

Introducing Canada Post's Anti-Racism and Anti-Discrimination Charter

Hello everyone,

In May of this year, I was honoured to host the special ceremony to name our new state-of-the-art plant the Albert Jackson Processing Centre, after Canada Post's first Black letter carrier.

He was born into slavery and his mother fled to Toronto on the Underground Railroad. He got an education and was hired as a letter carrier in 1882, but was denied the right to do that job because he was Black. He and the Black community took their cause to Prime Minister Sir John A. Macdonald, who intervened. Mr. Jackson ended up working for Canada Post for 36 years.

His is a story of great perseverance in overcoming an unjust barrier – a barrier that, sadly, was raised by his workplace and colleagues. We've come a long way in the last 140 years, but racism continues to be something that our employees confront and that we confront as an employer.

That's why I'm pleased to introduce our new Anti-Racism and Anti-Discrimination Charter. It builds on our ongoing efforts around equity, diversity, and inclusion and respect in the workplace. It acknowledges that racism and discrimination exist in the communities we serve and in Canada Post. The Charter also makes it abundantly clear that there's no place for racism and discrimination in our workplaces.

We're posting the Charter in all our facilities and retail spaces, and on Intrapost, a longer version will define the different types of racism many people face. I encourage you to read the Charter and talk about it. The more we learn and understand about racism and discrimination, the better equipped we'll be to identify them, oppose them and protect all our colleagues from them.

Together, let's keep building a Canada Post that welcomes everyone, includes everyone and is safe for everyone.

Sincerely,



Doug Ettinger