
Equity Groups Report

PSAC-Quebec
2023-2026

Between 2023 and 2026, PSAC-Quebec equity groups continued their work advancing human rights, inclusion, and the active participation of their members in the labour movement. As discrimination and systemic inequality persist, these groups played a key role in educating members, encouraging dialogue, and progressing equity issues within our organization.

One standout accomplishment of this period was the re-establishment of several regional human rights committees. Following a request from the Regional Executive Vice-President (REVP), we learned that some of the official letters establishing committees were no longer available in the administrative files. To ensure these committees' legitimacy and continuity, these letters are being re-created. Committees were re-established in the Montreal, Quebec City, Saguenay, Montérégie, and Laval-Laurentides regions, where they help amplify members' voices, educate on equity issues, and boost the engagement of equity groups.

Several training sessions were held to build members' knowledge and capacity for action. Among the topics covered were diversity and inclusion, accommodations and barriers, accessibility, and mental health. An accessibility checklist was developed to promote inclusivity in union activities.

Each year, equity groups organized activities to educate and mobilize their participants, including training sessions, webinars, rallies, and culinary activities to facilitate discussion and build solidarity.

The Racialized Members Conference was well attended. Resolutions were sent to various decision-making bodies after several working sessions. Activities organized in conjunction with the Women's Committee and the Young Workers Committee—including a talk by a British Columbian activist and Indigenous Peoples' Week initiatives in Quebec City—shone a spotlight on transversality and intersectionality. Webinars and training sessions built understanding of intersecting experiences and promoted best practices for inclusivity.

Group-specific activities (intersectional approach)

Indigenous Members Group

- Hosted Indigenous markets, meals, and cultural encounters
- Held talks and education sessions on the realities of Indigenous peoples

- Participated in Indigenous Peoples' Week in Quebec City in collaboration with the Young Workers Committee and the Women's Committee (intersectional approach).

Racialized Members Group

- Participated in the Racialized Members Conference and working sessions
- Developed and sent resolutions to decision-making bodies
- Ran webinars and training sessions on systemic racism and intersectionality in partnership with the Women's Committee and the Young Workers Committee

2SLGBTQIA+ Group

- Hosted a diversity lunch
- Participated in Pride celebrations in Montreal and Quebec City
- Ran educational activities on sexuality and gender diversity, integrating perspectives from Indigenous and racialized people

Members with Disabilities Group

- Held training sessions on accessibility and systemic barriers
- Created an accessibility checklist
- Organized a sign language training session by a doctor who is hard of hearing and mute, along with a reflection on intersectionality

Intersectionality and Transversal Activities

Attended a talk by a Colombian activist

Participated in a pow-wow, Indigenous Peoples' Day activities, and Pride activities with the Young Workers Committee

Though we made great strides, we also faced challenges. A member survey identified many obstacles to participation in our committees, including communications that don't always reach all members, meetings organized outside of work hours, and various personal and professional constraints. Some people still hesitate to identify themselves as part of an equity-seeking group for fear of facing stigma in the workplace.

Our achievements clearly demonstrate the importance of equity groups within PSAC-Quebec. Their activities promote human rights, strengthen member participation, and build a more inclusive union. Work remains to be done to improve mobilization, communications, and the creation of safe spaces for all members. A strong labour movement is, above all, an inclusive labour movement.
