

IRCC's Anti-Racism Employee Survey Results

Executive Committee

January 20, 2021



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada

Today's Focus



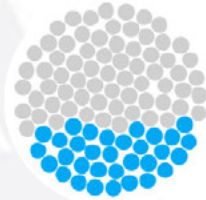
- 1 Let's Dive In
- 2 Response Breakdown
- 3 Top three employee challenges highlighted in the survey
- 4 Strategies employees prefer
- 5 Discussion / Open floor

Let's Dive In

Since the death of George Floyd in May 2020, the largest 100 North American Corporations have done the following:

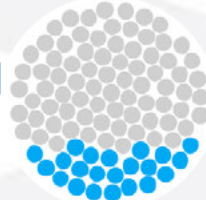
32%

Made Statements



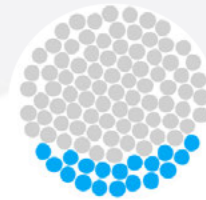
22%

Made external commitments



18%

Made internal commitments



• Source: MckInsey Consulting Report

1

Make an organizational statement

2

Commit to benchmarks

3

Research / Gather Data

4

Act on the Changes

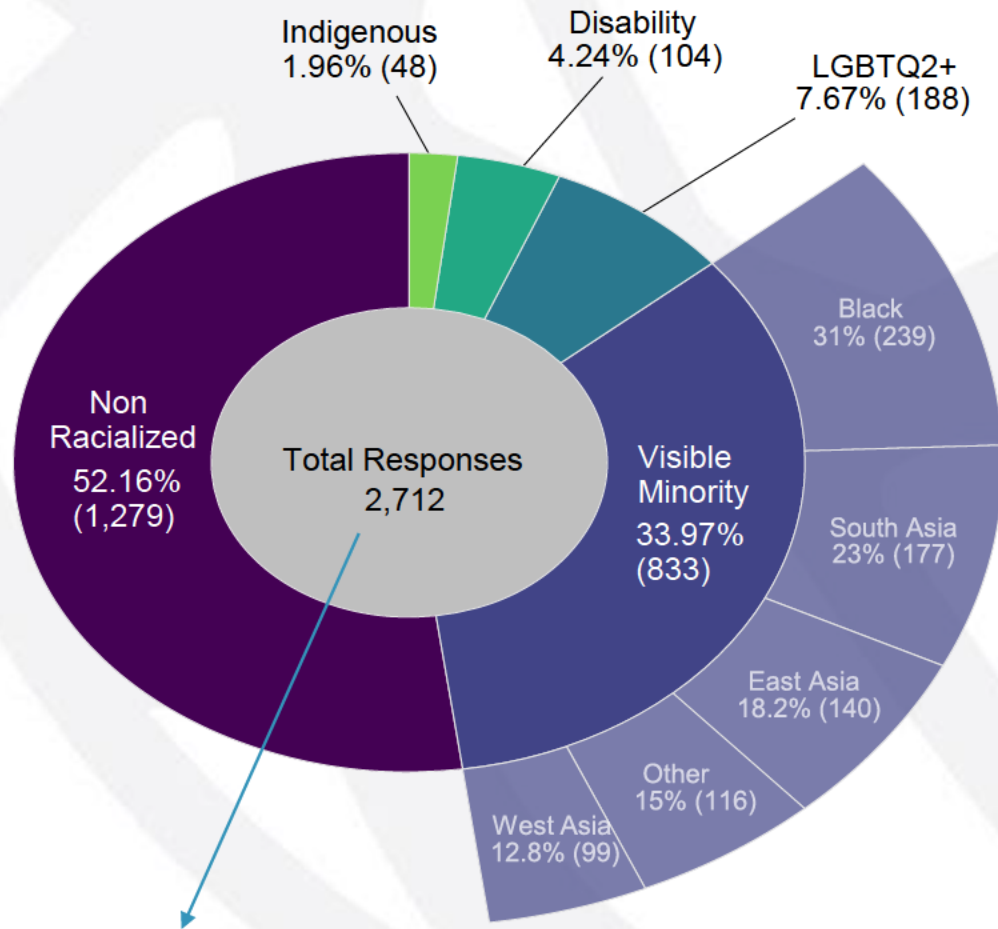
5

Evaluate and Revise

Methodology

- The IRCC workplace anti-racism survey was sent out in November 2020. It remained open for 3 weeks.
- Target audience was all employees across the department, including those at our missions abroad.
- Questions were geared towards people management.
- Most questions were multiple choice. A few had qualitative input where employees could elaborate.
- Statistical tests indicated that there was significant statistical difference between the groups.

