

# 2021-22 Anti-Racism Task Force (ARTF) Priorities

## 2021-22 ARTF Annual Plan



**Priority 1:  
Leadership  
Development  
Initiatives**

**Leadership at all levels**

- 1.1 AR Training for Middle Managers Pilot (with goal of having it transition to Learning Academy by 2022-2023)
- 1.2 AR Coaching for EX Pilot
- 1.3 Provide input to AR Learning Needs
- 1.4 Establish common definitions, shared understanding and shift in mindsets (i.e. Historical role in creating and maintaining racial inequities, difference between individual, institutional, and structural racism) through ARTF engagement, products and website
- 1.5 [IRCC Systems Change Management Guide](#)

**Priority 2:  
Strategy  
Development  
and Launch**

**Community  
Engagement**

- 2.1 Socialize strategies through DEI Employee networks, management teams, sector management, functional communities (PDN, MM, EXs) and Unions
- 2.2 AR Governance (AR Advisory Board / Sub-committees) to provide recommendations to Strategy
- 2.3 Internal Engagement with Business lines experts on AR Strategy
- 2.4 External Engagement via. business lines experts on AR Strategy
- 2.5 Engagement with employees through DEI Departmental events calendar and Connexions
- 2.6 Launch 1<sup>st</sup> iteration of the Strategy

**Priority 3:  
Build IRCC Equity  
Infrastructure**

**Infrastructure & Tools**

- 3.1 Maturity of AR Governance (AR Advisory Board / Sub-committees) while IRCC boosts its capacity
- 3.2 AR as standing item / more visibility in existing governance bodies (i.e. Policy Committee, EXCOM, Senior Management Sector Meetings) + add representation to these bodies (recruitment or Employee Resource groups)
- 3.3 Establish AR Sector Leads Working Group
- 3.4 Map/engage grassroots AR working groups/committees
- 3.5 Influence investments (more employees) in key groups (GBA+, IDOL, OCR, Audit, Champions Secretariat, DEI Employee Networks)
- 3.6 Develop Prototype Racial Impact Assessment Tool (via AR sub-committees)
- 3.7 [Customized AR Tools for IRCC \(i.e. wheel of power\)](#) and repurposed tools on ARTF website
- 3.8 Provide input and advice to IRCC business lines on Anti-Racism Strategies

**Priority 4:  
Influence data  
systems within  
IRCC**

**Data**

- 4.1 Establish partnership with IRCC Data Centres
- 4.2 Influence IRCC Data Strategy Update and Data Standards
- 4.3 Conduct a baseline assessment of inequities in the workforce (2<sup>nd</sup> AR Survey, Focus groups, etc.)
- 4.4 Provide input to IRCC Audit Plan (Program Review with Racial Impact Assessment / Employment Systems Review)

**Priority 5:  
Establish Metrics  
to Measure  
Anti-Racism (AR)  
Strategy Outcomes**

**Accountability Measures**

- 5.1 Develop and Publish Anti-Racism Results framework (for IRCC AR Strategy and ARTF)
- 5.2 IRCC Workforce Equity Index
- 5.3 Provide input to methodology for development of workforce representation baseline
- 5.4 Alignment with IRCC measurement/performance/ strategic planning frameworks (i.e PMA, Departmental Plan, [Departmental Results Framework \(DFR\)](#))
- 5.5 Influence the review of at least one Performance Information Profile (PIP) - Citizenship
- 5.6 First Annual Report on AR Strategy and Departmental Initiatives
- 5.7 Drive timelines for Sector Action Plans based on AR Sector Actions