



CAPE PRESIDENT'S REMARKS

Press conference organized by the [Black Class Action Lawsuit Secretariat](#):

In historic decision, Canada to have human rights accreditation reviewed by Global Alliance of National Human Rights Institutions over anti-Black discrimination

Ottawa, National Press Gallery, Monday June 10, 2024

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In March 2023, the Treasury Board Secretariat found that there was discrimination and systemic racism at the Canadian Human Rights Commission in a decision issued on a **policy grievance** filed in November 2020 by us - the Canadian Association of Profession Employees - and similarly by the Association of Justice Counsel and Public Service Alliance of Canada – pointing to discrimination against their Black and racialized employees. The Senate Standing Committee on Human Rights report on anti-Black racism at the CHRC produced in December was even more damning and confirmed what we already knew.

While the Treasury Board invited the parties to participate in mediation to seek a meaningful resolution, systemic solutions are needed to uproot for good the systemic issues of racial discrimination that persist at Canada's human rights office, and that's how we find ourselves where we are today, where Canada's human rights status is now seriously threatened.

Organizations such as the CHRC, which are fighting for the advancement of human rights and for social justice, are held to a much higher standard of accountability and integrity for obvious reasons, but instead we've found ourselves in a place where that office is one of the main targets of a historic class action lawsuit.

By failing their Black and racialized employees, including our members, the CHRC not only betrayed their fundamental principles but also perpetuated the very injustices they claim to oppose, undermining their credibility and the world's trust. This isn't just high-level moralizing; we're talking about real harm to real people that could have been prevented.

We're hoping that this review will compel the CHRC to change its policies and procedures, and that they take the clear action steps needed which Nicholas spoke to. Black public employees and Canadians more generally are done with this government throwing up smoke and mirrors, making a lot of noise about listening – we're starting to see real consequences to their foot-dragging, and Canada's reputation is now taking a big hit. This was entirely avoidable, and time is now running out.

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