**DIVERSITY AND INCLUSION CENTRES OF EXPERTISE NEWSLETTER**

March 2023 – Edition #2

Public Service Commission || National Recruitment Directorate

cfp.diversiteetinclusion-diversityandinclusion.psc@cfp-psc.gc.ca

*When we’re talking about diversity, it’s not a box to check. It is a reality that should be deeply felt and held and valued by all of us. -* *Ava DuVernay*

## Latest news and reports

* The webpage [Spotlight on diverse assessment boards](https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcanada.us10.list-manage.com%2Ftrack%2Fclick%3Fu%3Dd8e6ed51c120eaa1122b9bed9%26id%3Da0b68295ee%26e%3D6254472611&data=05%7C01%7Cdeggen.god%40cfp-psc.gc.ca%7Cc90e43c685fe4fbc2c4008db1a670d2f%7C961b30aad4394bc7b6749c4a389b0be3%7C0%7C0%7C638132802179042887%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=dTw%2FXaFElBJdHbPiYK75uuFFHG0j5t7sSgjs6%2BCAozY%3D&reserved=0) is now available and provides information on the importance of having a diverse assessment board to support inclusive appointment processes, which can help remove or mitigate biases and barriers.
* The Data Services and Analysis Directorate (DSAD) recently released a report entitled, [2021 Staffing and Non-Partisanship Survey – Perceptions of Federal Public Servants Who Are Members of an Employment Equity Group](https://open.canada.ca/data/en/dataset/1fac5f4c-12f4-48cd-96d5-77ce568ac053). This report provides additional information since the release of the [2021 Staffing and Non-Partisanship Survey: Highlights Report](https://www.canada.ca/en/public-service-commission/services/publications/2021-snps-highlights-report.html) about the perceptions of members of visible minorities, women and Indigenous employees on the merit, fairness and transparency of the staffing system. Views across all demographic groups on merit, fairness and transparency have improved with positive results overall; however, some gaps remain for Indigenous peoples and members of visible minorities.
* In response to the federal objective of hiring 5,000 net new persons with disabilities by 2025, the PSC, TBS’ Office of Public Service Accessibility (OPSA), and the Office of the Chief Human Resources Officer (OCHRO) issued [letters to all departments](https://gcdocs.gc.ca/psc-cfp/llisapi.dll/link/15739659) providing updated representation rates, hiring goals, and a list of tools and resources to help departments hire PwD.
* The Translation Bureau issued a new recommendation on the [use of the terms “Inuk” and “Inuit.”](https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcanada.us10.list-manage.com%2Ftrack%2Fclick%3Fu%3Dd8e6ed51c120eaa1122b9bed9%26id%3D3c83a1c332%26e%3D6254472611&data=05%7C01%7Cdeggen.god%40cfp-psc.gc.ca%7Cc90e43c685fe4fbc2c4008db1a670d2f%7C961b30aad4394bc7b6749c4a389b0be3%7C0%7C0%7C638132802179042887%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=tmYNkHRq66sMN7Y%2BaoX9iGHzC%2BcM2NE5tpS8%2FDDgbOY%3D&reserved=0) Take the time to familiarize yourself with the changes.
* Did you know Louis Riel Day is commemorated annually in February to acknowledge the heritage of the Manitoban people? In the spirit of truth and reconciliation, we encourage you to read [this piece,](https://gcdocs.gc.ca/psc-cfp/llisapi.dll?func=ll&objaction=overview&objid=15622844) prepared by the Indigenous Centre of Expertise, to learn more about the Métis nation and discover resources as they relate to our mandate.
* Check out the updated version of the Personnel Psychology Centre’s [Guide](http://extranet.psc-cfp.gc.ca/gcintra/pss-dfp/guide-mitigating-biases-assessment-eng.htm) and [Tool for Mitigating Biases and Barriers in Assessment](http://extranet.psc-cfp.gc.ca/gcintra/pss-dfp/tools-mitigations-assessment-eng.htm). These resources are part of the PSC’s efforts to prepare organizations for the *Amendments to the Public Service Employment Act* that are planned to come into force in May 2023.
* Review the [Inclusion in the public sector: 8 dos and don’ts](https://apolitical.co/solution-articles/en/inclusion-in-the-public-sector-8-dos-and-donts?utm_campaign=Weekly%20briefing%20%E2%80%94%20Platform&utm_medium=email&_hsmi=68037671&_hsenc=p2ANqtz-91xyIBJ2S-ZCXP1ZGr3ZSfUgJ6TgxjL37MyfERCdDA9d58pdb5qVIzRlPa9xT5ulu8Vgc64Z963Y0SHzyy0vcCR4iCUg&utm_content=67902952&utm_source=hs_email) for quick tips on how to support diversity and inclusion in the workplace.

