



OVERVIEW AND EXAMPLES OF IRCC'S ANTI-RACISM ACTIVITIES

**WORKING TOWARD AN INTER-SECTORAL APPROACH ON
ANTI-RACISM FOR THE SETTLEMENT AND INTEGRATION
SECTOR, THE SETTLEMENT PROGRAM, AND THE SECTOR**

PATHWAYS TO PROSPERITY CONFERENCE 

NOVEMBER 9TH 2021



Strengthen Partnerships & Networks



Create a Climate of Trust where limitations can be acknowledged and we can ask for and offer help



Maintain the Network based on trust





Clerk of the Privy Council issues a **Call to Action** on Anti-Racism, Equity and Inclusion in the Federal Public Service

<https://www.canada.ca/fr/conseil-prive/organisation/greffier/appele-action-faveur-lutte-contre-racisme-equite-inclusion-fonction-publique-federale.html>

<https://www.canada.ca/en/privy-council/corporate/clerk/call-to-action-anti-racism-equity-inclusion-federal-public-service.html>



IRCC Deputy Ministers establish an **Anti-Racism Task Force** in 2020

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/anti-racism.html>

<https://www.canada.ca/fr/immigration-refugies-citoyennete/organisation/mandat/lutte-contre-le-racisme.html>



Assistant Deputy Ministers, incl. Settlement and Integration, establish **ADM Commitments on Anti-Racism**

IRCC VALUE STATEMENT ON ANTI-RACISM



Acknowledgement #1:

We acknowledge that racism against **Indigenous Peoples, Black people and racialized groups** has persisted over time; it exists to support, reinforce and build upon supremacy of one group over many. In our society, this is the elevation of (the) white people (or settler groups) above everyone else in many areas of Canadian life. The inertia continues to be upheld by access, privilege and indifference.

We resolve to:

Be accountable and transparent through the collection, use and dissemination of disaggregated and race-based data, and through reporting on progress and outcomes. **Identify and address systemic discrimination and barriers** within all policies, programs and initiatives.

— SETTLEMENT AND INTEGRATION SECTOR A-R WORK



- The Settlement and Integration sector has a **new ADM advisor** with an explicit Anti-Racism tasking
- Understanding the unique role that the (Re)Settlement Program can play in the lives of newcomers, and the responsibilities associated with that, the sector will be undertaking work to understand how the Settlement Program can **apply an Anti-Racism lens** to its work.
- With the milestone date of CFP 2024, we have organized our planned activities into three phases:



We will be exploring the Settlement Program's impacts from the **point of view of different actors**: newcomers/clients, organizations, and IRCC settlement program policy and operations, as well as in the larger societal context (e.g. reconciliation)

TAKING STOCK: DISAGGREGATED DATA



One of the main sources to be explored is the **Newcomer Outcomes Survey, IRCC's primary source of (Re)Settlement Program client outcome information**

- Includes a comparison group of non-clients of IRCC's Settlement Program
- Sent to approximately **800K newcomers each year**, targeting all individuals over the age of 18 who landed in specific years (i.e. in 2021 will send to 2020, 2018, 2016 and 2014 permanent resident years).

Collects information to **enable reporting on Settlement Program outcomes**

- Resettlement experience
- Knowledge of life in Canada
- Official language learning and use
- Employment knowledge and status, including reasons for not working
- Volunteering, group membership, sense of belonging, welcoming community

In 2020, for the first time, the survey collected information on the **race of the respondent.**

- When analyzed alone, or in combination with other demographic characteristics, this disaggregated data opens up a avenue of important analysis.

There are other sources of pre-existing research that we also leverage – **tell us about your work in the chat!**



CONTEXT MATTERS



The Settlement Program is increasing internal capacity to conduct research regarding:

1. Settlement outcomes of the Program's clients,
2. which services are key for which populations,
3. at which point along their settlement journey.

Essential to this work is understanding the “starting line” is different for each newcomer and it can be influenced by internal and external factors.

- It is imperative to understand what impacts the “starting line” for newcomers, and how the Settlement Program can adjust services in response to this evidence.
- Calibrating definitions of “success” is necessary to ensure appropriate outcomes and targets are being applied to the Program.
- Accountability requires the Settlement Program to report annually, including outcomes and targets to demonstrate impacts of Settlement Program investments.

The first Highlights Report outlines current understanding of client outcomes (per IRCC definitions), outlines successes and opportunities for improvement, and sets the path for future research.

