

# Immigration, Refugees, and Citizenship Canada's Diversity, Inclusion and Anti-Racism Achievements

## Summary of Actions

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- Immigration, Refugees and Citizenship Canada (IRCC) is actively working toward meeting the eight objectives from the [2020-2021 Deputy Minister Commitments on Diversity and Inclusion](#) and the [Clerk's Call to Action on anti-racism, equity, and inclusion in the Federal Public Service](#).
- While the Department is at the beginning of its journey to become an anti-racist institution, a number of actions have been taken to advance diversity and inclusion in the organization, including the investment of \$1.5M into the establishment of an Anti-Racism Task Force in July 2020.
- A 3-year Anti-Racism Strategy is in development in consultation with stakeholders and the Department's diversity and inclusion employee networks.

### Background:

- IRCC is developing a 3-year Anti-Racism Strategy with a focus on including diverse perspectives to create a strategy and action plan that is responsive to our deficiencies, embraced by our employees and that leads to sustainable change.
- While the strategy is in development, IRCC continues to implement initiatives aimed at building trust with our employees, developing awareness and understanding, and building capacity in our workforce to address systemic racism and discrimination.

### Current Status:

Below is a list of achievements which contribute shifting the culture within the organization and building capacity for the work ahead.

### Training in anti-racism and unconscious bias

- As of January 31, 2021 my Department has an over 80% completion rate for unconscious bias training.
- By the end of May 2021, 250 managers will complete a 4-part anti-racism training course pilot. One cohort will receive train-the-trainer training to meet ongoing needs.

- Anti-Racism Coaching Services for Executives has been contracted for three years (2021-2023) with an anticipated soft launch in March 2021.

### **Communicating the value of anti-racism, diversity and inclusion**

- An all staff message was sent on June 3, 2020, in response to the protests in the U.S., where Deputy Minister (DM) [REDACTED] and Associate Deputy Minister (DMA) [REDACTED] recognized racism in Canada, made a commitment to racial equality at IRCC, and affirmed that diversity was the Department's strength.
- On July 17, 2020, the DM and DMA announced the creation of the Anti-Racism Task Force dedicated to fighting racism in all of its forms. It provides support and guidance to employees and branches in bringing an anti-racism lens to work and work culture.
- The *Let's Talk Racism* town hall which aims to bring awareness to the realities of racism and to learn from lived experiences has been presented by the Anti-Racism Task Force to 5,800 IRCC employees, and 2,500 people within other Federal Public Service organizations since July 2020.
- On July 21, 2020, in the 3rd episode of the Business Unusual Podcast, the DM, DMA and Director of the Anti-Racism Task Force [REDACTED] discussed how to most effectively address anti-racism in our Department.
- On February 11, 2021, in collaboration with the Privy Council Office, the Department launched the Beyond2020 video "[Call to Action: Anti-Racism efforts at IRCC](#)" on YouTube featuring the DM, DMA and the Director of the Anti-Racism Taskforce.
- A message to the Department was published on February 22, 2021, announcing the 8 chosen objectives from the 2020-2021 Deputy Minister Commitments on Diversity and Inclusion. The DM and DMA shared ongoing initiatives on anti-racism, diversity, and inclusion within the Department.
- On February 23, 2021, the Department held its first anti-racism and diversity town hall where the DM and DMA hosted a Q&A session. It included a well-received discussion between the Director of the Anti-Racism Taskforce and [REDACTED], the founder of Black Lives Matter Canada.

### **Identifying and eliminating barriers**

- On November 6, 2020, the Department launched its first anti-racism survey, which was completed by 2,700 employees. The data established a baseline for understanding the impacts of racism on our work force in terms of productivity, health, wellness, psychological safety, and organizational culture.

- On February 17, 2021, a call-out was made to employees to participate in focus groups hosted by an independent research company to discuss how racism can be eliminated in the Department.
- The creation of the new Employee Support Office was announced on February 18, 2021, which aims to further support employees through workplace issues related to harassment, discrimination and the implementation of Duty to Accommodate (Enable).

### **Improving representation and sponsorship**

- A Mentorship Plus Program is being co-developed in partnership with the Office of the Chief Human Resources Officer (OCHRO) and Institute on Governance (IOG). The program aims to increase representation rates of equity seeking groups within higher ranks of the public service, by pairing these employees with an executive mentor or sponsor.
- In February 2021, 15 management level employees within the department will be participating in the McKinsey Black Executive Leadership Program. The program aims to hone their leadership capabilities with a focus on real-world challenges.

### **Next Steps:**

In spring 2021

- The establishment of external advisory sessions to consult on the draft Anti-Racism Strategy, and seek feedback on the Department's programs and service delivery is anticipated.
- Anti-Racism actionable commitments at the Assistant Deputy Minister level are in consultation and are expected to be finalized. They will act as an accountability mechanism in our sectors and the basis for the development of actions in our branches.
- A media release on the Department's Anti-Racism value statement is planned.

