

Today's Focus



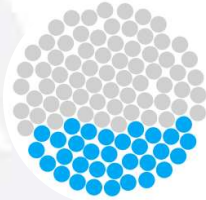
- 1 Let's Dive In
- 2 Response Breakdown
- 3 Top challenges highlighted in the survey + awareness of resource groups
- 4 Strategies employees prefer / Insights
- 5 Discussion / Open floor

Let's Dive In

Since the death of George Floyd in May 2020, the largest 100 North American Corporations have done the following:

32%

Made Statements



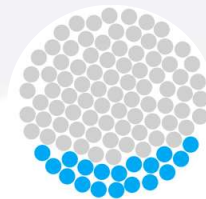
22%

Made external commitments



18%

Made internal commitments



Strategy

• Source: MckInsey Consulting Report

1

Make an organizational statement

2

Commit to benchmarks

3

Research / Gather Data

4

Act on the Changes

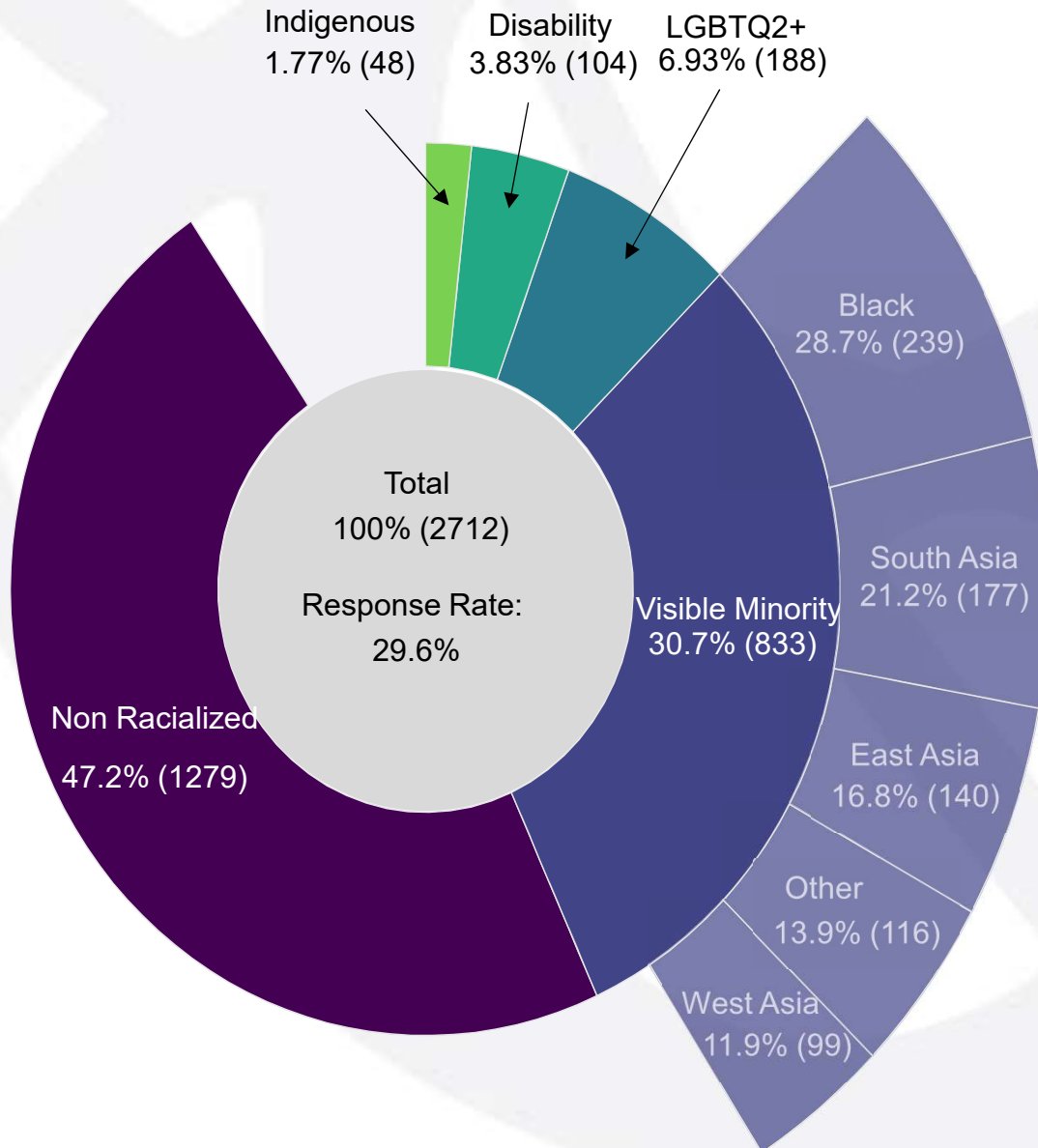
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Evaluate and Revise

Methodology

- The IRCC workplace anti-racism survey was sent out in November 2020. It remained open for 3 weeks.
- Target audience was all employees across the department, including those at our missions abroad.
- Questions were geared towards people management.
- Most questions were multiple choice. A few had qualitative input where employees could elaborate.
- The category “non-racialized” excludes LGBTQ2+ and persons with a disability.
- Responses of “N/A” have been omitted. The analysis reflects employees who feel the context of the question applies to them.
- Statistical tests indicated that there was significant statistical difference between the groups.

