



Anti-Racism
Task Force

Framework

Objective

This Framework outlines how the Anti-Racism Task Force seeks to challenge systemic racism and discrimination at IRCC, and take action to address racial inequities and influence change. It will provide insight into who we are, why we exist, what we are tasked to do and how we are doing it.

Our Origin – How We Started

Racialized people in Canada and beyond have long faced conscious, unconscious, systemic and structural racism. This has undermined the promise of diversity and inclusion. The murder of George Floyd in May 2020 sparked a worldwide movement calling for an end to systemic racism and discrimination. The Anti-Racism Task Force was established in July 2020 by the Deputy Minister to deliver lasting change in the fight against racism at IRCC, both internally as a workplace, and externally in how we serve our clients. The vision of the Task Force is to end systemic racism and achieve an equitable and inclusive organization and Canadian society by identifying and removing deeply engrained systemic barriers affecting racialized people.

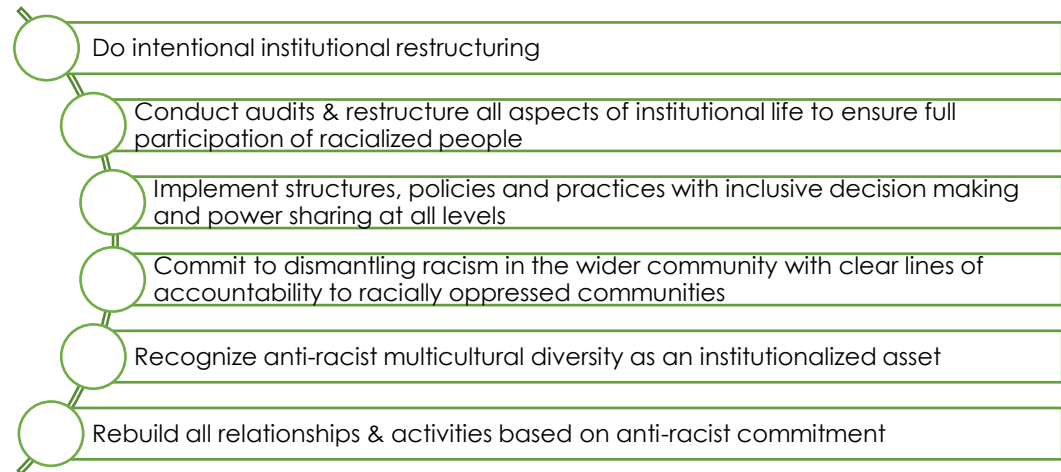
Drivers for Change

We are a Department that is about nation-building and about everyone who lives here. The immigration decisions we make today reverberate for generations. We lose a lot in not having more diversity, particularly in the realm of diversity of perspectives. We miss a fundamental opportunity and understanding on how to be more inclusive. If we are to build better policy, programs and better ways of living together, then our organization, from top to bottom (not just the bottom), needs not only to be reflective of Canada as it is today but the Canada of 2036 and beyond. The Federal Public Service has a ways to go to address the racial inequities that have plagued the system. The Anti-Racism Task Force's work is supported by the following drivers for change:

- [Call to Action on Anti-Racism, equity and inclusion from the Clerk](#)
- [Our commitment to Anti-Racism](#)
- [2020 Speech from the Throne](#)
- [2020-2021 DM Diversity and Inclusion Commitments](#)
- [2020 Fall Economic Statement](#)
- Legal obligations under the [Employment Equity Act](#)
- [Public Service Renewal: Beyond 2020](#)
- [Second International Decade of the World's Indigenous People](#)
- [International Decade for People of African Descent](#)
- [Work Place Harassment and Violence Prevention Regulations](#)

Mission

Lead the Department to...



The Anti-Racism Task Force acknowledges that for many Black, Indigenous Peoples and racialized groups, their identities intersect with those that are subject to sexism, ethnocentrism, classism, homophobia, islamophobia, anti-Semitism, ableism, xenophobia and other forms of discrimination. These intersections exacerbate an already difficult and in some cases precarious existence. IRCC will use GBA+ and other forms of intersectional analysis to guide its work. So in this fight against racism, we stand in solidarity with all fights against forms of inequity.

