



Diversity, Equity, and Inclusion- Meeting Minutes

Date: October 21, 2021

Time: 12:00 PM to 12:55PM EDT

Location: Microsoft Teams

Present: **Members:** Camille Awada (Vice-President), Granda Kopytko, Jamie Lafontaine
Staff: Jean Ouellette (Executive Director), Audrey Lizotte (Director of Policy and Negotiations, General Counsel), Dina Epale (Advocacy and Public Affairs Advisor), Katia Theriault (Director of Communications), Jennifer George (Senior Advisor to the President), Valérie Emadisson (Research Assistant), Stéphanie Cousineau (Administrative Assistant)

Regrets: Maureen Collins

Topic	Follow-up items
<p>12:05 PM Meeting quorum reached.</p> <p>S. Cousineau reads the CAPE Statement on Harassment.</p> <p>J. George accepts the role for Anti-harassment Resource Person for the meeting.</p> <p>Action Item: Identify on Agenda the Co-Chair who will chairing the meeting.</p> <p>A. Lizotte commented on the role of the sub-committee.</p> <p>She informed the members that the AJC, PSAC and CAPE coalition is pursuing an audit of the CHRC that should look into how the Canadian Human Rights Commission (CHRC) addresses, or fails to address, anti-Black and other forms of racism within its own institution, as well as how to receive and investigate such complaints under the Canadian Human Rights Act. The coalition believes the Office of the Auditor General of Canada (OAG) is best positioned investigate the matter.</p>	

<p>D. Epale explains how we've developed an advocacy plan regarding the matter, in order to leverage every opportunity possible for our members.</p> <p><i>A. Lizotte exits the call.</i></p>	
<p>1. <u>Approval of Agenda</u> J. Lafontaine moves to approve the agenda, seconded by C. Awada.</p> <p>In favour = 3 Against = 0 Abstention = 0 Carried</p>	
<p>2. <u>Update on TORs</u> J. Ouellette reports the Terms of Reference for the committee will go out tomorrow to the NEC.</p>	
<p>3. <u>CCDI Affiliation</u> J. Lafontaine states this will also go to the NEC.</p>	
<p>4. <u>Action Plan (Draft)</u> J. Ouellette indicated that there was a meeting last week of three employees to draft the action plan, and there will be another one tomorrow. We have good structure and will work on it more. We will report back at the next meeting.</p>	
<p>5. <u>CLC invite to UN commission on Status of Women</u> We've received invitation to attend and must decide if we want to propose anyone to attend.</p> <p>V. Emadisson announces the deadline to sign up is November 8th, 2021, and that the participant should preferably be a woman. The event is held virtually in New York, with up to 20 persons to attend as part of the CLC delegation.</p>	

<p>Discussion regarding which member will attend will happen during the next NEC meeting. G. Kopytko to discuss with M. Collins which member should be recommended to the NEC to attend.</p>	
<p>6. <u>NAFE (Network of Asian Federal Employees) & other networks</u></p> <p>D. Epale explains NAFE launched in May 2021 and was created to a reaction of an incident, similar to the George Floyd incident. A preliminary meeting was held a few weeks ago, they are close to 500 members registered, they do not currently have a website nor is there much information on them yet. There is a plan of activities for this Fall, one of them being a membership survey. Survey will evaluate the issues of return to workplace and whether employees are happier working from home. The survey will be finalized this week during their meeting. As for CAPE, we are trying to find ways to support NAFE. We are also trying to reach out to identify as many networks and groups as possible as a means to engage with them.</p> <p>K. Theriault says that to better serve our minority group, we must ensure we draw them in and have them volunteer and participate. We must display our openness regarding their issues and make it apparent that we are pursuing connecting with them.</p> <p>J. Ouellette advises that the Communications Team has created a comprehensive list of CAPE stakeholders. It will be provided to the NEC.</p>	
<p>7. <u>Schedule reoccurring meetings</u></p> <p>As previously discussed, meetings will be scheduled for the first Thursday of every month at noon.</p>	<p><i>Patricia to schedule meetings.</i></p>
<p>8. <u>Other Business</u></p>	



<p>D. Epale mentions that there is a Diversity and Inclusion conference organized by the Canada School of Public Service from November 2nd to November 4th, 2021. He will provide the information to the sub-committee members.</p>	
<p>Motion to adjourn meeting at 12:55pm.</p>	