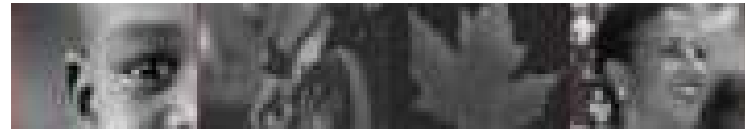


Canadian Antiracist and Equity Frameworks



Christine Nassrallah

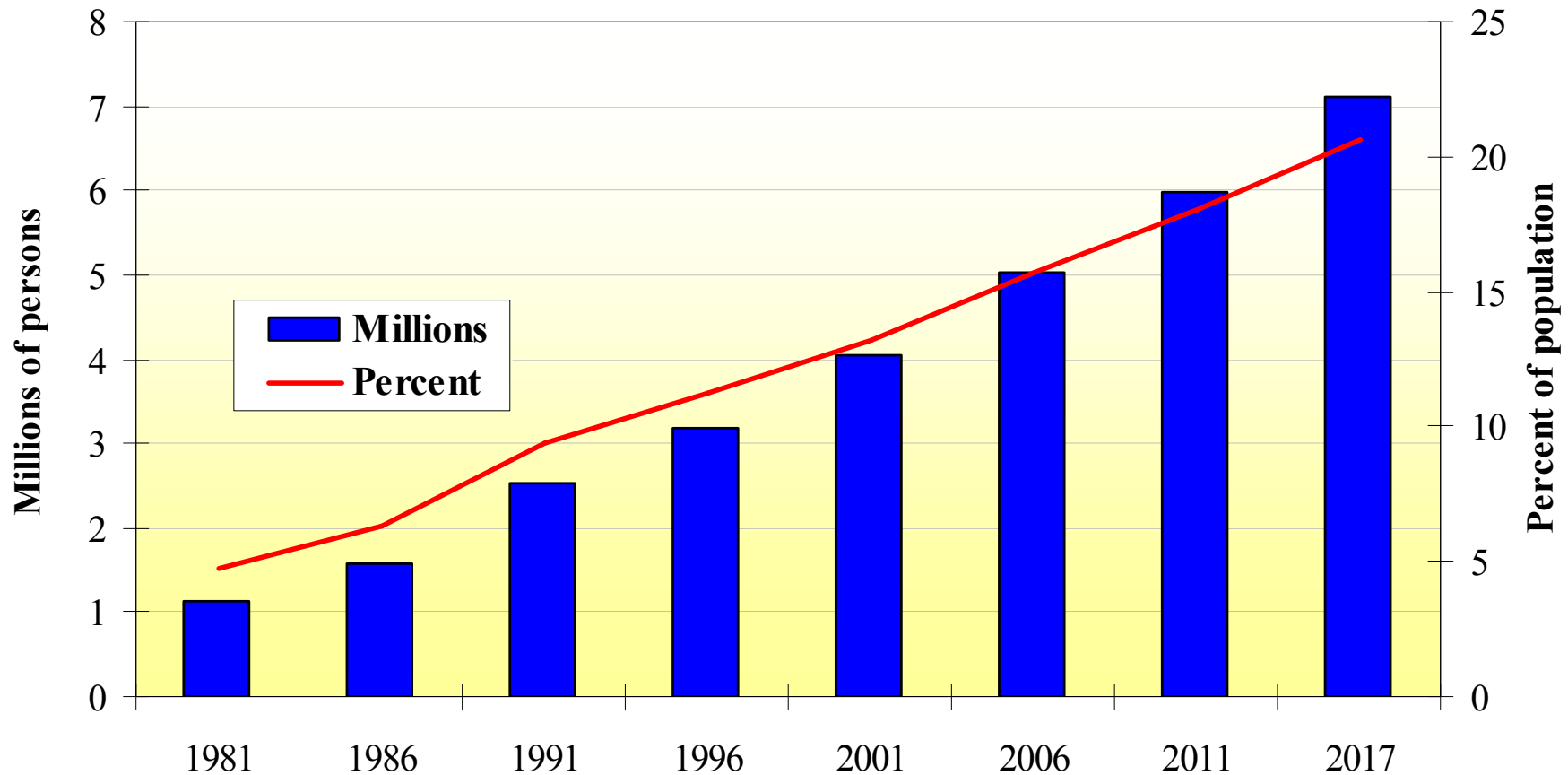
Director, Multiculturalism Policy and Human Rights
Multiculturalism and Human Rights Branch
Canadian Heritage Department

