

IRCC Anti-Racism Task Force

ExCom
July 29, 2020



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada

Insights

IRCC Visible Minority Representation is **31%**,
12% above workforce availability

	Black	South Asian/ East Indian
Executive Level	1.5%	3.4%
Intermediate Level	6.5%	4.9%
Entry Level	12.9%	4.2%

Black Employees represent *the most populous* Visible Minority sub-group at IRCC (28%)

South Asian/East Indian Employees represent *the second most populous* Visible Minority sub-group at IRCC (13%)

Mandate



PHOTO – Courtesy

R.E.A.L. was created to imagine a world in which equity is possible.

Supported by the Executive Committee, we work to recommend anti-racist strategies, in particular for Black, Indigenous and people of colour (BIPOC). These strategies will help to create inclusive spaces, improve access, promote equity and tackle systemic racism in our policies, programs and service delivery methods.

*“This is not a moment, it’s a movement”
- Hamilton by Lin-Manuel Miranda*

Guiding Principles

Account for our shortcomings and share our progress openly

Engage in open, honest and brave discussions about racism, discrimination and reconciliation

Analyze evidence to identify, unpack and dismantle harmful structures, behaviours and norms. Intersectional lines, including race, gender identity, class, orientation, etc. will be explored

Learn from our history, from our failures and from the lived experiences of Black and Indigenous peoples to understand what racism is, where it comes from, how it functions and why it is perpetuated

Promote anti-racist values, allies and initiatives

Respect each other's culture, gender, class, orientation, racial, and religious differences

Act consciously and consistently, to set sustainable strategies aimed to remove systemic barriers, challenge oppression in all its forms and empower those most in need

Equip leaders and employees to build cultural competence, to ask the right questions and to be part of the solution

Strategy in development...



ECOSYSTEM

Decision-Making Bodies

- EXCOM
- IWMC
- POC
- Sector SMCs

Allies Network

- Engaged Employees & students

Anti-Racism Task Force

Advisory Board

Various IRCC Communities

- Three Sub-committees focused on Policy/Prog, Service Delivery and Workplace

Anti-Racist Partners

- Knowledge Circle for Indigenous Inclusion
- Anti-Racism Secretariat
- Federal Black Employee Causus (FBEC)
- TBS Centre of Expertise for Diversity & Inclusion

Approved Budget: \$713,551



01 Wage Costs

Role	Group/Level	#	Cost
Director	EX-01	1	132,100
Coordinator	AS-02	1	61,877
Programs and Policy Strategist	EC-06	1	114,400
Services Strategist	PM-05	2	173,576
Engagement Officer	IS-04	1	86,788
People Management Strategist	PE-04	1	97,810
TOTAL			666,551

02 Operating Costs

Item	Cost
Translation Service	\$15,000
Training	20,000
Executive Management Board	5,000
Membership dues	5,000
Other	2,000
TOTAL	47,000

Our Team



Director
A/EX-01

Lead of the Task force
Provides strategic
direction on racial equity
matters facing BIPOC.
Advisor to DM and DMA



Assistant Director*
PM-06

Co-lead of the task force
Identifies & analyzes
inequities in people
management.



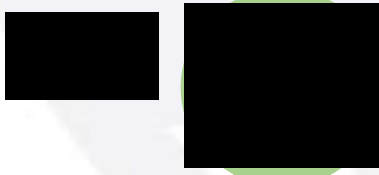
Policy & Programs Strategist
EC-04/05/06

Identifies & analyzes
inequities in policy &
program areas. Provides
recommendations for
change.



Service Strategist
PM-04/05

Identifies & analyzes
inequities in service
delivery.
Provides
recommendations for
change.



Team Coordinator
A/AS-02

Coordinates the team's
activities.
Organizes and tracks
deliverables.



Data Analyst
EC-04/05/06

Uncovers data patterns,
what insights to use and
why.
Tracks Progress.



Engagement Strategist*
A/IS-03

Reports the story
authentically,
compellingly and
factually.
Assesses risk and
takes organizational
pulse.

