

# IRCC Anti-Racism Task Force

Virtual Executive Round Table  
August 25, 2020



# Insights

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

	<b>Black</b>	<b>South Asian/ East Indian</b>
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

The Anti-Racism Task Force 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*

# Draft 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

- Executive Committee (EXCOM)
- Departmental Management Committee (DMC)
- Project Oversight Committee (POC)
- Sector Senior Management Committees

## Advisory Board

Various IRCC Communities

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

Anti-Racism Task Force

## Anti-Racism Allies Network

- Engaged Employees & students

## Anti-Racist Partners

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

# 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.  
*\*Sept 2020*



## Policy & Programs Strategist

EC-04/05/06

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



## Senior 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/PM-03

Through engagement, reports the story authentically, compellingly and factually.  
Assesses cultural risk and takes the pulse.  
*\*Sept 2020*



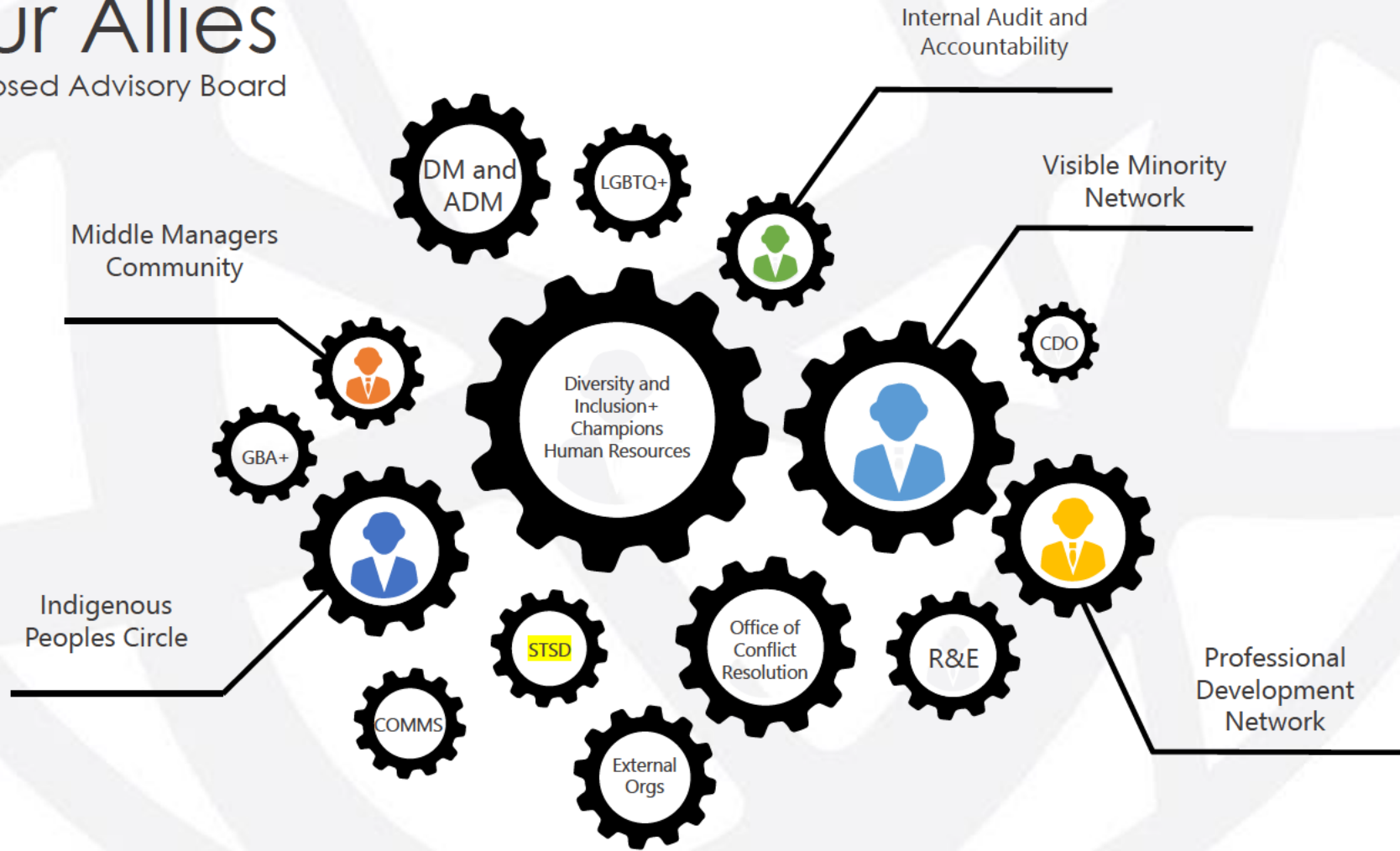
## Junior Service Strategist

PM-02/03

Identifies & analyzes inequities in service delivery.

# Our Allies

Proposed Advisory Board





# What's Next?

## Winter 2021

- Track Results
- Interim Reports & IRCC Articles

## Summer 2020

- Recruit
- Meet Allies
- Research & Consult Stakeholders

## Spring 2021

- Draft Annual Report
- Testimonials

## Fall 2020

- Issue Commitment
- 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 ideas to address anti-racism?

What are your particular challenges & concerns?