

Sebastian Rodrigues
CEIU National Vice President – Human Rights
Spring 2020 Report

We have witnessed how the world can react when a crisis originates from a particular community, in this case, a city in China. It is clear that ripple effect of the problem is felt all over the world. Here at home, some people have made unwarranted comments and stayed away from Chinese restaurants and stores.

In our work place, we also seem to face challenges that are continuously evolving. For example, members of the equity groups face systemic barriers in their growth and development within the organization. Their progress is so well camouflaged that it simply becomes a norm in the way business is conducted by our departments. Allow me to demonstrate in the following paragraphs how we continue to struggle for our basic rights.

The employer is aggressively hiring staff in the various departments in some of the Regions. The optics suggest many of the new employees hired are at the entry levels positions, predominately representing a good portion of the **Racially Visible** group. Furthermore, within the departments one will notice the lack of representation of the **Racially Visible** group in the management areas. This concern is being addressed at the (HRUMCC) **H**uman **R**esources **U**nion **M**anagement **C**onsultation **C**ommittee meetings.

It has been observed that the **Members with Disabilities** are not among the mass hiring that is taking place. This concern is being addressed at the HRUMCC, whereby, management has been requested to clarify how the targeted recruitment process will address the existing shortfall, specifically when the departments continues to engage aggressively by fulfilling their HR needs through the talent management initiative. The employer requested for some time to review and confirmed that they would get back to me.

With respect to the **First Nations/Métis/Inuit** members, there is a shortfall in the EX-01 category. I have consistently addressed this shortfall in EX-1 in every HRUMCC meeting for the last 3 years. Therefore, at the recent HRUMCC meeting, it was encouraging to notice that the management's

selection processes that specifically targeted the First Nations/Métis/Inuit group has resulted in a slight increase in the EX-01 category.

There is a push to recognize the **LGBTQ2+ lesbian, gay, bisexual, queer, transgender and transsexual communities** within the departments. Management has initiated a self-ID campaign, and were exploring the possibility of inclusion of the LGBTQ2+ community in their self-ID callout. That being said, the employer stated that they received some negative feedback from the Pride network with regards to the questions being asked from their self-ID form. The employer stated they are working on the legalities of these questions.

In closing, I would like to acknowledge the support of our CEIU's NEVP Sister Crystal Warner, who is the Co-Chair at the HRUMCC. Sister Warner has been instrumental in echoing my concerns at the HRUMCC meetings. Crystal ensures CEIU's Equity concerns that I have raised at the meetings are followed through by management.

If you are an Equity member, please remember that you are not alone in your struggle. Please take courage to stand up for your rights, reach out to CEIU's **Human Rights Race Relations Committee** for assistance or guidance (https://www.ceiu-seic.ca/human_rights_and_race_relations_committee). If you have not self-identified, I encourage you to please take a moment and self-identify ([Self-Identify here.](#)). Please be counted as there is always strength in numbers.

Respectfully submitted.

In solidarity,

Sebastian Rodrigues

National Vice President Human Rights &

Chair National Human Rights/Race Relations Committee

"We are way more powerful when we turn to each other and not on each other, when we celebrate our diversity... and together tear down the mighty walls of injustice." Cynthia McKinney

(S. Rodrigues NVP-HR) Activity Report for the period (October, 2019 to March, 2020)

- CEIU Finance committee meeting – September 19th 2019
- CEIU NE meeting – September 20-22/2019
- Young Workers committee arranged a conference call with all CEIU's National committee's chairs – September 25th 2019.
- National Steering committee for Diversity and Inclusion: Oct 01/2019.
- Duty to Accommodate – working group: Oct 03, 2019
Represented - Gaylene Higgs
- Disability Network meeting: October 04, 2019
- PSAC – National Human Rights Committee meeting: Oct 9-11/2019
- NE – Conference call – October 24th 2019
- HRUMCC – November 05th, 2019
- ESDC – Telework guideline conference call Nov 19, 2019
- AED committee's conference call – November 19/2020
- NE conference call: December 19, 2019
- National steering committee for Diversity: January 07th 2020
- PSAC – Racially Visible conference – February 08-9, 2020
- NE conference – February 12/2020
- HRUMCC meeting – February 24/2020
- HRRR committee meeting – March 14-15/2020