Mandate

The Anti-Racism Task Force is committed to creating an Anti-Racist organization the following inter-related ways:

Identifying systemic racism: We are here to **influence** and **recommend strategies** to the organization in identifying and addressing systemic barriers that impact racialized employees and clients. This is done through:

- Our own scoping/research on the extent of the problem e.g. surveys, data analysis and audits
- Engagement and consultation through the Anti-Racism Advisory Board and Sub-committees

Organizational change: We provide **advice** and help clients do a needs assessment to facilitate conversations about racism in branches. This is done by:

- Providing resources to help facilitate honest conversations
- Providing high level recommendations on how to approach the conversation

- Acting as a sounding board when a client has developed an approach/tools/speaking notes

Capacity building and infrastructure: We are here to **equip** and **guide** subject-matter experts, as they boost their own capacity, in pursuing their reviews. This can take the form of:

- Providing strategic direction on their work;
- Sharing equity tools and resources such as our website on Connexions;
- Giving people leads to kick-start their research;
- Providing examples of Anti-Racism work being done elsewhere as a form of inspiration;
- Inspiring and empowering subject matter experts to do their own Anti-Racism work
- Curating connections between people (ex: other departmental colleagues that might be working on similar work)

Our Areas of Focus

In order to address systemic racism both within our workplace and externally for our clients, the Task Force has chosen three distinct but interrelated areas of focus: **People Management, Policy and Programs, and Service Delivery.**

People management
Gestion du personnel

Programs/Policies
Programmes/Politiques

Service Delivery
Prestation de services

The People Management Sub-Committee will:

- Identify systemic barriers in the organization's people management policies and practices, and provide advice through recommendations and action plans to the Anti-Racism Task Force and IRCC.
- Coordinate and consult with the Human Resources branch and diversity, equity and inclusion employee networks.
- Report on Anti-Racism initiatives and efforts to the Anti-Racism Advisory Board and Task Force

The Service Delivery Sub-Committee will:

- Conduct an initial broad review of existing service delivery practices based on available resources
- Provide recommendations to IRCC's internal Anti-Racism Advisory Board and Task Force which will feed into the departmental strategy and action plan
- Report on Anti-Racism initiatives and efforts to the Anti-Racism Advisory Board and Task Force

The Policy and Programs Sub-Committee will:

- Support the Anti-Racism Task Force by preparing recommendations related to the mandate and functioning of IRCC's policy sector for the Deputy Minister.

- Coordinate and consult with the policy sector and develop advice for policy sector management.
- Report on Anti-Racism initiatives and efforts to the Anti-Racism Advisory Board and Task Force

Methodology

Confronting systemic racism is not a linear process, so our methodology is reflective of our iterative approach. The Anti-Racism Task Force's methodology allows us to centre the experience of racialized people in the assessment of the systemic racism that impacts them. Our process involves identifying all aspects of systemic racism evident at IRCC through investigative research, consultations and a data-driven approach. Our process also involves a baseline assessment of the problem in order to identify gaps and develop and implement mitigation strategies. At every stage of our work, we incorporate well-defined metrics and outcomes to continually evaluate and measure our impact.

Underlying our methodology is the Systems Change theory. As mentioned, change is not a linear process, there are multiple levels and intersections involved in unravelling systemic racism, and therefore, our approach needs to be reflective of this. Through systems change, we can see the complexity of the problem and approach it systematically. The [Systems Change draft guide](#) was developed in collaboration with multiple IRCC partners to advance systems changes towards the goal of equity and maximize odds for lasting and transformative change. The systems change framework attacks the conditions that sustain systemic racism in place across 3 levels. The 1st level focuses on structural change in IRCC policies, practices and resource flows. The 2nd level of relational change looks at relationships and power dynamics across the department. The 3rd level of transformative change focuses on mental models and thought processes that keep systemic racism alive. Through a deeper understanding of the IRCC systems change landscape within the context of achieving equity in our work, we are on a journey to cultivate an anti-racist culture; achieve true representation; design equitable systems; and build inclusive environments for employees and equitable outcomes for clients.