Report available in **English:** <https://www.canada.ca/content/dam/ircc/documents/pdf/english/corporate/publications-manuals/settlement-outcomes-highlights-report-2021.pdf>, **French:** <https://www.canada.ca/content/dam/ircc/documents/pdf/francais/organisation/publications-guides/resultats-matiere-etablissement-rapport-faits-saillants-2021.pdf>

— IRCC IS UNIQUELY PLACED TO SUPPORT A-R WORK



IRCC mandate means we have a **broader scope** for anti-racism work than many departments

Our **mission statement** says IRCC programs, policies and services will:

- *“facilitate the arrival of people and their integration into Canada in a way that maximizes their contribution to the country ...”* and
- *“reach out to all Canadians and foster increased intercultural understanding and an integrated society with equal opportunity for all, regardless of race, ethnicity and religion.”*

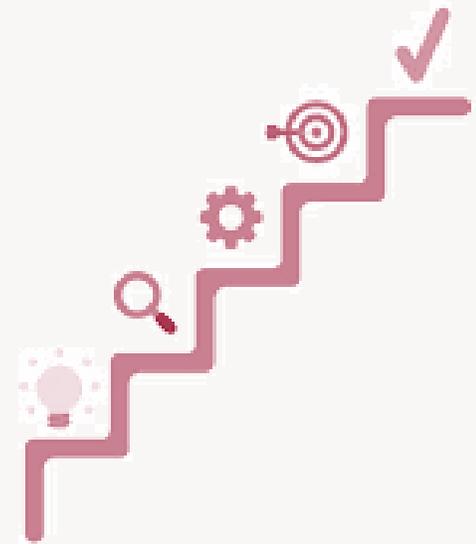
Settlement partners are key to helping us fulfill that mission