Breakdown of Responses

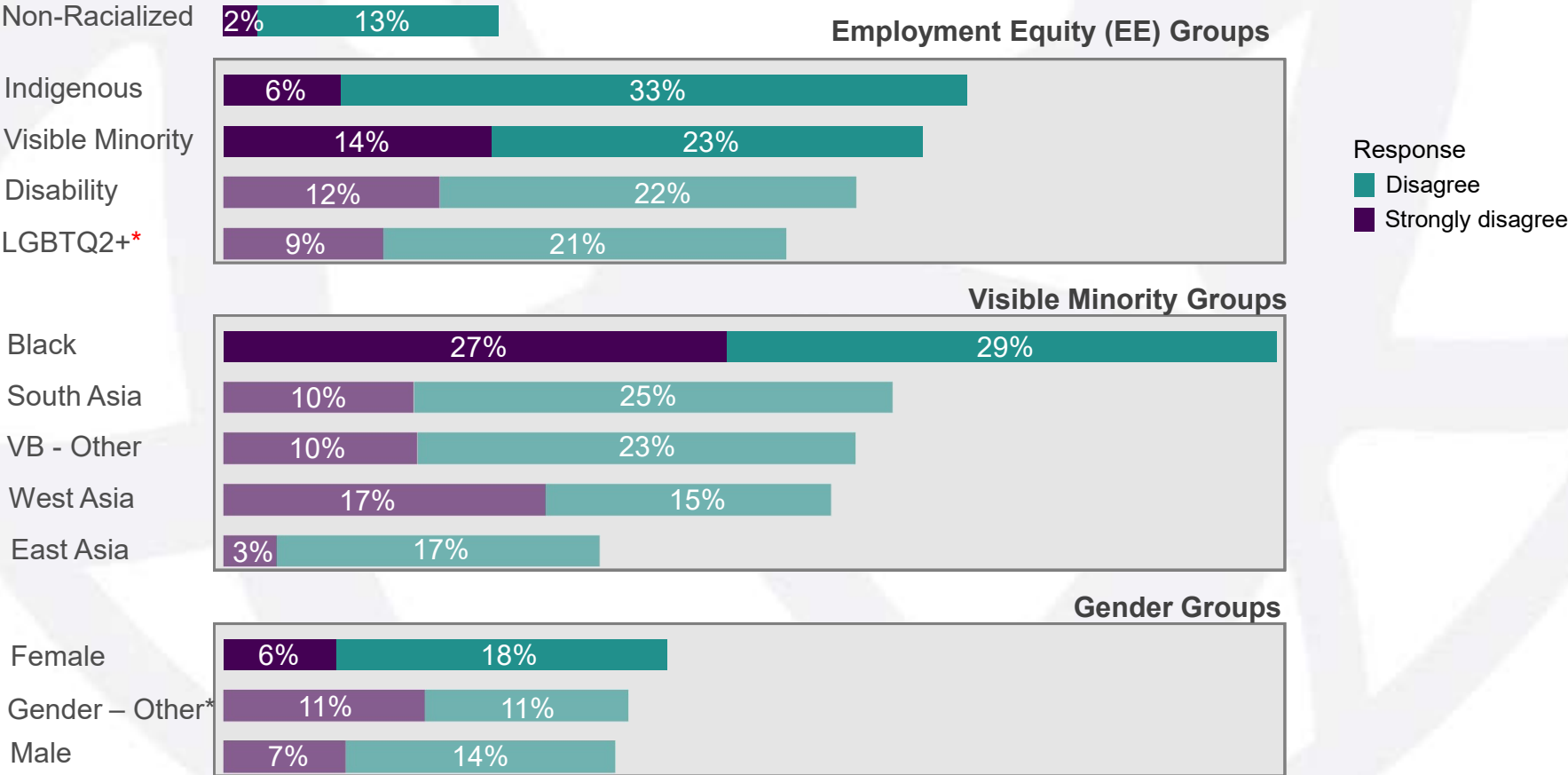


Visible Minority (VM) Breakdown

- **South Asia:**
 - ⇒ South Asians/East Indian, Southeast Asian
- **East Asia:**
 - ⇒ Japanese, Korean, Filipino, Chinese
- **West Asia:**
 - ⇒ Non-White west Asia/North Africa/Arab
- **Other:**
 - ⇒ Non-White Latin American, Mixed

Does Discrimination Exist?

There is no discrimination against individuals of different races and ethnic origins at IRCC



*This group isn't covered under the *Employment Equity Act*. For the purpose of this survey, we have put them in this category
 * The « gender-other » category has a small sample size of few respondents. Please interpret with caution due to sample size



Employee Challenges

1. Less Employment Opportunities & Career Growth Barriers

- Access to language training
- Fewer acting opportunities
- Access to Mentorship

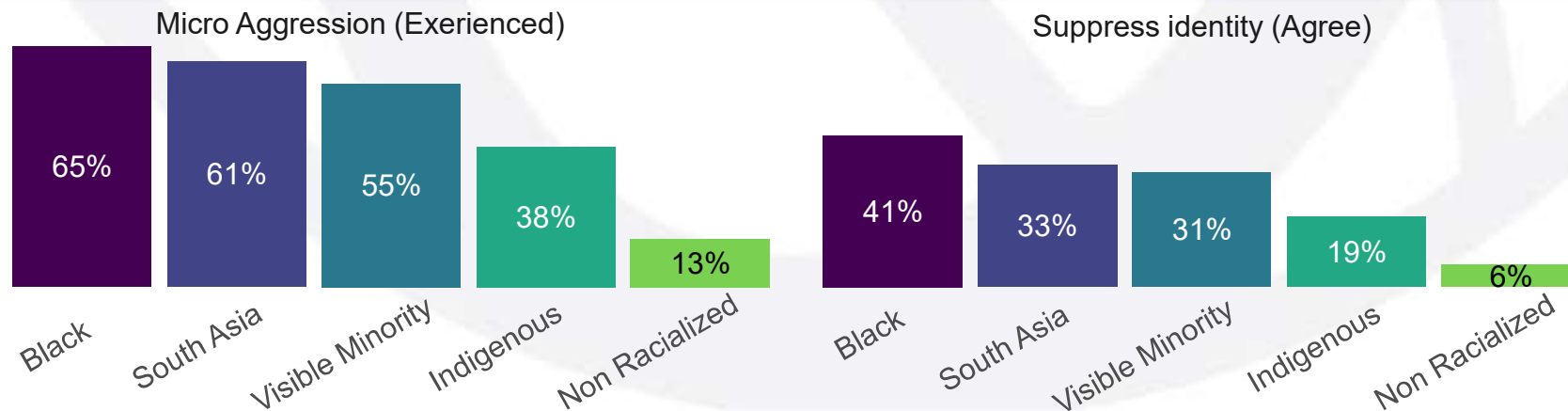
"It is surprising to see that [the] best fit never corresponds to a person of color or a person who is not part of the small closed circle" - employee

2. Trust in Senior Management

- Poor / no response from Executives
- No strategy / real action being seen

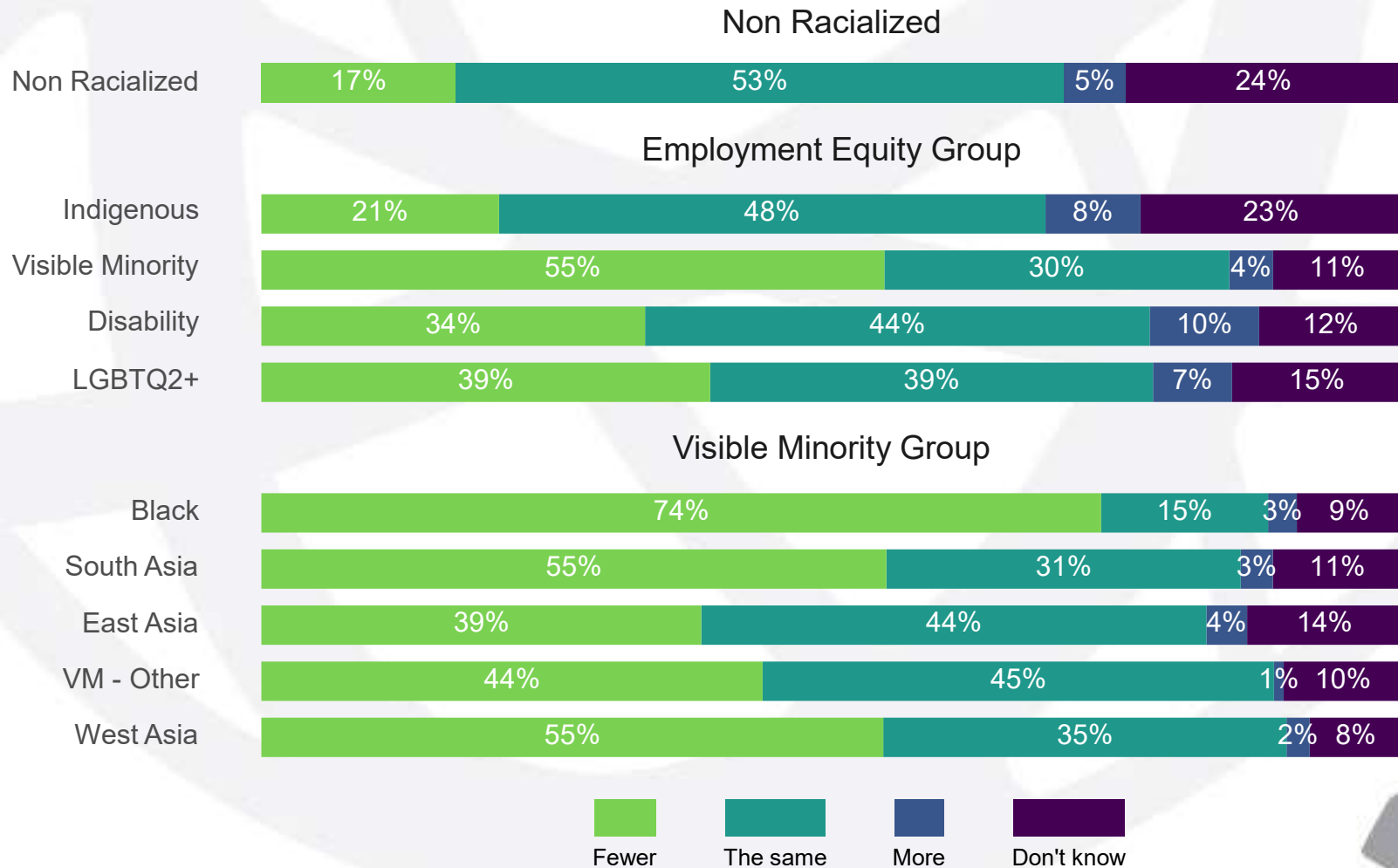
"I have heard from senior executives that they feel the reports of racism are exaggerated" - employee

