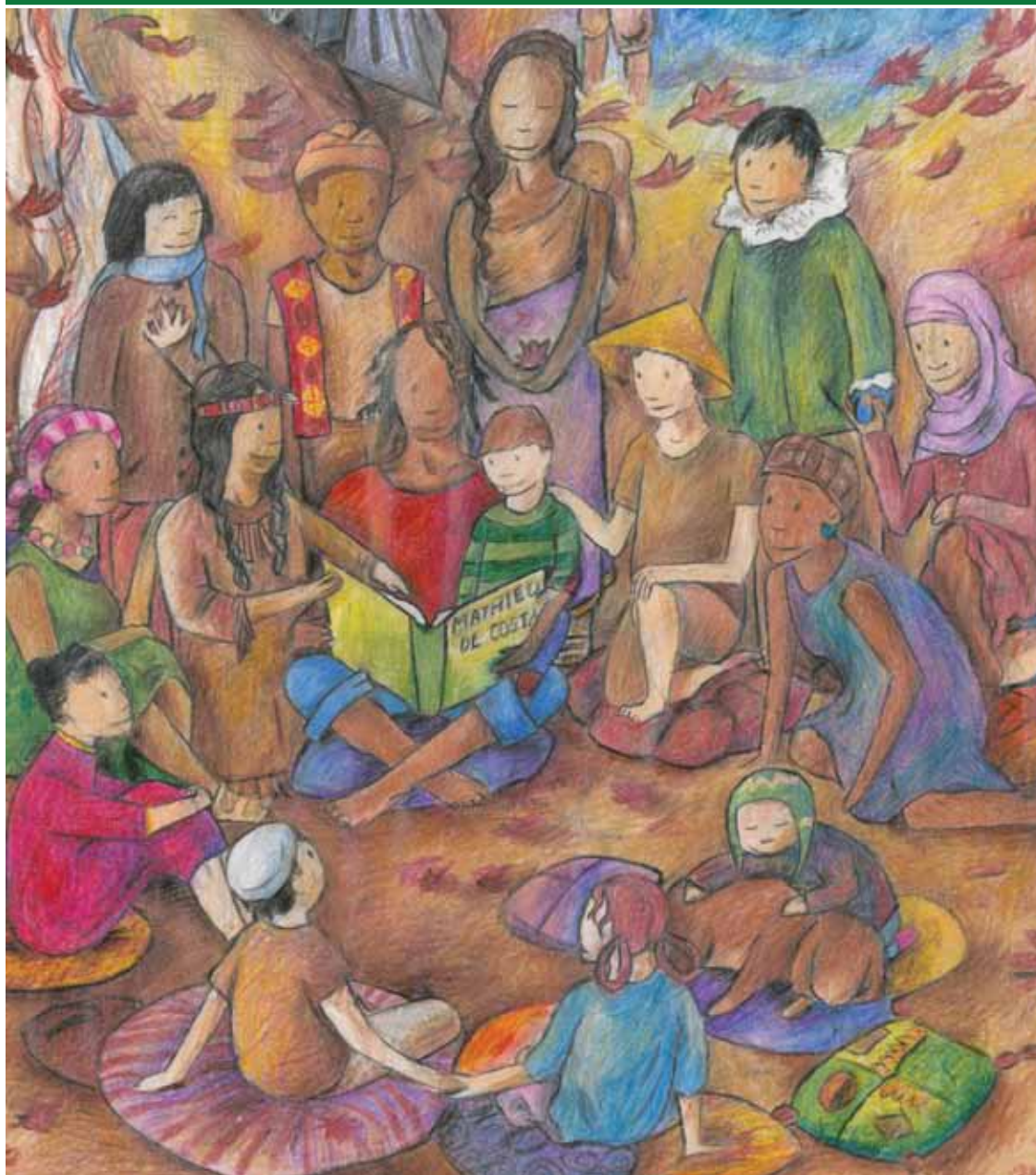


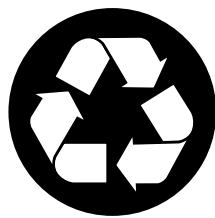


ANNUAL REPORT  
ON THE OPERATION OF  
**THE CANADIAN  
MULTICULTURALISM ACT**

**2009  
2010**

P R O M O T I N G   I N T E G R A T I O N





This Citizenship and Immigration Canada publication constitutes a report to Parliament on the implementation of the *Canadian Multiculturalism Act* in federal institutions.

Any explanation of the Act's provisions is meant for clarification and should not be taken as legal interpretations of the Act.

