



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Assistant Deputy
Minister
Choose Sector

Sous-ministre
adjoint
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Ottawa K1A 1L1

F-2021-01179224

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MEMORANDUM TO THE DEPUTY MINISTER AND THE ASSOCIATE DEPUTY MINISTER

ANTI-RACISM SECTOR COMMITMENTS

FOR APPROVAL

SUMMARY

- The purpose of this memorandum is to obtain your approval to post the Assistant Deputy Minister Anti-Racism Sector Commitments on the Department's internal website.
- We recommend you approve the content and publishing of the Sector Commitments on the Department's internal website by checking the 'I concur' box and signing this memorandum at your earliest convenience. This will enable the Department to publish these commitments by May 25, 2021.

BACKGROUND:

- The murder of George Floyd on May 25, 2020 highlighted at the global and national level the reality and 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 in the Department and other federal institutions.
- On February 22, 2021, eight objectives from the *2020/2021 Deputy Minister Commitments on Diversity and Inclusion* were chosen to measurably advance the Department's efforts on anti-racism, diversity, equity and inclusion.
- To continue the process of embedding anti-racism accountability within the Department, the Anti-Racism Sector Commitments were developed and approved by each sector to set the direction of the upcoming action plans for each business line.

CURRENT STATUS:

- The Anti-Racism Sector Commitments were presented at the Executive Committee on May 12, 2021 where it was approved.
- This memorandum is being routed to request formal approval of the Anti-Racism Sector Commitments and its publication on the Department's internal website.
- As per your direction to have the commitments published internally by May 25, 2021 on the anniversary of the murder of George Floyd, urgent approval is requested.

CONSULTATION(S):

- Consultations were undertaken with Executive Committee members and the Anti-Racism Advisory Board members.

LEGAL CONSIDERATION(S):

- The internal publication of Executive Committee commitments can be used to demonstrate that Immigration, Refugees and Citizenship Canada (IRCC) is committed to identifying and taking action against racism in relation to internal human resources policies and practices as well as in relation to its external client service delivery.

COMMUNICATIONS IMPLICATION(S):

- Posting the Anti-Racism Sector Commitments on the Diversity, Equity and Inclusion section of IRCC's intranet will contribute to a transparent approach to progress and accountability for each sector and their commitments to anti-racism work.
- Departmental executives could receive criticism from some employees who feel these commitments are not being met.
- In addition to the sector commitments, the Anti-Racism Value Statement will be posted in tandem on the Department's external website. This will almost certainly draw some amount of 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, there is a possibility that IRCC will be criticized for racism in its processing of files. This charge has been levelled against the Department 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, highlighting IRCC's commitment to advancing racial equity and maintaining public trust.

RECOMMENDATION:

- We recommend you approve the content and publishing of the Sector Commitments on the Department's internal website by checking the 'I concur' box and signing this memorandum by May 20, 2021.

NEXT STEPS:

- Communications Branch will post the Anti-Racism Sector Commitments on the Department's internal website and, in tandem, post the Anti-Racism Value Statement on its external website.
- In addition, Internal Communications will be sharing a special edition of Today@IRCC to mark the one year anniversary of George Floyd's death including:

- a Deputy Ministers' message marking the one year anniversary and anti-racism work over the last year at IRCC;
- a callout for participants in the Mentorship Plus pilot initiative;
- a spark of the day linking to anti-racism resources;
- an Immigration Matters article spotlighting the story of an Asian immigrant (linked to Asian Heritage Month).


Director, Anti-Racism Task Force

I concur

I do not concur

I concur

I do not concur


Associate Deputy Minister


Deputy Minister

Annexes (2):

A: EXCOM Anti-Racism Sector Commitments

B: Engagements sectoriels dans la lutte contre le racisme destinés au Comité exécutif