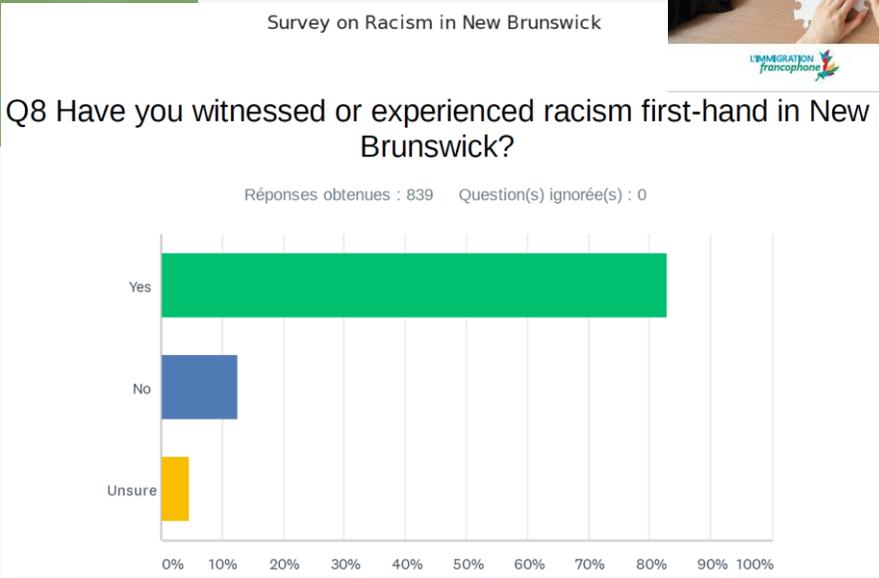
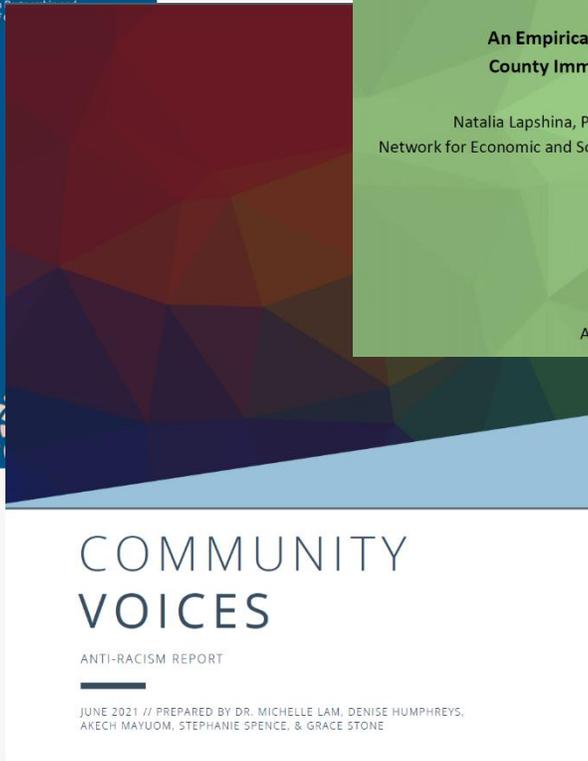
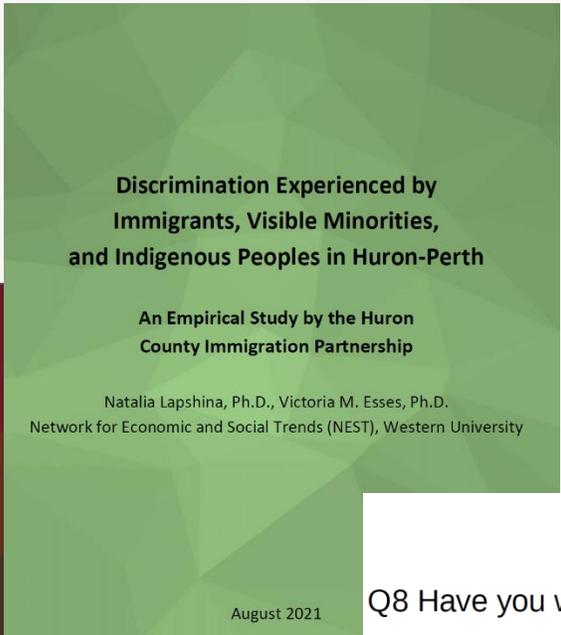
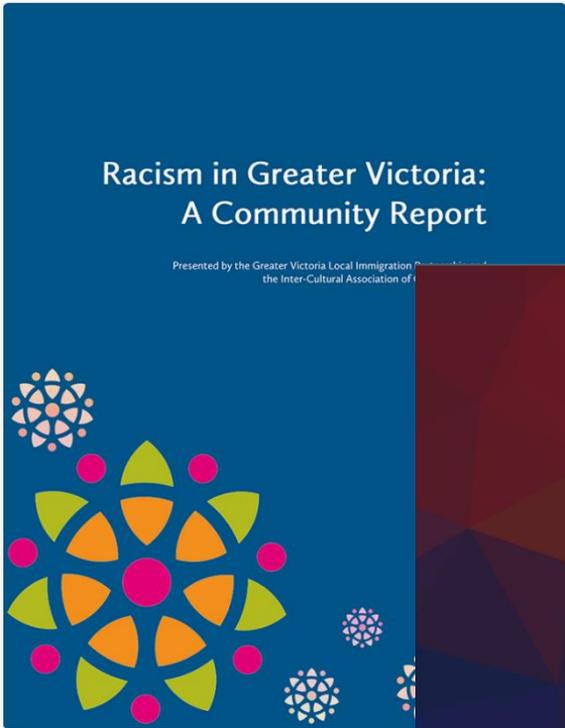
NEXT STEPS



- We have **not asked** our clients – newcomers – about their lived experience with racism
- We know we **need better data** to guide our anti-racism work
- Proposing a **national survey** using client email database
- Large sample size, relevant at community level
- Informed by work partners have done, will share results



EXAMPLES



KEY QUESTIONS



- Have newcomers experienced racism?
- When/Where? From whom? Frequency
- Did they report it/know where to report it?
- Impact/Ways of coping
- Experience vs expectations before arriving
- Using Qs from other studies to provide comparability



WHAT TO DO WITH THE RESULTS



- Encourage community conversations
- Better design and targeting of awareness campaigns
- Identify gaps and inform future programming
- Serve as a baseline to observe trends
- Other ideas??
- Welcome opportunity for ongoing collaboration

