I attended the meetings of the Organizing Committee and we proposed a resolution concerning the 10<sup>th</sup> PSAC-Quebec Convention.
41. I participated in several meetings of the National Human Rights Committee, where we discussed the recent police killings of Black men and women and the ongoing police violence against protesters. PSAC has taken a stand against violence against Black and Indigenous people in Canada. We are working on an antiracism plan, and we have stated our position on our website and on social media.
42. I attended a webinar on returning to the workplace and how it affects our members. I attended online meetings with federal MPs Angelo Iacono, Mélanie Joly and Greg Fergus to discuss human rights.
43. In honour of Black History Month, I worked with PSAC-Quebec staff to present a webinar entitled "Le racisme systémique, Parlons-en" [systemic racism: let's talk about it], as well as on a webinar about antiracism with columnist, anthropologist, media analyst and commentator Émilie Nicolas.
44. I took part in the rally against the PEQ reforms in Montréal.
45. I attended the online general meeting of the 3L, Montréal and Québec Métro regions to promote human rights.
46. I participated in the webinar entitled "An Introduction to Antiracism for White Folks," as well as an online meeting with the Canadian Consulate in Atlanta about the sexual exploitation of Indigenous women and girls on the Northern border (A Cross-border Conversation: Race, Gender, and Class: Sexual Exploitation of Indigenous Women and Girls on the Northern Border).
47. I attended the meeting of the FTQ Executive for Greater Montréal on climate justice, entitled: "Dialogue intergénérationnel: unis pour le climat" [intergenerational dialogue: united for the climate]
48. I represented PSAC on the FTQ Antiracism Committee.
49. At the end of December 2020, we held the equity groups AGM with PSAC-Quebec, where we adopted the resolution to apply Joyce's Principle to independent health-care services for Indigenous people.
50. Even though 2021 is a pandemic year, the Union has been buzzing with activity: I responded to requests from REVP Yvon Barrière to review the documents submitted to the Convention. I would like to thank him for acknowledging and making use of my skills.
51. On Jan. 13 and 28, 2021, I attended the plenary sessions of the National Human Rights Committee, where we discussed the antiracism plan PSAC wishes to establish. On January 14, I attended a round table where participants including Drs. Amir Khadir and Stanley Vollant raised the alarm on the treatment of Indigenous people in the health care system. On Jan. 19, I participated in the action launched by the FTQ to raise awareness among the members of the National Assembly about Bill 59's impact on the health and safety of our members. The Bill is negatively affecting injury prevention and compensation for our members and the FTQ is asking that it be amended. For more details, visit [sante-a-rabais.ca](http://sante-a-rabais.ca) (in French only). On Jan. 21, I attended a presentation by the Centre international de solidarité ouvrière (CISO) [international centre for labour solidarity] on interns who travelled to Mexico to

support workers who are being exploited by big Canadian mining companies and are organizing to demand their rights. I attended the Montreal Area Council AGM on Jan. 27, 2021.

52. The month of February was filled with the events and activities of various organizations such as the Ligue des droits et Libertés [league of rights and freedoms], Amnesty International (systemic racism in Quebec – knowing our history to understand our present) and Statistics Canada (Black presence and influence in Canada), to name but a few. I continued working with the FTQ to further the political action initiated to improve Bill 59 and I had an online meeting with MP Saul Polo to discuss it. He promised that he and his Liberal caucus would support the workers' demands. In recognition of Black History Month, we held a webinar on living together in diversity with PSAC-Quebec on Feb. 17, and a training session on antiracism with anthropologist Émilie Nicolas on Feb. 23. On the evening of Feb. 22, I participated in a panel discussion with PSAC National on the contribution of Black communities to the labour movement. I also had the honour and privilege of being interviewed by the CBC on the leading figures of Black activism in Canada and Quebec. As the PSAC representative on the FTQ's Antiracism Committee, I worked with a task force to publish an article in *Le Monde ouvrier* in honour of Black History Month.

Please see my D Theodore Facebook page for equity-related photos and articles. The PSAC-Quebec Equity Groups Facebook page also posts equity-related news and updates.

Respectfully submitted,

Djimy Théodore (He/Him)  
Director of Equity Groups

**AFPC-Quebec Equity Director  
Report : April 2018 to February 2019**

Hello, everyone. Here is the report of my activities for the above-mentioned period.