Breakdown of Responses



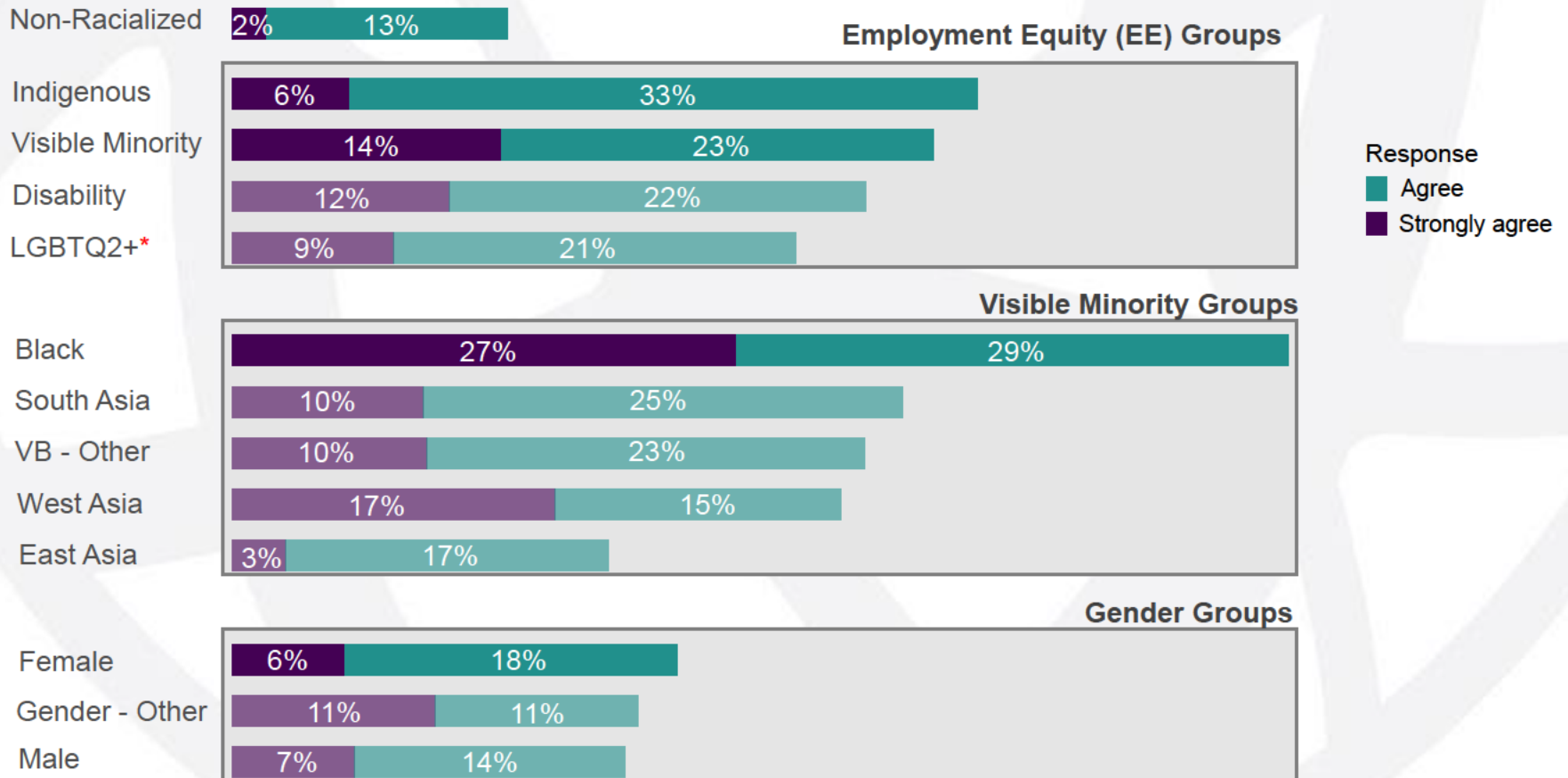
Visible Minority (VM) Breakdown

- **South Asia:**
 - ⇒ South Asians/East Indian, Southeast Asian
- **East Asia:**
 - ⇒ Japanese, Korean, Filipino, Chinese
- **West Asia:**
 - ⇒ Non-White west Asia/North Africa/Arab
- **Other:**
 - ⇒ Non-White Latin American, Mixed

