

Racially Visible Action Committee (RVAC) Activity Report 2024

Reporting Period: February 2024 to December 2024

Black History Month Event February 29, 2024

The RVAC hosted a significant event in celebration of Black History Month, focusing on the contributions of Black individuals in the public service sector and beyond. The event featured two dynamic speakers:

Fabierre Bonaparte, Chair of the Black Professionals Network at Public Service and Procurement Canada and Tasia Brown, Political Advisor to Chris Aylward, President of PSAC.

The speakers shared their experiences and insights, fostering dialogue about representation, inclusion, and the ongoing work to promote equity in public service.

Statement on the Elimination of Racism March 21, 2024

To mark the International Day for the Elimination of Racial Discrimination, the RVAC released a public statement reaffirming its commitment to combatting racism. The statement emphasized the

importance of collective action in addressing systemic discrimination and advancing equality in the workplace and broader community.

Emancipation Day Celebration August 29, 2024

The RVAC commemorated Emancipation Day with an inspiring event honoring the abolition of slavery in Canada. Key highlights of the event included: A welcome and introduction by Sandra Griffith-Bonapart, Co-Chair of the RVAC, an inspiring speech by Keynote speaker Larry Rousseau vice president of the Canadian Labour Congress and past Regional Vice president of the Public Service Alliance of Canada; a cultural performance by local artists, celebrating the resilience and cultural heritage of Black communities through music and storytelling and closing remarks by Edith Nganga Co-Chair of the RVAC.

International Human Rights Day Event, December 12, 2024

To mark the International Human Rights Day, the RVAC organized a two-hour event beginning at 6:00 PM. The event served as a platform to discuss the importance of protecting and advancing human rights. Sarah

Kisitu a PSAC Human Rights Advisor talked about the historical importance of hair for different racialized communities, the instrumentalization of hair to justify racialized and religious discrimination, and the legal tools (e.g. Crowned Act) in the US that could be put in place to protect racialized communities from this discrimination.

The event concluded with a Human Rights Award Ceremony to honour individuals who have demonstrated exceptional dedication to promoting human rights within the workplace and community.

Conclusion:

Throughout 2024, the RVAC successfully hosted events and initiatives that highlighted the importance of racial equality, cultural heritage, and human rights. These activities demonstrated the committee dedication to fostering inclusion, promoting dialogue, and advocating for systemic change within the public service and beyond.

Prepared by: Sandra Griffith-Bonaparte

RVAC Cochair