

CANADIAN UNION OF PUBLIC EMPLOYEES

# EMPLOYMENT EQUITY & STAFFING REPORT

Equity, Diversity & Inclusion

JUNE 2023



**National Joint Employment Equity Committee:** **Back row Left –Right:** Méliza Fournier (Administrative Assistant HR), Pascale Caron (Assistant Director HR), Cory Thomas (CSU Rep), Kristine Barr (Co-Chair & CSU Rep), Liz Carlyle, (CSU Rep), Sylvia Sioufi (Managing Director - Employer Rep), Mélissa Tremblay (Unifor 2023 Rep), Elizabeth Dandy (Director - Employer Rep), François Bellemare (Managing Director - Employer Rep), Aditya Rao (CSU-NOC Rep). **Front row:** Paul Cadiante (COPE Rep), Margo Pasley (Assistant Director HR), Debbie Rebeiro (COPE Rep)

**Regrets:** Tracey Pinder (Regional Director - Employer Rep), Alison Davidson (Managing Director HR) Unifor 2013 Representative

## **TO ALL STAFF, MEMBERS & ELECTED LEADERS**

This report has been prepared to share updates with staff, members and elected leaders on CUPE's current and continued efforts as an employer towards achieving its employment equity, diversity and inclusion goals and objectives.

Employment equity work within CUPE has evolved over the decades including its commitment with the adoption of resolution **No. 58 at the 1995 National Convention**. This resolution sought to proactively identify a commitment from CUPE to ensure that efforts are focused on eliminating barriers and any systemic discriminatory practices within the Union.

### **Resolution No. 58:**

#### **Submitted by Locals 1582 and 1996 (Ont.)**

**WHEREAS CUPE** at the national level, as well as at the level of its regional and divisional bodies, has frequently stated the importance and desirability of furthering employment equity initiatives; and **WHEREAS CUPE** has called upon its member locals to implement the principles of employment equity; and **WHEREAS** it behooves CUPE to ensure that as both a political organization and an employer it acts in a manner consistent with the principles it promulgates.

**THEREFORE, BE IT RESOLVED** that CUPE will find concrete and quantifiable means to ensure that it intensifies its efforts to reflect in its organizational behaviour the effective implementation of employment equity; and **BE IT FURTHER RESOLVED** that CUPE report regularly to its membership on both its employment equity goals and how and to what extent it has achieved these goals.

As an employer we continue to review our policies, statements, documents, interviewing and testing procedures, practices, and processes that form the tenets of our governance and organizational structures. These ongoing actions are necessary so that our organizational growth reflects an environment that is barrier free from discriminatory elements that would prevent fair and equal access to job opportunities within CUPE. Our overall goal is to continue building a workplace culture that will lead to a more representative and inclusive workforce reflective of our membership and greater communities across Canada in all levels of our Union.

Employment equity work within CUPE as an employer has been ongoing for over twenty (20) years and has been driven over the decades by various staff and elected leaders at all levels of the organization, who have and continue to push this important work forward. In recognition to all those who have spoken out and about diversity and employment equity issues and who have contributed and worked passionately to promote the importance of this work towards reaching our organizational equity goals, thank you for your time, energy, efforts and work you have done towards achieving meaningful organizational changes.

## **Current Updates & Highlights**

Most recently, CUPE has committed additional resources to further our employment equity goals by adding additional funding in the 2023 budget to support dedicated resources to work on our employment equity plan and accompanying equity work/projects needed to achieve a diverse and inclusive workforce.

These dedicated resources included budgeted funds to support a staffing restructure in the Human Resources department which resulted in the addition of two (2) Assistant Director positions with one of them being dedicated to advance the employment equity portfolio.

In addition to the above, the budget also included funds to support this work for current actions undertaken such as: re-engaging the Employment Equity Consultant, development of new recruitment materials, developing partnerships with community groups for joint sponsorship events, technological data base and administrative support, collaborative equity program development work initiatives, Joint Employment Equity Committee work i.e., interpretation & translation services, meeting expenses, implementation/action projects, and outreach initiatives etc.

## **National Joint Employment Equity Committee (JEEC)**

CUPE's employment equity commitment included the creation of the National Joint Employment Equity Committee (**JEEC**) which includes representatives from the employer and staff unions within CUPE.

This committee also consists of a union/worker co-chair currently, (Kristine Barr CSU) and an employer co-chair currently, (Margo Pasley HR) whose roles are to coordinate and facilitate meetings to advance the work of the committee.

The mandate of this committee is:

1. To work together jointly to build and sustain a strong diverse and inclusive workplace within our National union that will include a fair representation of our five (5) designated equity groups which are: Indigenous persons, People with Disabilities, Black & Racialized persons, Women, and 2SLGBTQI+ persons.
2. Establish an effective and sustainable Employment Equity Plan/Program that will be reviewed and revised as necessary.