3. Systemic Bias and Inclusion



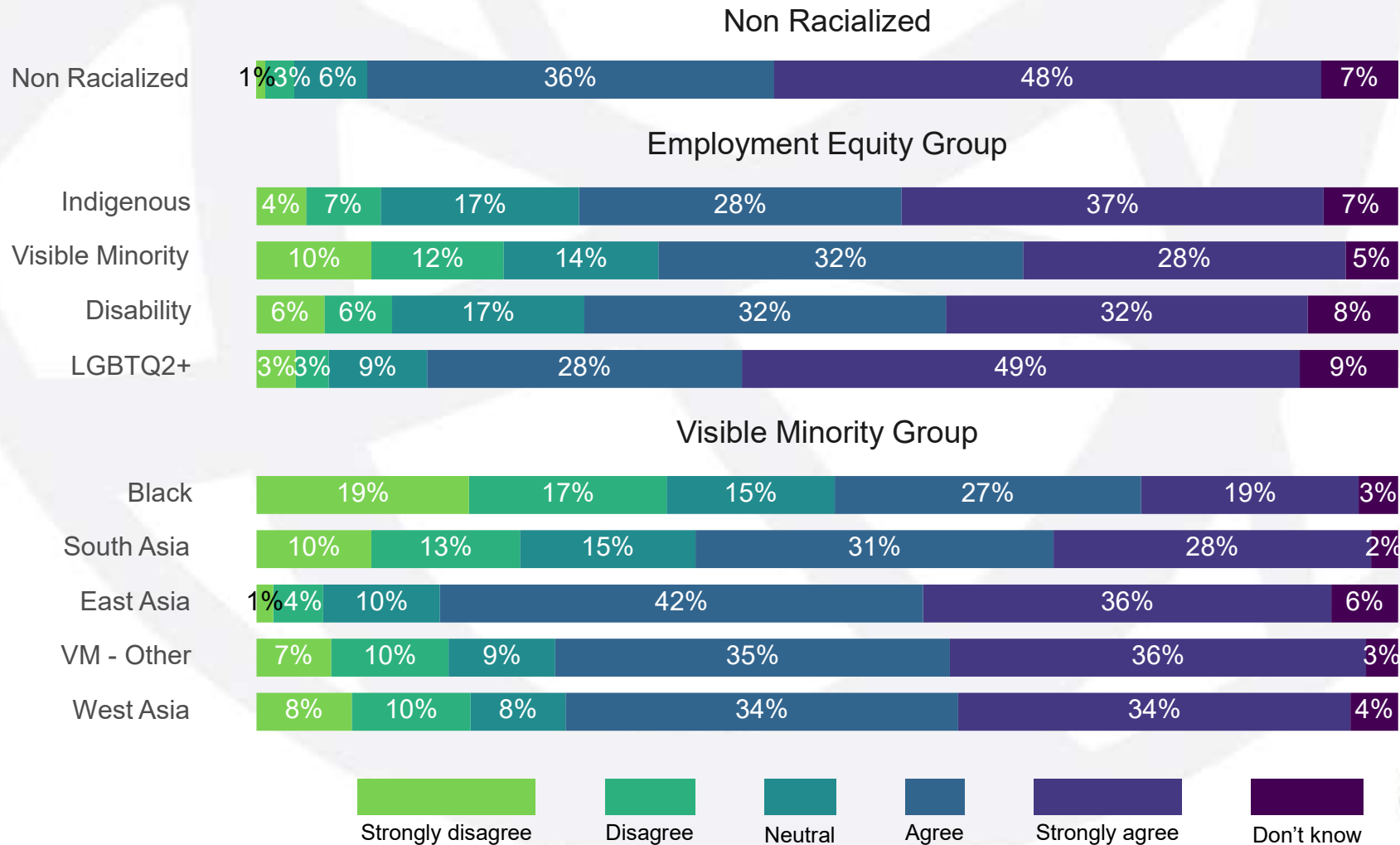
Challenge #1: Career Opportunities

Do individuals of different races/ethnic origins have the same opportunities as white people?



Challenge #1: Career Opportunities

I have similar access to acting assignments as colleagues in my work unit at the same group and level, regardless of race or ethnic origin



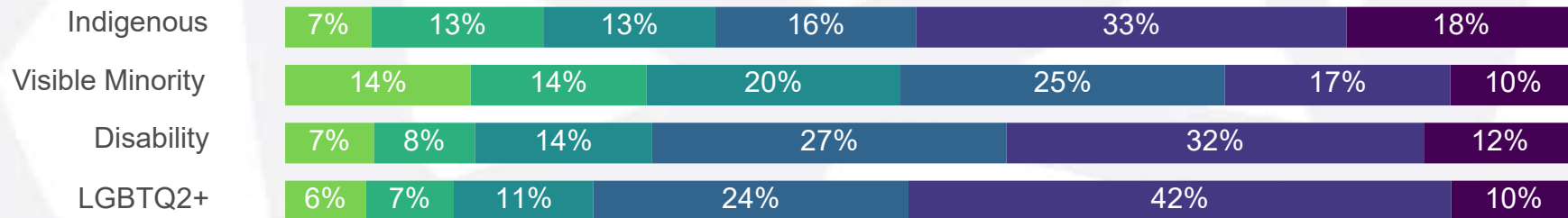
Challenge #1: Career Opportunities

I have access to mentors or coaches at IRCC who have at least one of the same personal characteristics or are from the same race or ethnic origin as me

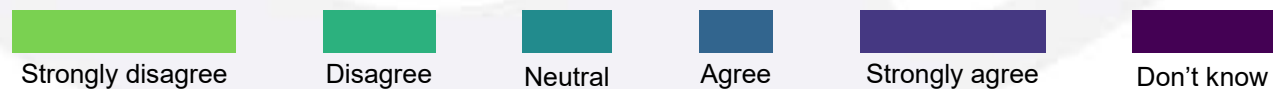
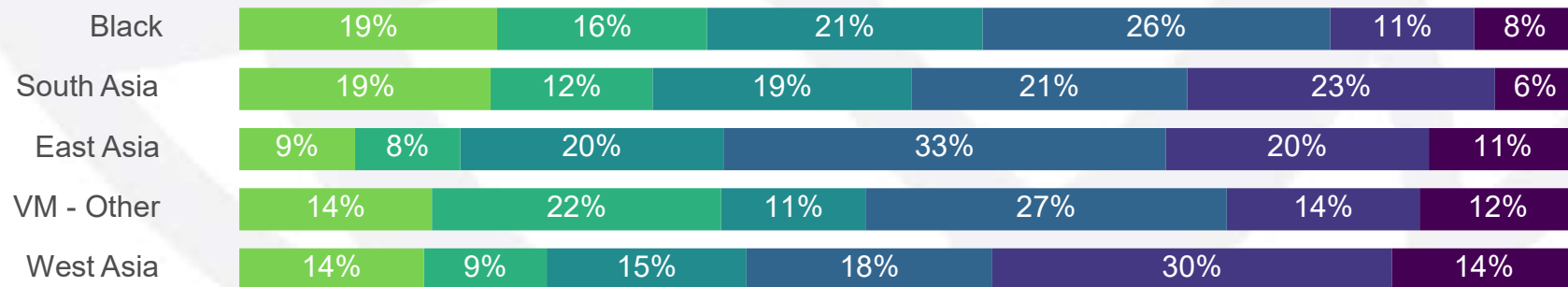
Non Racialized