## Commemorations

March 8 is [International Women's Day](https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcanada.us10.list-manage.com%2Ftrack%2Fclick%3Fu%3Dd8e6ed51c120eaa1122b9bed9%26id%3Db864e31315%26e%3D6254472611&data=05%7C01%7Cdeggen.god%40cfp-psc.gc.ca%7Cc90e43c685fe4fbc2c4008db1a670d2f%7C961b30aad4394bc7b6749c4a389b0be3%7C0%7C0%7C638132802178886678%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=T9ndfAQj22lGW%2FjabChd7oZ7v4qQzzZdMgHSiKJrDkk%3D&reserved=0) (IWD), a global day to raise awareness of the progress made towards achieving gender equality and the work remaining to be done. It’s also a time to recognize and celebrate women’s and girls’ achievements. This year, the Government of Canada’s theme is “Every Woman Counts”. It’s a reminder that all women, from all ages and walks of life, have a place in every aspect of Canadian society!

Take a look at the [digital toolkit for IWD 2023](https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcanada.us10.list-manage.com%2Ftrack%2Fclick%3Fu%3Dd8e6ed51c120eaa1122b9bed9%26id%3Dca4a5d6f35%26e%3D6254472611&data=05%7C01%7Cdeggen.god%40cfp-psc.gc.ca%7Cc90e43c685fe4fbc2c4008db1a670d2f%7C961b30aad4394bc7b6749c4a389b0be3%7C0%7C0%7C638132802178886678%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=tg14VQHzpxbA0XT0DkexbSxIXFUAPWtig6IKHxTD3%2BM%3D&reserved=0) on the Women and Gender Equality webpage for more information including a link to a virtual meeting background that you can use. Also, see the [IWD Educational Guide](https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fd2gf9h04.na1.hubspotlinks.com%2FCtc%2FUC%2B113%2Fd2Gf9h04%2FVWwDyj323RSjN1bnz3T7J46vVpK0y34XCKJyMrH-RJ5nKv5V3Zsc37CgQfbW8QbdVz4fDPZvW4r6Jps3kXwdyW7vn5S82nH2jxW21xZFP8H3Z4xW6VM4Ln7Wvv2xW5WZRX21qqYBGVDr--r5sfCLsW6TC-KX9f556BVfYWQX61G_8BF3XVnyfrqrQW4Jk99_9gcvmSW8DHmC51b8vpwW7g_KCc8Mksj-VRPRwL6w9JzfW6ZjX0m6qZcvpW8rjCnZ7ddyr8W6cBzz28T5CJvW8mQHVp63vbh9W79PZ252hRhhvW5bprkV9k2Z9JW6KF-8h4v2lt8W60gMX41ksLCPW2jZyl36yf8WxN6s-WjM-Z8MWW62k5XB2nzz0GW87pPzj6mj-n1W2f5P7d62YcN0W4_PYsY13Z4GnW1F6W8B6kXCq_W7-ff0z6-ZXz9W2szl1G1cv4PbW4QB3PZ1f_c5G3bnB1&data=05%7C01%7Cdeggen.god%40cfp-psc.gc.ca%7Ce77fec0f20444bb5001a08db1a5a2338%7C961b30aad4394bc7b6749c4a389b0be3%7C0%7C0%7C638132746694669950%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=sGn%2Fl0HlLmAFLJ1l2P6WGYl0uolSxBnFy%2F9At%2F%2BHMug%3D&reserved=0) created by the Canadian Centre for Diversity and Inclusion for additional resources.

