

Report of the National Vice-President, Equity, Kelly Bush

2021-2023

It's been a term of immense change and challenges from an Equity perspective. This term all departments were to respond to:

- Calls To Action from the Clerk of the Privy council,
- Many Voices One Mind score card,
- Accessible Canada Act, creating an Action Plan,
- Anti-racism task forces and,
- Bill C-65, Harassment and Violence Prevention in the workplace.

GSU influenced the PSPC Diversity and Inclusion Action Plan (DIAP). It's a high-level plan and there is room for various groups to be able to create individual action plans, this is a win as in my role as ICE chair I advocated for an Indigenous Employee Action Plan to respond to the Many Voices One Mind Report. The other piece advocated for was a plan to close the gaps in the department, this was across all equity groups, in addition was a call for disaggregated data which has been answered. The more information we have the more we can determine what the department is doing with respect to closing the equity gaps. We also requested the department to create staffing plans so that we could be strategic in how we close our gaps.

On the consultation front GSU has remained active at the tables, I personally sit on and hold the employer to account on the following National Consultation Committees and subcommittees:

- National Health and Safety Policy Committee
 - Working group subcommittee for Bill C-65
 - Policy drafting team for Bill C-65
 - Evolution of Work OSH
- Pay Administration Branch Consultation Committee
- National Labour Management Consultation Committee
- Corporate Services Consultation Committee
- Real Property Consultation Committee (not a consistent member)
- Joint Committee on Employment Equity and Diversity (not a lot of meetings, it has seemed to fall by the wayside in the departmental priorities.
- Covid meetings, the schedule has been changing from weekly, to biweekly, to 3 weeks, to monthly and now back to biweekly. These are with HRB and RPS.

GSU is well represented at the National level, especially on the Real Property Committee. Items that have been coming up over the last 2 years on the majority of these committees have been related to the Mask Mandates, Vaccine policies, Health and Safety in the office, Return to the Office (the various starts and stops), Signage, Accelerator Program, Occupational Health and Safety requirements for chief emergency officers and building wardens, First Aid attendants

and many other items. I think it makes sense to request the NHSPC to post their minutes, but if anyone is interested, please reach out and I will share the minutes over the previous years. PAB, the themes have been mostly about retention problems, the various issues that impact this are training, inconsistency in management, discrepancies between coaches and verifiers and the high stress environment leading to low employee moral. The National Labour Management Committee has been somewhat lacking in content, from my opinion. They presented the Diversity and Inclusion Action Plan and constantly discuss the Evolution of work. Some items on future agendas could be Travel systems, where are we at with Next Gen travel, Real Property Contracts (RPn), and influence the direction on these contracts. Systems that we use are constantly changing and this impacts our members in sometimes negative ways.

Within PSAC's family of activities, I was fortunate enough to sit on the General Resolutions Convention Committee and attend the National Triennial where I was able to see our National President Chris Aylward re-elected. I was disappointed at the lack of convention business that got done and am hopeful that we can have more debate in the future on meaningful items to the membership. I have also gone to the National Health and Safety Conference where there were fantastic presenters on mental health, indigenous health, Harassment and Violence in the workplace, the Future of work. I would encourage members to investigate the Knowledge Center for Indigenous Inclusion and Dr. Adriana Berlingieri, who teaches at York and gave a great presentation on Domestic Violence as well as a panel on health and safety which had a TBS representative as well as PSAC's Andrea Peart, Patricia Harewood and many others, finishing it off with a keynote speaker on mental Health, Stephane Grenier. The PSAC events attended were:

- National Triennial Convention
- National Human Rights Committee
- National Health and Safety
- National Women's Committee
- PSAC Atlantic's School
- PSAC Atlantic's first ever Equity Conference
- PSAC Atlantic Council meeting
- PSAC Atlantic women's, human rights committees, and the area council. The two committees are not functional right now and the area council has conflicted with other meetings.
- Canada Labour Congress Convention
- BC regional Triennial Convention
- Ontario regional Triennial convention
- Atlantic Regional Triennial Convention

There is a lot of work and each one of these events, consultation and committees requires an incredible amount of preparation and reading materials. As noted in previous reports, I am currently working full time in a National Role with Public Service Procurement Canada which is

a promotion and personally rewarding. This role of National Vice President-Equity deserves more time than I am able to give, therefore I must step down. The choice was difficult, but change is good for all organizations and new fresh ideas will help move the equity yardstick in GSU forward. I encourage anyone with a passion and experience in Equity work to step forward. I have been able to advance my work career while advancing my union career. I am eternally grateful for the opportunities provided by my union activities and the humbling role of standing up for my brothers and sisters from an equity perspective and beyond. You can take the woman out of the union, but you can't take the union out of the activist. Thank you for your trust and faith, I will remain available to help anyone navigate this work going forward.