

1

**Appointment to executive groups\* through career development and talent management**

---

- Less than 5\*\* Indigenous and Black executive level appointments over the past year
- Establishment of new baseline targets for a representative workforce by end of 2021

\*Indigenous, Black and racialized  
\*\* use of “less than 5” due to IRCC policy on people management disaggregated data.  
Statistics less than 5 are not specified.

2

**Sponsorship for leadership roles\***

---

- Mentorship Plus Program that pairs Indigenous, Black, racialized, persons with disabilities and LGBTQ2+ employees with an executive sponsor to build connections
- Black Employee Network’s Mentorship program to support career advancement of black employees

3

**Support in leadership and career development programs\***

---

- McKinsey Black Executive Leadership Program to hone the skills of management level employees
- Identification of sponsors for racialized executives and managers

4

**Recruitment from communities\***

---

- Participation in career fairs: 3 targeting the Indigenous workforce, 2 targeting all employment equity groups in the tech sector, and 2 targeted recruitment campaigns in the Finance, Security and Administration sector
- Short-term employment opportunities across the public service for highly-qualified new immigrants through the Federal Internship for Newcomers program – 62% of candidates in the pool have self-declared as racialized persons

5

**Commitment to learning and fostering safe conversations**

---

- Indigenous Peoples Circle’s Land Acknowledgment and Protocol Guide Workshops
- Anti-Racism Allies Network – Black History Month presentation and Asian Heritage Month panel discussion
- Fighting racism and discrimination and becoming an ally panel discussion with Associate Deputy Minister [REDACTED], Deputy Minister [REDACTED], and Deputy Minister [REDACTED]

- Anti-Racism, Diversity, Equity and Inclusion All-Staff Town Hall with IRCC Deputy Ministers and [REDACTED], co-founder of Black Lives Matter Canada
- Black with a Red Passport: Understanding Anti-Black Racism in Canada's Representation Abroad panel discussion (with Global Affairs Canada)
- The costs of exclusion: Thinking historically about racism and farm labour migration presentation by [REDACTED]
- Trust Circles for Indigenous, Black and racialized colleagues to express themselves and share their experiences
- Pride@IRCC designed LGBTQ2S+ Awareness training for both employees and executives

## **6** **Combatting barriers by taking action, empowering employees, and equipping managers**

---

- Implementation of IRCC Racial Impact Assessment Tool and the Gender Based Analysis Plus tool from Women and Gender Equality Canada to deepen the analysis and promote an anti-discrimination approach in policy-making
- Anti-Racism Training Pilot for Middle Managers and Coaching Services for Executives
- The establishment of a new Employee Support Office (ESO) that will aim to further support employees through workplace issues related to harassment, discrimination and the timely implementation of Duty to Accommodate (Enable) at IRCC.

## **7** **Enabling grassroots by way of resources and participation at senior executive tables**

---

- New employee generated Black Employee Network and Allies Network
- Workshop exploring bias in immigration decision-making and the risk factors
- The New Oath of Citizenship that recognizes Indigenous Peoples and their treaty rights in accordance with Call to Action #94 of the Truth and Reconciliation Commission

## **8** **Inclusion of diverse perspectives in design and implementation of actions to address systemic barriers**

---

- A policy literature review on – “Racism and discrimination impacting temporary migrant workers in Canada”
- Widespread creation of working groups/committees focused on anti-racism, diversity and inclusion

# 9

## Measuring progress in the work force through disaggregated and operational data

---

- Anti-Racism Survey that established a baseline for understanding the impacts of racism on our work force
- Revised Employee Self-Identification questionnaire to improve the quality of our people management data