Department response rate: 29.6%

Does Discrimination Exist?

There is discrimination against individuals of different races and ethnic origins at IRCC



*This group isn't covered under the *Employment Equity Act*. For the purpose of this survey, we have put them in this category



Employee Challenges

1. Less Employment Opportunities & Career Growth Barriers

- Access to language training
- Fewer acting opportunities
- Access to Mentorship

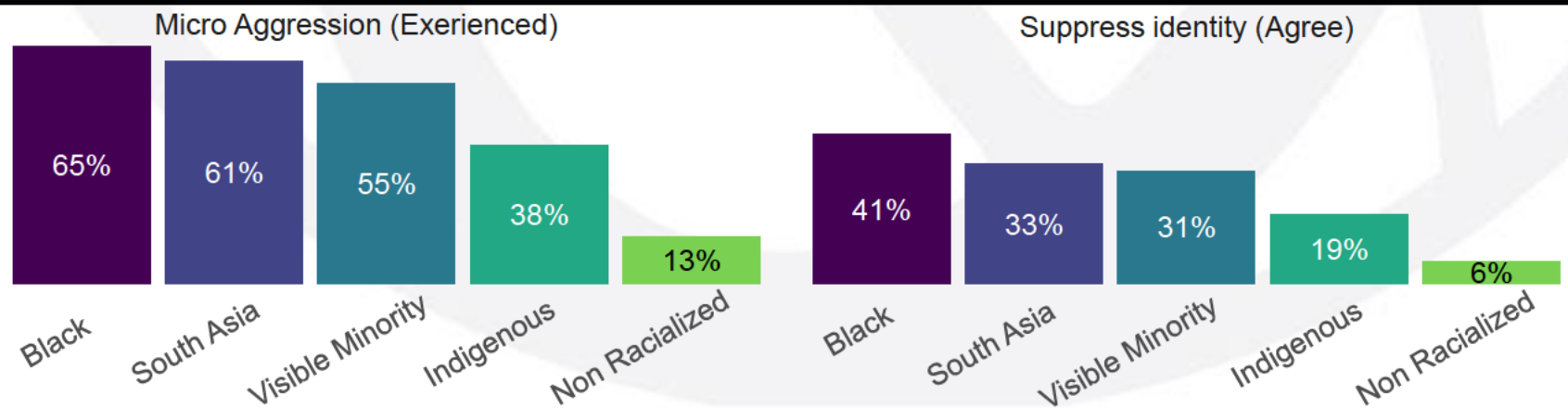
"It is surprising to see that [the] best fit never corresponds to a person of color or a person who is not part of the small closed circle" - employee