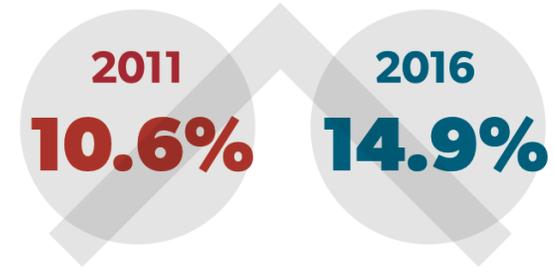


RED DEER IN A NUTSHELL

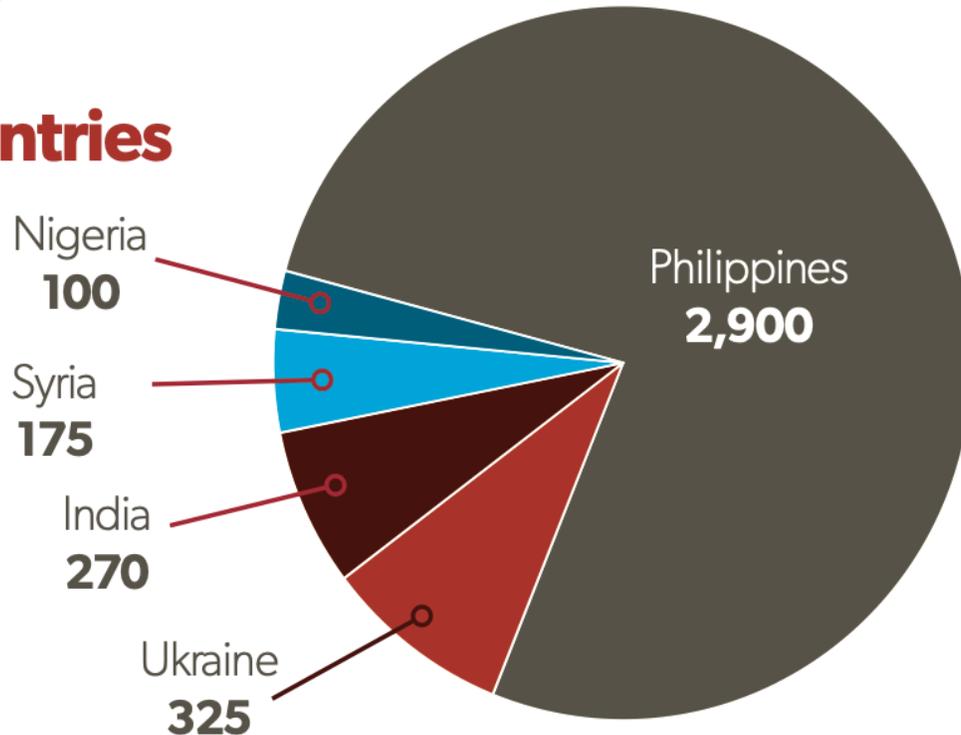


- Population: 100,418
- Immigrant Population: 14,685
- 112 non-official languages spoken

Percentage of Total Population



Top 5 Countries of Origin



Top 5 Languages

in addition to English and French
Canada's 2 official languages

2011	2016
1) Tagalog	1) Tagalog (Pilipino; Filipino)
2) Spanish	2) Spanish
3) German	3) Arabic
4) Dutch	4) Ukrainian
5) Chinese	5) Cantonese

RDLIP was initiated by the five founding community partners in 2015

- The RDLIP fosters a systematic approach to engage Service Provider Organizations (SPOs), employers, school boards, health centres, boards of trade, all levels of government, ethno-cultural and faith-based organizations, and the larger community to:
 - 1) Support community-based partnerships and local strategic planning to produce a more welcoming and inclusive community;
 - 2) Support local knowledge sharing through research, needs assessment and asset mapping,
 - 3) Improve coordination of effective services that facilitate newcomer settlement and integration.

RED DEER LOCAL IMMIGRATION PARTNERSHIPS CENTRAL PLANNING COUNCIL



- ACFA Régionale de Red Deer
- Alberta Health Services
- Alberta Labour & Immigration
- Catholic Social Services
- Central Alberta Economic Partnership
- Central Alberta Immigrant Women's Association
- Central Alberta Refugee Effort
- Central Alberta Sexual Assault Support Centre
- Centre d'accueil Franchophone - Cite des Rocheuses
- Golden Circle Seniors Resource Centre
- Immigration, Refugees and Citizenship Canada
- Red Deer Chamber of Commerce
- Red Deer Cultural Heritage Society
- Red Deer Polytechnic
- The City of Red Deer
- United Way of Central Alberta

RED DEER LOCAL IMMIGRATION PARTNERSHIPS IMMIGRANT ADVISORY COUNCIL



Consists of 10 newcomers representing 8 countries:

1. Abi Ognujimi, Nigeria
2. Esther Opusunju, Nigeria
3. Kanwal Khan, Pakistan
4. Lysylle Bailey, Philippines
5. Nazar Tawfek, Iraq
6. Osborne Odongo, Kenya
7. Patricia Arango, Colombia
8. Robert Opoku, Ghana
9. Sadia Khan, Pakistan
10. Valentine Skeels, French Polynesia