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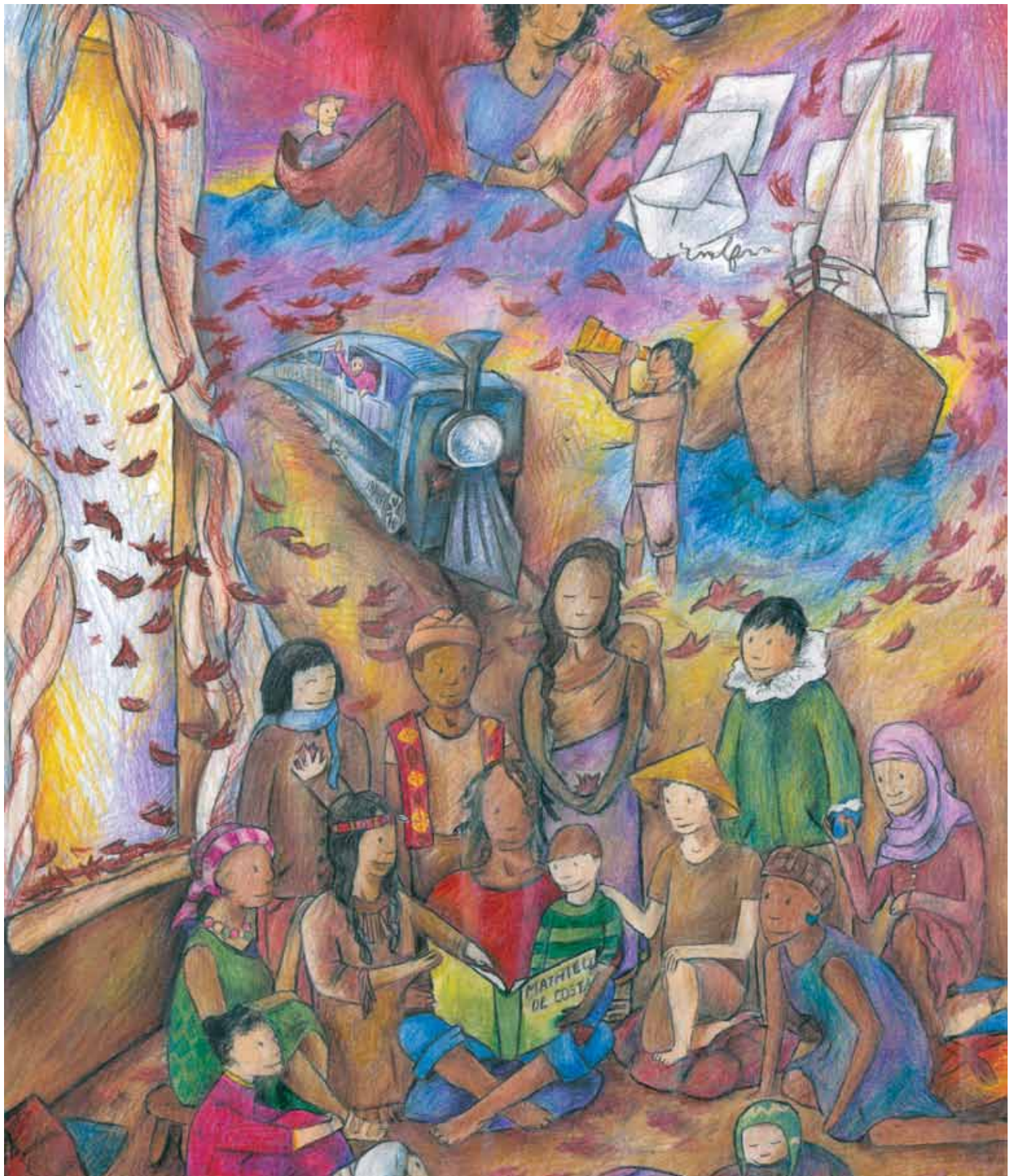
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Best Artwork, 2010: 13-15 years of age category  
Mathieu Da Costa Challenge National Writing and Artwork Contest

"All Canadians Share a Page in Canada's History"  
Izra Joanna Fitch  
Northeast Kings Education Centre (Canning, Nova Scotia)

In this vividly-coloured pencil crayon drawing, newcomers to Canada are sitting in a circle, listening to stories about Mathieu Da Costa. There is a window on the left, and a train, boat, and canoe near the top. The drawing highlights immigrants who explored, worked on the railway, and worked on farms, among others. Maple leaves are blowing in the air.



## FOREWORD

# MINISTER OF CITIZENSHIP, IMMIGRATION AND MULTICULTURALISM

---

I am proud to introduce this 22nd Annual Report on the Operation of the *Canadian Multiculturalism Act*. It highlights the initiatives undertaken in 2009-10 by Citizenship and Immigration Canada and 133 of the Government of Canada's departments, agencies and Crown corporations.

As the Minister responsible for Multiculturalism, I visit hundreds of communities every year and witness how pluralism is a pillar of Canadian society. The Government cannot, however, rest on this success, but must continue to build an integrated society that focuses on unity in our diversity.

That is why, in July 2010, Citizenship and Immigration Canada launched *Inter-Action*, a new multiculturalism grants and contributions program to invest in our country's future. It supports projects that promote integration by individuals and communities and funds events that work to connect cultural and faith communities. With more than 750 applications received in its first annual Call for Proposals, we can see that *Inter-Action* is resonating with communities across this country.

Our commitment to multiculturalism is emphasized throughout the broad continuum of immigration and citizenship. I am pleased to reflect this in *Discover Canada: The Rights and Responsibilities of Citizenship*. This new study guide is proving extremely popular, with 112,000 printed copies distributed and over 470,000 internet visits. I believe that Discover Canada, by placing increased emphasis on Canada's values, history and symbols, will promote civic memory and pride among newcomers and citizens alike.