2. Trust in Senior Management

- Poor / no response from Executives
- No strategy / real action being seen

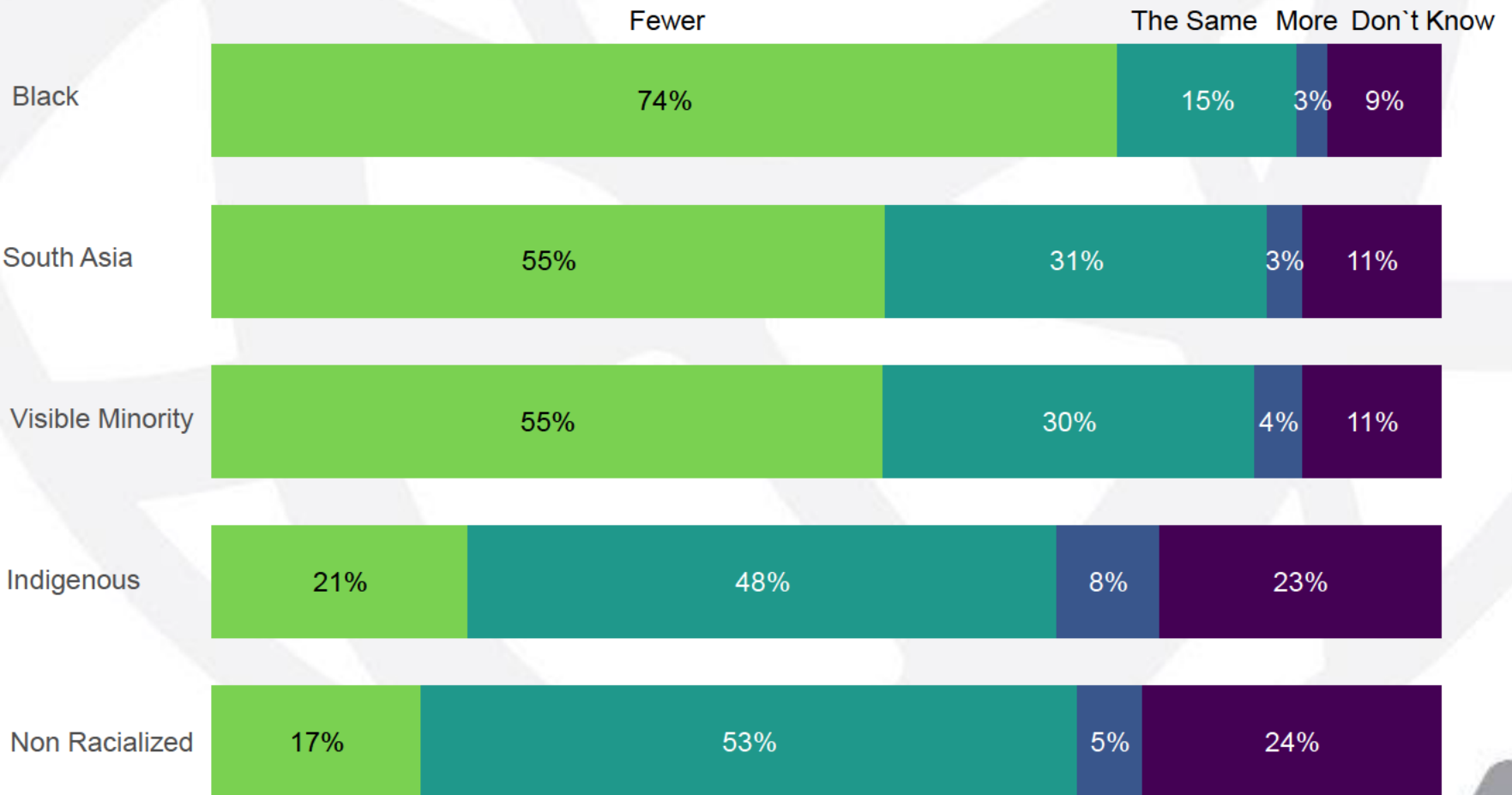
"I have heard from senior executives that they feel the reports of racism are exaggerated" - employee