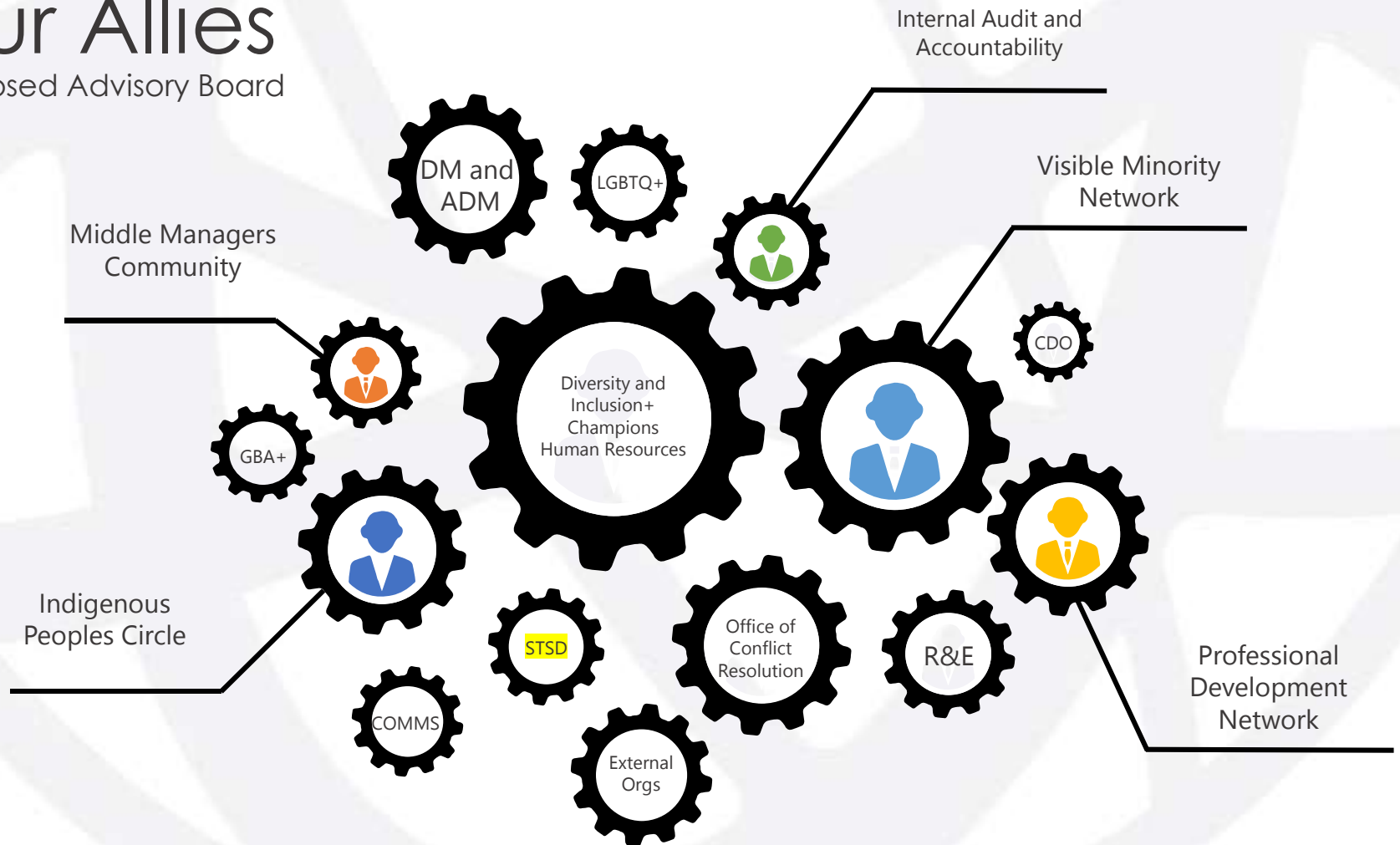


Service Strategist
PM-04/05

Identifies & analyzes
inequities in service
delivery.
Provides
recommendations for
change.

Our Allies

Proposed Advisory Board



What's Next?

Summer 2020

- Recruit
- Issue Commitment
- Meet Allies
- Research & Consult Stakeholders

Winter 2021

- Track Results
- Interim Reports & IRCC Articles

Spring 2021

- Draft Annual Report
- Testimonials

Fall 2020

- Build Framework
- Define Metrics & Success Measures
- Launch Action Plan & Outreach Initiatives
- Events

The challenges we may have to address



ATTENTION

- Unrealistic expectations
- Lack of resources
- Some people feeling personally attacked
- Being accused of not knowing the exact time and place to advance these conversations
- Difficulties in calling out biases, particularly in people holding executive positions
- Media scrutiny
- Mental health and emotional distress

What Are We Willing to Commit?

PHOTO - Methods+Mastery

**We have
work to do.**

Our Commitments to Racial Equality

Acknowledgement

What are we comfortable acknowledging to the workforce and to the public?

What are the risks involved?

Commitment

What is your sector's preliminary plan to address anti-racism?

What are your particular challenges & concerns?