



# The Public Prosecution Service of Canada (PPSC)'s Commitments on the Calls to Action of the Truth and Reconciliation Commission and the Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service

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# The Public Prosecution Service of Canada (PPSC)'s Commitments on the Calls to Action of the Truth and Reconciliation Commission and the Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service

The PPSC's anti-racism and anti-discrimination commitment is expressed in many ways throughout guiding documents that have been recently approved by the PPSC executive committee. This document sets out many of the PPSC guiding principles and the concrete actions expected from its employees and their managers to prevent racism and discrimination in the workplace. It also assists in understanding how the PPSC is contributing to the necessary actions to reduce the over-representation of Indigenous, First Nations, Inuit, Métis, Black and racialized persons in the Canadian criminal justice system. Finally, it demonstrates PPSC's efforts in aligning with the calls to action from the Truth and Reconciliation Commission and the Clerk of the Privy Council's January 2021 Call to action on anti-racism, equity, and inclusion in the federal public service.

PPSC Organizational Priorities
<ul style="list-style-type: none"><li>• Take Action Against Systemic Discrimination and Racism in the Criminal Justice System</li><li>• Advance Equity, Diversity, and Inclusion in the Workplace</li><li>• Foster a Culture of Trust and Engagement</li><li>• Modernize the Way We Work</li></ul>

PPSC's Values (New)
<ul style="list-style-type: none"><li>• <b>Respect:</b> We are committed to treating everyone equitably, with empathy, and compassion because everyone is worthy of respect.</li><li>• <b>Equity and Inclusion:</b> We want to contribute to a criminal justice system that truly serves the public interest. We acknowledge our past failures and are determined to eliminate systemic discrimination and the over-representation of Indigenous, First Nation, Métis, Inuit, Black and marginalized community members. We seek to be equitable, accessible, accommodating, and inclusive by design. We are strengthened by people of diverse heritages, faiths, cultures, abilities, and cognitive functioning.</li><li>• <b>Professionalism:</b> We use our knowledge, skills, experience, and judgment to be effective. Our humility, integrity, and wisdom are apparent in our work. We function as one team to leverage everyone's strengths and remain flexible to adapt to change. We continuously strive to learn and seek better ways of doing our work.</li><li>• <b>Courage:</b> We make difficult decisions informed by fairness and justice. We confront biases including our own. We stand up against injustice, harassment, and discrimination.</li><li>• <b>Trust:</b> We work to earn the trust of our colleagues and the communities we serve. We are accountable for what we say and do.</li></ul>

- **Commitment to Truth and Reconciliation:** We acknowledge the historical and ongoing failure to protect the lives, values, and culture of the Indigenous Peoples of Canada. We seek to reconcile the differing values of the Canadian criminal justice system with those of the Indigenous Peoples of Canada. Our aim is to build a just relationship that addresses both the over-representation of Indigenous Peoples within the criminal justice system and the high rates of violence against Indigenous Peoples, particularly Indigenous women and girls.

### PPSC People Strategy (New)

- Pillar 1 – Build a Diverse, Inclusive, and Equitable Workforce
- Pillar 2 – Foster a Safe, Healthy and Respectful Workplace
- Pillar 3 – Develop Talent and Strengthen Leadership
- Pillar 4 – Be Agile, Increase Innovation, and Focus on Effect

### EX/LC Performance Management Commitments 2022-2023

Deepen authentic, respectful, transparent and accountable relationships to advance anti-racism, diversity, equity, inclusion and accessibility (EDIA).

- Establish Regional Equity, Diversity and Inclusion committees (REDICs) and support their work.
- Support any employee who is volunteering on a National Council.
- Participate in a broad range of EDIA training and ensure that all new employees have completed EDIA training within the required timeframe.
- Develop regional/divisional strategies, in collaboration with REDICs, which support the PPSC EDIA Action Plan.

Intentionally promote, recruit and retain employees to reflect diverse perspectives.

- Use flexible staffing mechanisms to maximize access to employment opportunities for equity groups.
- Apply the Employment Equity (EE) Workforce Analysis (WFA), all EDIA Calls to Action, and other relevant data sources to all staffing actions.
- Ensure fair distribution of work assignments to ensure equitable promotional opportunities.

Ensure the application of an intersectionality lens throughout processes and in decision-making.

- Proactively consult with the Gender-based Analysis Plus (GBA Plus) Responsibility Centre when reviewing, updating, or developing products (strategies, policies, processes or guidelines) with a national scope.