3. Systemic Bias and Inclusion



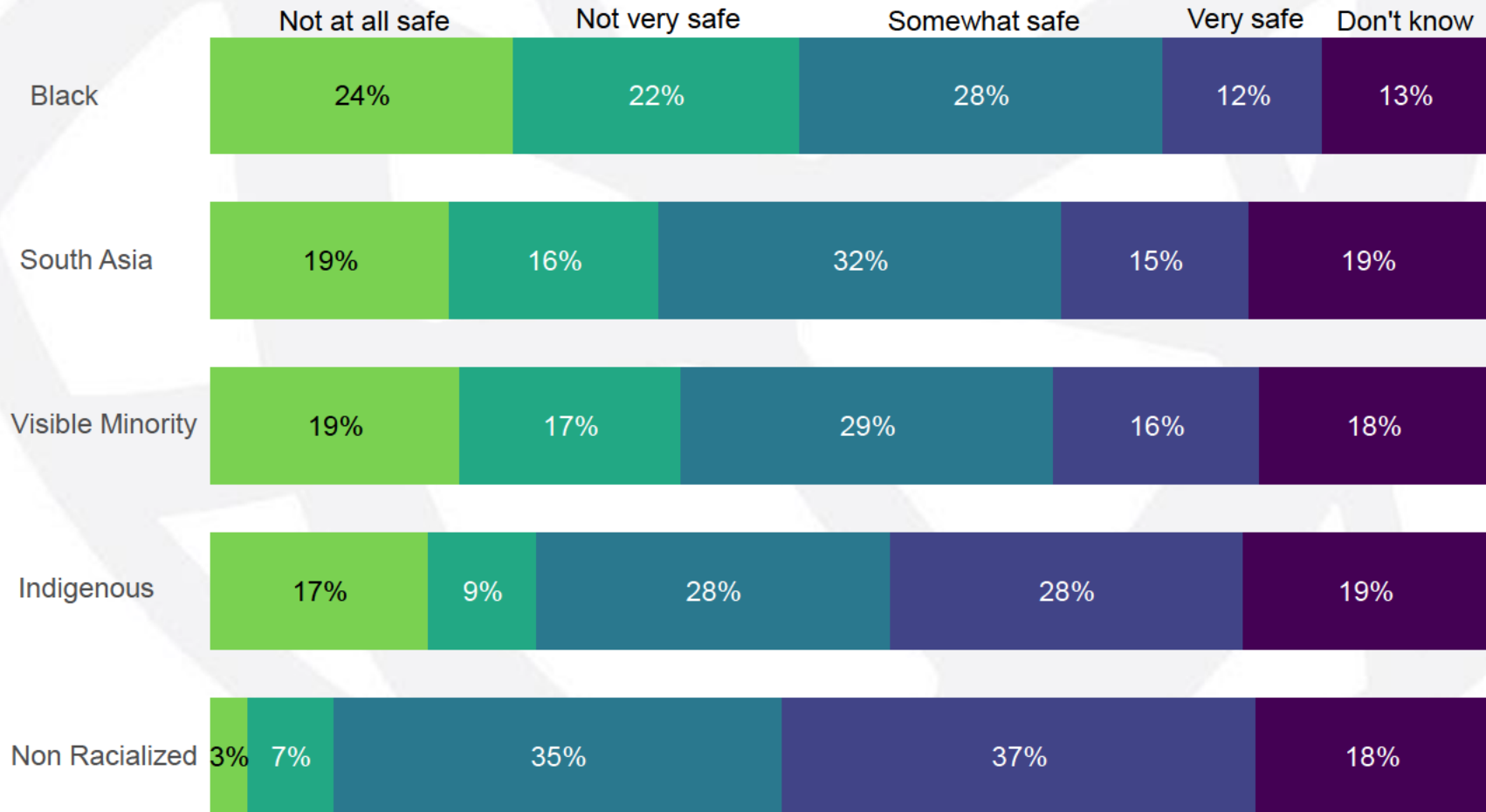
Challenge #1: Career Opportunities

Do individuals of different races/ethnic origins have the same opportunities as white people?



