



Anti-Racism Task Force

IRCC Anti-Racism Task Force:
Ministerial Information Briefing
February 19, 2021



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada

Purpose of the Session

This is an informational briefing:

1. Introduce the Anti-Racism Task Force's **mandate** and **objectives** in support of Government of Canada priorities on diversity, inclusion, and addressing systemic racism.
2. Share our **initial plan** for the **Departmental Anti-Racism Strategy** and our approach towards developing it.
3. Provide our **next steps**.

Our Story

May 25, 2020

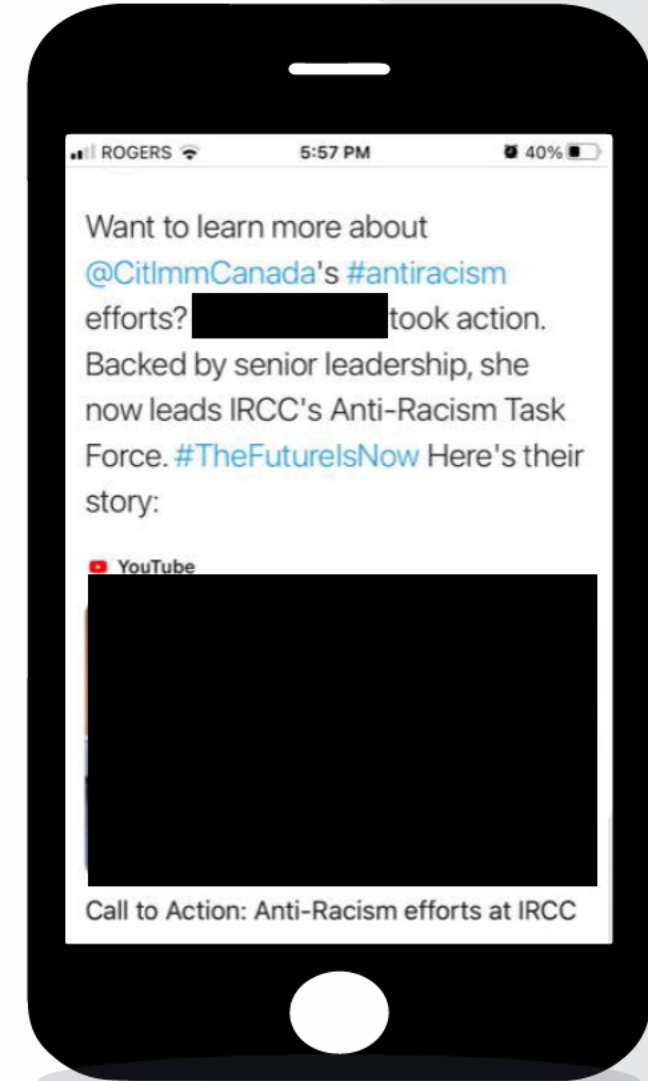
George Floyd, a 46-year old black man in Minneapolis, was murdered by a white police officer. This brought public attention on systemic racism in Government Institutions, Policies, Practices

June 5, 2020

IRCC Deputies send a message to all staff on systemic racism

July 17, 2020

The Deputies announce the creation of an Anti-Racism Task Force



Our Mandate



- Created to **imagine a world where equity is possible...**
- ...to **recommend anti-racism strategies** to reduce inequities Black, Indigenous and racialized people...
- ...which will create equitable spaces, provide greater access, promote equity and address systemic racism **in our *policies, programs & service delivery.***

Our Guiding Principles

- ✓ **Account** for our shortcomings; share progress openly.
- ✓ **Engage** in open, honest, brave discussions about racism.
- ✓ **Analyze** evidence to identify & dismantle harmful structures, behaviours & norms.
- ✓ **Learn** from our history, failures & the lived experiences of BIPOC people.
- ✓ **Promote** anti-racist values, allies and initiatives.
- ✓ **Respect** each other's differences.
- ✓ **Act** consciously and consistently.
- ✓ **Equip** leaders and employees to be part of the solution.

Our Three (3) Areas of Focus



- ❖ **People & Capacity Building** are the foundation for enabling change
- ❖ **The Policy-Operations Continuum** – racial bias in policy (upstream) negatively impacts our service delivery to clients (downstream)
- ❖ **Timelines for change** will be different for each area

The Future We Want...