Employment Equity Group

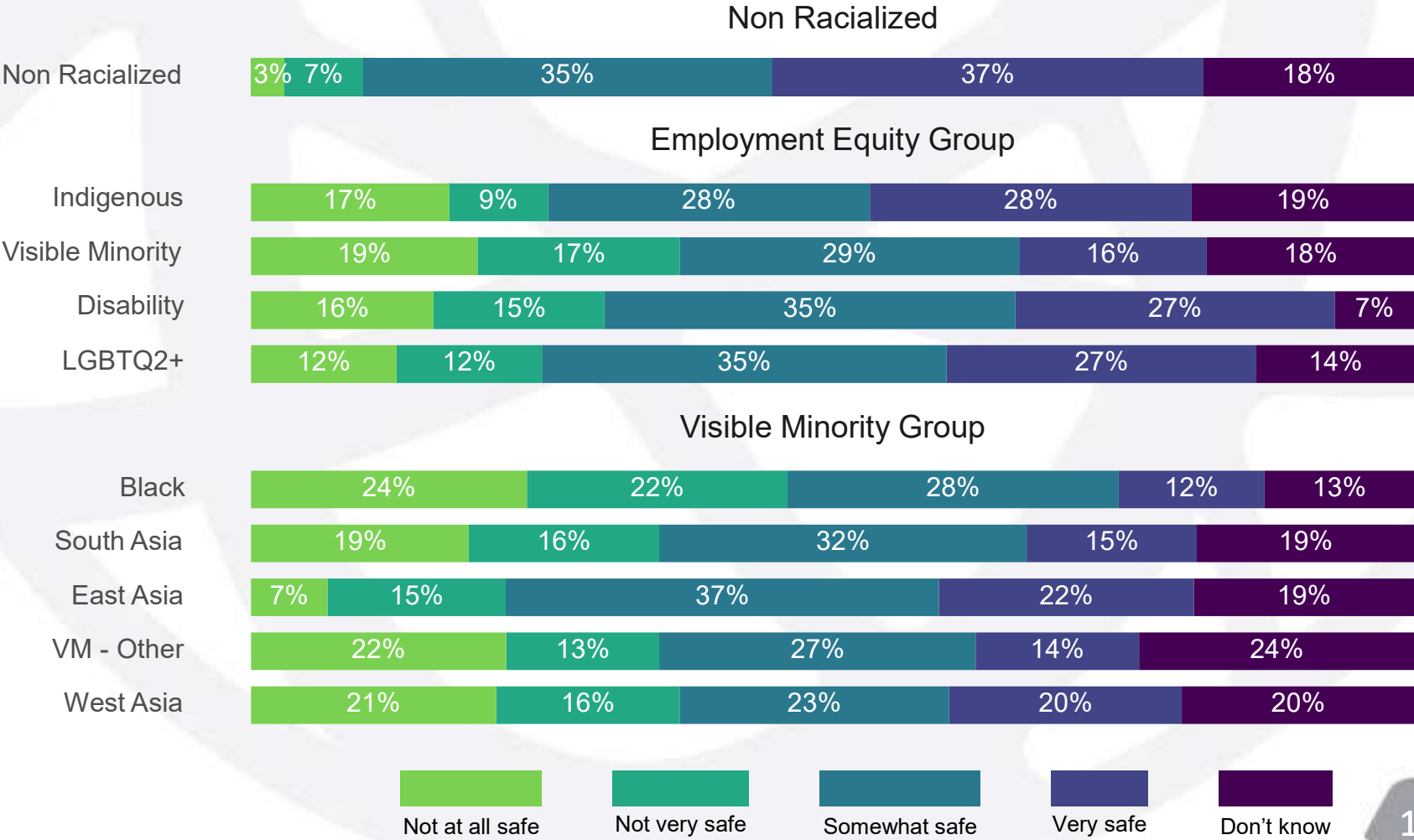


Visible Minority Group



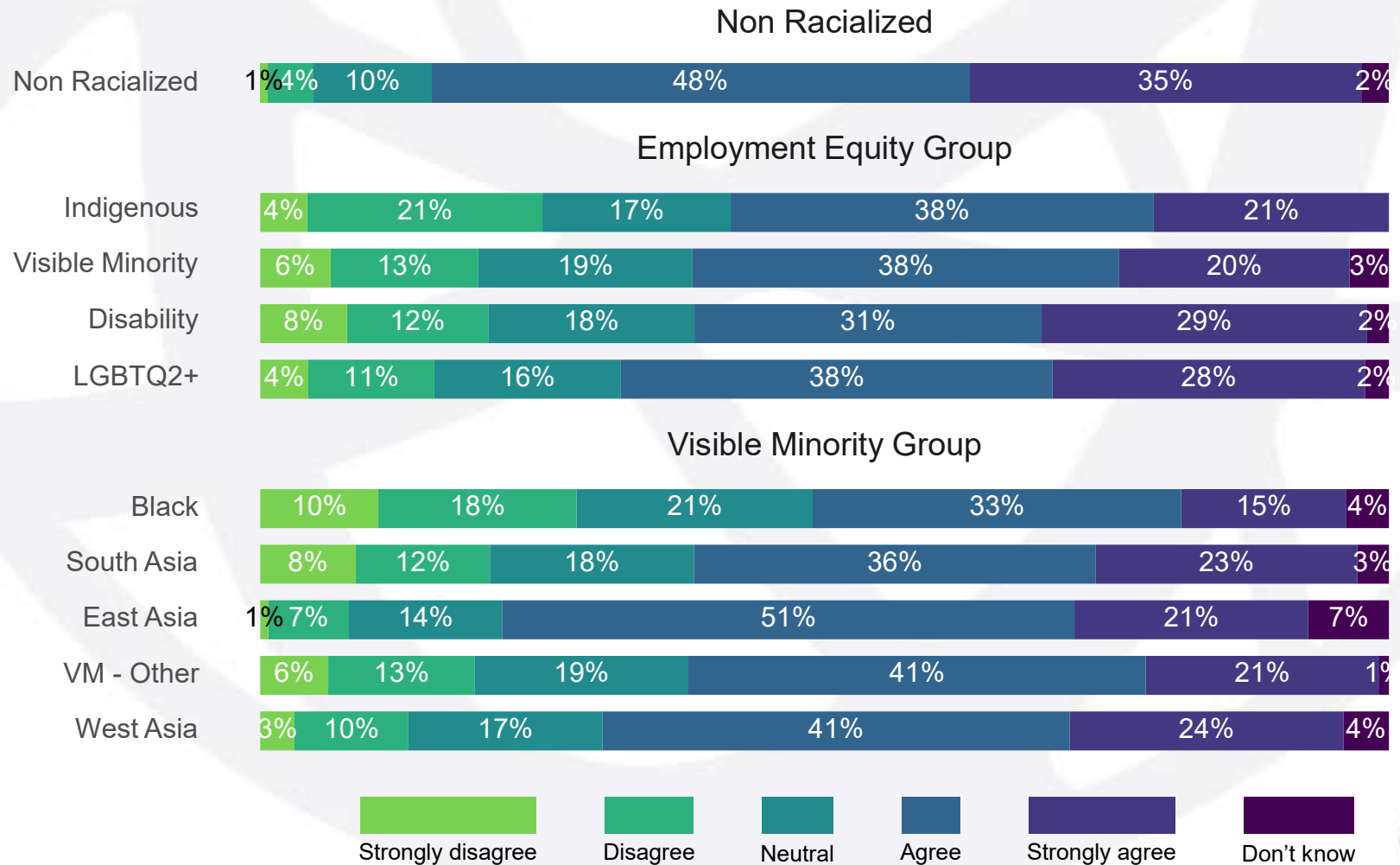
Challenge #2: Trust in Executives

How safe would you feel bringing up topics related to racism/discrimination to executives?