Finally, I am proud of the leadership role that Canada is taking to combat anti-Semitism together with all forms of racism and xenophobia. This past November in Ottawa, I joined fellow parliamentarians and experts from more than 50 countries at the second conference of the *Inter-parliamentary Coalition for Combating Antisemitism* (ICCA). The conference ratified the Ottawa Protocol, which complements Canada's efforts to engage the global community in the struggle against hatred and anti-Semitism.

The Government of Canada's commitment to the *Canadian Multiculturalism Act* is demonstrated by the more than 130 submissions received from federal institutions to develop this report—submissions that outline their efforts to promote and reflect diversity. I commend them for these efforts and I am confident that the achievements outlined here demonstrate that Canada will remain a country where people of all backgrounds and cultures can succeed and contribute to our collective future.



A handwritten signature in black ink, reading "Jason Kenney". The signature is written in a cursive, flowing style. Below the signature is a horizontal line.

The Honourable Jason Kenney, P.C., M.P.  
Minister of Citizenship, Immigration and  
Multiculturalism

## INTRODUCTION

# CANADA: AN INCREASINGLY DIVERSE SOCIETY

---

Canada has a proud tradition of welcoming newcomers from around the world. In 2009, more than 156,000 people became citizens and more than 250,000 new permanent residents were welcomed by communities across the country.

Immigration has made an important contribution to the nation-building process. Since the 1970s, largely due to shifts in immigration patterns, Canadian society has become more culturally and religiously diverse. Demographic projections indicate that this trend will continue. The 2006 Census showed that people from more than 200 ethnic origins make Canada their home. Statistics Canada predicts that by 2031, between 25 per cent and 28 per cent of Canada's population will be foreign born, and between 29 per cent and 32 per cent will belong to a visible minority group. It also projects that by 2031, non-Christian religious communities will represent approximately 14 per cent of Canada's total population.

Canada has shown a historic commitment to accommodating and protecting diversity through a strong legislative framework that incorporates equality, democracy and human rights. This can be seen, for example, in Canada's adoption of the *Universal Declaration of Human Rights* and in the passing of the *Canadian Bill of Rights* and the *Canadian Charter of Rights and Freedoms*.

The *Canadian Multiculturalism Act* provides a legal framework to guide federal responsibilities and activities with regard to multiculturalism in Canada. Enacted in 1988, the Act includes the Multiculturalism Policy of Canada which marks its 40th year in 2011.

The Act:

- Reaffirms multiculturalism as a fundamental characteristic of Canadian society;
- Encourages federal institutions to uphold longstanding values of respect, fairness and equality of opportunity with respect to members of diverse groups;
- Helps protect the rights of all Canadians, foster the full participation of all members of society, celebrate Canada's diverse heritage, and recognize the vast contributions of all Canadians regardless of their ethnic, cultural, religious and linguistic background; and,
- Encourages federal institutions to carry out their activities in a manner that is sensitive and responsive to the multicultural reality of Canada.

Each year, the Minister responsible for multiculturalism is required to table a report in Parliament detailing the Government of Canada's activities and achievements in implementing the Act.

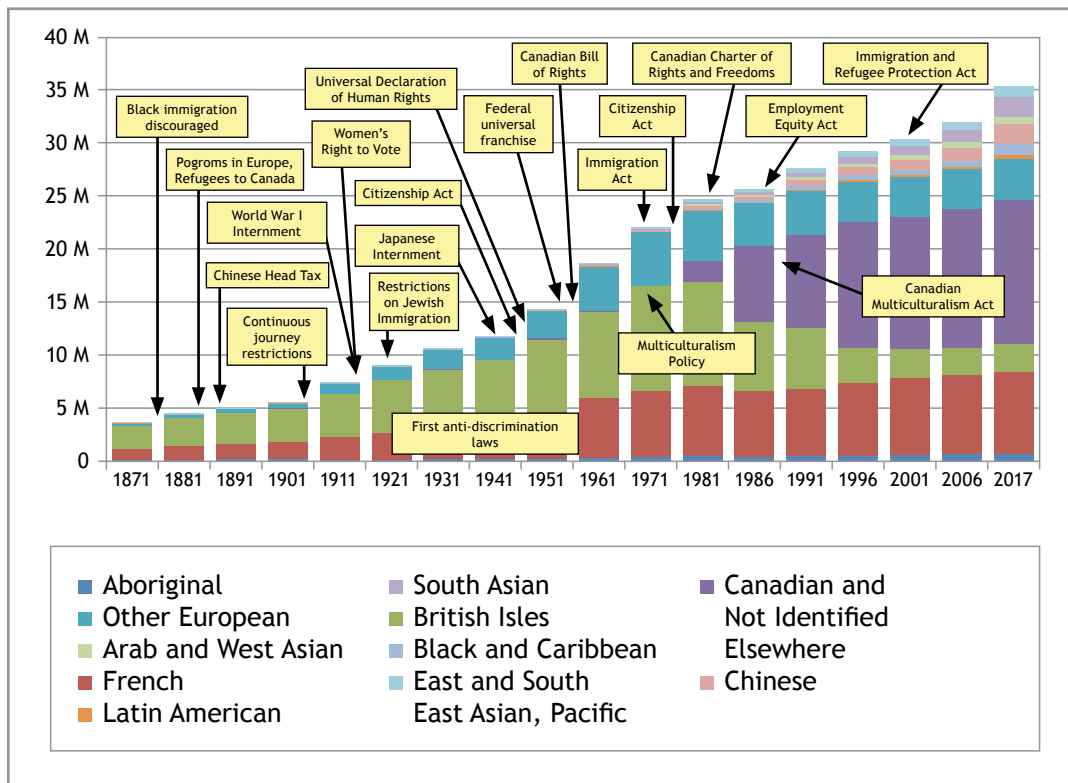
### The **2009–2010 Annual Report on the Operation of the *Canadian***

***Multiculturalism Act*** marks the 22nd year that this report has been tabled. The report highlights the activities carried out by the Multiculturalism Program. This year, it outlines the activities, successes and challenges of 134 federal institutions between April 1, 2009, and March 31, 2010. The size and scope of the institutions range from large federal departments and Crown corporations to smaller agencies. A detailed list of institutions that provided submissions can be found in Annex A.