Anti-Racism Strategy, Priorities and Action Plan

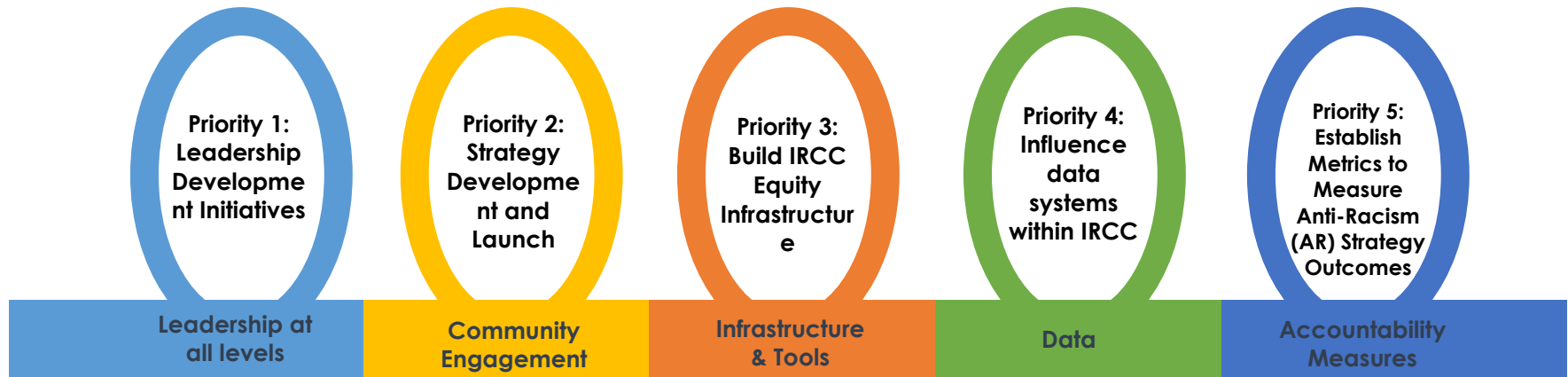
In order to institutionalize Anti-Racism, we need a strategy that confronts all structures sustaining systemic racism and addresses the ensuing racial disparities. The [Anti-Racism Strategy](#) will transform the Department through the pursuance of 4 objectives and accompanying outcomes. Our approach to developing the Anti-Racism Strategy centers on consultations throughout IRCC including employee networks, external engagement, and specified long-term objectives for sustainable results. The strategy will evolve with iteration, and we will continue to build it as we mature in our efforts.

Anti-Racism Strategy at a Glance

We need diverse perspectives to create an Anti-Racism Strategy and Action Plan that is responsive to our deficiencies, embraced by our employees and leads to sustainable change and results.