Challenge #2: Trust in Executives

I am confident in IRCC's leadership to create a workplace that is free of discrimination



Challenge #2: Trust in Executives

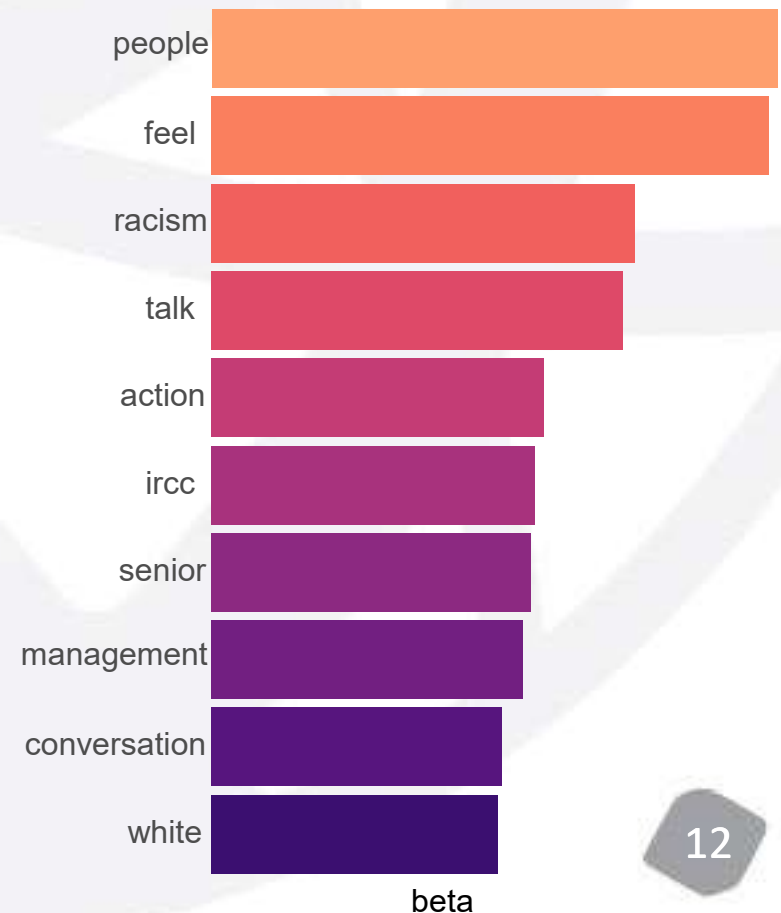
“The leadership positions at IRCC don't reflect the diversity of Canada. It is hard to see yourself in the roles if there is no one who looks like you in those roles.”

“There is more work to be done to improve hiring practices within the department so that there is better representation of non-white employees in indeterminate positions and EX level positions.”

“As an Indo-Canadian, I often have to downplay the Indo part and up-play the Canadian part so people trust that I am loyal to Canada and not to immigrants from India.”

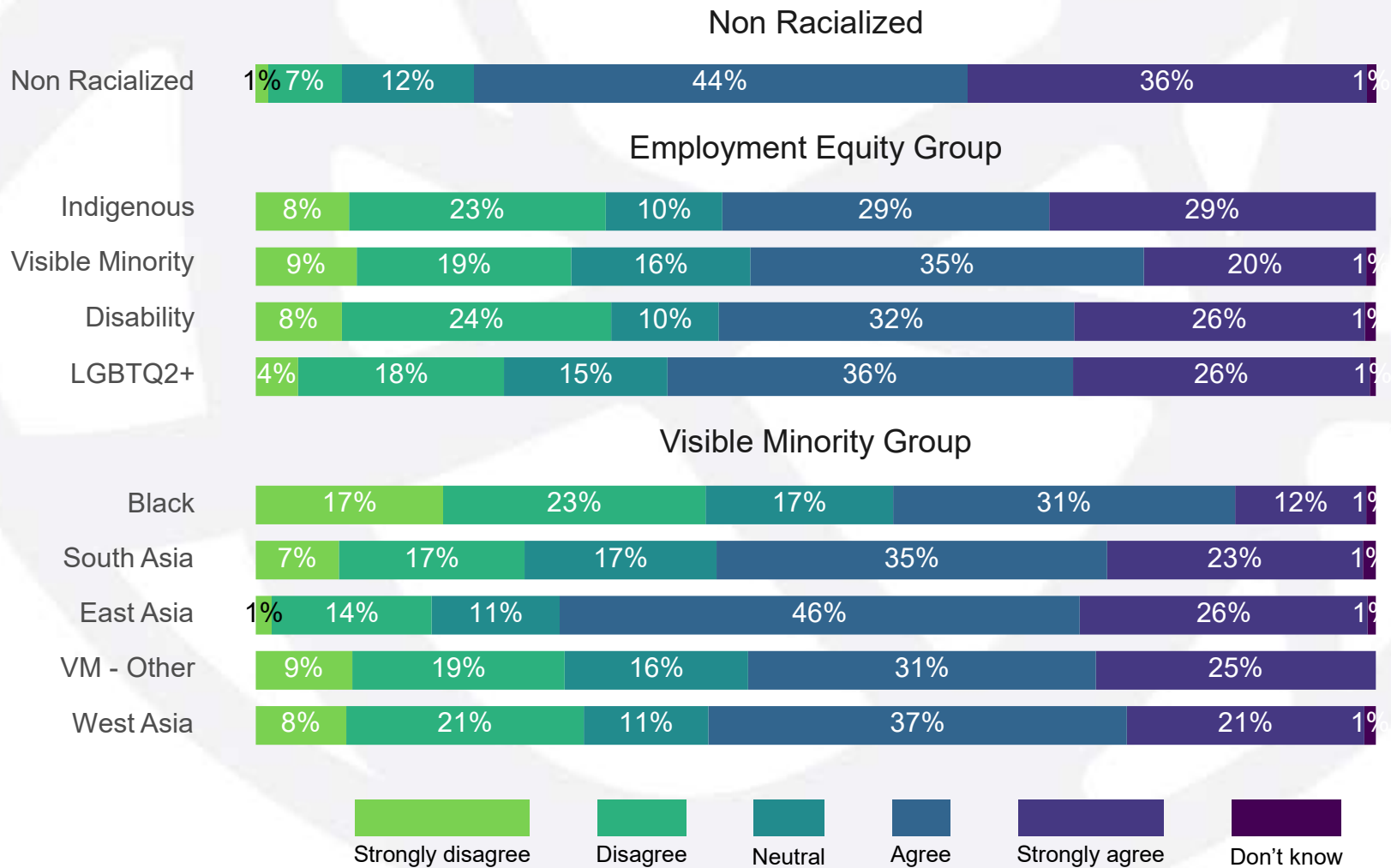
“I been worked for IRCC for 18 years and only once for 4 months worked for a manager who was a BIPOC. Enough Said”

When asked why people feel negative/unsafe about speaking on discrimination and management, responses contained the words below