Presentation to the International Metropolis Conference
October 4, 2006

Outline

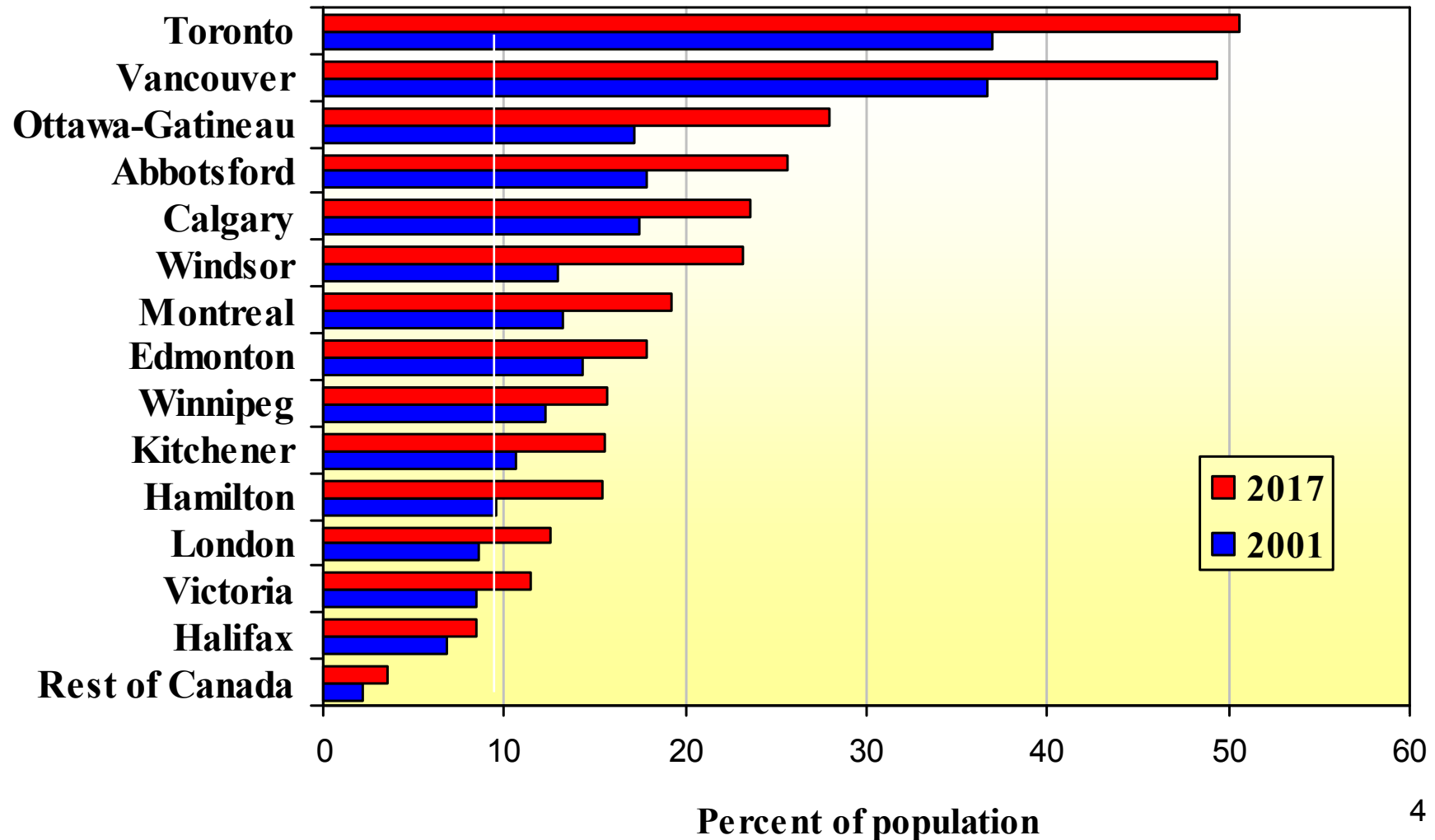
- **Diversity in Canada**
- **Legislative Framework**
- **Major initiatives**
- **Monitoring, Consultation and Measurement**
- **Next Steps**