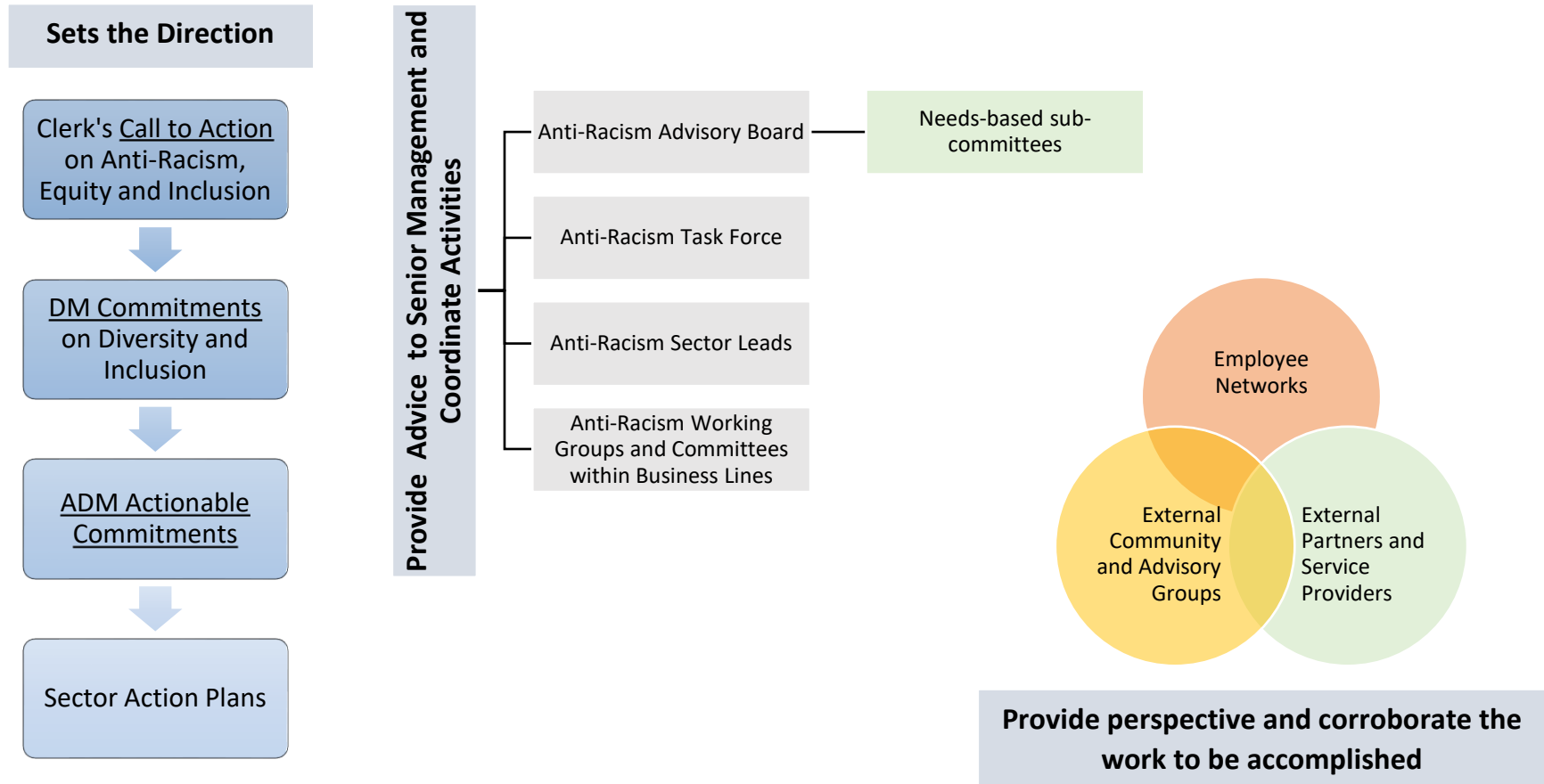


The Anti-Racism Strategy directs the focus of the Task Force towards 5 Strategic Priorities. In addition, we have developed the [ARTF 2021-2022 Action Plan](#) with actionable items that translate to concrete and measurable outcomes.