CONTEXT AND NEED FOR RACISM RESEARCH



Increasing incidents of racism:

- 2017: Anti-Syrian sentiments and protests after a school fight
- 2018: National Citizen's Alliance's anti-immigration gathering
- 2018 & 2019: Soldiers of Odin stickers on the Immigrant Centre's door & broken windows
- 2018 & 2019: White supremacist protests every weekend
- 2020: White supremacist attack against BLM protestors
- 2020 & 2021: Anti-Asian sentiments in the traditional & online media

What we've done so far:

- Community conversations with the Welcoming and Inclusive Communities Network
- Annual events such as CommUNITY Power of One & Refugee Day
- #ImmigrationMatters presentations in the community
- Anti-racism Response training & public awareness team at schools

— “UNDERSTANDING RACISM IN RED DEER” SURVEY



- No racism-specific data collected in Red Deer to date
- Received funds from the IRCC to conduct research & develop an anti-racism campaign
- Collaborated with the Inter-cultural Association of Greater Victoria, Greater Victoria Local Immigration Partnership & a team of volunteer academics on the survey
- Open sampling method was used to get a general overview
- 665 respondents answered the survey between Feb. 16 - March 2, 2021

The survey questions were divided into four parts:

- 1) Demographics
- 2) Witnessing racism & views on racism in Red Deer
- 3) Experiencing racism in Red Deer
- 4) Responses to witnessing or experiencing racism in Red Deer

RACIAL DEMOGRAPHICS – RED DEER VS. SURVEY RESPONDENTS

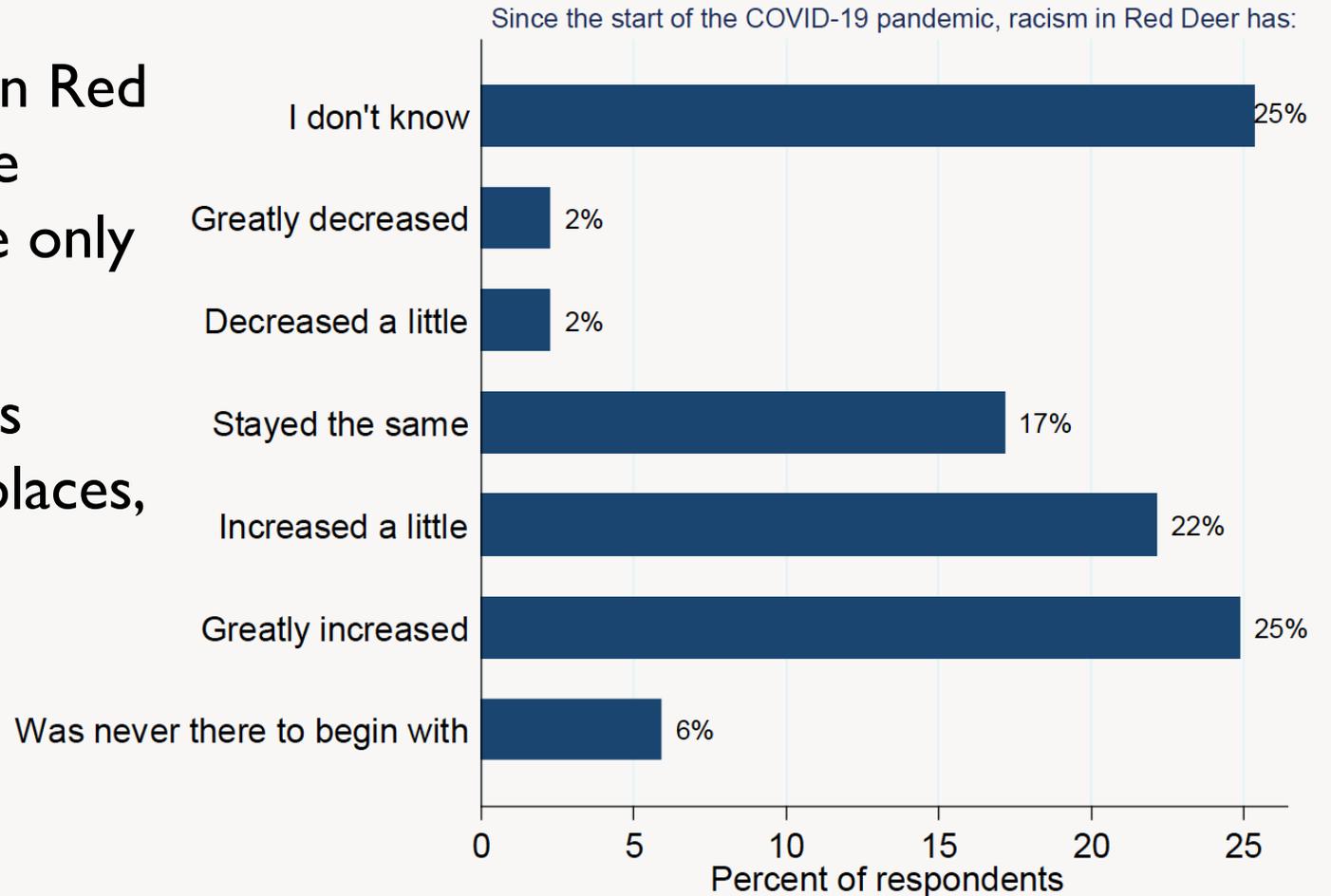
	Red Deer*	Survey Respondents
White	77.4%	70.8%
Indigenous	5.3%	5.1%
Visible minority	15.5%	15.4%
Immigrant	14.9%	16.3%