By 2017, one in five Canadians will be a visible minority



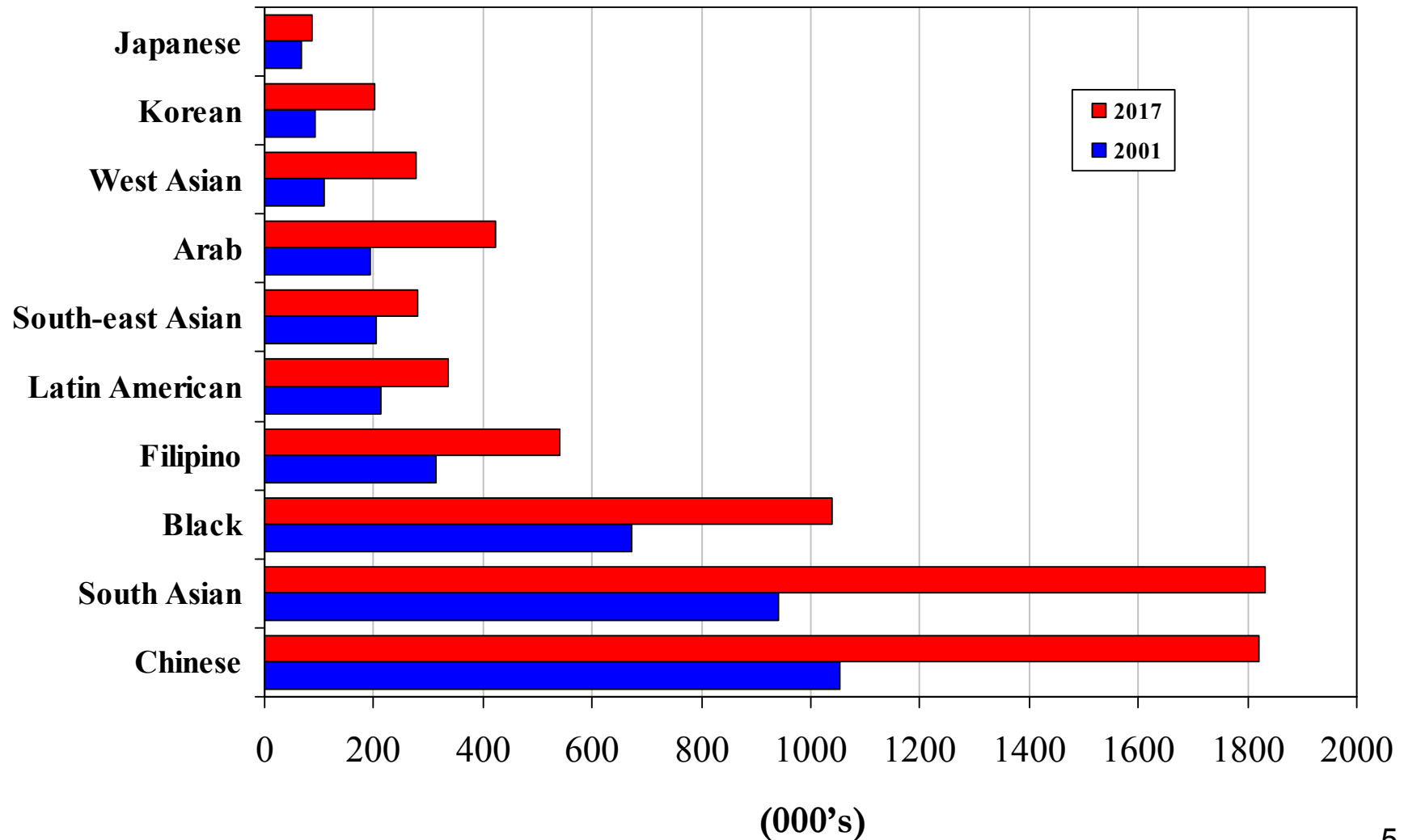
Source: Statistics Canada Ethnic Diversity Survey 2003