Annex 1 - Anti-Racism, Diversity, and Inclusion Initiatives  
Annex 2 - 2020-2021 Deputy Minister Commitments on Diversity and Inclusion

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Branch: Anti-Racism Taskforce  
Date: February 26<sup>th</sup>, 2021  
Can the title be released: Yes

## Annex 1 – Anti-Racism, Diversity, and Inclusion Initiatives

<p style="text-align: center;"><b>Building Trust</b></p> <ul style="list-style-type: none"> <li>Trust Circles for Black, Indigenous and racialized colleagues (59 participants) to have safe outlets in which to express themselves and share their experiences. Six sessions were conducted with DMs and ADMs.</li> <li>GCWCC Mental Health day on October 2020 - Mindfulness in supporting BIPOC Mental Health event</li> <li>Employee Support Office created to support employees through workplace issues related to harassment, discrimination and the implementation of Duty to Accommodate (Enable) at IRCC.</li> </ul>	<p style="text-align: center;"><b>Building Awareness</b></p> <ul style="list-style-type: none"> <li>Mandatory unconscious bias training</li> <li>Let's Talk Racism presentations</li> <li>Business Unusual Podcast – Episode 3 Anti-Racism</li> <li>Taskforce webpage resource and articles on Connexion:             <ul style="list-style-type: none"> <li>➤ #BlackLivesMatter – A Personal Reflection</li> <li>➤ Putting the spotlight on racial micro-aggressions</li> <li>➤ 6 ways to talk about race</li> <li>➤ Doing the Homework: becoming an anti-racism ally</li> <li>➤ Don't forget to check your unconscious biases</li> </ul> </li> <li>Panel discussion: Black with a Red Passport: Understanding Anti-Black Racism in Canada's Representation Abroad</li> <li>Anti-racism and Diversity All Staff Town Hall on February 23, 2021</li> <li>Black History Month</li> </ul>
<p style="text-align: center;"><b>Leadership</b></p> <ul style="list-style-type: none"> <li>DM/DMA messaging, town halls, and discussions confirming a commitment to anti-racism, diversity and inclusion</li> <li>Beyond2020 video "Call to Action: Anti-Racism efforts at IRCC" (February 2021)</li> <li>IRCC Anti-Racism Commitment Statement (in consultation)</li> <li>ADM Actionable Commitments (in consultation)</li> <li>Anti-Racism Strategy and Action Plan (in consultation)</li> <li>Inclusion of Anti-Racism commitments in executive performance agreements</li> </ul>	<p style="text-align: center;"><b>Building Capacity</b></p> <ul style="list-style-type: none"> <li>Internal Anti-Racism Advisory Board, three sub-committees on people management, service delivery and program/policy</li> <li>Anti-Racism Allies Network</li> <li>Anti-Racism Survey to collect baseline on racism and its impacts on the workforce</li> <li>Lunch and Learn with Executives on Leading Conversations about Racism</li> <li>How to have a conversation about racism presentation to Middle Managers</li> <li>Two (2) Middle Manager's Town Halls with Dr. [REDACTED]</li> <li>Anti-Racism Coaching Services for Executives (contract completed / soft launch in March 2021)</li> <li>Anti-Racism workshops for Middle Managers Training (pilot development underway / ending May 2021)</li> <li>Focus Groups on addressing systemic racism (Call-out February 2021)</li> <li>November 2020 - Operations Sector Integrity Management Authority workshops exploring bias and GBA+ in immigration processing</li> </ul>
<p><b>Improving Representation</b></p> <ul style="list-style-type: none"> <li>Mentorship Plus Program intended to increase representation of EE groups within higher ranks</li> <li>McKinsey Black Executive Leadership Program (15 employees)</li> </ul>	

## **Annex 2**

### **2020-2021 Deputy Minister Commitments on Diversity and Inclusion**

- 1) Ensure all executives complete anti-racism and unconscious bias training by March 2021.
- 2) Develop a value statement on anti-racism and ableism and proactively seek opportunities to talk about the value of diversity and inclusion.
- 3) Establish clear targets to increase the representation of Black people and other racialized groups, Indigenous People, and persons with disabilities within all levels of the organization through recruitment, with particular attention to key organizational communities such as human resources and communications.
- 4) Establish clear targets to increase the representation of Black employees and other racialized employees, Indigenous employees, and employees with disabilities within all levels of the organization through promotions, with particular attention to key business lines, including human resources and communications.
- 5) Partner with equity-seeking communities to attract and retain new talent that reflects Canada's diversity.
- 6) Create executive-level sponsorship of Black employees and other racialized employees, Indigenous employees, and employees with disabilities who are identified by their managers as having high potential for executive roles.
- 7) Ensure new systems, including internally developed or procured hardware and software, meet modern accessibility standards.
- 8) Address systemic discrimination and barriers to accessibility and disability inclusion within all internal operational policies, programs and initiatives.