



DM BRIEFING

BLACK EMPLOYEES NETWORK LAUNCH

SEPTEMBER 24, 2021 – 12PM-1PM

In collaboration with Inclusion, Diversity and Official Languages team (**IDOL**), Human Resources Branch, the Anti-Racism Task Force prepared the following information for the [official launch of BEN](#) on September 24, 2021.

This document is intended to provide an overview of:

- Profile of Black Employees @ IRCC
- The Black Employee Network (BEN)
- BEN Concerns
- Organizational Actions to Support Black Employees

Profile of Black Employees @ IRCC

Key Highlights – As of Aug 6, 2021

- IRCC has 692 Black Employees which represents the largest racialized sub-group, followed by South Asian and Chinese employees.
- 78% of Black employees are at the entry and indeterminate level.
- 2020 Public Service Employee Survey Results:
 - 83% of respondents feeling IRCC implements anti-racism in the workplace. However, 76% of racialized groups and 65% of black employees feel the same, 18 percentage points difference between IRCC's overall result and IRCC black employees.
 - Racialized groups and black employees also report lower job satisfaction and engagement.
 - 68% of black employees are satisfied with IRCC, compared to 76% for racialized groups and 80% for IRCC.
 - There is a 16 percentage points difference between black employees and IRCC result, in term of believing the workplace prevents discrimination (76% for all of IRCC and 60% for IRCC black employees).

Additional Information

- [Breakdown of Representation as of Aug 2021](#)
- [Black Employees that joined/left IRCC in the past 2 fiscal years and Executive Appointments](#)

The Black Employee Network

The Black Employee Network (BEN) aims to build collaborative relationships with management and other committees within the department to influence policy and build an equitable and inclusive workplace.

As of May 2021, the network had 84 members.

History of the BEN:

- **Oct 2020** – Anti-Racism Task Force emails twenty Black employees to seek interest in creating a Black Employee Network; it helps support the convening of employees by providing resources/guidance and contacts.
- **Dec 2020** – First BEN meeting is held
- **Feb 2021** – Soft launch of the BEN as part of [Black History Month](#)
- **May 2021** – [BEN Champion is announced](#) on Today @ IRCC
- **Sept 2021** – Launch of the Network: DM Meeting and BEN website

Champion:

- [REDACTED]

Co-Chairs:

- [REDACTED]
- [REDACTED]

More Information:

- [Black Employee Network Launch Message](#)
- [Black Employee Network Website](#)

BEN's Areas of Focus

In [this report](#), you will find the main areas where the BEN would like for the department to place its focus. Through various consultations in the last few months, the BEN has expressed wanting to see immediate actions in these areas. You will also find proposed response lines in terms of how the department plans to address these areas of concern.

Organizational Actions to Support Black Employees

Departmental Commitments and Accountability



Actions	Description	Status
Publishing DM Commitments	Publicly committing to eight objectives to measurably and significantly advance our efforts on anti-racism, diversity, equity and inclusion.	Completed Feb 2021
IRCC Anti-Racism Value Statement	Outlines the organization's anti-racism beliefs, acknowledges our past as part of the Federal Public Service of Canada and highlights our resolve to advance racial equity. It includes an acknowledgement racism faced by black people and intersectionality.	Completed May 2021
IRCC Sector Commitments	Embeds anti-racism accountability across IRCC and outline tangible ways by which each sector will support anti-racism efforts within their work over the next three years (2021-2023)	Completed May 2021
EX Performance Management Agreements	In 2020-2021, broad anti-racism objectives were integrated to EX PMAs. In 2021-2022, these objectives will be strengthened and linked to IRCC Sector Commitments	Completed 2020-2021 In Progress 2021-2022
One Year Summary of IRCC Efforts	A summary of actions completed by IRCC from July 2020 to May 2021.	Completed May 2021
Setting Representation Benchmarks for Black Employees	HRB in collaboration with the ARTF are putting forth a proposal to EXCOM that will set representation benchmarks above the Workforce Availability (WFA) and closer to Canadian population projections. There will be a distinct benchmark for Black employees – gender will also be factored in.	In Progress Sept 2021