...Is An Anti-Racist Institution

Our Vision

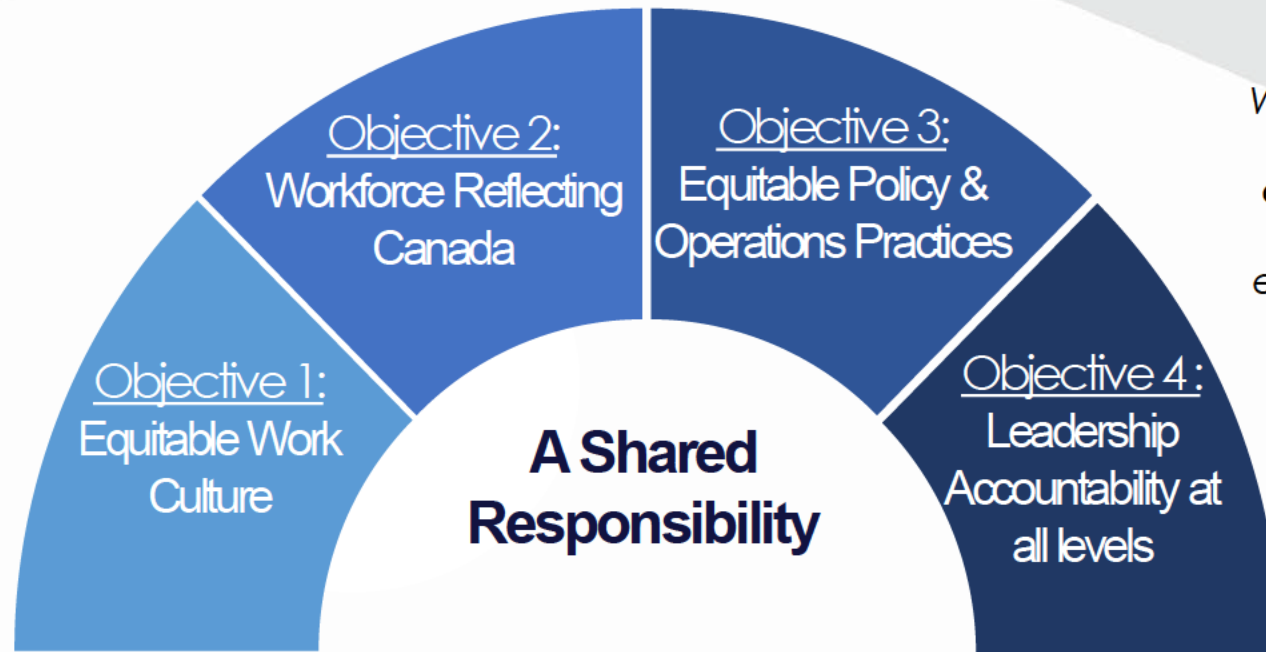


End systemic racism by identifying and removing deeply engrained systemic barriers.

Achieve an equitable and inclusive organization and Canadian society.

Anti-Racism Strategy at a Glance

(2021-2023)



We need **diverse** perspectives to create a **strategy** and **action plan** that is responsive to our deficiencies, embraced by our employees, & leads to sustainable **change & results**.

Outcomes



Anti-Racism Awareness & Cultural Understanding

Healthy and Supportive Workplace



Increased Representation at Intermediate & Senior Levels

Elimination of Barriers in Staffing



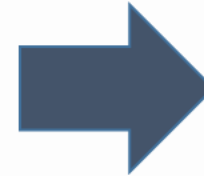
Reduced Racialized Disparities in Client Experience & Outcomes



