



# Federal Government Leading The Way For Black Employees in the Public Service in Canada

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# Setting The Example For All Of Canada

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THE FEDERAL GOVERNMENT HAS A CALL FOR ACTION FOR BLACK EMPLOYEES AT ALL LEVELS



OUR OBJECTIVE IS TO HAVE A SYSTEM AND PROCESS IN PLACE ADOPTED BY EVERY PUBLIC SERVICE ORGANIZATION IN COUNTRY



WE HAVE TO ACT NOW TO ADDRESS THE SYSTEMIC ISSUES WE ARE TRYING TO SOLVE AND DELIVER BETTER OUTCOMES

# Development of A Call-To-Action Act For Black Employees

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We know that legislation linked to mandate letter is the vehicle by which advancement will be achieved as this is the ultimate way of measuring accountability

The development of the Anti Racism Data Act, 2022 in British Columbia has been a significant driver for institutional and community change

It is now the benchmark and the example the federal government can leverage to put on the statute books to deliver the transformational change that is very much needed for Black Public Servants

# WHAT IS THE SOLUTION

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There needs to be dedicated portfolio with the sole responsibility of advancing Black employees in the Federal, Provincial, Municipal and crown corporations at all levels of government

It must be at a Deputy Minister Level, with the same right of audience and influence as every other Deputy who is part of the DM Council

The department reports and is accountable into the Head of the Federal Public Service, drive the strategy in every government department nationally, provincially and locally

Any government entity, crown corporation or organization who receives public money to be required to implement the federal government mandate by way of strategies, programs, initiatives, and most importantly by completing a Reporting on Progress Measurement Framework annually

# Your Pledge To Black Public Servants

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A deliberate Anti-Racist & Equitable strategy for Black Employees, for both English and French speaking individuals at all levels

Clearly articulating the Federal Government's commitment with clear guidance with Action Plans designed, developed, and implemented as standard practice

Monitored and with continuous improvement components to challenge all entities on the performance outcomes and cultural conditions these employees conduct their daily work

Linked to mandatory obligations in all mandate letters, strategic plans, work plans, performance evaluations of all senior executives and those with managerial responsibilities

# The Story So Far

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Across Canada we are seeing examples of Black employees being elevated into senior positions

A significant number of women progressing but Black males are often also disadvantaged

We know that bilingual French-speaking Black people do not progress in the public sector at the same pace as others who can speak more than one language and are non-Black

The approach to addressing this issue is piece meal across Canada, and the best example so far is in the Ontario Public Service, and their approach to actioning the feedback and data they have highlighting the challenges of Black Professionals who work in government

BC & Nova Scotia have commenced their journey too and they are looking at ways to improve the Black Employee Experience

# Impact of the Status Quo on Black Employees

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How the current inequities and inequalities play out in community and in the home

What happens when Black employees highlight the environments they work in every day

The impact of our mental health and the fact the trauma we seek help is ongoing not post traumatic

Access to Black Employee Support groups with the ability to support change

The pervasive impact on our Mental Health and the ability to obtaining local Black specific services

Why Black Women Cry who work in the public service in Canada

There needs to be intentional measures of the progress strategy to hire, support, promote and retain Black employees standardized across all governments and their entities in Canada

# What Must Happen Now

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A coordinated approach across all government ministries at all levels of governance in this country

To address Anti-Black Racism systemically, structurally and institutionally we must embed in every policy, budget, program and services a requirement to advance the needs of Black employees.

Leveraging disaggregated data with an intersectional analysis

The needs to be a commitment to deliver on the obligation of Section 15 of the Canadian Charter of Rights and Freedoms, 1982



# The Call To Action Act For Black Employees

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We have established the obligation to act:

“Now it is time to commit to Black Public Servants. There will be an enactment of laws that will put in place rights, protections and mechanisms to support the Call To Action for Black Employees”

## Delivering meaningful lasting change

The Federal Government needs to set the example for the whole country