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

* **March 20:** [International Francophonie Day](https://www.unesco.org/en/days/francophonie)
* **March 21:** [International Day for the Elimination of Racial Discrimination](https://www.canada.ca/en/canadian-heritage/campaigns/federal-anti-racism-secretariat/international-day-elimination-racial-discrimination.html)
* **March 31:** [International Transgender Day of Visibility](https://www.canada.ca/en/women-gender-equality/news/2022/03/statement-by-minister-ien-on-the-international-transgender-day-of-visibility.html)

## Training and learning opportunities

Below are training and learning opportunities to enhance your diversity and inclusion expertise.

* **Course:** [The Power to Bounce Back: Being Resilient (WMT212)](https://arial.csps-efpc.gc.ca/ct.asp?id=F09CD4E5F714A4C1D57CDBF7696EF85A8B446C425ADE64D7C0D415E0582868F9BD42FBCAFF9FAED9787B1E44962F3953B325D99C067F45AFB1B925F775E942A7&ct=4aeUs0UAAABCWmgzMUFZJlNZE1nvCwAAFZ%2bAAQOwEoACBICvx94AIABQoABoAABqnqHpNqDTaI0PTUNuVJIzhrKNUuqz8kDBDRqN0tc3MmtxM4Fe3pDmCOQvK1aYRCDJ37%2fF3JFOFCQE1nvCwA%3d%3d). This course for public servants at all levels introduces the notion of resilience in the workplace and offers techniques that can be used to strengthen it.
* **Course:** [Video: GC Workplace Accessibility Passport: Protecting Your Personal Information (INC1-V51)](https://arial.csps-efpc.gc.ca/ct.asp?id=59FC8DEFC6601E0A9B24F0886D0F8A80BCFFB9397D352FB31861F05F29B881CF03A2E54EC85CB35CD7B7AEA203C321A6B321B592426C29FCE2CA227FCBE40767&ct=4aeUs1MAAABCWmgzMUFZJlNZciJ9xgAAExmAAAOAED%2fv3eAgAEiKGjR%2biajynpD0g1NCYmANRjTi7sqEBhIFUB2jtb6oQWuhk%2b9DbMY5mDl5ZeqGF1BSTYNGzKAhEMic%2fCelJD1vRdyRThQkHIifcYA%3d). This video, part three of three in the GC Workplace Accessibility Passport Awareness Series, explains how the Accessibility Passport functions as a secure and confidential record of information on workplace accommodation decisions for employees.
* **Course:** [Positive Space Initiative: 2SLGBTQI+ Awareness (INC111)](https://catalogue.csps-efpc.gc.ca/product?catalog=INC111&cm_locale=en).This course introduces the concepts, terminology and vocabulary related to gender and sexual diversity, as well as the importance of Positive Space and how to become an ally.
* **Course:** [Positive Space Initiative: Becoming an Ambassador for 2SLGBTQI+ Inclusion (INC112).](https://catalogue.csps-efpc.gc.ca/product?catalog=INC112&cm_locale=en)This course explains what it means to be a Positive Space ambassador and prepares individuals to offer support to their colleagues as a Positive Space ambassador in the workplace.
* **Course:** [Introduction to Gender-based Analysis Plus (GBA Plus) (INC101)](https://catalogue.csps-efpc.gc.ca/product?catalog=INC101&cm_locale=en).An online self-paced course designed as a basic introduction to GBA Plus. Regardless of your experience, education and current situation, this is your place to start.
* **Course:** [GBA Plus: Applying Tools and Best Practices (INC102)](https://catalogue.csps-efpc.gc.ca/product?catalog=INC102&cm_locale=en).This course provides the tools needed to assess the scale to which Plus has been integrated into an initiative, and whether the standard GBA Plus steps have been applied.

