**DIVERSITY AND INCLUSION CENTRES OF EXPERTISE NEWSLETTER**

February 2023 – Edition #1

Public Service Commission || National Recruitment Directorate

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*Diversity is being invited to the party. Inclusion is being asked to dance.*

*-Verna Meyers*

## Who are we and what do we do?

For the first edition of our newsletter, the [Diversity and Inclusion Centre of Expertise (DICoE) and Indigenous Centre of Expertise (ICoE)](https://gcdocs.gc.ca/psc-cfp/llisapi.dll?func=ll&objaction=overview&objid=13604965) would like to introduce ourselves.

Hello! So nice to meet you 😊 DICoE and ICoE are your trusted partners in inclusive recruitment.

DICoE and ICoE provide **subject matter expertise** to the National Recruitment Directorate in support of the PSC’s diversity and inclusion priorities as a central agency:

* Increasing representation
* Shifting culture
* Removing barriers
* Supporting evidence-based decisions

We also collaborate with PSC sectors and play a role in **integrating, coordinating, and reporting** on the PSC’s D&I work. Lastly, we provide **advice, tools, and support** for inclusive recruitment.

*This is where this newsletter comes in! We want to share relevant information and reports, advice and guidance, and learning opportunities with you. We welcome your* *suggestions for resources or topics* *you would like to see covered in upcoming editions of the newsletter.*

## Commemorations

The month of February marks [Black History Month](https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month.html). Every February, people across Canada participate in events and festivities that honour the legacy of Black Canadians and their communities. The 2023 theme for Black History Month is: “Ours to tell”. This theme represents both an opportunity to engage in open dialogue and a commitment to learning more about the stories Black communities in Canada have to talk about their histories, successes, sacrifices and triumphs.

Stay tuned to the [Black History Month website](https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month.html), for more information about the month ahead and how you can participate in the festivities and events.

Please see below for a list of other important dates in February and learn more:

* **February 11:** [International Day of Women and Girls in Science](https://science.gc.ca/site/science/en/women-science)
* **February 20:** [World Day of Social Justice](https://www.un.org/en/observances/social-justice-day)
* **February 21:** [International Mother Language Day](https://www.un.org/en/observances/mother-language-day)
* **February 21:** Family Day / Islander Day / Louis Riel Day / Mi’kmaq Heritage Day / Nova Scotia Heritage Day
* **February 23:** [Pink Shirt Day](https://www.pinkshirtday.ca/)

## Training and learning opportunities

Commemorate Black History Month by learning more about Anti-Black Racism and how you can be an ally!

* **Podcast**: [**The History of People of African Descent in Canada**](https://www.csps-efpc.gc.ca/podcasts/people-african-decent-eng.aspx)**.** Dr. Isaac Saney discusses and explains the history of people of African descent in Canada and the long struggle for freedom and self-determination.
* **Video**: [**Understanding Anti-Black Racism and How to Be an Ally: Hantz' Story**](https://www.csps-efpc.gc.ca/video/anti-black-racism-hantz-eng.aspx)**.** Hantz Prosper shares his personal story and his lived experience with racism.
* **Video**: [**Understanding Anti-Black Racism and How to Be an Ally: Allyship**](https://www.csps-efpc.gc.ca/video/anti-black-racism-allyship-eng.aspx)includes various experts discussing anti-Black racism and allyship, the importance of allyship and how to be an ally.
* **Video**: [**Addressing Anti-Black Racism in the Federal Public Service**](https://www.csps-efpc.gc.ca/video/anti-black-racism-addressing-eng.aspx)**.** Various experts provide information and suggestions on how to combat anti-Black racism in the Canadian federal public service.
* **Video**: [**The Time is Now for Black Canadians in the Public Service**](https://www.csps-efpc.gc.ca/video/scholar-lecture-black-canadians-eng.aspx)**.** Dr. Rachel Zellars examines the evolution of the application of merit criteria and its impact on different groups of employees in the context of equity, with a focus on Black public servants.
* **Course:** [**Advancing the Conversation on Systemic Racism: Self-Assessment (INC116)**](https://arial.csps-efpc.gc.ca/ct.asp?id=57CB905E40957744A8C9CC71BB6E2EDA5CBEC0EA63FE7665B9406BD1406AC3DF4B5B0BDE392DE6A36B3B7E624D07616B84BF7965894AABF1FB019F45AD87A9A3&ct=4aeUs0UAAABCWmgzMUFZJlNZLAAHpAAAFZ%2bAAQOhEoghAACvx94AIABA1T1D0EMBMh6ahQADQAAGkqE904chtnZpKnkAYINSqdztupkmIzNhZv6Qkx6kMxxaujg8bKt%2fxdyRThQkCwAB6QA%3d)**.** This self-paced course serves as a self-assessment of your familiarity with and understanding of racism and systemic racism
* **Course:** [**Advancing the Conversation on Systemic Racism (INC117)**](https://arial.csps-efpc.gc.ca/ct.asp?id=AB3049E17733A09C7C9F2FA49003E8B5EA8E5ED37EB9A6439B88B4E0AD413A0112ED621D2149C606F05466947467E5583F045E8B173812E99D1D3A98229D844B&ct=4aeUs0UAAABCWmgzMUFZJlNZa%2ffJZQAAFZ%2bAAQOgkoghAACvx94AIABA1T1D0EMBMh6ahQADQAAGkqE904chtnZpKnkAYINSqdztupkmIzNhZv6Qkx6kMxxaujg8bKt%2fxdyRThQkGv3yWUA%3d)**.** This course initiates a timely and meaningful conversation on how to identify and address the impacts of systemic racism in the workplace.
* **Interactive exhibition:** [Fugitives!](https://msj.world/fugitifs/card/5QnlO1TPt) is an exhibition about the presence of people of African descent in Quebec and their resistance to slavery.

