

Responses to CBC request for comment on proposed class action

Canadian Human Rights Commission — spokesperson Jeff Meldrum:

While we have not been informed of any pending litigation, we would say the following:

The commission is committed to meeting the highest standards of equality, inclusion and representation for all equity-seeking groups, including Indigenous, Black and other racialized people.

More than two years ago, we began a commission-wide process of internal reflection to strengthen the commission and its processes. Like many organizations, we recognize that there is much work to do to fully achieve equality and inclusion. That is why the commission has been examining how racism may manifest itself within our organization and what steps might be needed to address it.

While we're pleased that the Treasury Board Secretariat reported this year that the commission was the only public service organization of its size to meet or exceed the government of Canada's targets for representation of all employment equity groups, we are committed to doing even more.

We know that Indigenous, Black and other racialized people face many societal, institutional and structural barriers to equality. That is why work is underway to ensure that the views and perspectives of Indigenous, Black and other racialized employees on barriers that may exist within the commission are heard and addressed.

The Canadian Human Rights Commission is committed to being a leader on diversity and inclusion in the workplace. This is what Canadians expect, and we are working to ensure we fully meet that expectation.

Treasury Board of Canada Secretariat on behalf of the government of Canada — spokesperson Bianca Healy:

In Canada, systemic racism and discrimination is a painful lived reality for Black Canadians, racialized Canadians and Indigenous people.

The government has taken steps to address anti-Black racism, systemic discrimination and injustice across the country. Most recently, the fall economic statement committed \$12 million over three years towards a dedicated Centre on Diversity and Inclusion in the Federal Public Service. This will accelerate the government's commitment to achieving a representative and inclusive public service.

In September, the speech from the throne announced an action plan to increase representation and leadership development within the public service.

Early in its mandate, the government also reflected its commitment in mandate letters, in the establishment of an anti-racism strategy and secretariat, in the appointment of a minister of diversity and inclusion and youth, and in the creation of the Office for Public Service Accessibility.

As this matter is currently before the courts, the Treasury Board Secretariat cannot comment on this suit at this time.