



June 23, 2020

A joint letter for Canada Post employees

Canada Post and its bargaining agents acknowledge the harm caused by long-standing racial injustice in Canada, the United States and around the world. Recent tragic and violent events against Black and Indigenous people have brought these important, long-standing issues to the forefront and it's important that we collectively reaffirm that we stand together against every form of racism, prejudice and violence. It starts by committing to make meaningful strides to ensuring Canada Post is a safe and welcoming organization that actively listens to its employees and treats all with dignity and respect.

At the beginning of the year, Canada Post, the Association of Postal Officials of Canada, the Canadian Postmasters and Assistants Association, the Canadian Union of Postal Workers and the Union of Postal Communications Employees initiated a collaborative effort to make important improvements. The purpose of the joint Equity and Diversity Committee is to take an integrated and holistic approach to co-create and advance Canada Post's equity, diversity and accessibility strategy.

Our goal

Racism and prejudice can take many forms, all hurtful, discriminatory, and all impacting a variety of people in different ways. Our goal is to build an equitable, diverse and caring workplace, where employees feel safe, a sense of belonging, supported, respected and empowered.

Our purpose

- Ensure all voices are heard, valued and supported to ensure we take a thoughtful approach.
- Create a strategy and action plan for meaningful, sustainable change in the workplace. The work of the Committee will focus not only on processes, policies and programs, but also on providing education, tools and resources to broaden and challenge perceptions and provide the support needed to move forward together.
- Monitor the progress and strategic initiatives underway through cross-functional teams dedicated to Equity and Diversity, including Indigenous Affairs, Accessibility, Human Rights, Employment Equity and Recruitment, while engaging members from all diversity groups.
- Stand strong in our commitment to create a safe and caring environment for everyone – an environment of trust and respect that actively embraces, values and celebrates differences.

Our ask of you

We all have a role to play. Honest, raw conversations about racism and discrimination can be uncomfortable. But to effect change, this burden can't be left on the shoulders of those who are most impacted. Reflecting on our personal experiences, how we think and feel, act or don't act, means acknowledging the role we play. The conversation is an important start, and everyone needs to be a part of it.

We are working closely with the Canadian Centre for Diversity and Inclusion to develop tools and educational materials to support difficult discussions and personal reflection which will be shared.

We are also asking anyone who has suggestions or feedback on how we can further advance our goals to share them with the Committee at (diversity.diversite@canadapost.postescanada.ca). All feedback is welcome and will be kept confidential.

Together, we pledge to take the steps necessary to create equal opportunities, build a respectful and caring workplace, and a safe space to speak and be heard.

Co-signed:



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APOC



Doug Ettinger
President and CEO,
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