

September 13, 2013

The Honourable Jason Kenney,  
Minister of Employment and Social Development and  
Minister of Multiculturalism  
140 Promenade du Portage  
Gatineau, Québec K1A 0J9

Dear Minister Kenney,

I am writing, on behalf of the Executive Committee of the Community of Federal Visible Minorities ([www.cfv-cfmv.com](http://www.cfv-cfmv.com)), to applaud your intention to challenge the constitutionality of the Québec government's newly proposed "Charter of Québec Values."

Our colleagues in the Québec public sector have shared with us their apprehensions about their future careers and working conditions. Equally important, and in line with your own observations, they view the proposed Charter as unnecessary and intolerant – something that will only fan fears and prejudices in a society that is otherwise increasingly multi-ethnic and pluralistic. Indeed, the very concept of "fit in or be excluded" harkens to an era long forgotten and outdated in Canadian history.

We encourage you to highlight to your Québec counterpart that contrary to Québec's regressive policy, the federal public service has one the best track records in the world in ensuring that its employees represent the citizens they serve; and that wearing hijabs, kippas, or turbans has not affected our ability to serve our country with pride and excellence – be it in providing social services domestically, advancing our national interests in international fora, or in defending and protecting the values of Canadians, and indeed those of Québec during World War I and II, and more recently in war zones like Afghanistan.

We wish you the best in your efforts to challenge this "Charter of Québec Values" and we stand ready to support you in whichever capacity you may deem appropriate.

Yours truly,

Bhagwant Sandhu  
President, Community of Federal Visible Minorities (CFVM)

cc: The Executive Committee of the CFVM  
c/o Mr. Kalim M. Kokozaki, CFVM National Secretary  
555 MacKenzie Avenue, 5<sup>th</sup> Floor, Ottawa ON K1A 0L5  
[info@cfv-cfmv.com](mailto:info@cfv-cfmv.com)