



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Assistant Deputy
Minister
Strategic and Program
Policy

Sous-ministre
adjoint
Politiques
stratégiques et des
programmes

F-1185460

**MEMORANDUM TO THE DEPUTY MINISTER AND THE ASSOCIATE DEPUTY
MINISTER**

**RESPONSE TO THE CALL TO ACTION ON ANTI-RACISM, EQUITY AND
INCLUSION IN THE FEDERAL PUBLIC SERVICE**

FOR APPROVAL

SUMMARY

- The purpose of this memorandum is to obtain your approval of the Department's official response letter to the Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service issued by the Clerk of the Privy Council and Secretary to the Cabinet.
- We recommend that you approve the attached letter and annexes by checking the "I concur" box and signing this memorandum by August 25, 2021 to allow sufficient time for translation and the internal release of the letter on the Connexion website, to ensure transparency with all departmental employees. A response to the Privy Council Office is required by August 31, 2021.

BACKGROUND:

- On January 22, 2021 the Clerk of the Privy Council released the Call to Action on Anti-Racism, Equity and Inclusion in the Federal Public Service, which urged leaders across the public service to take practical action to address systemic discrimination and advance change.

CURRENT STATUS:

- The Interim Clerk tasked all departments to respond to the Call to Action by way of open letters.
- Immigration, Refugees and Citizenship Canada's (IRCC) response is meant to be an open and transparent account of the Department's efforts to take action against systemic racism and other barriers to inclusion. The letter and annexes provide an authentic reflection of

the Department's progress to date, best practices, as well as challenges and setbacks. It also reflects the perspectives of employee networks and communities of interest.

CONSULTATIONS:

- All sectors were consulted. Input was also solicited from employee networks including: Pride@IRCC, the Indigenous Peoples Circle, the Black Employee Network, the Gender-based Analysis Plus (GBA+) team, the Racialized Employee Network, the Persons with Disabilities Employee Network and Committee, the Women's Network, and Official Languages.
- Other IRCC communities of interest, namely the Anti-Racism Advisory Board, and its sub-committees were also included.

COMMUNICATIONS IMPLICATIONS:

- The Department's response to the Call to Action is likely to draw some media or public attention. This attention is expected to be mostly positive, as IRCC is demonstrating transparency and accountability, moving in the right direction to eliminate racism in all its forms within the Department. However, IRCC may be accused of racism in how it processes files. This charge has been levelled against IRCC in the past and this statement may renew that criticism.
- Evergreen key messages on anti-racism at IRCC will be updated to support the posting of the response to the Call to Action and will provide targeted responses to address potential negative feedback, ultimately highlighting the Department's commitment to advancing racial equity and maintaining public trust.
- Internal Communications will announce the Department's response to the Call to Action in Today@IRCC when it is published on the Privy Council Office's website, and link to it from the Anti-Racism, Diversity and Inclusion section on Connexion.

RECOMMENDATION:

- We recommend that you approve the letter and annexes by checking the "I concur" box and signing this memorandum by August 25, 2021.

NEXT STEPS:

- Communications Branch will publish the letter on the internal website to ensure transparency within the Department prior to the letter's public release.

- The Privy Council Office will publish the letter on its website.

████████████████████
Director, Anti-Racism Task Force

I concur
 I do not concur

I concur
 I do not concur

████████████████████
Associate Deputy Minister

████████████████████
Deputy Minister

Annexes (4):

- A: IRCC Letter on the Call to action on anti-racism, equity, and inclusion in the Federal Public Service
- B: Call to Action IRCC Highlights
- C: Call to Action Best Practices and Challenges
- D: Data Annex