

HEALTH CHECK ON ANTI-RACISM @IRCC

WHAT IS OUR BUSINESS CASE FOR ANTI-RACISM (AR)?

SOME BELIEVE...

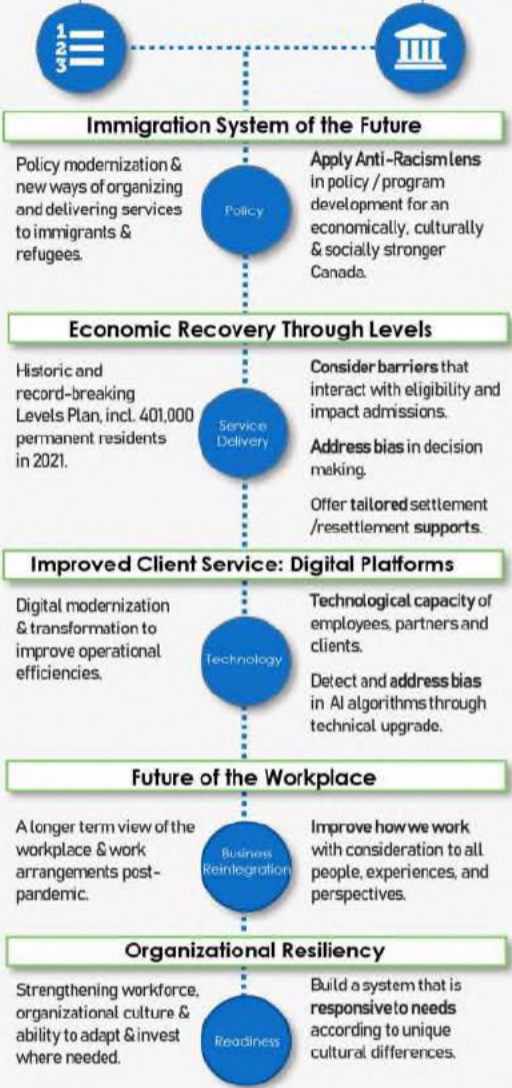
Anti-Racism *competes* with IRCC operational priorities.

WHEN IN FACT...

Anti-Racism *complements* IRCC objectives.

Our Priorities

Anti-Racism



SYSTEMIC RACISM **UNDERMINES** OUR MANDATE
 IT **HARMS** OUR CLIENTS AND EMPLOYEES

WHAT HAVE WE DONE TO SET THE WHEELS IN MOTION?

BUILDING TRUST

...because change happens at the speed of trust

- 9 Town Halls (for EX, Middle Managers, & All Staff) "Thank you for giving us the voice."
- 6 Trust Circles with 59 Black, Indigenous and Racialized employees ...of 27 respondents, 89% appreciated the presence of Senior Management

RAISING AWARENESS

...because learning through an open mind changes hearts

- 80% of IRCC employees completed unconscious bias training Jan 1, 2021
- 6,130 IRCC employees participated in Let's Talk Racism Town Halls
- 2.9K Views on Blueprint 2020 Video: Anti-Racism Efforts at IRCC

UNDERSTANDING MINDSETS & BELIEFS

...because it influences where we have work to do

- 2,712 IRCC employees completed the Anti-Racism Survey
- 23.7% of respondents believe there is discrimination against different ethnic & racial groups
- 37.2% racialized groups
- 14.7% non-racialized groups

BUILDING MOMENTUM

...because this is a marathon, not a race



OUTCOMES

- AR awareness & cultural understanding
- Healthy & supportive workplace
- Increased representation at intermediate & senior levels
- Elimination of barriers in staffing
- Reduced racialized disparities in client experience & outcomes
- Clear expectations that drive change & results
- Model equitable leadership

TAKING STRATEGIC ACTION

...because change will come

Implementing Action Plan & Setting Measurable Goals

WHAT ARE THE ACCOUNTABILITIES AND ACTIONS THAT HAVE BEEN SET?

Deputy Minister

DM Commitments on DGI

Executives & Middle Managers

Action Plans

Assistant Deputy Ministers

Sector-Specific Commitments

Employees

Working Groups / Initiating Actions

Anti-Racism Task Force

Annual Work Plan

WHAT ARE THE RISKS OF INACTION?

- Litigation Risk
- Reputational Risk
- Erosion of Public Trust
- Program Integrity
- Ability to Attract & Retain Staff
- Low Yield on Efforts to Advance Equity
- Widening Disparities for Clients & Employees

Resource Allocation

Change & Issue Fatigue

Trust in Leadership

Action Paralysis



Inconsistent direction in functional areas

AR & DEI lens integration into frameworks (e.g. PMAs, Audit, IDOL)

Employee-led Grassroots Initiatives

Public Support to Take Action



AR coaching for EX / Training Pilot for Middle Managers

Untapped Talent Ready to Contribute

CALL TO ACTION

By April 15: **CHOOSE** your ADM Action Commitments for Year 1 (2021-22)

By May 10: **APPOINT** a full-time AR Lead for your sector

By May 10: **PUBLISH** internally the IRCC Value Statement & ADM Action Commitments