

Anti-Racism and Anti-Discrimination

KEY MESSAGES

- IRCC has zero tolerance for racism or discrimination of any kind. Yet that's not enough – we must actively fight racism and continue to work tirelessly to foster a culture of inclusion, openness and respect.
- IRCC had already become aware of many of the concerns outlined in the focus group report that we commissioned in November 2020. IRCC procured an impartial and unbiased third party to gain greater insight into the survey results, and published the report on Library and Archives Canada to ensure that we stay accountable and transparent in our anti-racism efforts.
- IRCC has taken a number of steps to make real and lasting change within the department, and ensure our actions speak louder than our words. These include creating a task force dedicated full-time to eliminate racism in all of its forms at IRCC, and Deputy Minister and sector level commitments to hold the department accountable for progress and change. These are listed online for all employees to see.
- In addition, IRCC has established a three-year anti-racism strategy, anti-racism sector commitments, sub-committees, mandatory bias training, mentoring and sponsorship programs, McKinsey leadership programs for underrepresented groups, racial impact assessment tools for policy development, and additional supports to our Diversity, Equity and Inclusion employee networks to collaboratively empower cultural change in the workplace.

- IRCC is proceeding with an Employment Systems Review to further our commitment to addressing systemic barriers and adhering to our obligations under the Employment Equity Act.
- IRCC is initiating a new three-year hiring and retention strategy to address gaps in our workforce diversity to better reflect Canadian demographics.

SUPPLEMENTARY MESSAGES

- IRCC has been using data from surveys and focus groups to make informed decisions on combatting organizational challenges related to employee experiences as it relates to Diversity, Equity, Inclusion and Anti-Racism.
- The first survey took place in November 2020, and we are anticipating another survey to be delivered in the coming months.
- IRCC's Anti-Racism Taskforce has been a strong guide in the department's approach to refining its people management strategy and service delivery practices, and aiding lines of business to conduct policy reviews with an Anti-Racist lens.