



## **RVAC REPORT FOR THE PERIOD JANUARY 1, 2020 – DECEMBER 21, 2020**

### **Executive:**

Joanne Robinson – Female Co-Chair  
Antoine Gomis – Male Co-Chair  
Carl Laguerre – Secretary  
Antoine Moise – Vice Chair Communications  
Doreen Grant –Thompson – Treasurer

During this period, RVAC has been very busy with the pandemic environment; as well as speaking out for injustices within our community. The year has been very trying and enlightening for our community:

- From February 28 to March 1, 2020, RVAC held the Racially Visible Member's Conference. The title of the conference was Building our Power: Equity for all. Besides having outstanding guest speakers, we had many workshops: Organizing members through Storytelling, Building our Power for change and Systemic Racism policy session.
- A student at University of Ottawa was racially profiled and RVAC joined many in creating a press release asking for change within the Ottawa University.
- RVAC assisted various members with unfair practices within their component(s). One of the inquiries was not as favorable as others.
- The death of George Floyd and members of various black communities created a greater platform for speaking out about racial injustices. In June 2020, RVAC produced a press release addressing: Employers and union addressing systemic racism. Amongst other things, we stated that: At that critical moment, we

called upon all PSAC employers to work with us to create the genuine change that can address systemic racism. We have a diverse membership across the country, and they all deserve to be part of a union and workplace that not only rejects racism, but actively works to dismantle the structures and behaviour that sustain it.

- September was a busy month, RVAC issued another press release regarding PSAC to Stand In solidarity with the Black Community to Fight Against Structural Racism. As well we invited the Ottawa Police Service Community Development Section (Hamid Mousa and Superintendent Isobel Granger) to our meeting – their presentations were well received and much interesting discussion took place.
- October saw a very interesting roundtable discussion on discrimination and racism within Public Service Alliance of Canada (PSAC) with Chris Aylward, PSAC, national president, Sharon DeSouza, PSAC, National Vice-President and Alex Silas, PSAC, Regional Executive Vice-president, National Capital Region. Also, on the 30th of October, RVAC participated in a health seminar hosted by the African Caribbean Canadian Coalition (ACCC) of which we are a member.
- The November meeting hosted Greg Fergus, Liberal MP and Chair of the Parliamentary Black Caucus; healthy and honest conversations were had with recommendations to follow.
- Rather than host an event this year, RVAC participated in and invited other to join the Ottawa Police Services' event: Human Rights Learning Forum on December 10, 2020 remembering the day as the Elimination of Racial Discrimination.