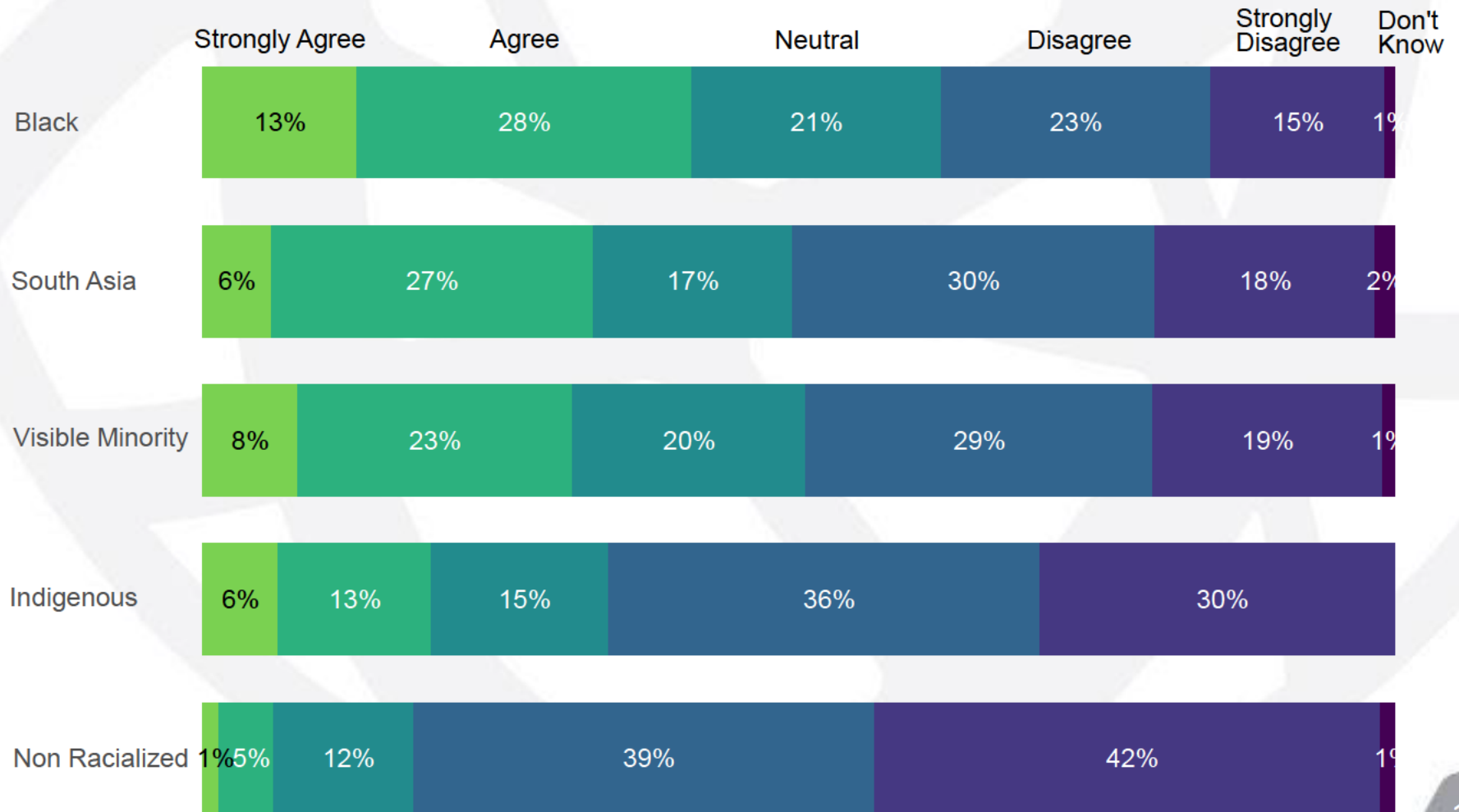
Challenge #2: Trust in Executives

How safe would you feel bringing up topics related to racism/discrimination to executives?