I attended PSAC's 18<sup>th</sup> National Convention at the Metro Toronto Convention Centre from April 29 to May 4, 2018. The convention theme was "Solidarity in Motion: Building our Union, Building our Future."

Three main themes were discussed: the future of the union; the direction the union should take; and how to achieve our goals. In my opinion, it is important, if not crucial, to rethink our union democracy: our survival depends on it and we won't make any progress burying our heads in the sand.

**PSAC-Quebec Education Committee**

**PSAC-Quebec members will receive a survey questionnaire shortly asking them to evaluate the education program.**

Education is a key tool in protecting our members' rights on a daily basis.

**Equity**

In my capacity as Director of PSAC-Quebec Equity Groups, I was a partner for the third Talent d'Afrique cultural competition on May 19 at the Imperial Theatre in Quebec City. Our union must have a community presence to make Canadians aware that PSAC stands for equity and social justice too.

On September 8, Brother Pascal Lauzon and I attended the annual Great Dragon Boat Challenge to raise funds for the Asterisk project. New this year was a "Fun Zone" for kids, sponsored by PSAC-Quebec to make it easier for parents to enter the races.

We also sponsored the fifth annual MondoKarnaval, a cultural festival in Quebec City from September 1 to 3, at which PSAC-Quebec had a booth.

We also sponsored the third "Diversity Cabaret" in Rimouski on November 22 and 23. A panel discussion was held the first day with the theme of immigrants and entrepreneurs in Rimouski. On the 23<sup>rd</sup>, there was a workshop on combating prejudice facilitated by Isabelle Proulx of Commission scolaire des Phares. That evening also featured an "Every Human Counts" cabaret. PSAC must have a regional presence to ensure equity and diversity.

On the evening of January 31, 2019, I attended an event on Systematic Racism and Islamophobia at the Saint-Pierre Centre organized by the League of Rights and Freedoms. Members of an extreme-right group disrupted the event with their hateful comments. Populist remarks by some of our politicians concerning this hot-button issue are adding fuel to the fire. While it is not the case that we Quebecers are all racist, Islamophobic, homophobic and so on, it is even more harmful to deny the existence of such sentiments in our society. Sadly, racism in all these forms is a fact of our society and some of our members share these hateful beliefs, so we must be vigilant in combating such hate. I am very proud to belong to PSAC, a huge union that stands for equity and diversity.

To mark Black History Month, PSAC sponsored the Nuit de l'excellence afro-antillaise 2019, an annual competition showcasing Afro-Caribbean cultural prowess, on February 17 at the Museum of Civilization in Quebec City. Other members proudly joined me in representing PSAC-Quebec at the gala, where PSAC had a visible presence, including its banner. I promoted the event in emails and on social media, as well as at the Québec/Québec-Métro Area Council meeting on January 15.

PSAC sponsored the Matane Women's Group in response to a request for funding to renovate its building and make it fully accessible.

From September 2018 on, I met with PSAC-Quebec's Equity Group representatives every two or three months to stay up to date on activities in each region.

Equity Group representatives have known for years that I am always available to answer any questions or concerns about equity and diversity.

### **PA Table Negotiations**

As you know, I am on the bargaining team for the PA Group negotiations. I have let the PSAC-Quebec representatives know when I am available to provide updates on the negotiations and the meeting with the members of the PA table in Quebec.

### **NEW UNION RESPONSIBILITY**

As you know, I am officially the new National Executive Vice-President (NEVP) of my component, the Union of Veterans' Affairs Employees (UVAE). I had been filling the position on an interim basis since October 9, 2018 from my home in Quebec City. I was Alternate NEVP when Virginia Vaillancourt was our NEVP. Virginia has been the new National President of UVAE since January 9, 2019, and I will be filling this position until the next UVAE convention in October 2020.

I end my report with a real sense of nostalgia. It has been an honour and a privilege to serve on the Quebec Council all these years. We're a big family here in Quebec and I'm going to miss you. Everyone who knows me knows that since I first joined the trade union movement, I have worked to stand up for the membership and advocate for equity, social justice and equality for all. That is a battle I will never stop fighting. We as the Quebec Council must continue to speak for minorities and protect human rights. I know that with Yvon as REVP you will stay mindful of this vision because that's why we get involved in the trade union movement: to speak out against injustice. We must therefore strengthen our commitment to equity, diversity and inclusiveness and never give in to the fearmongering of right-wing and far-right extremist groups.

In solidarity,

Toufic El-Daher  
Director of PSAC-Quebec Equity Groups