



Canadian
human rights
commission

Commission
canadienne des
droits de la personne

September 21, 2023

BY EMAIL

Standing Senate Committee on Human Rights
The Senate of Canada
Ottawa, Ontario
Canada, K1A 0A4

Dear Honourable Senators,

When I appeared before the Senate Committee on Human Rights on May 8, 2023, some members had questions on the current experiences of racialized employees working at the Commission.

In advance of your return to session, I am sharing a Hill Times article from this summer, entitled “Canada’s public service employee survey 2022-23 reveals ‘best agencies to work for’.” The Canadian Human Rights Commission is ranked first out of 68.

The Hill times ranking is based on the 2022-2023 Public Service Employment Survey results, which was administered by Statistics Canada, the Office of the Chief Human Rights Commissioner, and the Treasury Board Secretariat with the view to collect data on employee experiences. The survey is voluntary and anonymous and it was conducted between November 2022 – February 2023.

The index that determines the ranking is inspired by Gallup Organization's "Great Places to Work" and was developed by Jake Cole (a former federal public servant).

When we first saw the article, it was important for us to understand if it was reflective of the views of Black, Indigenous and racialized employees at the Commission.

After careful analysis of the results, I can tell you that 205 Commission employees participated in the survey, 68 of whom self-identified as racialized. This allows us to interpret that almost all Black, Indigenous, and racialized people employed at the Commission participated in this survey and that their views are indeed strongly reflected in the survey results.

I am sharing this article with you to highlight a fuller perspective that Commission staff have of their workplace. I feel that it would be a disservice to them to not allow all of their voices to be heard.

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We recognize there is a long road ahead on our anti-racism journey. The survey provides us with new data on which to assess the progress we've made and the work we have yet to do.

Our new Director of Inclusion, Diversity, Equity, Accessibility and Anti-Racism is working on disaggregating the results and we will publish more details in our upcoming Anti-Racism Action Plan Update.

Yours sincerely,



Charlotte-Anne Malischewski
Interim Chief Commissioner

Enclosures: Public Service Employee Survey 2022-23

Opinion

Canada's public service employee survey 2022-23 reveals 'best agencies to work for'

Each major federal government agency is ranked in a 'best places to work for' style. Scores are out of 100.



Canada's federal public service has been surveying its employees over the last 20 years. The surveys ask a lot of questions, over 99 of them in this

most recent survey, conducted in late 2022-2023. As a sort of insider, I have been reporting on the results of these surveys since 2008, trying to dig out the key messages that employees are actually providing in their responses. I do this because the official reports from these surveys are typically not too informative, and because it's not clear whether there is any substantive follow-through with the results. I worked there for more than 30 years in six different agencies and by doing this, I hope to instigate a more meaningful response than that.

How does my analysis work? Back in 2006, with the help of several other public servants, we developed a reporting index for that year's survey that was somewhat similar to the Gallup Organization's "Great Places to Work" periodic rankings.

Based on that same index, we can look at Canada's public service through a similar lens today. Here is my initial 'take' on the 2022 Public Service Employee Survey results. It lists the major federal agencies on a best-to-worst ranking, based directly on their employees' responses from this latest survey.

In a future article, I'll be digging a little more deeply into the key outcomes that one can glean from this current survey, as well as some insights from some of those "best" agencies. For now, here is a ranking of each major federal government agency in a "best places to work for" style. Scores are out of 100.

Jake Cole is a former federal public servant who worked for more than 30 years in six different federal agencies and departments.

The Hill Times

According to the 2022 federal public service survey, the Canadian Human Rights Commission ranked No. 1, while CSIS ranked last. *The Hill Times* photograph by Andrew Meade



The Best Federal Agencies to Work For in Canada		
Department	Score 2022 Survey	Rank 2022 Survey
Canadian Human Rights Commission	67	1
Prairies Economic Development Canada	67	1
Office of the Privacy Commissioner of Canada	66	3
Atlantic Canada Opportunities Agency	65	4
Natural Sciences and Engineering Research Council	65	4
Administrative Tribunals Support Service of Canada	63	6
Communications Security Establishment Canada	62	7
Canadian Radio-television and Telecommunications Commission	61	8
Financial Consumer Agency of Canada	57	9
Canada Revenue Agency	56	10
Office of the Chief Electoral Officer	56	10
Canadian Institutes of Health Research	54	12
Canadian Nuclear Safety Commission	54	12
Canadian Space Agency	54	12
Canadian Transportation Agency	53	15
Social Sciences and Humanities Research Council	52	16
Canada School of Public Service	50	17
Parole Board of Canada	50	17
Employment and Social Development Canada	49	19
Financial Transactions and Reports Analysis Centre	49	19
Impact Assessment Agency of Canada	49	19
Immigration, Refugees and Citizenship Canada	48	22
Federal Economic Development Agency for Southern Ont.	47	23
Public Service Commission of Canada	47	23
National Research Council Canada	46	25
Public Services and Procurement Canada	46	25
Shared Services Canada	46	25
Transport Canada	46	25
Environment and Climate Change Canada	45	29
Innovation, Science and Economic Development Canada	45	29
Women and Gender Equality Canada	45	29
Agriculture and Agri-Food Canada	44	32
Parks Canada	44	32
Transportation Safety Board of Canada	44	32
Immigration and Refugee Board of Canada	43	35
Canadian Heritage	42	36
Department of Finance Canada	42	36
Department of Justice	42	36
Library and Archives Canada	42	36
Office of the Commissioner of Official Languages	42	36
Public Prosecution Service of Canada	42	36
Treasury Board of Canada Secretariat	42	36
Veterans Affairs Canada	42	36
Canadian Grain Commission	41	44
Privy Council Office	41	44
Natural Resources Canada	40	46
Canada Economic Development for Quebec Regions	39	47
Health Canada	39	47
Infrastructure Canada	39	47
Royal Canadian Mounted Police	39	47
Fisheries and Oceans Canada	38	51
Department of National Defence	37	52
Public Health Agency of Canada	37	52
Courts Administration Service	36	54
Statistical Survey Operations	36	54
Canada Energy Regulator	35	56
Canadian Food Inspection Agency	35	56
Office of the Auditor General of Canada	35	56
Office of the Secretary to the Governor General	35	56
Public Safety Canada	35	56
Statistics Canada	35	56
Indigenous Services Canada	34	62
Crown-Indigenous Relations and Northern Affairs Canada	32	63
National Film Board of Canada	30	64
Global Affairs Canada	25	65
Canada Border Services Agency	23	66
Correctional Service Canada	19	67
Canadian Security Intelligence Service	17	68

Source: Public Service Employee Survey, 2022-23