

President
of the Treasury Board



Présidente
du Conseil du Trésor

Ottawa, Canada K1A 0R5

December 6, 2022

Mr. Ashar Ahmed
ashar@aahmed.ca

Dear Mr. Ahmed:

Thank you for your email, dated October 5, 2022, regarding the progress on Anti-discrimination initiatives within the Government of Canada. I appreciate you taking the time to raise this matter with me.

As the President of the Treasury Board of Canada, I have an unwavering commitment toward a truly diverse, equitable, and consciously inclusive Federal Public Service that is welcoming of people of all – intersecting – identities, including transgender and non-binary people.

The Federal government is advancing its work on diversity and inclusion in the workplace by ensuring the hiring, retention, and promotion of diverse talents throughout the public service, including by:

- Creating the [Centre on Diversity and Inclusion](https://www.canada.ca/en/treasury-board-secretariat/corporate/organization/centre-diversity-inclusion.html) (CDI) (<https://www.canada.ca/en/treasury-board-secretariat/corporate/organization/centre-diversity-inclusion.html>) to examine the barriers and challenges to achieving a diverse and inclusive workplace. CDI's enterprise-wide solutions are co-developed with employees from employment equity and equity-seeking groups, as well as partners and stakeholders;
- Engaging in discussions with stakeholders on a framework for public service recruitment, and amendments to the *Public Service Employment Act*;
- Supporting a dedicated [Task Force to accelerate the review of the *Employment Equity Act* \(EEA\)](https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/task-force.html#h2.03) (<https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/task-force.html#h2.03>);
- Releasing disaggregated [datasets](https://www.canada.ca/en/treasury-board-secretariat/services/innovation/human-resources-statistics/diversity-inclusion-statistics.html) (<https://www.canada.ca/en/treasury-board-secretariat/services/innovation/human-resources-statistics/diversity-inclusion-statistics.html>), on federal employees who self-identify in Employment Equity sub-groups. This data, along with the annual Public Service Employee Survey, helps to better identify gaps, and determine actions that improve representation;

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- Reviewing self-identification mechanisms through the Self-Identification Modernization Program to better capture disaggregated data to ensure a representative public service;
- Modifying the Executive Leadership Development Program to require that at least 50% of a department's nominees come from persons with disabilities, Indigenous peoples or members of visible minority groups; and,
- Introducing the [Mentorship Plus](https://www.canada.ca/en/treasury-board-secretariat/corporate/organization/centre-diversity-inclusion/mentorship-plus.html) Program (<https://www.canada.ca/en/treasury-board-secretariat/corporate/organization/centre-diversity-inclusion/mentorship-plus.html>) to support leadership development - with specific emphasis on employees from underrepresented groups aspiring to leadership and executive positions.

With regard to efforts to ensure the Government of Canada is accessible and open to all Canadians, I am pleased to report that in response to the *Accessible Canada Act* (2019), the Office of Public Service Accessibility launched the [Accessibility Strategy for the Public Service of Canada](https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service/accessibility-public-service/accessibility-strategy-public-service-toc.html) (<https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service/accessibility-public-service/accessibility-strategy-public-service-toc.html>), as a roadmap for the public service to lead by example and become a model of accessibility. To see what government wide progress has been made since the release of the Strategy, please visit [Progress reports on the Accessibility Strategy for the Public Service of Canada - Canada.ca](https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service/accessibility-public-service/progress-reports-accessibility-strategy-public-service-canada.html) (<https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service/accessibility-public-service/progress-reports-accessibility-strategy-public-service-canada.html>).

As the Treasury Board Secretariat (TBS) supports enterprise-wide initiatives that align with the Clerk of the Privy Council's [Call to Action on Anti-Racism, Equity and Inclusion in the Federal Public Service](https://www.canada.ca/en/privy-council/corporate/clerk/call-to-action-anti-racism-equity-inclusion-federal-public-service.html) (<https://www.canada.ca/en/privy-council/corporate/clerk/call-to-action-anti-racism-equity-inclusion-federal-public-service.html>), we are also taking internal actions. TBS has created departmental networks for Accessibility as well as for Black, Indigenous and SLGBTQ2+ employees. These networks provide senior management with advice and strategies on achieving diversity and inclusion goals.

While there has been progress, too many public servants continue to face obstacles, and that is why we are taking action to close the gaps, eliminate the barriers, and build a public service that is truly representative of the people it serves.

Again, thank you for writing to me.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mona Fortier', with a stylized flourish at the end.

The Honourable Mona Fortier, P.C., M.P.