In Toronto and Vancouver, visible minorities are 37% of the population in 2001, and 50% of the population by 2017



Source: Statistics Canada Ethnic Diversity Survey 2003

Composition of visible minorities in Canada



Source: Statistics Canada Ethnic Diversity Survey 2003

Religious Communities in Canada

1991 Census

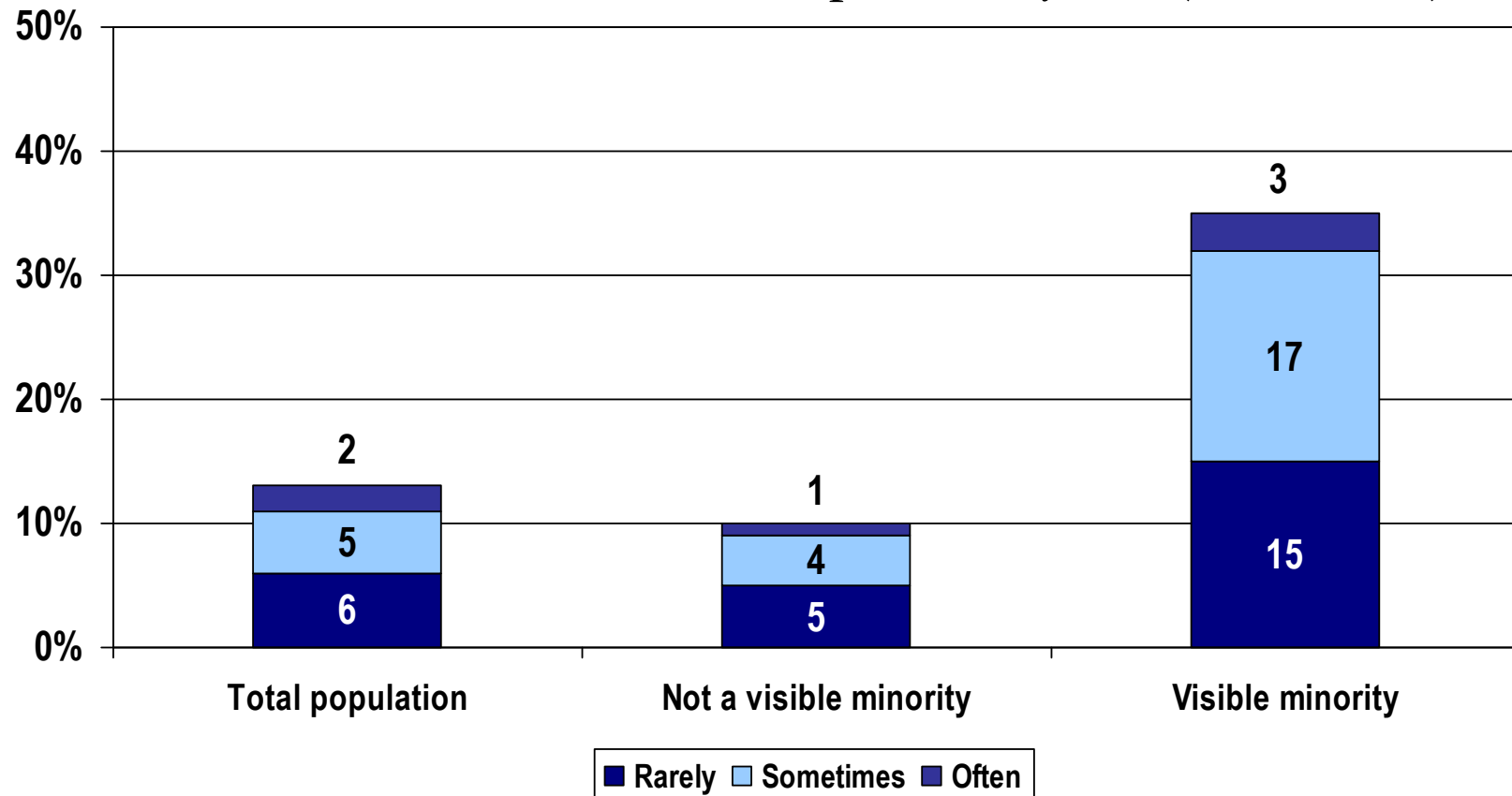
Roman Catholicism	12.20 mil
Protestantism	9.43 mil
Judaism	318,185
Islam	253,265
Buddhism	163,415
Hinduism	157,015
Sikhism	147,440

