

Blackout Statement

TODAY I CHOOSE TO STEP BACK AS A FORM OF ACTION AND AN OPPORTUNITY TO HEAL:

The murder of George Floyd, Regis Korchinski-Paquet, Chantel Moore (Tla-o-qui-aht First Nation) and Rodney Levi (Metepenagiag First Nation) has brought me as a Racialized/Indigenous person (add your identity here) to a tipping point on the issues of racism in my workplace, the Public Service Alliance of Canada (PSAC).

For too long I have remained patient waiting for recommendations to be implemented, and accepting wrongs that are not being made right. Microaggressions, racist stereotypes, overt racism, and lack of support has left many of us sick and others with no option but to leave our job with this union. The problem of racism is deep and it's systemic, it's pervasive and it's painful.

I will continue to protest until my work environment moves towards justice and the needs of Racialized and Indigenous PSAC staff are met.

10-Point Program:

1. The immediate implementation of all the 2017 Workers of Colour and Indigenous Workers conference recommendations as well as the Proactive Measures Report;
2. The immediate end to systemic oppression in the PSAC Regional Offices and Headquarters;
3. An honest discussion about structural oppression and PSAC support of state violence;
4. Clear management accountability and Human Resources that prioritizes equity;
5. Creation of an Oppression Prevention Branch including a Director with staff and a budget to support the work;
6. Inclusion of Employment Systems Review and an equity lens into our current organizational review;
7. Decolonization of PSAC on terms decided solely by Indigenous co-workers;
8. Creation of a mission statement, values and ethics that members, elected officials and staff should abide by in their interaction;
9. Active engagement and support by the PSAC in grassroots/community Anti-Black, Anti-Asian, Anti-Indigenous, Anti-Arab Racism and Islamophobia struggles;
10. Back off us -Black, Indigenous and Racialized staff need time to process, heal and collectively organize.



I am not afraid. I will not remain silent