



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada



PSAC Toronto Racialized Members Committee

4th Edition - Fall/Winter 2025

Welcome to the 4th Edition of the PSAC Racialized Committee Newsletter.

This issue is a reflection of *our* voices, our experiences, and the strength we build when we come together. Take a moment to connect, reflect, and be inspired.

Join us, share your story, and get involved. [Contact Us!](#)

Save the Date!

Feb 9th - [EID Celebration Planning Meeting](#)

Feb 20th - 22nd - [PSAC Ontario Racialized Members Conference](#)

Feb 22nd - [Lunar New Year Celebration](#)

Feb 26th - [Black History Month Event](#)

March 12th - TRMC Annual General Meeting

March TBA - EID Celebration

June 12th -14th - [PSAC 10th Triennial](#)

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Did you know?

Work Force Adjustment:

Since January 2026, more than 10,200 PSAC members have been impacted, with thousands more expected as the government plans to cut up to 30,000 public service jobs.

Impact:

Racialized workers are underrepresented in many federal public service roles, now facing workforce cuts, especially in immigration, public health, and community-facing programs. When these jobs are cut, it doesn't just impact workers, it weakens access to essential services for the communities that already face the greatest barriers.

Why this matters:

These cuts reinforce systemic inequities, destabilize racialized workers, and undermine public services our communities depend on. Equity cannot exist where racialized workers are treated as expendable. We must push back together!

Welcome Our *NEW* Secretary!

Kirti Chaudan

I am a fairly new member of PSAC, and have recently joined the Racialized Committee last year in 2025 as a Secretary.

I came across this Committee while browsing the PSAC website and was eager to be part of a team that promoted various culture, and supported union members.

I am eager to be part of the RMC by providing information, guidance and support to follow members. I will personally speak to members and encourage members to join us to speak up, and unite for change, and improvement.

My goal is to see that woman are given the opportunity, guidance, support, and encouragement to fulfill their dreams.

- Kirti

[For More Information on Work Force Adjustment](#)



HAPPY Diwali

FESTIVAL OF LIGHTS

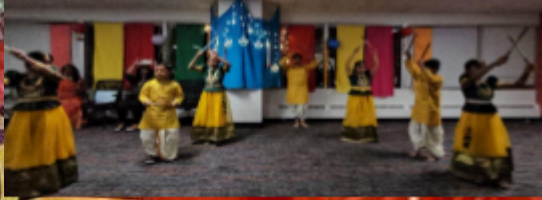
Diwali, the Festival of Lights, is about the triumph of light over darkness and justice over oppression. These values reflect the very heart of the labour movement, where we come together in solidarity to fight for fairness, equity, and dignity in our workplaces.

Just as Diwali brings renewal and hope for new beginnings, every step we take together, whether it's securing fair wages, safer workplaces, or advancing equity, creates a brighter future for all.

On October 22, 2025, TRMC, Women's, GTAC and members celebrated food, culture, and community through the power of unity. Together, across committees and struggles, we shone a light on injustice and strengthened bonds of solidarity.



Left to right: Cece Cameron - TRWC Chair, Arun Pillai - GTAC Secretary, Deneka Green - TRMC Chair and Doron Jacob - GTAC Chair



HAPPY Diwali

FESTIVAL OF LIGHTS





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PSAC LOBBY DAY!

PSAC Lobby Day 2025: Meeting with MP Giovanna Mingarelli

On November 18th, I had the honour of participating in PSAC's first-ever Lobby Day, joining over 40 members from across the regions to speak directly with federal elected officials about the urgent challenges facing public service workers. As Chair of the Racially Visible Members Committee (RMC), I was proud to elevate the voices of racialized and equity-seeking workers who continue to be disproportionately impacted by government inaction and cuts.

In small groups, members met with MPs from various constituencies. My group met with Giovanna Mingarelli, the newly elected Liberal MP for Prescott–Russell–Cumberland. As a first-term MP, we recognized the importance of engaging her early and clearly articulating the realities facing workers in her riding.

Our discussion focused on the impacts of cuts, attrition, and potential Workforce Adjustment (WFA) measures. With over 3,600 federal public service workers living in her riding, we stressed that program reductions and weakened WFA protections threaten not only workers' livelihoods, but also the economic stability of local communities.

We also raised concerns about the rapid introduction of AI and new technologies, particularly in departments like IRCC, highlighting the need for ethical implementation, proper reskilling, and training supports. Technology must support public servants, not replace them, and equity-deserving workers must not be left behind.

I emphasized that racialized workers and women are often the first impacted by job losses and restructuring. I urged MP Mingarelli to meaningfully integrate equity issues into her ministerial work and commit to continued dialogue with PSAC. My colleague suggested, Mingarelli commit to researching Bill C-247 to counteract Bill 107, to uphold the rights of workers in the event of a strike.

During the meeting, MP Mingarelli listened attentively and engaged thoughtfully. At one point, she stated with confidence, "WFA is coming." This moment underscored the urgency of our advocacy and the need for PSAC to remain vigilant, organized, and unwavering in defending job security and workers' rights.

Lobby Day reaffirmed the impact we can have when workers speak collectively, boldly, and with purpose and a powerful reminder that when we speak as racialized workers, we speak with clarity, purpose, and urgency.

As the work continues, and RMC will remain at the forefront, ensuring equity is not negotiable but essential.



PSAC Lobby Day 2025: Meeting with MP Kyle Seeback

One of our meetings was with the Conservative Party, MP Kyle Seeback, an eleven-year veteran representing the Dufferin–Caledon riding. MP Seeback was clearly well-versed in the mechanics and kinship of lobbying. At first glance, his office reflected a deeply personal side, family photos lined the walls, and notably, a playpen sat in the corner of the room, a quiet reminder of how work and family life often collide.

