

# PSAC Anti-Racism Action Plan

## Objectives:

- To raise awareness and provide tools for leaders, union representatives and all members to become anti racist activists;
- To increase the participation and engagement of Black, Indigenous, Asian and racialized members within the union at all levels: Local, Component, Regional and National;
- To ensure representation through available recourse processes have a Black, Indigenous, Asian and anti racism lens;
- To meaningfully engage with and support community organizations and initiatives fighting racism against Black, Indigenous, Asian and racialized communities;
- To develop and undertake anti racism human rights and political campaigns with Black, Indigenous and Asian lenses.

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Barriers identified include a lack of:

- **Training** on anti-Black racism and anti-racism of union executives(National, Regional, Component) to better advocate on anti-racism in the workplace and union
- **Awareness** of anti-Black racism, anti-racism and unconscious bias
- **Union representation and support** on anti-Black racism and other forms of racism in the workplace
- **Participation and engagement** in the union (conventions, training, union events, campaigns, etc.)
- **Representation** of Black and racialized members in union leadership and union structures
- **Communication** with Black, Indigenous and racialized members
- **Data or information** about Black, Indigenous and racialized members

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## Recommendations:

- Effective communication amongst PSAC bodies formed to represent and advance the interests of BIPOC members in the union
- Conduct an internal audit of all PSAC policies
- Review the PSAC Constitution
- Host a national consultation with all PSAC members on tackling racism and discrimination
- Mentorship program
- Education on representation of racialized members
- Regular and on-going anti-racism training
- Provide RVAC's with legal resources
- More tools and resources for PSAC Equity Representatives to assist racialized members
- Quick grievance handling on termination issues