2001 Census % Change

Roman Catholicism	12.79 mil	4.8
Protestantism	8.65 mil	- 8.2
Judaism	329,995	3.7
Islam	580,000	128.9
Buddhism	300,000	83.8
Hinduism	300,000	89.3
Sikhism	280,000	88.8

Racism in Canada

One million visible minorities (15 years old and over) say they have experienced discrimination or unfair treatment “rarely”, “sometimes” or “often” in the past five years (1996-2001)



Legislative Framework

Domestic

- The *Canadian Charter of Rights and Freedoms* (1982) provides the legislative foundation for diversity
 - 15. (1) *“Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.”*
 - 27. *“This Charter shall be interpreted in a manner consistent with the preservation and enhancement of the multicultural heritage of Canadians.”*
- The Charter is supported by other laws such as:
 - *Canadian Bill of Rights* (1960)
 - *Immigration and Refugee Protection Act* (1962/2001)
 - *Official Languages Act* (1969/85)
 - *Canadian Human Rights Act* (1977/85)
 - *Citizenship Act* (1985)
 - *Employment Equity Act* (1986/95)
 - *Multiculturalism Act* (1988)

Legislative Framework

International

- International Convention on the Elimination of all forms of Discrimination (ICERD)
- World Conference Against Racism
- UN Special Rapporteur on Racism

Department of Canadian Heritage

Multiculturalism Program

Canadian Heritage objectives:

- Express and share their diverse cultural experiences with each other and the world
- Live in an inclusive society built on inter-cultural understanding and citizen participation

Multiculturalism Program

- Mandate from the *Canadian Multiculturalism Act*
- Work closely with ethnocultural and religious communities across Canada (~ 450 national and regional organizations)
- Provide expert support to federal institutions on issues related to multiculturalism
- Facilitates the implementation of the principles of multiculturalism

Multiculturalism Program

Key priorities

- **Fostering Cross-Cultural Understanding** – Supporting programs and initiatives that facilitate an understanding of cultural differences, foster an appreciation of the value of diversity and promote connections among all communities and sectors of society, in urban and rural communities.
- **Combating Racism and Discrimination** – Engaging ethnocultural communities and the broad public in informed dialogue and sustained action to combat racism.
- **Civic Participation** – Developing among Canada’s diverse population active citizens with both the opportunity and the capacity to participate in shaping Canadian society.
- **Making Canadian Institutions more Reflective of Canadian Diversity** – Acting as a leader in helping federal institutions develop policies, programs and services that are responsive to and reflective of Canada’s demographic diversity.

Multiculturalism Program

Educational Activities

1. Canada was one of the first countries in the world to actively support and observe March 21, the **International Day for the Elimination of Racial Discrimination**, which was started by the United Nations in 1966.
2. The Government of Canada **funds community-based initiatives** to foster cross-cultural understanding and combat racism
3. ***The Racism. Stop It! National Video Competition*** is aimed at enhancing awareness among 12 to 18 years olds to combat racism and affect change in Canadian society at large
4. **The Mathieu Da Costa Challenge** is an annual creative writing and artwork contest to encourage youth to discover how diversity has shaped Canada 's history and the important role of multiculturalism

Multiculturalism Program

Educational Activities

5. Each February, Canadians are invited to honour the legacy of Black Canadians during **Black History Month**.
6. **Asian Heritage Month** each May– increases public awareness, understanding and informed dialogue about the heritage of Asian Canadians
7. **Cross-Cultural Roundtable on Security** helps guide us, on an on-going basis, in managing the security interests of all Canadians, as well as promoting mutual respect and common understanding in our diverse society

Multiculturalism Program

Educational Activities

8. **Human Rights program educational activities** include development and dissemination of human rights education materials
9. The Government of Canada, in cooperation with national Aboriginal organizations, designated June 21 **National Aboriginal Day**, which is an opportunity for all Canadians to become better acquainted with the cultural diversity of Inuit, Métis and First Nations peoples
10. **Canadian Multiculturalism Day**, celebrated on June 27th, is intended to bring Canadians together in order to strengthen mutual understanding and respect
11. **Canada's Action Plan Against Racism**