## Committee Work Highlights

Committee meetings have restarted:

- ★ December 8, 2022 (virtual)
- ★ February 28, 2023 (virtual)
- ★ April 24 & 25, 2023 (in-person National Office).
- ★ The 2018 Employment Systems Review (ESR) presentation has been revisited to ground new and existing committee members in the report findings that produced several recommendations to be implemented by CUPE as it works towards achieving its employment equity goals.
- ★ The in-person committee meeting included group work to identify actions reflective of the 2018 (ESR) recommendations and any current actions to date to assist in the finalization of an Employment Equity organizational Plan and Policy.
- ★ The terms of reference for the committee have been reviewed.
- ★ The self-identification survey including the privacy notice that is sent out to all new hires has been reviewed for any terminology/language updates and/or additions.

## Human Resources | Additional Equity Portfolio Work

- Hiring policies are currently being reviewed for updates/revisions.
- We are currently compiling community job posting links to increase our applicant pool of candidates.
- Building outreach relationships/partnerships to engage in labour related events for example: [The Black Labour Lawyer Virtual Event in which CUPE was a sponsor and collaborated in the planning of this event with Black Lawyers from across the country and other National Unions \(March 21, 2023, via zoom\)](#)
- We are currently planning the roll out of the 2023 Anti-Racism, Anti-Oppression & Anti-Harassment and Anti-Discrimination training for all staff.
- The database collection of self-identification information is currently under review to ensure privacy protocols are up to date and that the survey structure/development is meeting the collection purposes of the organization's employment equity goals.
- New recruitment materials have been developed, specifically with the addition of job brochures/pamphlets for Administrative and Specialist positions within CUPE, including recruitment flyers and roll-up banners. [Recruitment promotional material](#)
- Job interview questions have been reviewed with an equity lens.
- The National Representative application has been updated to include an expanded self-identification survey section and the job posting has been reviewed to add an equity knowledge bullet under the duties & responsibilities section and under the general knowledge section of the job posting.

## **Updated Job Posting Equity Statement:**

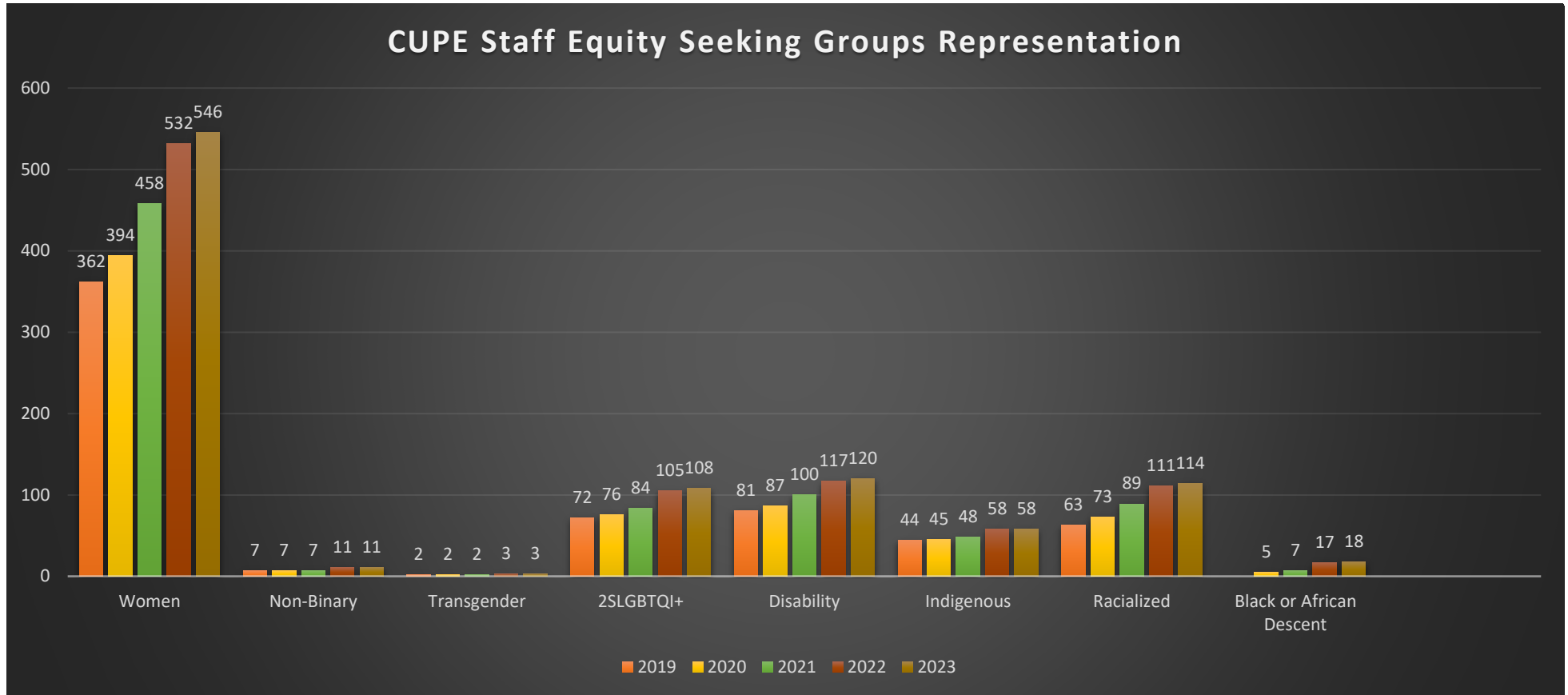
*CUPE is committed to providing an inclusive, respectful, accessible, and healthy workplace environment that is equitable and fair at all levels of its organization. We are committed to establishing a qualified workforce that is reflective of the diverse population and communities in which we live and serve. CUPE encourages applications from qualified members of the five (5) designated equity groups: Women, Indigenous people, Black and Racialized people, Persons with Disabilities, and 2SLGBTQI+ people. Upon request and at any stage of the recruitment and/or selection process, we will provide reasonable accommodations for candidates who have a temporary or a permanent disability. Please contact the Human Resources department to request an accommodation if needed at [hr@cupe.ca](mailto:hr@cupe.ca)*

