April 3, 2025

Dear Dina Epale,

Thank you for writing, for providing us with the opportunity to speak to the priorities of public servants and your community, and share the Green Party of Canada's platform. We appreciate your continued advocacy.

Please find our response below.

Best regards,

Marie Bu Jacobsen
Survey Team
Green Party of Canada

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1. Protecting public services and stopping public sector cuts: Public sector workers play an indispensable role in delivering essential services to Canadians, including administering social benefits, supporting international relations, conducting critical research, and ensuring public safety. The stability and effectiveness of these services depend on adequate funding and a well- supported workforce. When governments implement budget reductions and public sector workforce adjustments, the quality, accessibility, and efficiency of these services are significantly compromised. Furthermore, reductions in the public workforce often result in increased workloads, diminished employee morale, and broader economic instability, particularly in regions where government employment constitutes a major component of the local economy.

Question: What measures will your party implement to ensure stable and adequate funding for federal public services, prevent job reductions in the public sector, and safeguard the quality and accessibility of essential government programs?

We will protect and strengthen Canada's federal public services. They deliver the essential programs Canadians count on, from public health to climate resilience and social support. That's why we will:

- Oppose job cuts and privatization in the federal public service.
- Ensure stable, long-term funding for public programs and agencies.
- Invest in fair wages and decent working conditions for public servants.
- Protect service quality and accessibility for all Canadians.
- Focus on public good.

Better funding and support mean stronger services and safer communities.

2. Promoting remote and hybrid work: The COVID-19 pandemic demonstrated the viability and effectiveness of remote and hybrid work arrangements, proving that public sector workers can maintain high levels of productivity while benefiting from an improved work-life balance. Many federal employees rely on these flexible work models to accommodate caregiving responsibilities, disabilities, and commuting challenges. Additionally, remote work contributes to environmental sustainability, expands regional employment opportunities, and can generate cost savings for the federal government. However, uncertainty remains regarding the long-term future of remote work policies, raising concerns about inconsistent implementation and potential rollbacks across departments.

Question: What specific policies and commitments will your party implement to support, regulate, and expand remote and hybrid work opportunities for federal employees while ensuring consistency, equity, and fairness across government departments?

We support fair, consistent, and flexible remote work policies.

Remote and hybrid work help people balance work and personal life. They open doors for those in rural areas, with disabilities, or caregiving duties. They also lower emissions and make the government more resilient during emergencies.

That's why we will protect and expand remote work by:

- Making remote and hybrid options standard wherever possible.
- Ensuring fairness and clear guidelines across all departments.
- Giving workers the tools and training they need.
- Making the public service more inclusive and accessible.

We want to build a modern, fair, and sustainable public sector.

3. Advancing diversity, equity, and inclusion: A strong and sustained commitment to diversity, equity, and inclusion (DEI) is essential to ensuring that the federal public sector reflects the diverse composition of Canada and fosters a workplace free from discrimination and systemic barriers. DEI policies play a crucial role in addressing historical and structural inequities affecting racialized employees, women, persons with disabilities, and members of the 2SLGBTQI+ community. However, these initiatives have faced political opposition, and efforts to advance DEI have encountered resistance in certain sectors. Maintaining and strengthening DEI policies is imperative to promoting a fair, inclusive, and representative federal workforce.

Question: What measures will your party take to protect, enhance, and institutionalize DEI policies within the federal public sector to ensure their sustainability and effectiveness?

We support strong, lasting DEI policies in the federal public sector.

Diversity, equity, and inclusion make the public service stronger, fairer, and more responsive.

We will:

- Expand and protect DEI programs across departments.
- Support anti-racism and anti-bias training for all staff and leadership.
- Set and report on clear diversity targets for hiring and promotions.
- Protect safe reporting systems and strengthen accountability for discrimination.
- Work with unions and employees to embed DEI in workplace policies and culture.

We'll push against any attempt to roll back DEI progress.

4. Mitigating AI disruption through knowledge and workforce development: The rapid advancement of artificial intelligence (AI) is reshaping workplaces across all sectors, including the public sector. While AI has the potential to enhance efficiency and automate routine tasks, it also presents significant risks, including job displacement, skill erosion, and ethical concerns related to transparency and accountability. Without proactive workforce planning and investment in retraining, public sector workers may find their roles diminished or eliminated without sufficient opportunities for skills development. To safeguard public sector employment and ensure a well-prepared workforce, targeted investments in education, upskilling, and responsible AI governance are essential.

