



## MEMORANDUM TO THE MINISTER

### ANTI-RACISM VALUE STATEMENT

#### FOR INFORMATION

#### SUMMARY

- The purpose of this memorandum is to inform you of the Department's intention to post an Anti-Racism Value Statement on the Department's internal and external website.
- The statement will be published on May 25<sup>th</sup>, 2021, the one year anniversary of the death of George Floyd.

#### BACKGROUND:

- The murder of George Floyd on May 25<sup>th</sup>, 2020 highlighted at the global and national level the impacts of systemic racism against Black people, Indigenous Peoples and racialized persons. As a result of increased public awareness regarding racism in the past year, there has been a renewed focus to address and eliminate racism in all of its forms.
- An all staff message was sent on June 3, 2020, in response to the protests in the United States and around the globe, where we recognized the presence of racism in Canada, made a commitment to racial equality at Immigration, Refugees and Citizenship Canada (IRCC) and reaffirmed that diversity was the Department's strength.
- In alignment with the *Treasury Board Directive on Employment Equity, Diversity and Inclusion* and the Clerk of the Privy Council's *Call to Action on Anti-Racism, Equity and Inclusion*, we have committed to developing a value statement on anti-racism as part of the *2020/2021 Deputy Minister Commitments on Diversity and Inclusion*.
- Our commitment to significantly advance our efforts on anti-racism, diversity, equity and inclusion includes identifying and eliminating systemic barriers in people management, policy development, program management and service delivery.

**CURRENT STATUS:**

- The IRCC Anti-Racism Value Statement (see Annex A) was presented at the Executive Committee on May 12<sup>th</sup>, 2021 where it received widespread support.
- To clearly demonstrate the Department's dedication to advancing racial equity for our workforce and for our clients, the value statement will be posted on the internal and external website.
- We expect that marking the one year anniversary of the murder of George Floyd with the Anti-Racism Value Statement will have a strong impact on staff and our external stakeholders by showing that the Department is making progress in its journey to become an anti-racist institution.
- Proactive messaging to the workforce, our clients and Canadians strengthens our call to action and will encourage the positive behaviour change we would like to inspire within the Department and our partners.

**CONSULTATIONS:**

- Consultations were undertaken with Executive Committee members.

**LEGAL CONSIDERATIONS:**

- As with the Anti-Racism Commitments, the external and internal publication of this Anti-Racism Value Statement can be used to demonstrate that IRCC recognizes the negative effects of racism and is seriously committed to identifying and taking action against racism both internally and in relation to policies, programs and initiatives.

**COMMUNICATIONS IMPLICATIONS:**

- Posting an Anti-Racism Value Statement on the IRCC website will likely draw s media or public attention. This attention is expected to be mostly positive, as IRCC is demonstrating transparency and accountability, moving in the right direction to eliminate racism in all its forms within the Department. However, it is possible that IRCC will be criticized for bias in processing overseas applications. This charge has been levelled against IRCC in the past and this statement may renew that criticism.
- Key messages will be developed to support the posting of the Anti-Racism Value Statement and will provide targeted responses to address potential negative feedback, ultimately highlighting IRCC’s commitment to advancing racial equity and maintaining public trust.

**NEXT STEP:**

- The Department will post the Values Statement on the Departmental website, linked to a message from the Deputy Ministers. It will later be uploaded to the employee intranet.

**DMA e-approved May 27, 2021**

  
Associate Deputy Minister

  
Deputy Minister

Annexes (2)

Annex A: Anti-Racism Value Statement

Annex B: Notre engagement à l’égard de la lutte contre le racisme