## Upcoming events

|  |  |
| --- | --- |
| [Presentation on inclusive writing guidelines and resources](https://www.eventbrite.ca/e/presentation-on-inclusive-writing-guidelines-and-resources-tickets-484452740187?aff=ebdsoporgprofile) | March 14, 2023, 1:30 pm – 2:30 pm (EST) – Bilingual |
| Special Learning Event focused on the new Self-Identification Form.* Email the DICoE team, if you’re interested in attending
 | March 16, 2023, 1:00 pm – 2:00 pm (EST) – Bilingual |
| [Advancing Reconciliation by Addressing Inequality](https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Farial.csps-efpc.gc.ca%2Fct.asp%3Fid%3DAE7DB9C3BBE086FB3F7387EACA7F197100D705B2AA7BD65AF477596203B258CE5895179DE163E958092CAE185AD67513C7939F696286A8E97418E509911B065A%26ct%3D4aeUs0cAAABCWmgzMUFZJlNZD%252fvMkQAAFp%252bAAQOkEqIgEACvx94AIABQoAAAAART1D0nlB6J6TIM1CK0mFE54Uz6S7LJvIhABA7TtRqZuQ2VZFAb19EIwRxC61m2BggZO9PxdyRThQkA%252f7zJEA%253d%253d&data=05%7C01%7Cdeggen.god%40cfp-psc.gc.ca%7Cfe31ebdf20414fa017c808db19d1a9ce%7C961b30aad4394bc7b6749c4a389b0be3%7C0%7C0%7C638132160518921996%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=FLUoTRudgOA%2Fpgco6gE4GavpmJ7kr1U1z%2BstJyvvtl8%3D&reserved=0) | March 16, 2023, 1:30 pm – 2:30 pm (EST) – Bilingual |
| [Celebrate International Francophonie Day 2023 with Eddy King and Guests](https://catalogue.csps-efpc.gc.ca/product?catalog=INC1-E29&cm_locale=en) | March 20, 2023, 1:30 pm – 3:00 pm (EST) – Bilingual |
| The Indigenous Centre of Expertise Sharing Circle -Seven grandfathers teaching | March 23, 2023, 1:00 pm – 2:00 pm (EST) – English only |
| Introduction to Document Accessibility | March 28, 2023, 1:00 PM – 3:00 PM (EST) – French March 29, 2023, 1:00 PM – 3:00 PM (EST) – English |
| Learning Series - Diversity and Inclusion Chapter* As part of IWD, join DICoE to learn about women in the military and some of the barriers to employment for indigenous women.
 | March 30, 2023, 1:00 pm - 2:30 pm (EST) – Bilingual |

## Spotlight

* Our Directorate in collaboration with the Communications and Parliamentary Affairs Directorate, conducted a proactive public relations campaign on Ami-Télé, and Ami-TV to promote the hiring of people with disabilities and to demystify self-declaration.
	+ Check out the interview in French on the television program *[Ça me regarde](https://www.amitele.ca/category/ca-me-regarde/media/ca-me-regarde-14-janvier-2023)*, as well as the English interview, broadcast on the radio program, [*NOW with Dave Brown*](https://podcasts.google.com/feed/aHR0cHM6Ly9mZWVkcy5zaW1wbGVjYXN0LmNvbS9BUnN6eGE1Rw/episode/NTVjZmVkZjctYmQyZC00OTA1LTkzZDItZjRkNWQyMmNlMDI3?sa=X&ved=0CAUQkfYCahcKEwjozoSWsej7AhUAAAAAHQAAAAAQHg) *- Canada's disability hiring programs*.

## Share the love

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 to nominate the next spotlight candidate!