Question: How will your party protect public sector jobs and invest in technology to manage AI changes while helping workers adapt to the digital future?

We will protect public sector jobs and help workers thrive in a digital future. AI must serve people, not replace them.

We will advocate for:

- Early tracking of AI's impact to prevent harm.
- Rules to ensure AI improves services, not cuts jobs.
- Income and transition support for those affected by automation.

We support a public sector that's focused on people, and ready for what's next.

5. Strengthening and protecting Canada's official languages: Bilingualism is a cornerstone of Canada's national identity and governance framework, ensuring that government services are accessible in both official languages. Federal employees must have access to high-quality language training and support to fulfill the bilingualism requirements of their roles. However, many public sector workers encounter challenges in obtaining adequate language training, and the distribution of bilingual positions remains inconsistent across government departments. Furthermore, concerns persist regarding the protection of French language rights. The Translation Bureau's new five-year plan aims to cut 339 jobs—nearly 25% of its workforce. This reduction will push translators to work faster with fewer resources, leading to a decline in quality. Ensuring strong bilingualism in the federal public sector is crucial for providing fair and effective services to all Canadians.

Question: What steps will your party take to strengthen bilingualism within the federal public sector?

We will make sure public services are strong in both English and French. We will protect French language rights across Canada.

That means:

- Investing in language training for federal workers.
- Supporting French education and immigration.
- Protecting translation jobs and resisting cuts at the Translation Bureau.
- Promoting bilingual hiring and fair access to promotions for French-speaking employees.

Canada has two official languages. The federal services must reflect that.

6. Enhancing Indigenous representation and reconciliation in the public sector: The Truth and

Reconciliation Commission of Canada has called for meaningful actions to increase Indigenous representation and inclusion within the federal public sector. Indigenous employees continue to face workplace discrimination, barriers to career advancement, and a lack of culturally appropriate policies and support mechanisms. Addressing these challenges requires genuine engagement with Indigenous employees and communities, strengthened employment equity measures, and the integration of Indigenous knowledge and perspectives into federal decision- making processes.

Question: How will your party advance Indigenous representation, strengthen reconciliation efforts, and implement workplace policies that uphold the Indigenous exception to the Direction on prescribed presence in the workplace while providing more support and opportunities for Indigenous employees in the federal public sector?

We will increase Indigenous representation and strengthen reconciliation in the federal public sector.

We will:

- Mandate Indigenous cultural competency training.
- Launch recruitment and training programs for Indigenous candidates.
- Support safe spaces and networks for Indigenous staff.
- Invest in Indigenous-led education and mentorship.
- Remove barriers and track progress with clear goals.
- Support flexible work options that respect Indigenous ties to land, culture, and community.

Our goal is a public service that reflects Canada in all its diversity.

7. Addressing systemic racism and the Black Class Action lawsuit: Black federal employees have launched a class action lawsuit against the federal government, citing systemic racism and persistent barriers to career advancement within the public sector. This lawsuit underscores deep-rooted racial inequities and highlights the urgent need for structural reforms, increased accountability, and targeted anti-racism measures. Ensuring equitable hiring and promotion practices, addressing past injustices, and making meaningful progress in eliminating systemic racism are critical to fostering a truly inclusive and representative federal workforce.

Question: Given that the court has rejected the class action request, what steps will your party take to address the Black class action lawsuit, implement concrete anti-racism initiatives, and ensure lasting progress in eliminating racial discrimination within the federal public sector?

We will confront systemic racism and ensure meaningful progress within the federal public sector.

We will:

- Recruit and retain more Black public servants by eliminating hiring barriers.
- Fund mentorship and professional development opportunities for Black employees.
- Mandate anti-racism training for all federal staff.
- Ensure a safe, transparent process for reporting discrimination and harassment.
- Amplify Black voices in policymaking and workplace practices.
- Track measurable progress through regular reporting and accountability measures.
- Strengthen the Employment Equity Act to address systemic inequities and promote fairness.

We are committed to building a federal public service that genuinely represents all Canadians.