



**Equity, Diversity and Inclusion sub-committee meeting
Tuesday April 12, 2022
NOON EDT
Via Teams Meeting**

MINUTES

In Attendance: Granda Kopytko(Chair), Jamie Lafontaine(Chair) & Camille Awada.

Staff: Jennifer George (Senior Advisor to the President), Katia Theriault (Director of Communications and public affairs) Dina Epale (Advocacy & Public Affairs Advisor) & Patricia Kumbakisaka (Administrative Assistant/Committee Secretary)

Apologies: Jean Ouellette (Executive Director)

Call to Order / Roundtable introductions

- Meeting was called to order at 12:05 PM by Granda Kopytko

Approval of Agenda

- Motion to adopt Agenda -Approved by all.

CAPE's participation in the consultation of the Public Service Commissions' proposed Initiative Supporting Diversity and Inclusion Student Employment

- Committee agreed to discuss this item at the next meeting since Jean and Valerie are away.

Action Plan (follow-up)

- Also, to be discussed at next meeting

Subcommittee memberships:

- Jennifer confirmed that we have received most of the reports back of chairs and co-chairs of subcommittees a message will be going out to membership shortly, seeking calls for volunteers for several subcommittees and EDI is one of them.
- Granda and Jamie had an email exchange and discussion about that and thought we want to have enough participation, diversity and inclusion as possible.
- Jennifer will work with Katia to finalize the list, not all committees or subcommittees needed members and a message will go out shortly.

Other business

Part I. DEI Info session (update by Katia)

- Diversity Information session to CAPE staff was delivered in early March.
- Next step will be to deliver a similar presentation/info session to the members of the NEC. Katia suggested to share the same presentation that was given to CAPE staff to Jamie and Granda, to tweak it and present it at the NEC, along with Doris since she will be covering the education part.



- This presentation will be done at the May NEC meeting – Mandy from CCDI will also be invited.
- Presentation will be an hour long (30 minutes to present and 30 minutes for members to ask questions)
- Katia will send the presentation to Jamie and Granda and will have a meeting with them to discuss the presentation.

Part II. Update on Equity groups (update by Dina)

- Drafted a letter to the co-chairs and it's been updated during the time that have passed.
- The letter will be sent out to all the groups that we were able to identify. Important to keep in mind we cannot work with all the groups (not all are active)
- We have 9 groups that we will follow up and put more energy towards one of them being (The Muslim federal employee network, LGBTQ+ women's group, National Asian Federal Employees Network, Federal Black Employees Caucus, Indigenous groups, Disability, Young professional network & if there's Francophone network however our search hasn't revealed any)
- Katia suggested to also find a disability group and will work closely with Jamie and Granda to find one, these will be priority groups and proactively engaged. We also need to know which women group we need to work with.
- Katia also suggested it would be good to have the list of those groups with their contact information so we can reach out to them.
- Dina will send an email to Jamie and Granda for which groups we need to find more about.
- Granda knows an individual who works in Western Canada (Saskatchewan) she may know disability groups in Government of Canada.
- We received an email from the Muslims Federal Employees network yesterday and their employment equity review is ongoing, and they recommend we include in CAPE's recommendation that religious minority be included as a designated employment equity group (This is first time a network reaches out to CAPE first)
- Next step will be to share the draft letter to the groups.

Other topics

- Katia asked Jamie and Granda how many volunteers do they need for this committee
- Jamie answered EDI did not put a limit, since the committee doesn't make big decisions such as funding, policy or constitutional. Because its diversity and inclusion committee we thought the more diverse and inclusive it is the better representation will be.
- Katia suggested if we add more members to the committee to have some guiding questions to volunteering members every time, they join so they have something to offer and contribute. Once we have a sense of how many members will want to join.
- Once CAPE sends out the call to volunteer to the members it is important to state that there's a protocol, we recommend to follow which people will be submitting their application and provide some answers to why they want to join & there's a time commitment as well.
- Katia also encouraged to look at the list together and make sure it's diverse

Next Steps



- Katia will connect shortly with Jamie and Granda to discuss the Diversity presentation.
- We will follow up with committee chairs once the call out for volunteers has been sent.
- Jennifer mentioned we will have more update on the action plan at our next EDI meeting, Jean and Jennifer met with CCDI to get objective one enrolling, now looking at developing objective 2.
- Message to membership to go out today or tomorrow.

Next meeting:

- Next meeting is scheduled May 5th at NOON EDT

EDI committee meeting adjourned at around 12:30 PM. EDT.