The report is divided into two sections.

**Part One** highlights the key activities undertaken by the Multiculturalism Program during the reporting period, and covers the Department of Citizenship and Immigration's strategic direction for continued implementation and responsibility for the Act, including complementary initiatives to build an integrated society.

**Part Two** shifts the focus to other federal institutions and the opportunities and challenges they faced in 2009-10 while meeting their obligations under the Act. These obligations include promoting policies, programs and practices that enhance understanding of, and respect for, the diversity of Canadian society, and that enhance the ability of individuals and communities of all origins to contribute to the continuing evolution of Canadian society.



**Figure 1:** Legislative change concurrent with population shifts, historical events, increased equality, democratization, and human rights - 1867 to 2017

# COMBATING ANTI-SEMITISM IN CANADA AND AROUND THE WORLD

Concern is growing about an increase in anti-Semitism both in Canada and around the world. More than 1,100 violent incidents against Jews around the world were recorded in 2009, representing an increase of more than 100 per cent over 2008. Data gathered by the Canadian Centre for Justice Statistics shows that hate crimes against persons of the Jewish faith comprise 64 per cent of crimes based on religion and 16 per cent of all hate crimes recorded in 2008, even though Jews comprise less than 1 per cent of the Canadian population.

The Government of Canada, through the Department of Citizenship and Immigration, encourages cross-cultural dialogue at national and international levels to combat all forms of discrimination and racism, including anti-Semitism. To support this commitment, the Government of Canada:

- recognizes January 17th as Raoul Wallenberg Day;
- recognizes April 11th as the Canadian Holocaust Memorial Day;
- co-sponsored the 2005 UN resolution that led to the recognition of January 27th as the International Day of Commemoration in Memory of the Victims of the Holocaust; and,
- co-sponsored the 2007 UN resolution condemning the denial of the Holocaust.

Under the leadership of the Honourable Jason Kenney and Member of Parliament Irwin Cotler (Co-founder of the Inter-parliamentary Coalition for Combating Antisemitism (ICCA)), a delegation of 11 Canadian Parliamentarians attended the inaugural ICCA Conference in London in February 2009. Issued at the conference, the London Declaration on Combating Antisemitism calls on governments to take action on specific issues to combat anti-Semitism.

Canada hosted the second ICCA Conference in Ottawa in November 2010. Parliamentarians from around the world came together to develop mechanisms to combat the global phenomenon of anti-Semitism. Among other issues, the conference addressed anti-Semitic propaganda in the media and on the internet and the creation of a more sustainable framework for the ICCA. By unanimous consent, Parliamentarians issued the Ottawa Protocol which seeks commitments from governments to collect and report data on hate crimes, including anti-Semitism; to monitor and share

Anti-Semitism is a pernicious evil that must be exposed, that must be confronted, that must be repudiated, whenever and wherever it appears. Fuelled by lies and paranoia we have learned from history it is an evil so profound ... that it is ultimately a threat to us all.

—*Right Honourable Stephen Harper,*  
*Prime Minister of Canada, March 2009.*

best practices; to propose a common working definition for anti-Semitism; and, to engage further with the United Nations. The full text of the Ottawa Protocol is available at <http://www.antisem.org/archive/ottawa-protocol-on-combating-antisemitism/>.

Canada also recognizes the scourge of a new form of anti-Semitism which includes the notion that the Jews alone have no right to a homeland. Prime Minister Stephen Harper has condemned this phenomenon, saying that “unfortunately in some countries, hatred of the Jews is still preached from religious pulpits and still proclaimed from political podiums. There are still people who would perpetrate another Holocaust if they could. That’s why we must resist the error of viewing the Holocaust as a strictly historical event.”

Canada was the first to withdraw from the United Nations Durban Review Conference in 2001 due to profound concerns about manifestations of anti-Semitism at the Conference. In 2009, Canada boycotted Durban II due to the participation of overtly anti-Semitic regimes in its planning and has lost faith in the Durban process. This decision was vindicated when Durban II was used by Iranian President Mahmoud Ahmadinejad—as a vehicle for Holocaust denial and xenophobia. Canada will not participate in the September 2011 events planned to commemorate the 10th anniversary of the adoption of the Durban Declaration and Programme of Action, also known as Durban III.



## Excerpt from *The Ottawa Protocol on Combating Antisemitism, November 2010*

*We*, Representatives of our respective Parliaments from across the world, convening in Ottawa for the second Conference and Summit of the Inter-parliamentary Coalition for Combating Antisemitism, note and reaffirm the London Declaration on Combating Antisemitism as a template document for the fight against antisemitism....