## **Employment Systems Review Implementation, Actions & Successes to date:**

- New hires from equity seeking groups have increased since 2019, especially in the COPE and CSU bargaining units.
- 2023 – recent staff promotions to senior management positions included candidates from the five (5) designated equity groups.
- The restructuring plan in the Human Resources Department included the allocation of a designated Assistant Director position to undertake the Employment Equity and diversity initiatives portfolio, organizational wide.
- New recruitment materials such as brochures for all classifications, flyers and pull-up zaps have been created for job fairs and recruitment tables at CUPE conferences & conventions and for community job fairs and partnership events.
- Exit interviews are now being requested by Human Resources and/or by the exiting employee, especially when there has been a resignation or termination of an employee from an equity group.
- Job postings are currently being reviewed to ensure they are barrier free and contain equal access language.
- Organizational statements, documents, policies etc. are currently being reviewed and updated with an equity lens.
- In collaboration with O&RS – The New National Representative Development Program for Equity Applicants is underway. A program guide has been completed by Human Resources and is currently being reviewed and revised for finalization.
- Directors and those with hiring responsibilities are encouraged to seek out qualified equity candidates when and where possible, especially when there are external hiring opportunities.

- In situations where seniority is not a factor, considerations are being made to include staff members from equity groups for learning, advancement and succession planning opportunities.
- Directors are encouraged to seek out employees from equity groups for mentorship, training and/or promotional opportunities.
- JEEC is back to meeting on a regular basis, working on the employment equity objectives of the organization.
- Targeted equity hiring postings, for example such as in the Human Rights Branch where the Senior Human Rights Officer (Anti-Racism) includes a bona fide requirement such as must possess “lived experience” as a Black and/or Racialized worker and experience working with Black or racialized communities”.
- We continue to review our workforce representation gaps in our branch/departments for equity hiring purposes regarding temporary and/or permanent positions where possible.
- Mandatory Anti-Racism, Oppression, Harassment & Discrimination Training will be offered to all staff on a yearly basis.
- Directors and those with hiring responsibilities are scheduled to participate in the unbiased interview training workshop in June of this year.
- HR is working towards revitalizing the job opportunities section on the National website, and reaching out to community groups aligned with our equity recruitment goals to expand our pool of applicants.
- HR exploring other relevant social media, professional work platforms and member sectors to share our recruitment flyers!
- The National Officers continue to speak out and in support of inclusivity, diversity and equitable issues and actions during their speeches/presentations to CUPE members, Staff and the broader community across the country.
- **LETTER OF UNDERSTANDING** – achieved in the most recent round of bargaining with all the staff unions regarding employment equity:  
**NOTE:** The Employer and [insert staff union] recognize and uphold the inherent dignity, worth, and rights of each individual. The parties undertake to pursue equality, freedom from adverse discrimination and harassment, and to pursue the removal of all barriers to equal opportunity. It is the intention of CUPE and [insert staff union] to work cooperatively to achieve these goals. The parties agree to cooperate in formulating and implementing a program designed to ensure employment equity and to ensure that CUPE staff are representative of the CUPE membership and the community in which they work. The work of the CUPE National Joint Employment Equity committee shall be used to guide the work in all regions.