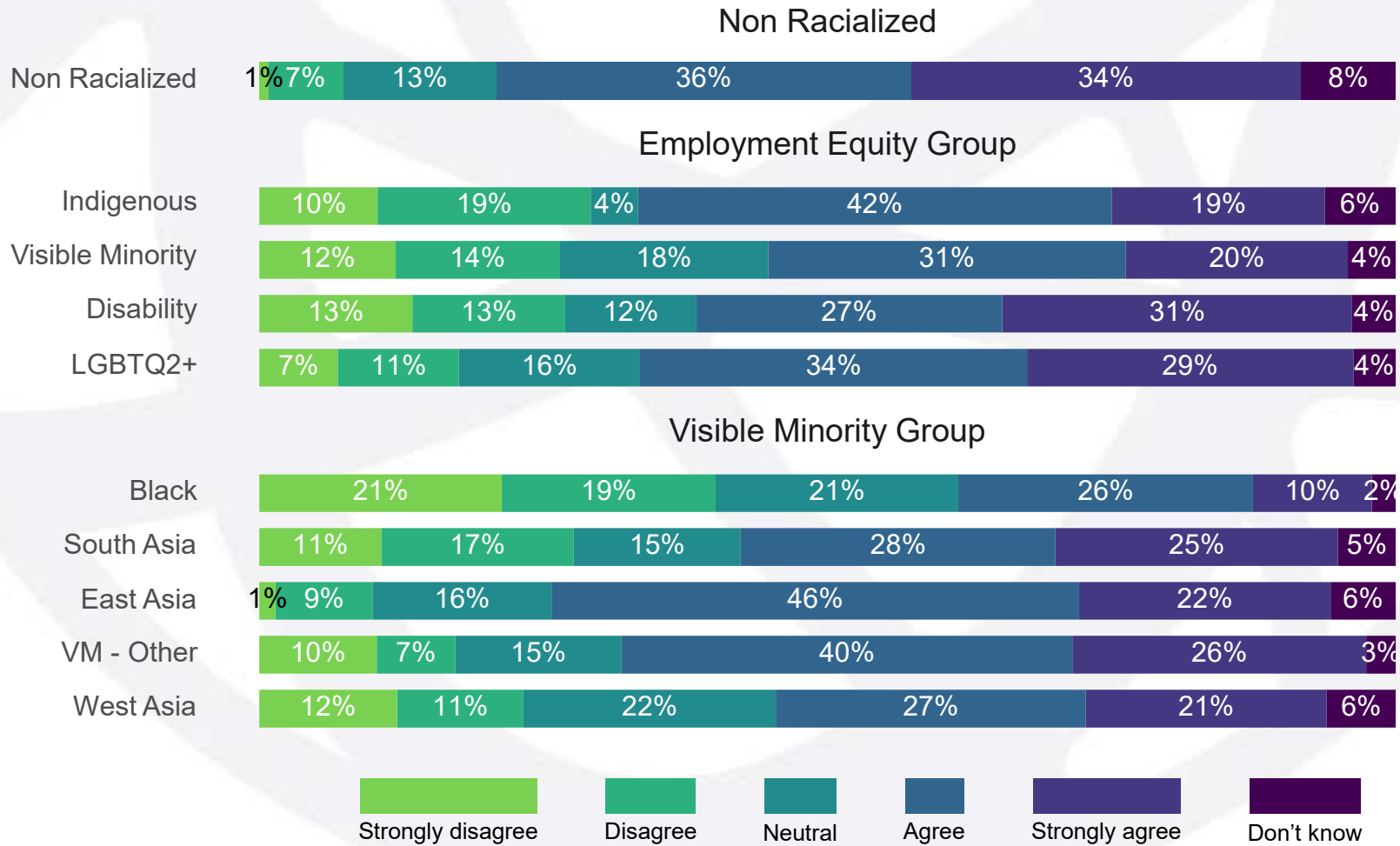
Challenge #3: Systemic Bias

I feel like I can be my authentic self at work without negative social consequences



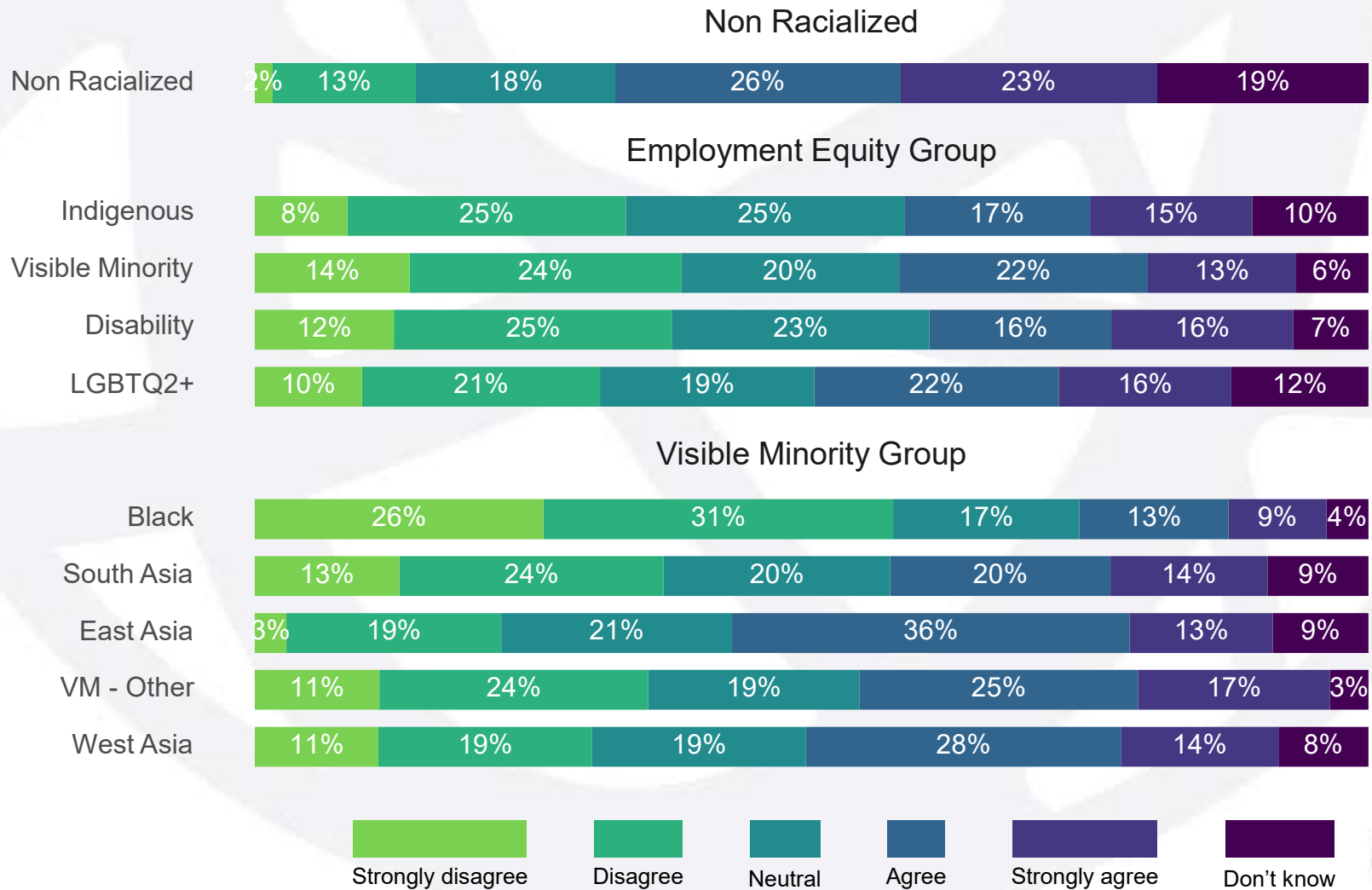
Challenge #3: Systemic Bias

I am confident that the hiring practices within IRCC do not discriminate against individuals of any race or ethnic origin