### **Members of Parliament meeting in Ottawa commit to:**

1. Calling on our Governments to uphold international commitments on combating antisemitism—such as the OSCE Berlin Principles—and to engage with the United Nations for that purpose....
2. Calling on Parliaments and Governments to adopt the EUMC Working Definition of Antisemitism and anchor its enforcement in existing law.
3. Encouraging countries throughout the world to establish mechanisms for reporting and monitoring on domestic and international antisemitism....
4. Encouraging the leaders of all religious faiths—represented also at this Conference—to use all means possible to combat antisemitism and all forms of hatred and discrimination.
5. Calling on the Parliamentary Forum of the Community of Democracies to make the combating of hatred and antisemitism a priority in their work.
6. Calling on Governments and Parliamentarians to reaffirm and implement the Genocide Convention, recognising that where there is incitement to genocide, State parties have an obligation to act.
7. Working with universities to encourage them to combat antisemitism with the same seriousness with which they confront other forms of hate....
8. We encourage the European Union to promote civic education and open society in its European Neighbourhood Policy (ENP) and to link funding to democratic development and respect for Human Rights in ENP partner countries.
9. Establishing an International Task Force of Internet specialists comprised of parliamentarians and experts to create common indicators to identify and monitor antisemitism and other manifestations of hate online and to develop policy recommendations for Governments and international frameworks to address these problems.
10. Building on the African representation at this Conference, to develop increased working relationships with parliamentarians in Africa for the combating of racism and antisemitism.
11. We urge the incoming OSCE Chair, Lithuania, to make implementation of these commitments a priority during 2011 and call for the reappointment of the Special Representatives to assist in this work.



The Right Honourable Stephen Harper, Prime Minister of Canada, addresses participants at the second ICCA Conference, (Ottawa), November 2010.

Photo courtesy of the ICCA and Victor Turco (Pinpoint National).



His Excellency the Right Honourable David Johnston, Governor General of Canada (far right) with the Honourable Jason Kenney (far left), the Honourable Irwin Cotler, M.P., and Chair of the ICCA (second from left) and Elie Wiesel (second from right) at the 2010 ICCA Conference, (Ottawa), November 2010.

Photo courtesy of the Department of Citizenship and Immigration.





Best Artwork, 2010: 16-18 years of age category  
Mathieu Da Costa Challenge National Writing and Artwork Contest

"A country with all the colours of the world"

Laura Andrea Restrepo

École secondaire Mitchell-Montcalm (Sherbrooke, Quebec)

The painting is divided horizontally into three parts. The bottom shows a large maple leaf reflected in water, the middle shows a mountainous horizon, and the top is a split sky that ends in the maple leaf. The images in the top portion depicts Canadians of various ethnicities and famous Canadian landmarks such as the CN Tower.



## PART ONE

# THE MULTICULTURALISM PROGRAM 2009-10

Canada is known throughout the world as a place where diversity is celebrated within the context of the core Canadian values of freedom, democracy, human rights and the rule of law. The contributions of Canadians and newcomers of all cultures, ethnicities, and religions have made Canada the country that it is today.

As the diversity of Canada has changed, so has the implementation of Canada's Multiculturalism Policy, evolving to become more responsive to emerging needs and challenges.

This section of the report highlights the Department of Citizenship and Immigration's key achievements during the reporting period and the Department's strategic direction for continued implementation of and responsibility for the Act.

In 2009-10, the Department continued to promote the integration of individuals and communities into Canadian society by supporting initiatives that foster intercultural understanding and civic memory and pride, and that promote core Canadian values.

In 2009, the Multiculturalism Program introduced new policy objectives that focus on:

- Building an integrated, socially cohesive society;
- Making institutions more responsive to the needs of Canada's diverse population; and,
- Engaging in international discussions on multiculturalism and diversity.

The Multiculturalism Program supports the Department's mandate and the *Canadian Multiculturalism Act* by assisting the socio-economic integration of individuals and communities and their contributions to building an integrated and socially cohesive society. The Program promotes intercultural understanding through public education and outreach initiatives, Historical Recognition Programs and Canada's Action Plan Against Racism, and by supporting civil society organizations through the Grants and Contributions Program. Activities range from reaching out to the community through diversity education programs, such as the Mathieu Da Costa Challenge, to recognizing the contributions of individual Canadians through the Paul Yuzyk Award for Multiculturalism.

A key goal of the Act is to ensure that the government is sensitive and responsive to Canada's multicultural reality. The Multiculturalism Program assists federal and public institutions in their efforts to integrate multiculturalism into the development of their policies, programs and services through networks, partnerships and joint activities. The Program also coordinates the production of results-based reports submitted by federal institutions on the operation of the *Canadian Multiculturalism Act* and produces and disseminates multiculturalism research and other products.

The Program's activities extend beyond Canada's borders. By participating in international fora, hosting international delegations, and participating in international research initiatives, Canada learns from, and contributes to the international policy dialogue on diversity.



Ms. Lynn Nguyen singing the National Anthem at the official launch of Asian Heritage Month, (Ottawa), May 2009.

Photo courtesy of the Department of Citizenship and Immigration.