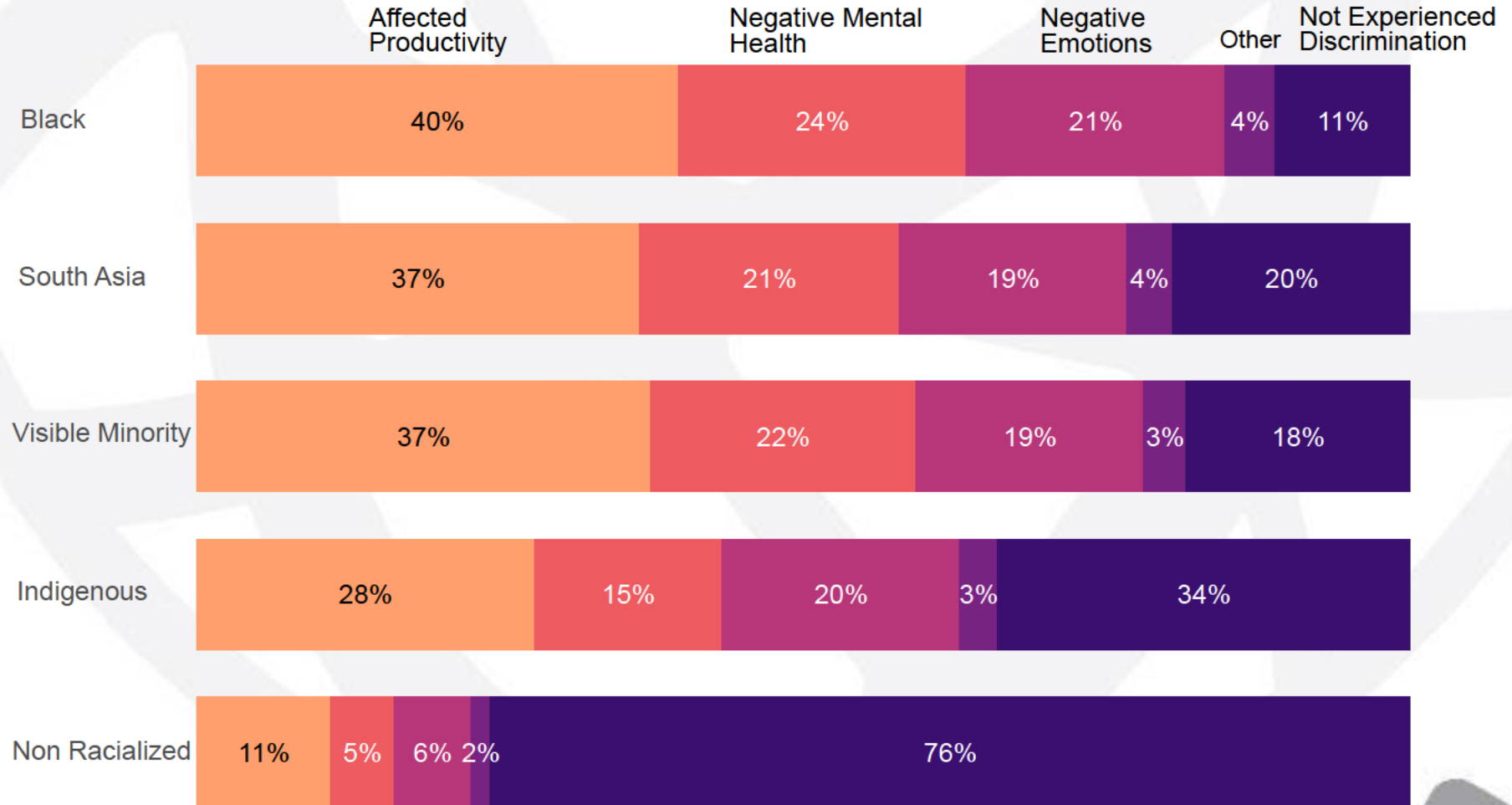
Challenge #3: Systemic Bias

I hide/suppress my ethnic characteristics in order to have a better employment experience