## Self-Identification Staff Survey Results

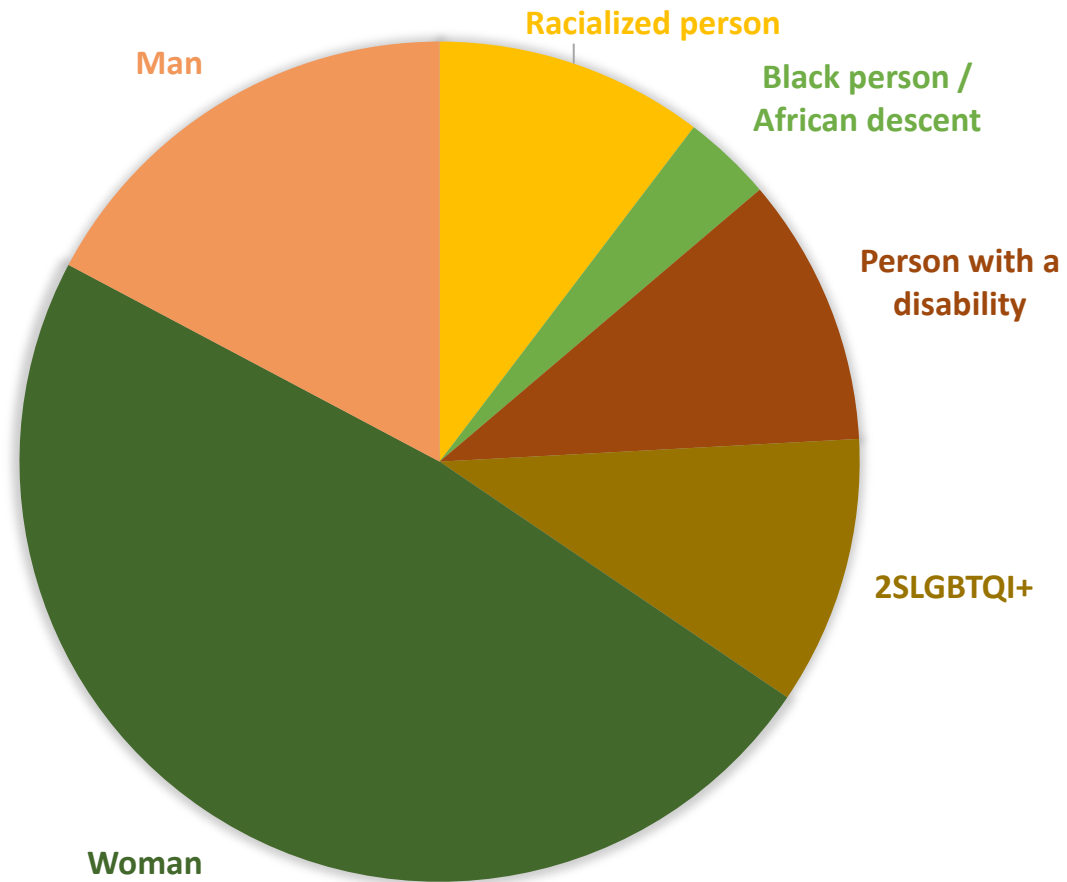


\*These numbers give a grand image of CUPE's staff representation but may not be fully accurate due to staff leaving the organization through the processes of attrition. Also, prior to 2021 the survey did not allow for staff to choose more than one identification group. The Black and/or African descent group was added in 2020.

## Results Self-ID Survey

November 2022 to March 2023 | 30 new hires | 21 responded

0% identified as Indigenous





## **Next Steps 2023-2024**

**Goal #1** – To finalize an Employment Equity Plan prior to the end of 2023.

**Goal #2** – To finalize an Employment Equity Policy prior to the end of 2023.

**Goal #3** – To continue engaging with the broader CUPE membership and communities across the country to speak about CUPE National recruitment /job opportunities. To meet with members at conventions, conferences, social media platforms websites, CUPE news.

**Goal #4** – To develop regional and national recruitment, retention, and succession planning strategies 2023-2024.

**Goal #5** – To provide periodic staffing updates on the organization's progress with our employment equity and diversity Initiatives and goals.

While it is encouraging that we have achieved some successes and implemented some changes over the years in terms of the employment systems review recommendations, CUPE resolutions, mandates and strategies; we recognize that as an organization we still have a considerable amount of work to do to achieve full employment equity at all levels within CUPE.

Please don't hesitate to reach out if you have any questions and/or would like to engage in collegial conversations regarding the organization's employment equity, diversity and Inclusion objectives!

In Solidarity,



MARGO PASLEY  
Assistant Director  
Human Resources

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Created: June 2023