Take action against systemic discrimination and the over-representation of historically marginalized groups in the Canadian criminal justice system and contribute to the change

necessary to support a criminal justice system that is more equitable and fairer to all Canadians.  
(LC employees only)

- Ensure regional representation and participation in review of PPSC’s policies and prosecution guidelines to reflect concrete measures in addressing over-representation and systemic discrimination in the criminal justice system.
- Complete and support all identified employees in completing the mandatory training Expanding our Mindsets – Applying an Intersectionality Lens to Prosecutorial Work (a GBA Plus approach) and attend new customized PPSC learning such as on Indigenous realities, our historical relationship with Indigenous Peoples, intergenerational trauma and *Gladue* principles and reports.
- Participate in regional and/or national inter-organizational committees; collaborate with external stakeholders that focus on reducing the over-representation of Indigenous and Black persons, and persons from other marginalized groups in the criminal justice system.
- Monitor adherence to the *PPSC Deskbook* by regional staff, particularly in respect of the use of referral hearings and prosecution of simple possession offences in order to minimize unnecessary prosecutions.

Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service Commitment	Commission of Truth and Reconciliation’s call to actions commitments (to better align with the other call to action, some commitments are repeated in the text)	PPSC’s EDIA Action Plan 2021-2024 Commitment / focussed activities
<p><b>Appoint</b> Indigenous employees and Black and other racialized employees to and within the Executive Group through career development and talent management.</p>	<p>Call to action #7: Develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.</p>	<p>Continue to diversify PPSC’s leadership, beyond gender parity, ensuring multiple identity factors are considered.</p> <p>Promote diversity targeted staffing processes to meet core business goals and legal obligations.</p> <p>Develop and implement tools to support national and regional outreach to colleges, schools, professional associations, and community-based associations.</p> <p>Communicate and support the use of flexible staffing mechanisms to maximize access to employment opportunities for equity groups.</p>

<p><b>Sponsor</b> high-potential Indigenous employees and Black and other racialized employees to prepare them for leadership roles.</p>	<p>Call to action #7: Develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.</p>	<p>Explore the implementation of national equity, diversity, and inclusion mentorship/sponsorship/leadership development initiatives (e.g., Mentorship Plus, Mosaic, etc.).</p>
<p><b>Support</b> the participation of Indigenous employees and Black and other racialized employees in leadership development programs (for example, the Executive Leadership Development Program) and career development services (for example, official language training).</p>	<p>Call to action #7: Develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.</p> <p>Call to action #13: Acknowledge that Aboriginal rights include Aboriginal language rights.</p> <p>Call to action #14: enact an Aboriginal Languages Act that incorporates the following principles:</p> <ul style="list-style-type: none"> <li>i. Aboriginal languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them.</li> <li>ii. Aboriginal language rights are reinforced by the Treaties. (...)</li> </ul>	<p>Explore the implementation of national equity, diversity, and inclusion mentorship/sponsorship/leadership development initiatives (e.g., Mentorship Plus, Mosaic, etc.).</p> <p>Evaluate and promote priority access to second official language training for members of equity groups at all classification levels.</p> <p>Invest more in language training to ensure that official languages requirements are not a barrier to equity group members and their promotional and hiring opportunities.</p> <p>Contribute to the work surrounding this Indigenous Languages Act and initiatives that support the recognition of the use of these languages by our employees in the work they perform.</p>
<p><b>Recruit</b> highly qualified candidates from Indigenous communities and Black and other racialized communities</p>		<p>Develop and implement tools to support national and regional outreach to colleges, schools, professional associations, and community-based associations.</p>

<p>from across all regions of Canada.</p>		<p>Promote diversity targeted staffing processes to meet core business goals and legal obligations.</p> <p>Host Learning Labs for sub-delegated managers to discuss inclusive hiring requirements and build confidence.</p>
<p><b>Committing</b> to personally learning about racism, reconciliation, accessibility, equity and inclusion, and fostering a safe, positive environment where these conversations are encouraged throughout our workplaces.</p>	<p><b>Calls to Action #27:</b> Ensure that lawyers receive appropriate cultural competency training, which includes the history and legacy of residential schools, the <i>United Nations Declaration on the Rights of Indigenous Peoples</i>, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.</p> <p><b>Calls to Action #47:</b> Repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and <i>terra nullius</i>, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.</p>	<p>Review and strengthen PPSC’s EDIA learning curriculum including mandatory and optional training for all employees.</p> <p>Require EDIA training for all new employees to be completed in the first year of employment.</p> <p>Promote religious, secular, and spiritual inclusivity and provide training to senior management.</p> <p>Promote the use of the Canadian Centre for Diversity and Inclusion partnership.</p> <p>Provide disability/accessibility awareness etiquette information to all employees.</p> <p>Support the implementation of inclusive language guidelines.</p> <p>Integrate stronger EDIA commitments in managers and supervisors’ performance agreements.</p> <p>Implement and promote a safe process by which employees can provide feedback to their managers and supervisors during yearly performance reviews.</p> <p>Require mandatory unconscious bias training (e.g., CSPA W006, CSPA H205) for all sub-delegated managers and assessment board members.</p>