Mental Health Impact

I have experienced some of the following impacts due to racism at work



Employee Desired Strategies

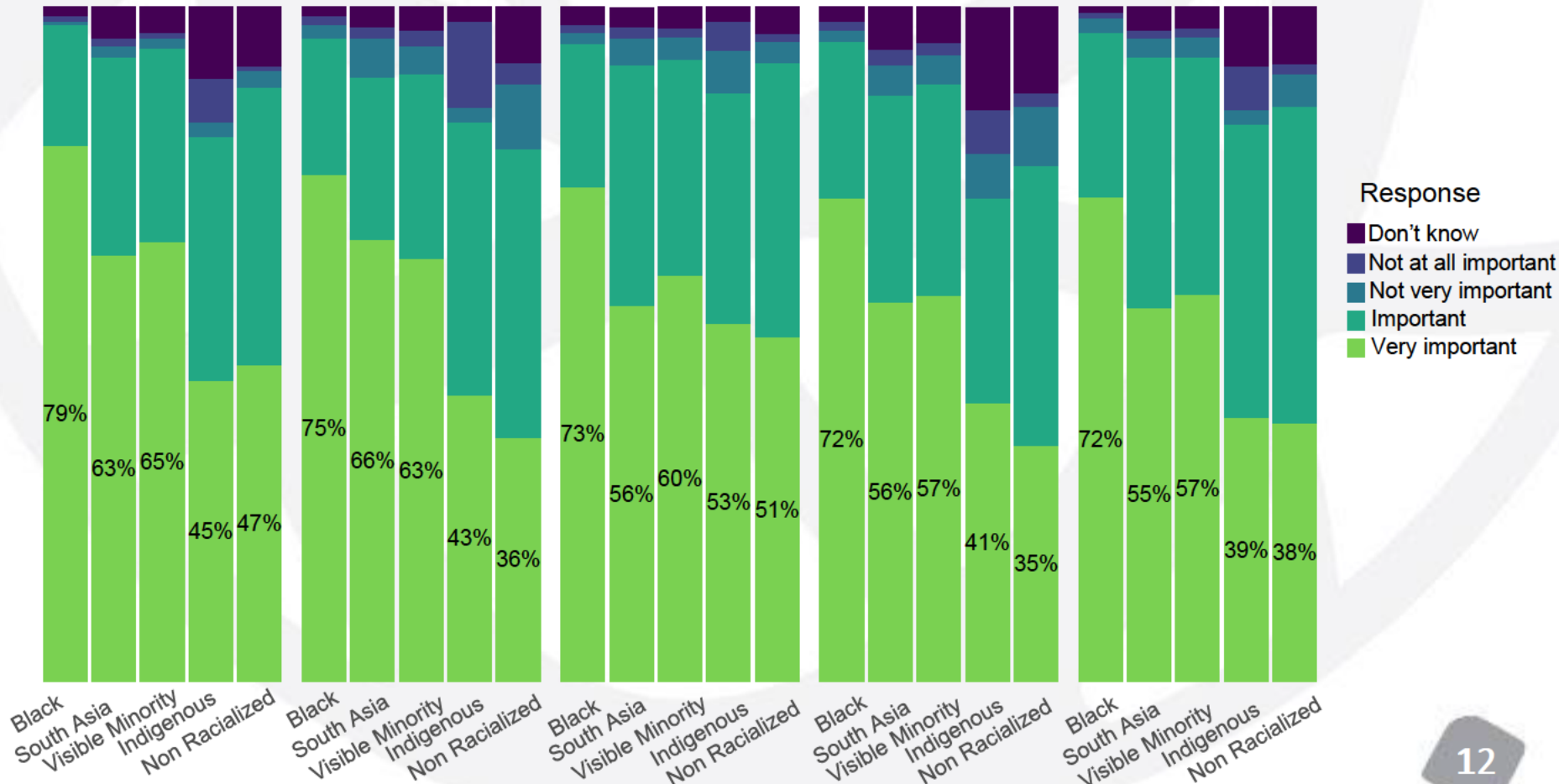
Timely and effective responses to issues as they arise

Achieving representation at ALL levels

Education/ Training

Comprehensive analysis/revamp of policies

Regularly collect Race-based data



Next Steps

Anti-Racism Strategy Approach:

Co-development of 3-year strategy

Leadership and Employee Development:

Anti-Racism Coaching and Training Pilots

Data Deep Dive:

Focus Groups and Representation

Assistant Deputy Ministers (ADMs)

- Meeting with ADMs to co-develop strategy
- Brainstorm organizational and sector specific commitments
- Meeting Date: Feb. 3

Other Stakeholders

- Indigenous Peoples Circle
- Circle for Visible Minorities
- Black Employees
- Anti-Racism Advisory Board
- Meeting Dates: Q4 2020-2021

Executives

- Two Anti-Racism Coaches
- One-on-one coaching for 10 Director Generals
- One (1) group coaching
- Anticipated Launch: Feb.

Middle Managers

- Anti-Racism Training Pilot for managers on Feb 11-12

Employees

- CSPA Unconscious Bias Training: Jan 31
- History months for Indigenous people, Black people and Asian people

Survey

- Publish survey results on Connexion
- Share survey results @ Town Halls and IRCC Diversity Networks
- Intersectional analysis of the survey

Focus Groups

- Work with Public Opinion Research, Comms to explore themes in the survey

Representation

- Support Human Resources Analytics in setting representation targets by career level



Questions

How can Executives show **accountability** beyond the corporate messages?

What are the levers that ADMs can use to move Executives and managers towards action in a meaningful way?

How do we rebuild trust between leaders and employees and tackle fear of reprisal?