

From: Robin Browne | ConsciousImages

Sent: Monday, June 12, 2023

Greetings Senators,

I'm writing to share the story of my Canadian Human Rights Commission case.

I joined the federal public service in 1999 and, for 18 years, saw and experienced the discriminatory treatment of Black employees - including getting only one promotion myself in that time.

Then, in December 2017, I co-founded the Federal Black Employee Caucus (FBEC) with my colleague Richard Sharpe. My managers responded by hitting me with one sanction after another culminating with them banning me from all departmental buildings - without my knowledge - and circulating a poster to security that said (in translation): "Robin is banned from all departmental buildings. If he shows up, ask him politely for his pass. If he refuses, call security and don't hesitate to call 911 if he shows signs of violence".

After getting this poster via Access to Information I filed a CHRC complaint which the Commission initially tried to dismiss. However, after I wrote them saying I was FBEC co-founder and that their attempt to dismiss my complaint backed up our belief of the ineffectiveness of the Commission regarding race-based complaints, they accepted my complaint. It then flew through the system and was referred to the Canadian Human Rights Tribunal.

My bosses were then in the mood to make a deal that allowed me to go on interchange until I retired (which I did April 25, 2023) and receive monetary compensation in exchange for dropping my CHRC complaint and union grievances and signing a non-disclosure agreement prohibiting me from talking about what they did to me. I signed the agreement, took the money and dropped my complaints. However, I decided to speak out about my case - and have been doing so publicly for the last two years.

None of the four main people involved in my case have ever been held accountable - in fact they got promoted. But that's about to change.

Regards,

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