## CHAPTER 1

# PROMOTING ECONOMIC, SOCIAL AND CULTURAL INTEGRATION

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The Multiculturalism Program uses a range of tools and strategies to support the economic, social and cultural integration of new Canadians. During the reporting period, the Program helped build bridges between cultural communities, thereby promoting intercultural understanding and social and cultural inclusion.

### Multiculturalism Grants and Contributions Program

The Multiculturalism Program provided financial assistance (grants and contributions) to not-for-profit organizations, non-federal public sector institutions, regional and municipal governments, Aboriginal organizations and band councils and individuals through project funding.

In 2009-10, the Multiculturalism Program provided more than \$4 million in new funding to 14 projects undertaken by not-for-profit organizations, local governments, museums and post-secondary institutions to address specific needs of communities across the country.

### Public Education and Outreach

The Multiculturalism Program includes a public education and outreach component aimed at raising awareness and informing public discourse on multiculturalism through targeted initiatives.

In collaboration with the public, community groups and partners in the educational sector, the Program produces and disseminates educational materials and organizes events geared toward combating

racism and strengthening cross-cultural understanding through:

- “Racism. Stop It!” National Video Competition;
- Asian Heritage Month activities;
- Paul Yuzyk Award for Multiculturalism
- Black History Month activities; and,
- Mathieu Da Costa Challenge National Writing and Artwork Contest.

### “Racism. Stop It!” National Video Competition

As part of Canada’s March 21 Campaign against racial discrimination, the *Racism. Stop It!* National Video Competition gives youth between the ages of 12 and 20 the opportunity to submit short videos expressing their thoughts on eliminating racism. This initiative reaches thousands of youth and educators from across the country every year. Major partners include the National Film Board of Canada, the United Nations Association in Canada, the Canadian Commission for UNESCO, MuchMusic, Panasonic Canada Inc., and VRAK.TV.

Outreach activities to promote participation in the 2009 contest involved the use of social media tools such as Facebook and YouTube. As a result, more than 1,000 young people from across the country participated in the competition, submitting a total of 317 video entries. Ten winning videos were chosen for national broadcast on partners’ television networks, reaching millions of Canadians. For the second year, the general public had the opportunity to vote for their favourite video on the March 21 YouTube channel to determine the Public Choice Award winner.

The following are examples of new and ongoing projects that were funded by the Multiculturalism Program in 2009-10.

***Diversity is Youth—Peer Leaders Project***  
**Canadian Centre for Diversity**  
**(National)**

This four-year project provides a combination of training and peer leadership to help high school students better identify, understand and respond to discrimination in their schools and communities. The project targets more than 25,000 students in approximately 300 schools in Vancouver, Calgary, Winnipeg, the Greater Toronto Area, Ottawa, Montréal, Halifax and remote communities. Online tools will be developed for remote communities through project funding.

Project activities include 460 interactive educational visits to houses of worship and ethnocultural community centres; 19 one-day strategy sessions for students and educators on conflict resolution and on identifying and responding to racism and discrimination; and, creating 135 independent, local peer-led task forces that will work with local school boards and high schools to address issues of discrimination.

Project partners include BMO Financial Group, CIBC, Maple Leaf Foods, PepsiCo, Deloitte & Touche LLP, the Nova Scotia Department of Education, the Canadian Civil Liberties Education Trust, the Multifaith Action Society (Vancouver), the Alberta Association for Multicultural Education, the Winnipeg Multifaith Council, the Islamic Social Services Association, the Neepawa First Nation Reserve, Jodamada and the W. Garfield Weston Foundation. The project is also supported by various school boards, including the Toronto Catholic District School Board, the Peel District School Board and the Halifax Regional School Board.

***Home Out of Nothing***  
**Marina Shepeta, Filmmaker**  
**(Nova Scotia)**

This one-hour documentary chronicles some of the obstacles faced by new Canadians in their economic, social and cultural integration into Nova Scotia. Told from the point of view of newcomers, the documentary also serves as a learning tool for organizations that provide immigration services and for the general public in understanding their role in the immigration process.

The film was screened in February and March 2010, followed by presentations and discussions with newcomers at the Forsyth Adult Learning Centre in Dartmouth, Nova Scotia. It may also be featured in the Diversity Spotlight Program at Pier 21 Canada's Immigration Museum in Halifax.

The Department of Citizenship and Immigration, the National Film Board, the Linda Joy Media Arts Society, and the Canadian Independent Film and Video Fund were public and private partners for this project.

***Facilitating integration and full participation of Côte-des-Neiges immigrants and citizens through training, volunteering, networking and civic participation***  
**PROMotion-Intégration-Société nouvelle**  
**(Quebec)**

PROMotion-Intégration-Société nouvelle (PROMIS) is an intercultural and interfaith organization in the Montréal's Côte-des-Neiges neighbourhood. This project aimed primarily to help refugees and immigrants from other cultures integrate into their host community so that they would feel accepted and respected. PROMIS offers training workshops and spaces for participation that promote the contribution of these communities in Canadian society.



Muslim students visit a Buddhist place of worship as part of the Diversity is Youth project, (Toronto), 2009.

Photo courtesy of the Canadian Centre for Diversity.

This three-year project equipped people from cultural groups in Côte-des-Neiges through training, skills development, volunteering and networking, to actively participate in Canadian society and to gain transferable job skills. Project organizers partnered with local agencies and institutions to plan activities that were attractive to volunteers from the community.