## Upcoming events

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| [Black History Month: Celebrating Black Voices across the Diaspora](https://wiki.gccollab.ca/Black_History_Month%3A_Celebrating_Black_Voices_across_Diaspora) | February 15, 2023, 1:00 pm – 2:30 pm (EST) – Bilingual |
| [Presentation on inclusive writing guidelines and resources](https://www.eventbrite.ca/e/presentation-on-inclusive-writing-guidelines-and-resources-tickets-484452740187?aff=ebdsoporgprofile) | February 15, 2023, 1:30 pm – 2:30 pm (EST) – Bilingual |
| [What You Think You Know About the Métis Is Probably Wrong](https://catalogue.csps-efpc.gc.ca/product?catalog=IRA1-E13&cm_locale=en) | February 16, 2023, 1:30 pm – 3:00 pm (EST) – Bilingual |
| [How to create belonging in the workplace](https://apolitical.co/events/how-to-create-belonging-in-the-workplace?utm_campaign=Engagement%20Emails&utm_medium=email&_hsmi=67838025&_hsenc=p2ANqtz-_wrxVCg5Y_8qjsk6KbPBsHhip5x0C1f5KpPMlczHuKXFQkqiT-v9fa1lSvAOJOw18QBkpw9zHVUXFBHCQcV6tKG-QoMg&utm_content=engagement_invite&utm_source=hs_email)  | February 16, 2023, 11:00 am – 12:00 pm (EST) – English only |
| Learning Series - Diversity and Inclusion Chapter* Join DICoE to learn more about employment equity and diversity and inclusion in the appointment process.
 | February 16, 2023, 1:00 pm - 2:30 pm (EST) – Bilingual |

## Latest news and reports

* The Office of Public Service Accessibility released, [**Moving Forward Together**](https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service/accessibility-public-service/progress-reports-accessibility-strategy-public-service-canada/moving-forward-together-update-progress-public-service-accessibility-2022.html)**,** the third annual progress report on the [public service accessibility strategy](https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service/accessibility-public-service/accessibility-strategy-public-service-toc.html) launched in 2019. Read through the report to learn more about efforts to make the public service more accessible.
* Interested in learning about the PSC’s diversity and inclusion commitments as a central agency? Review this [**placemat**](https://gcdocs.gc.ca/psc-cfp/llisapi.dll?func=ll&objaction=overview&objid=14137231) as a reminder of 2021-2022 activities. Review this [**presentation**](https://gcdocs.gc.ca/psc-cfp/llisapi.dll?func=ll&objaction=overview&objid=14127205) to learn about activities planned for 2022-2023 to support the Government of Canada's diversity and inclusion agenda.
* The [**Affirmation of Indigenous Identity Form**](https://www.canada.ca/content/dam/psc-cfp/documents/services/appointment-framework/PSC%203602%20E.pdf) replaces the Affirmation of Aboriginal Affiliation Form as of November 2022. Review the [Q&As](https://www.canada.ca/en/public-service-commission/services/appointment-framework/guides-tools-appointment-framework/affirmation-indigenous-identity-form.html) for more information.
* Learn more about students' experiences in the workplace by reading the [**Overview of the 2022 Student Exit Survey Results**](https://gcdocs.gc.ca/psc-cfp/llisapi.dll?func=ll&objaction=overview&objid=14967047)developed by DICoE. The complete results are available on the Treasury Board’s [webpage.](https://www.canada.ca/en/treasury-board-secretariat/services/innovation/student-exit-survey.html)
* Did you know the remaining **Amendments to the *Public Service Employment Act*** are planned to come into force in May 2023? Learn more about the status of the remaining provisions related to investigations and assessments by reviewing this[**presentation**](https://gcdocs.gc.ca/psc-cfp/llisapi.dll?func=ll&objaction=overview&objid=15423805) by the Policy and Strategic Directions.

## Regional spotlight

* Did you know the [Inuksugait Resume Inventory](https://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/indigenous-recruitment-information-hiring-managers.html#irs) is a platform for Nunavut Inuit to express interest and apply for work with the Government of Canada in Nunavut? There are currently 80 candidates available for hiring. For more information, reach out to Emily Peden, Human Resources Advisor, BC & Northern Region.
* Did you recently attend an outreach event, a learning session or work on a project focused on diversity and inclusion? Let us know, so we can spotlight your experiences in the next edition of the newsletter.
* Send us an email at: cfp.diversiteetinclusion-diversityandinclusion.psc@cfp-psc.gc.ca