Despite the warm setting, our group moved quickly to substance. We placed MP Seeback in the hot seat, raising pressing concerns about the state of the economy, the Return-to-Office (RTO) mandate of two to three days per week, and the significant cost waste associated with duplicating ergonomic setups for hybrid workers. We spoke candidly about the downsizing of office footprints while simultaneously forcing workers back into spaces that are overcrowded, under-resourced, and ill-prepared, creating overlap, inefficiencies, and unnecessary strain on workers.

MP Seeback expressed skepticism about the benefits of remote work, describing it as unproductive, a moment not lost on our group as we sat directly across from a playpen in the corner of his office. The irony confronted a key point we pressed: flexibility works when trust exists, and productivity is not defined by physical presence, but by outcomes.

On Bill 107, MP Seeback did not view the legislation itself as problematic, but rather raised concerns about the frequency of its use, suggesting that government intervention can be overused and ill-intended. We emphasized that workers must retain the right to bargain freely and strategize in confidence throughout the collective bargaining process, rights that are fundamental to a fair and balanced labour relationship.

*Click the link to see our impact in action!

<https://www.instagram.com/reel/DRhy7eNEUTg/?igsh=MWV4YVWweHppZHQzYw==>

While MP Seeback acknowledged that his ongoing dialogue has more often been with private-sector unions such as Unifor, he committed to maintaining continued dialogue with unions, expressing hope that similar open channels could be further strengthened with PSAC.

Lobby Day demonstrated, regardless of party lines, decisions made on Parliament Hill have real consequences for workers and the public services Canadians rely on and it is up to us to remain vigilant, informed, and unapologetic in demanding accountability, equity, and dignity for all workers.

By Deneka Green, Chair, Racialized Members Committee (RMC), PSAC Ontario



HO HO HO! RMC Holiday Toy Drive!

'Tis the Season,

In the spirit of giving the Racialized Members Committee was pleased to share a \$150 donation in support of the Guatemalans of Ontario, Toy Drive this holiday season. This gift is made possible through the generosity of our members and was given with care for the children and families they serve.

We are proud to support an initiative that brings hope and happiness to children while strengthening bonds across racialized communities. Our connection through Spanish Heritage Month reinforced the value of building relationships with allies and standing in solidarity with one another.

Wishing you a joyful holiday season and all the best in the new year.

In solidarity,

On behalf of the Racialized Members Committee
Public Service Alliance of Canada



10TH DECEMBER



HUMAN RIGHTS DAY

On December 10th, the Toronto RMC and Southwest Racialized Members Committees came together to mark Human Rights Day with a powerful virtual event. Members were joined by our Regional Representatives, Joan-Ann Gravesande and Rohit Revi, who explored Hurricane Melissa as a human rights issue, drawing clear links to climate justice, displacement and migration, and equitable recovery.

A key focus was Displacement and Migration, highlighting how thousands have been left unhoused and face long-term displacement, directly impacting the rights to housing, safety, and protection from forced migration. The discussion also drew important parallels to how climate disasters are increasingly driving temporary foreign workers seeking safety and opportunity abroad. This creates space to elevate lived experiences, including potential contributions from leadership and workers directly impacted by climate-driven displacement.

Attendees are encouraged to contribute to Hurricane Melissa relief efforts through BREDS Foundation (bredsfoundation.org), a vetted organization providing direct support to impacted communities.



As we close this edition, we invite you to carry these stories forward. Our collective experiences fuel action, solidarity, and progress. The voices of our members shape the TRMC committee and your voice matters. Join us, share your story, and help shape what comes next. [Contact Us!](#)

Yours Truly, Toronto Racialized Members Committee



***Please join ACLA,
IWA4J and J4MW
for our 2026
Lunar New Year Celebration!***



*Location: Sky Dragon Chinese Restaurant,
280 Spadina Avenue. Top floor
Sunday, Feb 22 at 2:30PM*



2026 BLACK HISTORY MONTH

**30 YEARS OF
BLACK HISTORY MONTH:
Honouring Black Brilliance
Across Generations – From Nation
Builders to Tomorrow’s Visionaries**

James Calbert (Cal) Best was born in New Glasgow NS July 12, 1926. Years later he would receive a degree in Political Science and diploma in Journalism from the university of Kings College, Cal Best moved to Ottawa in 1949 to begin a career as a federal public sector worker. While working with the Department of Labour in Ottawa,

Best found it bizarre that the federal government would allow collective bargaining for federally regulated sectors but did not allow for collective bargaining with its own employees in the federal government.

Best set out to change that. He co-founded the Civil Service Association of Canada and became the first President of the PSAC in 1957 and continued to pursue collective bargaining rights for federal government employees.



In 1966, then Prime Minister Pearson announced he would enact free collective bargaining for federal government employees. The Civil Service Association founded by president Cal Best joined forces with the Civil Service Federation to form one union as the bargaining agent for federal government employees.

That merger formed the largest federal public sector union in the country then and now, the Public Service Alliance of Canada.

Cal Best went on to a very successful public service life, becoming the first black assistant deputy minister ever appointed. He also became the first black High Commissioner of Canada when he was appointed as Canada’s High Commissioner for Trinidad and Tobago.

Cal Best retired in 1990 and passed away in 2007 at the age of 81.

**James Calbert (Cal) Best
July 12, 1926 – July 30, 2007
First President of the PSAC in 1957**