Nearly 900 people participated in this project. Of these, 600 volunteered in 24 organizations. A follow-up survey showed that 42% of the 600 volunteers continue to actively participate in the democratic life of their neighbourhoods. Additionally, a volunteer guide was published and made available to the public and community organizations.

The Department of Citizenship and Immigration, the Montréal Department of Public Health (“Direction de santé publique de Montréal”), and the Montréal School Board (“La Commission scolaire de Montréal”) were public partners in this project.

For more information, visit [www.promis.qc.ca](http://www.promis.qc.ca).

### ***Multicultural Youth Action Project Immigrant Services Calgary (Alberta)***

The Multicultural Youth Action Project at Immigrant Services Calgary aimed to increase young people’s knowledge of civic engagement and community resources while helping them build valuable support networks and gain transferable leadership skills. In total, 37 immigrant and refugee youths aged 13 to 19 collaborated with 10 volunteer mentors from the University of Calgary. Participants met weekly with guest role models to learn about leadership and community engagement.

Six volunteer action groups were established to make a difference for other immigrant youth. These groups, which committed to continue working beyond the end of the project, included the following:

- The Rainbow Project—facilitates weekly activities for isolated newcomer youth;
- Letting Kids be Kids—organizes and facilitates events, activities and entertainment for children in hospitals, orphanages and shelters;
- The Fantastic Seven—provides free math tutoring as part of a homework club;
- Paper Works—creates environmental awareness and reduces plastic and paper waste in schools and communities;

- JDG Tutoring—helps new students adjust to new school environments; and,
- NGO 411—a youth advocacy campaign that connects high school students to non-government organizations all over the world.

According to project organizers, the most important lesson they learned was not to underestimate youth power and potential: “We were amazed at the large number of immigrant youth in Calgary who are sincerely passionate about getting involved in their communities.”

For more information, visit [www.immigrantservicescalgary.ca](http://www.immigrantservicescalgary.ca).

### ***Peernet Association of British Columbia Building Youth Leadership Development (British Columbia)***

The primary objective of this multi-year project was to establish peer support groups among visible and ethnic minority youth at local community centres and secondary schools. Facilitators trained 15 young people on issues of racism, trust building, facilitation methods, discrimination, social alienation, family relationships, bullying and violence.

Through the project, young people learned about issues affecting visible and ethnic minorities, about creating safe and supportive team environments, and about group dynamics. Youth facilitators gained leadership and facilitation skills and had the opportunity to get involved in their communities. Approximately nine youth groups were created and supported by Building Youth Leadership Development participants, and an average of seven participants attended each group meeting.

The project was a joint venture between the City of Vancouver and various programs from the British Columbia provincial government, the voluntary sector and the Department of Canadian Heritage. Funding from the Multiculturalism Program supported the hiring of two community facilitators.

For more information, contact the Peernet Association of British Columbia at [info@peernetbc.com](mailto:info@peernetbc.com).



Among other prizes, winners received an all-expenses paid trip to the National Capital Region to attend the awards ceremony at the Cégep de l'Outaouais hosted by Royal Galipeau, Member of Parliament for Ottawa-Orléans, representing the Minister of Citizenship, Immigration and Multiculturalism.

For more information on the National Video Competition, visit <http://www.cic.gc.ca/english/multiculturalism/march21/index.asp>.

To view the semi-finalists, visit the March 21 YouTube channel at <http://ca.youtube.com/march21mars>.

## Asian Heritage Month

In 2002, the Government of Canada designated May as Asian Heritage Month. Asian Heritage Month 2009 was launched on Parliament Hill in partnership with the Ottawa Asian Heritage Month Society. The event featured a film on the Asahi Baseball League, entitled *Sleeping Tiger*. Producer Jari Osborne addressed invited guests, including members of Parliament, diplomatic representatives and community and institutional leaders.

The Department of Citizenship and Immigration organized nine Asian Heritage Month activities in partnership with local and regional Asian communities across Canada, including the Halifax Public Library, the Asian Heritage Committee of the Prince Edward Island Multicultural Council, ExplorAsian, the Virtual Museum of Asian Canadian Cultural Heritage, York University and the Chinese Cultural Centre.

For more information on Asian Heritage Month, visit <http://www.cic.gc.ca/english/multiculturalism/asian/index.asp>.

## Paul Yuzyk Award for Multiculturalism

The Paul Yuzyk Award for Multiculturalism commemorates the late Senator Paul Yuzyk's pioneering legacy in having multiculturalism recognized as one of the fundamental characteristics of Canadian heritage and identity. The award recognizes individuals in communities across Canada who have made exceptional contributions to multiculturalism and diversity. It is given annually, for either Lifetime Achievement or Outstanding Achievement.

The Lifetime Achievement Award is given to an individual who has demonstrated ongoing dedication to the promotion of a strong multicultural society in Canada over a period of at least 10 years.

The Outstanding Achievement Award is given to an individual or a group that has made a significant contribution to Canadian multiculturalism for at least one year within the last five years.

Award recipients receive a certificate signed by the Minister of Citizenship, Immigration and Multiculturalism, and are asked to designate a registered not-for-profit Canadian organization or association to receive a grant of \$20,000.