Actions	Description	Status
Anti-Racism Strategy	We are working directly with employees and external stakeholders to develop an anti-racism strategy consisting of 4 pillars . This strategy will be aligned with UN Decade for People of African Descent recommendations. In other words, it will include targeted strategies to address barriers faced by Black employees and clients.	In Progress First Iteration: Fall 2021

Data Collection which Confirms the Lived-Experiences of Black Employees

As part of the work to collect data, the ARTF in partnership with the HR Analytics team is establishing **disaggregated data as a standard practice: black employees are reported as its own select group** to pin point challenges unique to this demographic.

Actions	Description	Status
2020 Anti-Racism Employee Survey	This survey allows us to better understand feelings and perceptions of the impacts of racism on both an individual and departmental level. High-level results were published on Connexion in March 2021 and full results (data tables) were published in Sept 2021.	Completed Preparing for 2021 Survey in November 2021
2020 Public Service Employee Survey	HR Analytics prepared a heat map which provides employee responses by racialized group at IRCC	Completed Fall 2021
Review of People Management Data	People management data were disaggregated to identify inequities experienced by Racialized employees, including Black employees. Results were shared with EXCOM in April 2021 and the Anti-Racism Advisory Board in May 2021 (Black Employee Network Representation was at the meeting)	Completed April 2021

Actions	Description	Status
Employee Focus Group	<p>IRCC Public Opinion Research, Comms Branch, ARTF and [REDACTED], Racialized Employee Network Champion contracted Pollara Insights to conduct Employee Focus Groups in March-April 2021. Report to be published on Library and Archives at the end of Sept 2021. Report shared with</p> <p>Cost: Approx \$20K</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  IRCC Anti-Racism Employee Focus... </div> <div style="text-align: center;">  IRCC Anti-Racism Employee Focus... </div> </div>	<p>In Progress Sept 2021</p>

Organizational Support for the Establishment of the BEN

Actions	Description	Status
Soft Launch Black History Month	Communications Branch and ARTF provides the BEN an opportunity to be featured in the Connexion Black History Month message	Completed Feb 2021
Formalizing the Network at IRCC	Officially recognizing the Network at IRCC and nominating a Champion (Memorandum to DMs)	Completed May 2021
Website Launch	Internal Communications support to work on BEN website launch and official fall launch (September 24, 2021) message on Connexion	Completed Sept 2021

Ensuring BEN's Voice is Heard

Actions	Description	Status
BEN involvement in IRCC Committees	BEN representation on the Anti-Racism Advisory Board and People Management Sub-committee	Completed Spring 2021

Actions	Description	Status
Representation at all levels (EXCOM)	HRB and ARTF consulted the BEN for their views on the establishment of representation benchmarks at all levels ahead of the EXCOM presentation (Sept 2021). Representation Benchmarks were also discussed at the Anti-Racism Advisory Board in May 2021 with a presentation of the benchmarks in July 2021. (Black Employee Network Representation was at the meeting)	Completed July 2021
Response to the Call to Action	ARTF consulted the BEN for their views on IRCC's response to the Clerk's Call to Action.	Completed Aug 2021
Governance Refresh	A review of IRCC Governance to ensure representation at IRCC Governance Committees	Not Started

Programs/Initiatives for Black Employees

Actions	Description	Status
Mentorship plus and Sponsorship plus (IDOL)	<p>January 2021: IRCC chose to implement the Mentorship Plus program in two phases: the first phase would focus on Sponsorship while the second would focus on Mentorship.</p> <p>The first cohort will kick off in the early fall and the second in the late fall. Each cohort pairs five (5) EX-03 or above executive sponsors with five (5) protégés from the following EE and EE-seeking groups: Black and Racialized employees, Persons with Disabilities, Indigenous Peoples and LGBTQ2+. Future stages of the program will target a broader range of employees at different levels.</p>	In progress
McKinsey Black Leadership Development Program (BELP)	<p>21 Black employees completed the BELP in 2021. McKinsey's offerings is being expanded to two programs – the Executive Leadership Program (ELP) and the Management Accelerator Program (MAP).</p> <p>Multiple cohorts starting in 2021 and in 2022. IRCC hopes to maximize available enrollment limits (3 participants per cohort for the ELP and 20 participants per cohort for the MAP).</p>	In progress

