

BULLETIN

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HSA Report on Workplace Discrimination Shows More Work to be Done

A recent HSA survey on workplace discrimination calls for more solidarity among members, more bystander interaction, revisions to complaint processes, and negotiations to achieve greater accountability for Respect in the Workplace policies.

- Read [“Discrimination in the Workplace: Findings from HSA’s Survey on Inclusion and Belonging”](#)

The survey, conducted online April through May 2023 in response to a 2022 convention resolution seeking to better understand the demographics of the union and member experience of workplace inclusion and belonging, explored workplace racism, ableism, transphobia and homophobia. Over 2100 HSA members working in health care and community social services across all professions and regions participated. Many shared personal accounts of how discrimination affects them, and provided compelling evidence that the Respect in the Workplace policies are not currently effective.

The survey results underscore findings from HSA’s 2021 report *Confronting Racism with Solidarity*, providing further insight into how discrimination operates at the interpersonal and institutional level, impeding career growth, professional development, and employment opportunities.

“This research shows that we have much more work to do in making the workplace more inclusive,” said HSA President Kane Tse. “And at a time when retention of specialized health professionals is so critically important, these findings cannot be ignored.”

“We are grateful for the many members who shared their time, energy, and stories,” said HSA President Kane Tse. “The advancement of human rights is central to the labour movement, and with the rise of polarization and hatred, there is an urgent need to organize together in the face of discrimination and oppression.”