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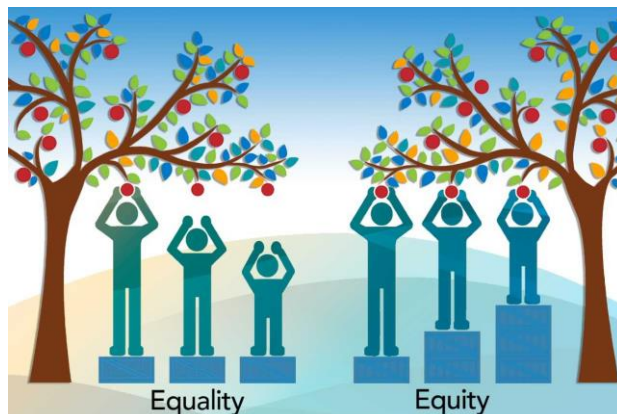
EQUITY CENSUS: There is no equality without equity!

Canada Post recently asked CUPW members to complete an equity survey. There is a reason for this. Historically, certain communities have been left out of Canada Post hiring. For example, the percentage of disabled and Indigenous people in our workplaces does not reflect those communities adequately or proportionally as a percentage of the population.

There is some confusion about the meaning of equity. Some say we are equal and should be treated the same. Of course, on the surface that might seem obvious. All humans have rights and we should be equal. However, saying it does not make it so. The playing field is not equal for all. Colonial practices, full of white male able-bodied privilege, resulted in a hierarchy of who had more access than others. At one time, women were virtually excluded from paid work, as were numerous new Canadians. Equity must take place first to achieve the equality we all seek and to better reflect the demographics of our society.

We practice equity in everyday life. Ramps are built to provide building access for people who struggle or cannot walk (though not enough). If we focused only on equality, there would be no need for a ramp because everyone has the right to walk up the stairs. Such an exclusionary practice has little to do with equality of access and ensures that access is only granted to people who can easily walk. To be equitable is to be human.

Please remember that when you fill out the survey, it remains protected by both the



Privacy Act and the Employment Equity Act. The information is not for the individual consumption of shop floor supervisors or managers. It is meant to improve hiring practices for those that are missing from our workplace.

Equity is about fairness. CUPW wants to have a workplace that reflects the diversity of society.

Knowing who we are allows for advancements in equity that create that access. Throughout Canadian history, various communities and people have faced discrimination and exclusion. If equality is what we seek then we must face the fact that access has not been equal.

CUPW meets with other unions and Canada Post regularly to improve equity and access for all. Knowing the demographics of the workplace will help us get there.

Solidarity,

Dave Bleakney
2nd National Vice-President

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