



## MINUTES OF PROCEEDINGS

OTTAWA, Monday, February 9, 2026  
(10)

[English]

The Standing Senate Committee on Human Rights met this day at 4:04 p.m., in room B45, Senate of Canada Building, the chair, the Honourable Paulette Senior, presiding.

*Members of the committee present:* The Honourable Senators Arnold, Karetak-Lindell, McCallum, McPhedran, Robinson, Senior and Wells (*Alberta*) (7).

*Participating in the meeting:* Robert Mason and Madalina Chesoi, Analysts, Library of Parliament.

Pursuant to the order of reference adopted by the Senate on Thursday, September 25, 2025, the committee continued its study of such issues as may arise from time to time relating to human rights generally. (Topic: Employment Equity in the Federal Public Service)

### WITNESSES:

#### *The Enchanté Network:*

Tyler Boyce, Chief Executive Officer.

#### *Pride at Work Canada:*

Jade Pichette, Director, Programs and Advocacy.

#### *DisAbled Women's Network of Canada:*

Bonnie Brayton, Chief Executive Officer.

#### *Native Women's Association of Canada:*

Madeleine Redfern, Chief Executive Officer (*by videoconference*).

#### *Federal Black Employee Caucus:*

Ronald Sharpe, Senior Strategic Advisor (*by videoconference*).

*Inclusion Canada:*

Krista Carr, Chief Executive Officer *(by videoconference)*.

*Jewish Public Servants' Network:*

Amichai Wise, Steering Committee Member.

*As an individual:*

Wendy Cukier, Professor, Entrepreneurship and Strategy and Director, Diversity Institute, Toronto Metropolitan University *(by videoconference)*.

Tyler Boyce, Jade Pichette and Bonnie Brayton each made a statement and answered questions.

At 5 p.m., the committee suspended.

At 5:07 p.m., the committee resumed.

Madeleine Redfern and Ronald Sharpe each made a statement and answered questions.

At 5:52 p.m., the committee suspended.

At 5:58 p.m., the committee resumed.

Krista Carr, Wendy Cukier and Amichai Wise each made a statement and answered questions.

At 6:44 p.m., the committee suspended.

At 6:50 p.m., pursuant to rule 12-16(1)(d), the committee resumed in camera to discuss a draft agenda (future business).

It was agreed that the committee allow the audio recording and/or transcription of the in camera portion of today's meeting, that one copy be kept with the clerk of the committee for consultation by committee members or by the committee analysts, and that the audio recording and/or transcription be destroyed by the clerk of the committee when authorized to do so by the Subcommittee on Agenda and Procedure, but no later than at the end of this parliamentary session.

At 7:20 p.m., the committee adjourned to the call of the chair.

*ATTEST:*

Caroline Woodward

*Clerk of the Committee*