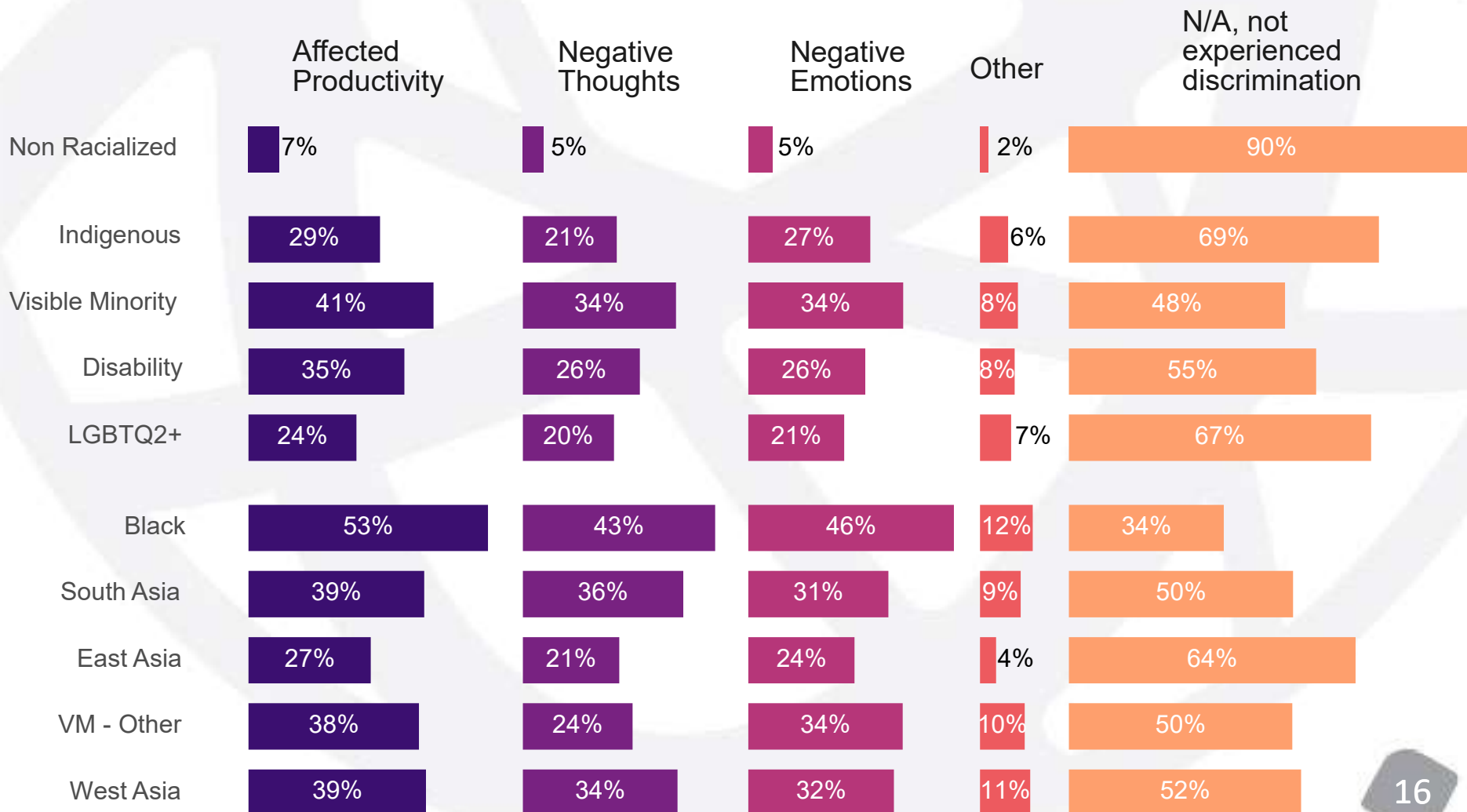
Challenge #3: Systemic Bias

Discrimination against individuals of different races and ethnic origins is not a problem at IRCC



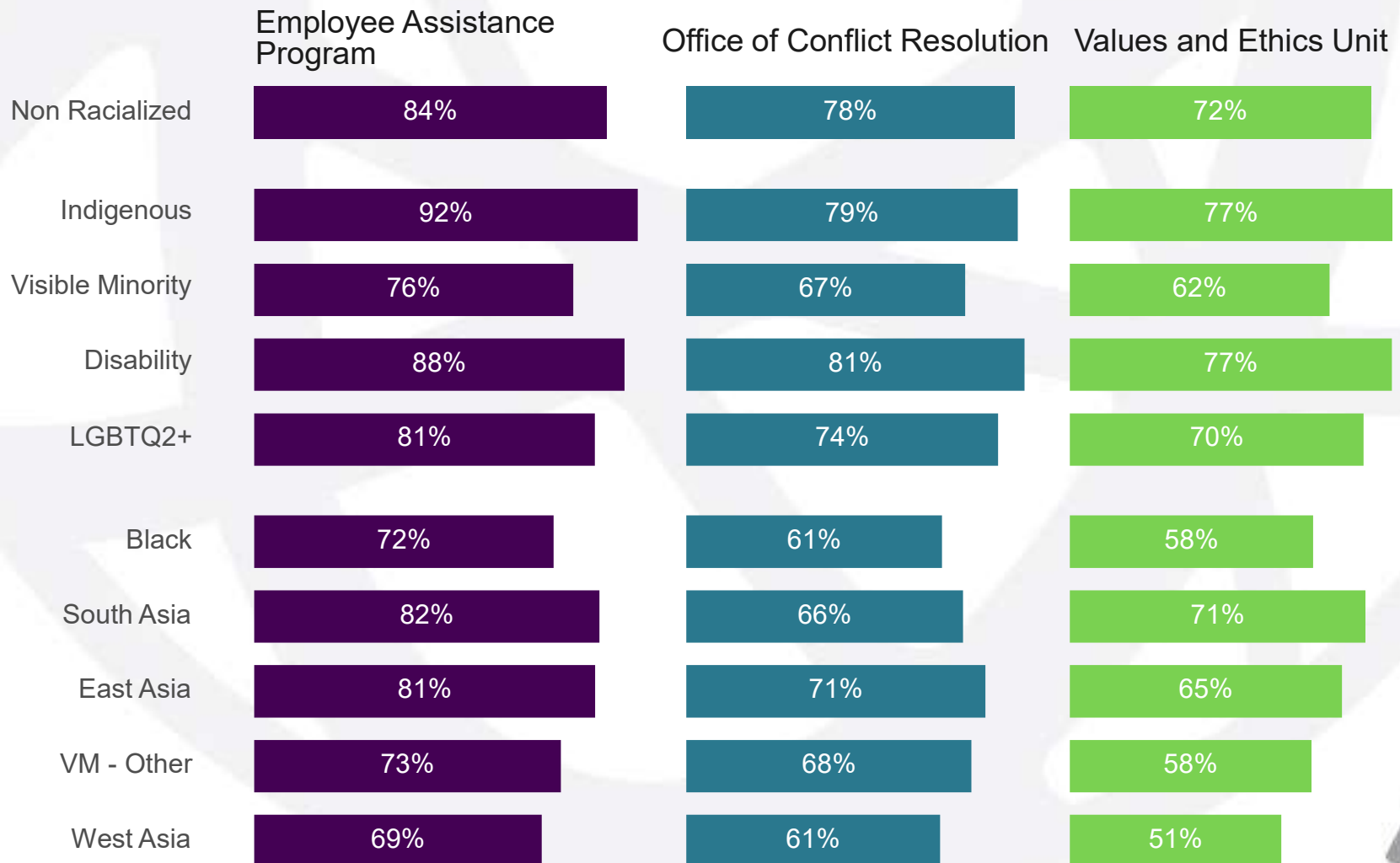
Mental Health Impact

I have experienced some of the following impacts due to racism at work



Most Known Resource Groups

Percentage of people familiar with each of the following.
(Responded as either very or somewhat familiar)