	<p><b>Calls to Action #57:</b> Provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the <i>United Nations Declaration on the Rights of Indigenous Peoples</i>, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.</p>	<p>Ensure that all identified employees have completed the mandatory training: <i>Expanding our Mindsets – Applying an Intersectional Lens to Prosecutorial Work (A GBA Plus Approach)</i>.</p> <p>Engage in the first phase of the <i>PPSC Deskbook</i> review through an intersectionality lens.</p> <p>Implement the revised <i>PPSC Deskbook</i> chapters through the Truth and Reconciliation Commission of Canada (TRCC) and the Missing and Murdered Indigenous Women and Girls (MMIWG) lenses.</p> <p>Co-develop equity, diversity, and inclusion training at both levels of the PPSC’s School for Prosecutors.</p> <p>Create a customized TRCC and MMIWG training curriculum focusing on Indigenous, First Nations, Inuit and Métis realities.</p> <p>Promote and provide training on vicarious trauma.</p>
<p><b>Combatting</b> all forms of racism, discrimination and other barriers to inclusion in the workplace by taking action on what we have learned, empowering employees to speak up about bias and oppression, and better equipping managers to address these issues.</p>	<p><b>Call to action #30:</b> Commit to eliminating the over-representation of Aboriginal people in custody over the next decade, and to issue detailed annual reports that monitor and evaluate progress in doing so.</p> <p><b>Call to action #38:</b> Commit to eliminating the over-representation of Aboriginal youth in</p>	<p>Continue to commemorate important events, dates, and persons nationally and support regional communications.</p> <p>Integrate stronger EDIA commitments in managers and supervisors’ performance agreements.</p> <p>Ensure that PPSC’ policies and prosecution guidelines are reviewed to reflect concrete measures in addressing the over-representation of racialized persons and systemic discrimination in the criminal justice system.</p>

	<p>custody over the next decade.</p> <p>Call to action #39: Develop a national plan to collect and publish data on the criminal victimization of Aboriginal people, including data related to homicide and family violence victimization.</p> <p>Call to action #42: Commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the <i>Constitution Act, 1982</i>, and the <i>United Nations Declaration on the Rights of Indigenous Peoples</i>, endorsed by Canada in November 2012.</p>	<p>Complete a scan of national and provincial justice sector reports' recommendations that focus on systemic discrimination and anti-racism to identify recommendations for action that are linked to the PPSC mandate.</p> <p>Promote intersectionality lenses to prosecutorial training outside the PPSC and influence a larger cultural change in the criminal justice system.</p> <p>Provide tools to support the application of GBA Plus Analysis in decision-making.</p> <p>Review practices and processes related to development, performance management, advancement, retention, and recruitment to remove systemic barriers. Conduct an Employment Systems Review.</p>
<p><b>Enabling</b> and advancing the work of grassroots networks and communities within the Public Service by providing necessary resources and bringing them into discussions at senior executive tables.</p>		<p>Establish National Councils for Employees (e.g., Indigenous, Black, Racialized, Employees Living with a Disability and 2SLGBTQIA+) and support their work.</p> <p>Establish regional or divisional Equity, Diversity, and Inclusion committees (REDICs) and support their work.</p> <p>Finalize and communicate the PPSC's new EDIA governance structure.</p>
<p><b>Including</b> voices from diverse backgrounds in the identification of</p>		<p>Establish National Councils for Employees (e.g., Indigenous, Black, Racialized,</p>

<p>systemic racism, discrimination and barriers to inclusion, and the design and implementation of actions to address them.</p>		<p>Employees Living with a Disability and 2SLGBTQIA+) and support their work.</p> <p>Establish regional or divisional Equity, Diversity, and Inclusion committees (REDICs) and support their work.</p> <p>Require assessment boards to be diverse beyond gender binary representation and include at least two members from an equity group.</p> <p>Develop transparent criteria on recruitment of faculty members and instructors for the School for Prosecutors to ensure diverse perspectives.</p> <p>Support the development of the PPSC's engagement strategies plan focusing on the Northern Indigenous communities.</p> <p>Consult(ed) and involve(d) a focus group of employees from across the country, as well as the established National Council for Employees, in the creation of a new set of core values for the PPSC.</p>
<p><b>Measuring</b> progress and <b>driving</b> improvements in the employee workplace experience by monitoring disaggregated survey results and related operational data (for example, promotion and mobility rates, tenure) and acting on what the results are telling us.</p>	<p>Call to action #39: Develop a national plan to collect and publish data on the criminal victimization of Aboriginal people, including data related to homicide and family violence victimization.</p>	<p>Raise awareness and promote the use of the PPSC's Workforce Analysis, all Calls to Action around EDIA and other data sources.</p>