Canada's Action Plan Against Racism



- A major government-wide effort to combat racism
 - Initiatives already underway in more than 20 federal organizations
 - New initiatives, in four key departments (\$56M/5 years)
-
- Special new measures in workplace discrimination, integration, race-based issues in the justice system, hate crimes, law enforcement, and broadening access to government programs & services

Monitoring and Consultation

- All Government programs/initiatives require performance measurement/evaluation as a condition of funding
 - Multiculturalism Program recently underwent evaluation
 - The Action Plan will undergo evaluation in 2009-2010
 - Both report through the *Annual Report on the Operation of the Canadian Multiculturalism Act*
- Consultation processes to measure progress on racism
 - Planning for annual consultations
 - Action Plan and individual initiatives to discuss progress
 - The International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) process

Performance Measurement Challenges

1. Attribution

- How can we measure our contribution to any change in the level of racism?

2. Common understandings

- Need to develop a “hierarchy” of racism
- Urban/rural racism “one size does not fit all”
- Need to deconstruct term “visible minorities”
- Changing attitudes vs changing behaviors

3. Many **Data sources** - Census, Labour Market Survey, Canadian

Centre for Crime Statistics, Ethnic Diversity Survey (EDS)

- Some time limits - census every five years, EDS one time event
- Sampling issues -small populations in some areas, immigrant vs Canadian born
- Do not always include information about race or ethnicity 17

Performance Measurement Challenges

4. How to report on the Action Plan as a whole, when

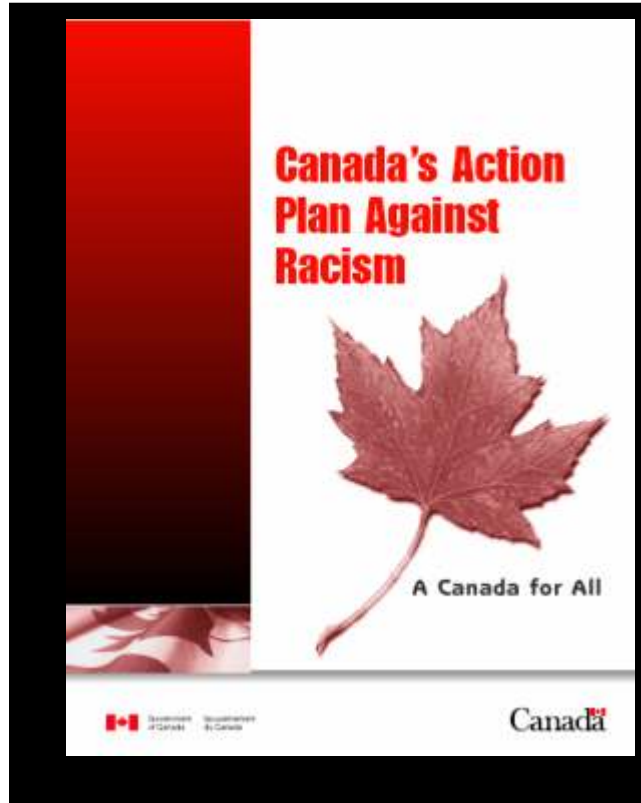
the individual new initiatives are:

- a. Responsibility of different departments
 - b. Vary widely in scope
 - c. Have different timelines
- Evaluability assessment undertaken to look at this and other measurement issues
 - Decided on a bottom up approach with individual logic models and evaluations to be rolled up
 - To formalize and enhance reporting and evaluation a reporting framework was developed with partners
 - Includes reporting template, measurement approaches, indicators and the requirements for baseline data

Next Steps

- Implement and measure Action Plan (2005-2010)
- International Convention on the Elimination of All Forms of Racial Discrimination appearance in early 2007
- Multiculturalism program – debate about whether we are doing the right things
- Ongoing dialogue with researchers about diversity, anti-racism and equity issues
 - What is coming?
 - How can we best respond?
- Continue to actively support the use of education as a key tool in the fight against racism

Conclusion



Multiculturalism Web site

http://www.pch.gc.ca/index_e.cfm

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