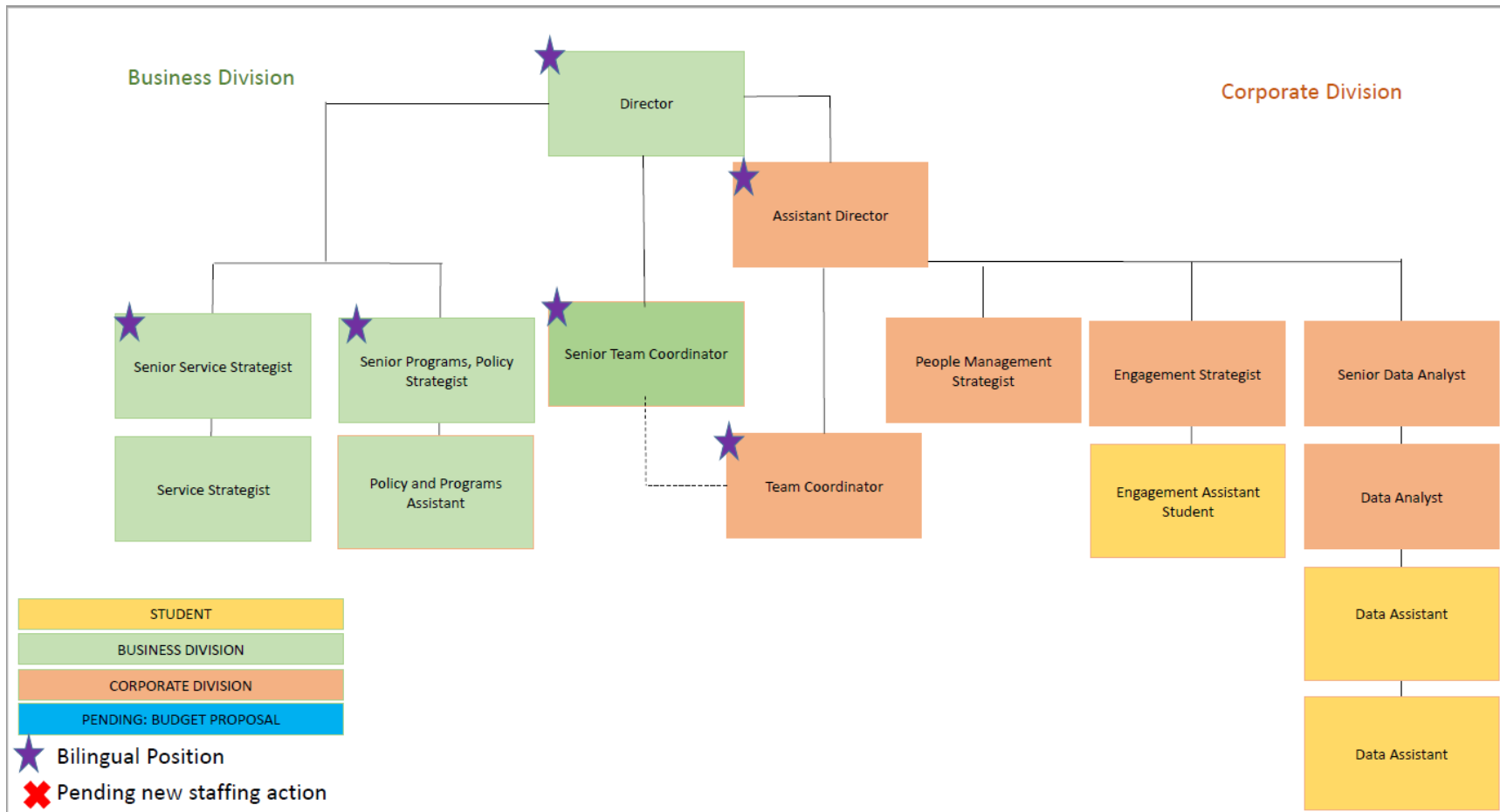
Our Partners

As our approach is iterative, the Anti-Racism Task Force consults with other stakeholders and leverages partnerships. From the top of our Department to the employee level, it's up to all of us to carry out Anti-racism work. Creating meaningful change involves a holistic approach, from top-down strategic direction to proactive grassroots initiatives, we engage with a variety of partners towards our shared goal of eliminating systemic racism in IRCC. For example, we consult with many partners to inform the Anti-Racism Strategy and action plans.



Organizational structure

The Anti-Racism Task Force is comprised of a team of dedicated individuals who work courageously to unravel the racial inequities in our organization. Our structure is as follows:



Any questions and comments can be directed to the Anti-Racism Task Force mailbox at IRCC.Anti-Racism-Anti-Racisme.IRCC@cic.gc.ca. Explore our [Anti-Racism Connexion page](#) to discover the [events we have planned!](#)

Anti-Racism Resources

- Review our [FAQ document](#)
- Consult our [connexion page resources](#)
- Acquire preliminary research through a search engine (i.e. Google, YouTube)
- Check our [events calendar](#) that is updated frequently
- Refer to the [Anti-Racism MS Teams Channel](#) for past presentations, links to events, and to ask questions (**Code: 88i4ud9**)

Anti-Racism Allies @ IRCC

- Consult with [your sector/branch anti-racism working group](#)
- Consult other [internal diversity, equity and inclusion networks](#)

Government of Canada Network and Communities

- [Anti-Racism Ambassadors Network](#) (GCcollab) and on [Twitter](#)
- [Anti-Racism Networking Hub](#) (GCcollab)

Anti-Racism Consultants, Training Providers and Speakers

- Consult the [Anti-Racism Training Providers / External Workplace Investigators](#)
- [The Federal Speakers' Forum on Diversity and Inclusion](#)