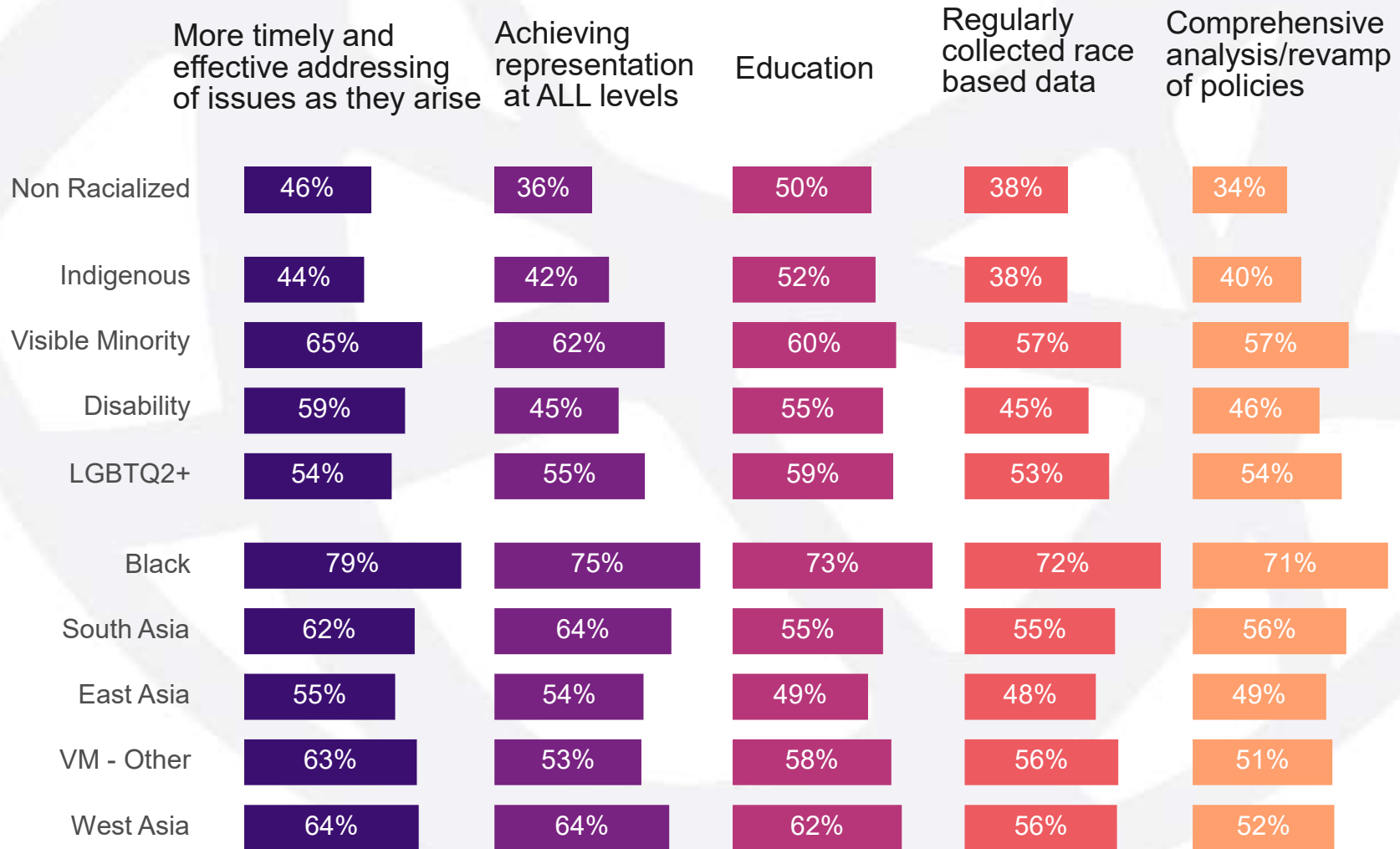
Least Known Resource Groups

Percentage of people familiar with each of the following

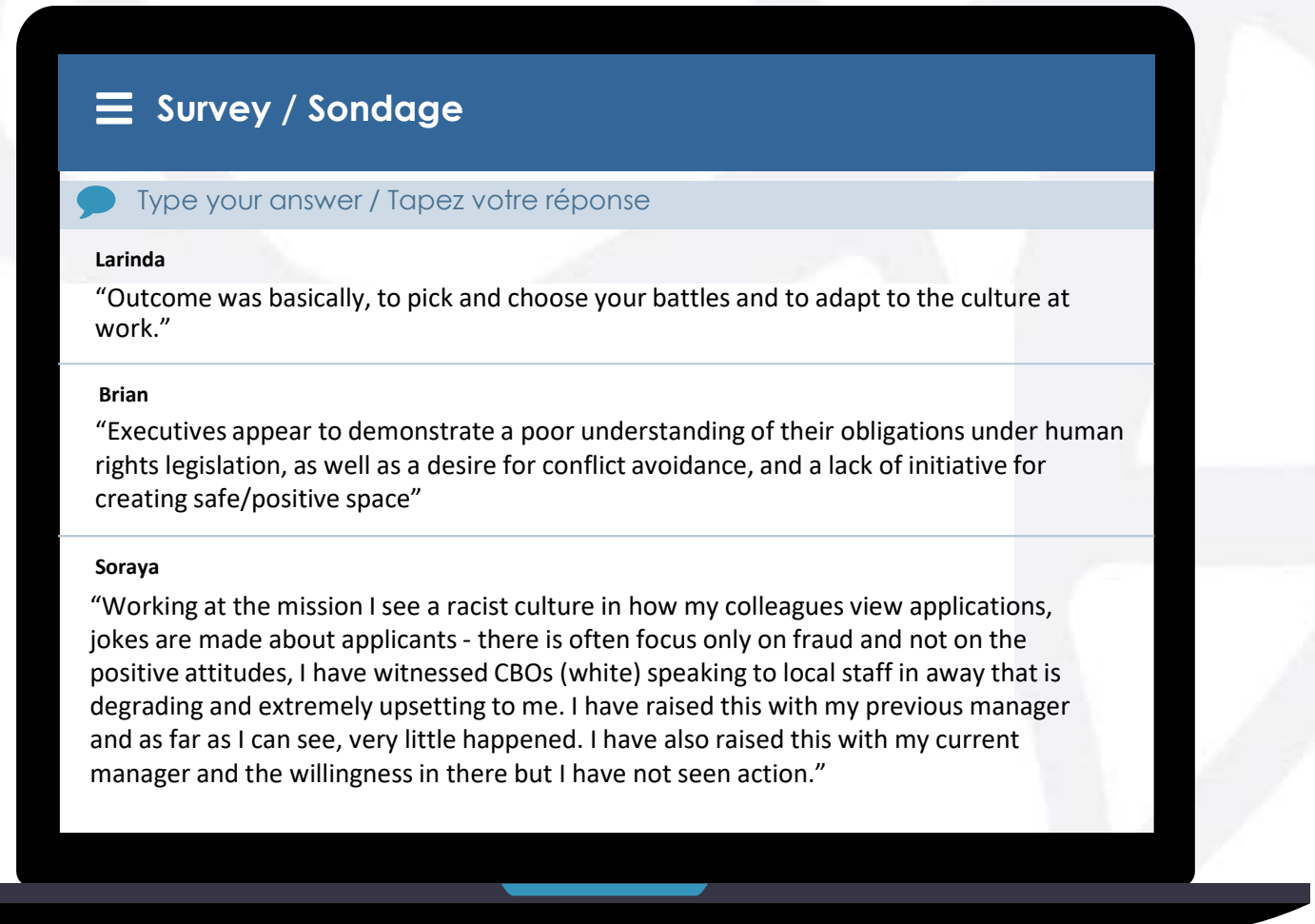


Employee Desired Strategies

How important is each of the following? (Responded as very important)



Insights



Survey / Sondage

Type your answer / Tapez votre réponse

Larinda

“Outcome was basically, to pick and choose your battles and to adapt to the culture at work.”

Brian

“Executives appear to demonstrate a poor understanding of their obligations under human rights legislation, as well as a desire for conflict avoidance, and a lack of initiative for creating safe/positive space”

Soraya

“Working at the mission I see a racist culture in how my colleagues view applications, jokes are made about applicants - there is often focus only on fraud and not on the positive attitudes, I have witnessed CBOs (white) speaking to local staff in away that is degrading and extremely upsetting to me. I have raised this with my previous manager and as far as I can see, very little happened. I have also raised this with my current manager and the willingness in there but I have not seen action.”

** Names have been randomized to ensure anonymity

Next Steps

Anti-Racism Strategy Approach:

Co-development of 3-year strategy

Assistant Deputy Ministers (ADMs)

- Meeting with ADMs to co-develop strategy
- Brainstorm organizational and sector specific commitments
- Meeting Date: Feb. 3

Other Stakeholders

- Indigenous Peoples Circle
- Circle for Visible Minorities
- Black Employees
- Anti-Racism Advisory Board
- Meeting Dates: Q4 2020-2021

Leadership and Employee Development:

Anti-Racism Coaching and Training Pilots

Executives

- Two Anti-Racism Coaches
- One-on-one coaching for 10 Director Generals
- One (1) group coaching
- Anticipated Launch: Feb.

Middle Managers

- Anti-Racism Training Pilot for managers

Employees

- CSPS Unconscious Bias Training: Jan 31
- History Months (Black, Indigenous and Asian)
- Anti-Racism Resources on Connexions

Data Deep Dive:

Focus Groups and Representation

Survey

- Publish survey results on Connexion
- Share survey results @ Town Halls and IRCC Diversity Networks
- Intersectional analysis of the survey

Focus Groups

- Work with Public Opinion Research, Comms to explore themes in the survey

Representation

- Support Human Resources Analytics in setting representation goals by career level