**Source: 2016 Federal Census*

WHAT RESPONDENTS THINK ABOUT RACISM



- 46% of respondents say racism in Red Deer has gotten worse since the beginning of the pandemic, while only 4.6% say it got better
- 50% of respondents say racism is worse in Red Deer than other places, while only 15% say it is better



EXPERIENCES OF RACISM IN RED DEER



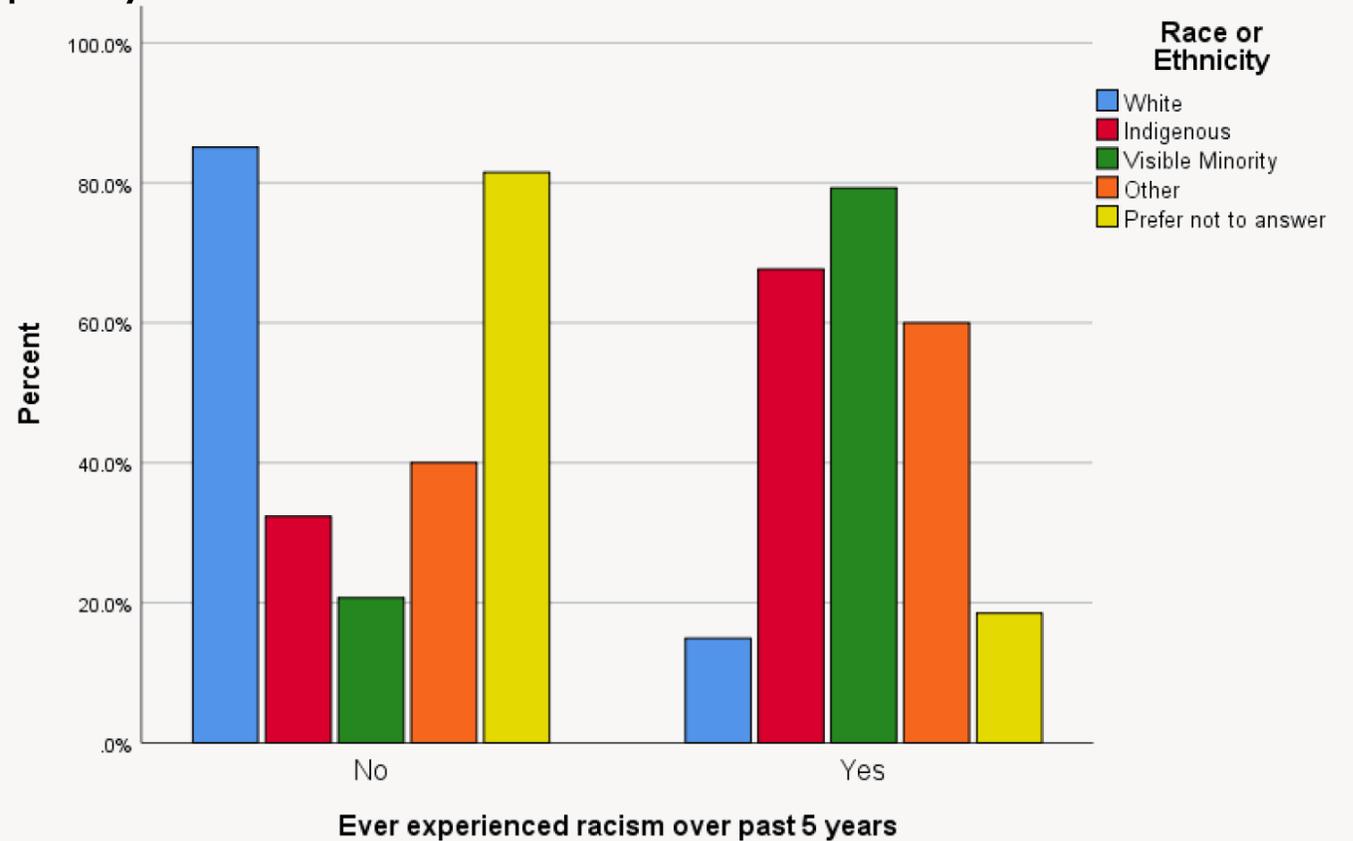
29.9% of respondents experienced racism in the past 5 years, 16.1% experienced it from the local police

