

October 16, 2025

Understanding our Equity Seeking Members

WHEREAS

CAPE's membership is diverse and CAPE members from equity-seeking groups are confronted with many additional barriers in their workplace and from their employer. As a result, many face elevated and disproportionate rates of discrimination, harassment, mental health struggle, and hardship that are objective and measurable;

AND WHEREAS

available data on equity-seeking groups, including 2S/LGBTQIA members, is insufficient. There are many things we can't do without data, such as measure and push back on disproportionate impact of employer actions such as lay-offs (or workforce adjustment) on equity seeking groups;

AND WHEREAS

CAPE's Equity Subcommittee and Equity Caucuses functions include:

- Advancing diverse members' interests in relation to the employer;
- Ensuring that priorities of equity-seeking members are strategically integrated in the work and priorities of CAPE;
- Overseeing and advising on internal and organizational initiatives to advance equity within CAPE;

BE IT RESOLVED THAT

CAPE in consultation with the Equity Subcommittee and Equity Caucuses develop and implement a process to collect and update data on the self identified equity seeking groups our members belong to, and how these identities impact them as workers.

This process must include updates to CAPE's membership registration process to include questions on membership in equity seeking groups, and must include a mechanism to collect and update this information for existing members with an understanding that membership in these groups may change over time. CAPE must also empower equity caucuses by providing opportunities for them to recommend additional content on general membership surveys.

Stewardship and decisions regarding use of aggregated data will be informed by the relevant Equity caucus or where one has not been formed, by the Equity Subcommittee, subject to the Association's Privacy Policy.

Submitted by the following members:¹

Malcolm Warmerdam, Statistics Canada
Timothy Schwinghamer, Agriculture and Agri-Food
Adrian Larose, TBS
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Stephen Voldock, Statistics Canada
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¹*Under By-Law 3.37, All resolutions shall be submitted by either ten (10) Regular or Pending members or by one local by completing the resolution submission form.*