

EQUITY IN EMPLOYMENT: THE REMEDY FOR SYSTEMIC DISCRIMINATION

WHEREAS systemic discrimination is recognized in organizational policies and behaviours perpetuating disadvantages for women, older persons, visible minorities, Indigenous persons, and persons with disabilities;

WHEREAS COVID-19 revealed, in Long Term Care facilities, systemic discrimination towards the elderly, and immigrants, particularly women, through under-staffing, pay inequity, and substandard care;

WHEREAS ageism in hiring excludes valuable participation and contributions of older workers;

WHEREAS failure to fully engage all Canadians due to discrimination increases labour shortages, lowers tax revenues, slows economic growth, increases poverty, and increases spending on welfare programs;

WHEREAS existing federal legislative and administrative tools require equity in employment for marginalized groups: Employment Equity, Pay Equity, and Federal Contractors Program (FCP): (requiring Equity compliance of government contractors);

WHEREAS there is an absence of political will to redress discriminatory outcomes and enforce legislative tools; e.g. FCP not enforced since 2013;

BE IT RESOLVED THAT the Liberal Party of Canada urges the Government of Canada to:

- Conduct a labour market analysis to assess the impact of age discrimination on the Canadian economy;
- Ensure equitable treatment and remuneration for workers providing care to the elderly;
- End discriminatory practices in all federal and federally regulated institutions;
- Allocate budgetary resources to federal Commissions and Agencies to ensure companies receiving federal monies adhere to existing legislation such as Employment Equity and Pay Equity, promote a diverse workplace, remove systemic discriminatory practices, and ensure pay equity;
- Reinstate the FCP equity compliance for federal government contractors;
- Conduct a public awareness campaign to shine a light on systemic discrimination, including Ageism, Racism and Sexism, promoting societal values where everyone has full opportunity to contribute and flourish.

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Background Paper:

<http://slc-cal.liberal.ca/wp-content/uploads/sites/18/2020/07/SLC-Equity-in-Employment-Background.pdf>

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