Top 5 groups that experienced racism most frequently:

- 1) Indigenous
- 2) Immigrant
- 3) Muslim
- 4) Black
- 5) Asian

Top 3 locations people experienced racism:

- 1) Online
- 2) Workplaces
- 3) Grocery stores



EXPERIENCES OF RACISM IN RED DEER



- Top 3 types of racism experienced most frequently:
 - 1) Stereotyping
 - 2) Inappropriate jokes
 - 3) Racial slurs/comments

- Top 3 types of racism that had the most negative impact:
 - 1) Unfair grading in school
 - 2) Inaccurate treatment (health/clinic)
 - 3) Missed housing opportunities

RESPONDING TO RACISM



76.2% not likely to seek help, while only 23.7% likely to seek help

49.5% don't know where to go for help, 31.3% do

- Top 3 reasons people don't seek help:
 - 1) I am uncomfortable (11.6%)
 - 2) Worried for my safety (10.7%)
 - 3) Fear it will hurt my job security (8.9%)

76.6% said rarely or never does anyone intervene to help them, only 3.7% said people often help

- Top 4 reasons people don't intervene:
 - 1) Worried for my safety (48.4%)
 - 2) I don't know what to say (26.2%)
 - 3) I am uncomfortable (23.2%)
 - 4) Fear it will hurt my job security (11.6%)

SPEAKING OUT AGAINST RACISM

What helps people speak out more when they experience racism:

- 1) Feeling supported by others (53.7%)
- 2) Learning how to take action (46.2%)
- 3) Feeling confident (36.5%)
- 4) Knowing about human rights/protections in Alberta (33.1%)

What would help to reduce racism in Red Deer:

- 1) More people intervening in racist situations (61.5%)
- 2) Better cultural training and protocols for police (52.5%)
- 3) Supportive practices and policies in workplaces (52.2%)
- 4) More anti-racism training (52.0%)
- 5) Talking to friends and family about racism (50.4%)
- 6) More diversity in leadership positions (49.2%)

KEY TAKEAWAYS FOR THE RDLIP'S ANTI-RACISM CAMPAIGN & BEYOND



- A social marketing campaign is needed to combat racism at its most active & to bring different realities of RD closer
- More training on AB human rights as well as practical anti-racism response training are needed
- More training, policies and practices are needed to combat racism in the workplace
- Engagement with the local police is key to improve policies & practices
- Big gap in reporting racist incidents
- Big gap in support & resources for victims of racist incidents
- Immigrant-specific data and qualitative research are needed



WHAT WE CAN OFFER:

- Support with research
- Social marketing ideas & outcomes
- Resources on: busting myths about immigration, intersectionality, diversity & inclusion in the workplace
- Workplace Inclusion Charter

WHAT WE NEED:

- Best practices on reporting racist incidents
- Best practices on support systems for victims of racism
- Best practices on engaging the local police
- Immigrant-specific data and qualitative research in RD

For questions or offer of help, contact:
Ezgi Sarioglu, RDLIP Program Manager
ezgi.sarioglu@rdlip.ca

QUESTIONS FOR PARTICIPANTS



- What have been the racism challenges in your community, organization, etc.?
- What have been your A-R challenges to date?
- What are you asking for?
- What are you offering?
- We have been focusing on community level initiatives. With the success of BLM and other national movements, is there room for (re)settlement actors to take a united, national approach on some elements of their anti-racism work?
- Where best should racist incidents be reported? While hate crimes and other egregious acts should be reported to police, is there benefit to documenting micro-aggressions at the community level? By the LIP? Reported to the municipality? Collated at a national level?
- How can we get in touch with you? (participants to provide contact information)

LET US KNOW WHAT YOU'RE DOING!