Actions	Description	Status
Talent Management Questionnaire (TMQ) for EX feeders	The TMQ collects data to understand the needs and aspirations of substantive EX minus 1 and EX equivalent feeder group (including Black employees), plan for their future and drive the discussion on EX feeders at fall review panels.	In progress Launched Aug 2021
Trust Circle Conversations	Safer outlet for Indigenous, Black and racialized colleagues to express themselves and share their experiences. These sessions are attended by Senior Management (DMs, ADMs and also available upon request for teams).	Ongoing

Anti-Black Racism Awareness

Actions	Description	Status
Black with a Red Passport: Understanding Anti-Black Racism in Canada's Representation Abroad	Panel from IRCC and Global Affairs Canada which discusses how do Black diplomats experience racism in their engagement with international partners and clients	Completed Nov 2020
Virtual all-staff town hall on anti-racism and diversity	██████████, co-founder of Black Lives Matter Toronto to discuss the scope and future of the Canadian Black Lives Matter movement.	Completed Feb 2021
Let's Talk Racism Town Hall	A virtual town hall for everyone, and the first of its kind, that brings the realities of racism and lived experiences to you in a virtual space. Format: Live Virtual Town Hall and Video	Completed Summer 2020-2021
Online Anti-Racism Resources	One-stop-shop for anti-racism resources and tools. Further to user testing and website analytics, Phase II will include additional resources for managers and employees	In Progress for Phase II Fall 2021

Programs/Events for Leadership

Actions	Description	Status
Anti-Racism Coaching Program for Executives	Program to guide leaders in having open and effective conversations with their teams and colleagues regarding racism, oppression and human rights. It aims to increase the adaptive change capacity of our senior leaders with respect to anti-racism awareness and inclusive behaviors.	Ongoing
Executive Learning Committee Lunch and Learn	Lunch and Learn - How to lead conversations on racism	Completed Oct 2020
Anti-Racism Pilot Program for Middle Managers	Anti-racism workshops for middle management. 100 managers completed the training.	Completed May 2021 Expansion of pilot in progress
2020 EX Summit	Anti-Black Racism: Keynote speech by ██████████ (former Governor General) and Panel Discussion with Greg Fergus (MP Hull-Gatineau), ██████████ (CBC Ottawa News Anchor) and ██████████ (McGill)	Completed Nov 2020 2021 EX Summit in progress
EX and Middle Managers Town Halls	EX and MM Town Hall on Anti-Racism Survey Result and ██████████ from Black North Initiative for the 2021 EX Town Hall	Completed 2021 Town Hall planning in progress

Audits

Actions	Description	Status
Canadian Human Rights Commission Audit on the Representation of Racialized people in the federal public service	An employment equity audit that will look at the representation of racialized persons in management and executive roles across Canada's federal public service. The audit will focus on departments and agencies that comprise 500+ employees.	In Progress Findings will be made public in 2022
Employment Systems Review	Employment Systems Review (ESR) is an in-depth assessment of all employment systems , policies and practices and the manner in which these are implemented, in order to identify barriers to the full employment of under-represented designated groups by occupational group or category (source)	In Progress Request for Proposals (RFP) in Fall 2021

Investment in External Expertise from Black, Racialized or Anti-Racism Professionals to Help Organizational Stakeholders

Actions	Description	Status
Reporting on Procurement of External Anti-Racism Expertise	Financial Operations Branch to track IRCC procurement expenses on speakers, consultants, trainers, academics and investigators on diversity, equity, inclusion, bias and anti-racism.	In Progress Fall 2021