Clear Expectations that Drive Change & Results

Model Equitable Leadership

Building the Strategy and Action Plan



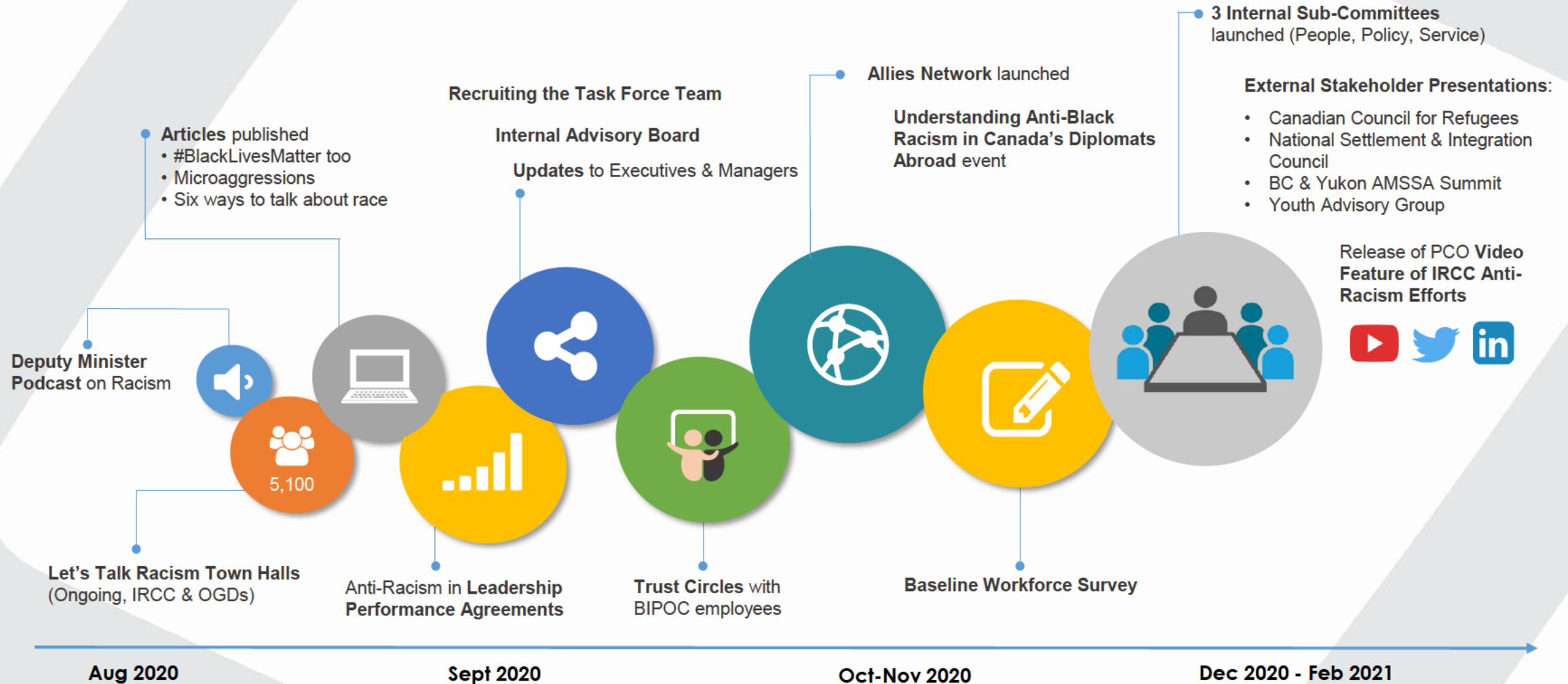
Action Plans



- Targets
- Actions
- Timelines
- Leads
- Indicators / Metrics
- Reporting
- Resource needs

The Journey Begins Within: Work to Date

(End of Summer 2020 – Now)



Looking Ahead: Developing the 3-Year Strategy

(Now – Fall 2021)

Winter 2021

- Analyze workforce survey results
- Start data mapping/collection for policy & service delivery
- Start coaching/training for execs/managers
- Start internal consultation

Summer 2021

- Continue external engagement
- Incorporate feedback
- Refine indicators

04

Fall 2021

- Release second iteration of 3-Year Strategy (incl. external focus)
- Reflection & celebration
- Annual Report on Task Force
- Annual workforce survey

03

02

Spring 2021

- Media release on AR Value Statement
- External engagement starts
- Data collection continues
- Establish External Advisory Sessions
- First iteration of 3-Year Strategy (Internal focus)
- Start developing performance indicators, timelines & resources
- Align with reconciliation efforts

01

From Strategy to Action: Proposed Year to Year Milestones

(2021/22 – 2023/24)

1 2021-22

Implementation Starts

1. **Departmental Value Statements** & Senior Exec' Commitments published.
2. Evaluation, Planning & Reporting mechanisms defined.
3. **People**: Systems Review started.
4. **People**: Workforce representation targets & Annual Work Force Survey / focus groups conducted.
4. **Policy & Service**: Data sources/needs mapped to track client experience & outcomes by race (or proxies).
5. **Policy**: Diagnostic Anti-Racism lens and Framework developed. Piloting starts.
6. **Service**: AR built into officer training.

2 2022-23

Implementation & Evaluation Data Collection Continue

1. AR outcomes built into financial planning/management decisions/audit framework.
2. **People**: Report on Exit-Interview Project on discrimination.
3. **People**: Staffing decisions aligned with representation targets.
4. **People**: Data gathered on impact of non-competitive processes.
5. **Policy**: Systems Review in at least one (1) business line.
6. **Service**: Racial Impact Assessment of risk practices and automation procedures.

3 2023-24

Results Evaluated Set Strategy for the Next 3 Years

1. **People**: Coaching/training completed for all execs & middle managers.
2. **Policy & Service**: Mitigation plans developed from Systems Review & implementation starts.
3. Departmental Report on the Strategy's results based on metrics & **stakeholder feedback** (internal & external).
4. Feed into the next 3-Year Strategy (further actions & success measures).

*Red = external focus on the public