- David Hickey - david.hickey@cic.gc.ca
- Tracey Donaldson – tracey.donaldson.@cic.gc.ca
- Jeslyn Thibedeau – jeslyn.thibedeau@cic.gc.ca
- Ezgi Sarioglu - ezgi.sarioglu@rdlip.ca

OUR VALUE STATEMENT



- This value statement outlines IRCC's anti-racism beliefs, acknowledges our past as part of the Federal Public Service of Canada and highlights our resolve to advance racial equity.
- **We believe** that it is time to reinforce our efforts to put a stop to racism with a renewed sense of energy, conviction and courage.
- That diversity enriches Canada through a vast array of social and economic contributions.
- That our mandate is central to a strong and diverse Canada, so we must hold ourselves to the highest possible standards for programs, policies and client service being free from any racial bias.
- In a workplace culture that is inclusive, and a workforce that represents Canada's diversity, at all levels of our organization.
- That addressing the legacy of racism requires sustained action, and is **every** employee's responsibility.

WE RESOLVE TO



- **Actively promote anti-racism** and communicate expectations and outcomes to generate positive change in the culture of IRCC.
- **Proactively engage in dialogue** that normalizes discussions of racism and systemic barriers.
- **Be accountable and transparent** through the collection, use and dissemination of disaggregated and race-based data, and through reporting on progress and outcomes. **Identify and address systemic discrimination and barriers** within all policies, programs and initiatives.
- **Ensure** that Black, Indigenous and racialized employees have **fair and equitable access** to career advancement and opportunities.
- **Ensure representation of** Black, Indigenous and racialized employees in decision- and policy-making bodies to include diverse perspectives in decision-making (including executive tables, advisory councils, occupational health committees and other horizontal committees).
- **Support and strengthen diverse employee networks** to build a sense of belonging.
- **Create safe workspaces** for all Black, Indigenous and racialized employees, and other marginalized groups, including those with intersecting identities, where they can be their authentic selves and safely raise issues without fear of reprisal.
- **Partner with external equity-seeking groups and organizations** to enrich our approach.
- **Celebrate positive actions and contributions** that promote racial equity at IRCC, discourage actions that reflect or condone racist behaviour, and hold individuals accountable for harmful behaviour.
- **Sustain our efforts to eliminate systemic racism** to ensure long-lasting change.

WE ACKNOWLEDGE



- That racism against Indigenous Peoples, Black people and racialized groups has persisted over time; it exists to support, reinforce and build upon supremacy of one group over many. In our society, this is the elevation of (the) white people (or settler groups) above everyone else in many areas of Canadian life. The inertia continues to be upheld by access, privilege and indifference.
- That Canada's history includes racist immigration policies and programs, which have had a lasting impact on generations of Indigenous Peoples, Black people and racialized groups.
- That racialized newcomers to Canada continue to face racism as they integrate into our communities, and this limits their contributions and advancement.
- That colonialism, through our immigration system, has had an impact on Indigenous Peoples.
- That global events, such as the impact of the COVID-19 pandemic on Asian communities, fuel the rise of hate crimes in Canada. This has a profound effect on the safety and mental health of our racialized clients and employees.
- That the experiences of many Indigenous Peoples, Black people and racialized groups intersect with sexism, ethnocentrism, classism, homophobia, Islamophobia, anti-Semitism, xenophobia and other forms of discrimination, such as those experienced by persons with visible and non-visible disabilities. These intersections exacerbate an already difficult and in some cases precarious existence.
- That, despite efforts and some progress made, IRCC has not yet achieved a fully diverse, equitable and inclusive workplace. Black employees remain in entry-level positions, and Indigenous employees, as well as employees from racialized groups, are not sufficiently represented at the executive level.
- That many of our staff, as expressed in town halls, focus groups, trust circles and surveys, experience racism in the workplace, feel it impacts their career advancement and lack trust in senior management to address this.
- That our fight against racism happens in solidarity with our fight against all forms of inequity.
- That our renewed focus on anti-racism today builds on the tireless efforts of many unsung heroes who have long contributed to the fight against racism and all forms of inequity.
- That racism spans beyond hate; it includes unconscious and unintended actions.