For detailed information on the eligibility and nomination requirements for the Paul Yuzyk Award for Multiculturalism, visit [www.cic.gc.ca/paulyzyk](http://www.cic.gc.ca/paulyzyk).

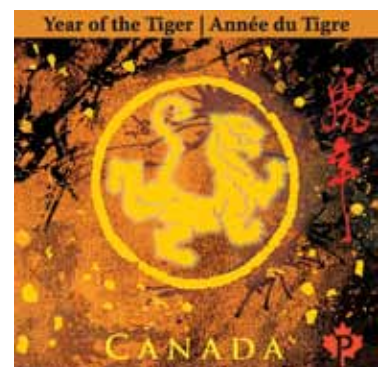
## Black History Month

In 1995, the Government of Canada designated February as Black History Month. The theme for 2010 was "Proud of our History" and focused on three elements: the 150th anniversary of the presentation of the Victoria Cross to William Hall; the exceptional contribution of Harriet Tubman to the Underground Railroad Movement; and the historical significance and



Musical performance by the Leong brothers of the Tutti Muzik School at the official launch of Asian Heritage Month, (Ottawa), May 2009.

Photo courtesy of the Department of Citizenship and Immigration.



"Year of the Tiger"  
Chinese Lunar New Year  
Stamp 2010

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Permission



Mr. John Yaremko (1918-2010).

File photo courtesy of the Legislative Assembly of Ontario, reproduced with permission.

The first Paul Yuzyk award was presented in 2009 to John Yaremko for lifetime achievement.

Mr. Yaremko was the first Ukrainian-Canadian to be elected to the Ontario legislature in 1951. In his 25 years of public service, Mr. Yaremko was a strong advocate for education, human rights and multiculturalism, drawing the provincial government's attention to the needs of Ontarians of different ethnic backgrounds for community services and long-term care.

Mr. Yaremko died in August 2010, just over a year after receiving the inaugural award. In his statement of condolence, Minister Kenney called Mr. Yaremko "an outstanding member of society" and acknowledged that his passing "will leave a void in the hearts of the many people he touched throughout his lifetime."

Mr. Yaremko donated his award to the St. Vladimir Institute in Toronto.

entrepreneurship of Mifflin Wistar Gibbs, a person of national historic significance. For more information on important figures in Canadian black history, visit <http://www.cic.gc.ca/english/multiculturalism/black/people.asp>.

Black History Month 2010 was launched on Parliament Hill in a ceremony hosted by the Honourable Jason Kenney, Minister of Citizenship, Immigration and Multiculturalism. The event included the unveiling of Canada Post's stamp commemorating William Hall, a monologue on Harriet Tubman performed by Tchetena Bellange, and performance by singer Kellylee Evans.

In February 2010, a photographic and modular exhibit of people, places and events related to Canadians of African descent that are of national historical significance was developed by Parks Canada Agency in collaboration with the Multiculturalism Program. The exhibit was featured in the Virtual Museum of Canada, and educational materials were developed for teachers' use. The Multiculturalism Program worked closely with the City of Gatineau and the Ontario Black History Society to showcase this exhibit in Gatineau and Toronto.

## **Mathieu Da Costa Challenge National Writing and Artwork Contest**

The Mathieu Da Costa Challenge is an annual creative writing and artwork contest that celebrates the importance of multiculturalism and diversity in Canada. The Challenge is open to youth ages 9 to 18, and gives them the opportunity to use their creative talents to discover how people from different backgrounds have helped shape Canada.

Promotional material for the 2010 Challenge was distributed to 17,000 schools, libraries and other organizations across the country and more than 980 entries were received. Regional offices of the Department of Citizenship and Immigration actively promoted the Challenge in provinces and territories to increase multiculturalism awareness.

The award ceremony was held in Ottawa in April 2010. The winning artwork is featured throughout this report, including on the cover.

For more information, visit [www.mathieudacosta.gc.ca](http://www.mathieudacosta.gc.ca).

## Historical Recognition Programs

Historical Recognition Programs respond to the Government of Canada's commitment to recognize and commemorate the experiences of communities affected by wartime measures or historical immigration restrictions or prohibitions, and to educate Canadians about these experiences and about the contributions of these communities to building Canada. These programs—the Community Historical Recognition Program and the National Historical Recognition Program—help involve the affected communities in promoting reconciliation and supporting full engagement in Canadian society.

### Community Historical Recognition Program

The Government of Canada launched the Community Historical Recognition Program (CHRP) in 2008 to help commemorate and educate Canadians about the historical experiences and contributions of communities affected by wartime measures and immigration restrictions.

In 2009-10, with the advice of community advisory committees, 18 projects worth a total of more than \$3.5 million were approved for funding. During the reporting period, Chinese-, Jewish-, Italian- and Indo-Canadian community groups received funding for projects, including:

- a documentary film and interactive website celebrating the story of the Chinese-Canadian community, focusing on its quest for redress;
- a memorial wall, time-capsule and information booklet about the World War II internment experiences of Ottawa's Italian-Canadian community;

- a monument to be installed at Pier 21 in Halifax memorializing Jewish refugees aboard the M.S. St. Louis, the ship that sailed from Germany in 1939 seeking refuge in North America, but after being refused permission to land, returned to Europe where many of the passengers perished in the Holocaust;
- a documentary film on the impact of restrictive immigration policies on Indo-Canadian and Chinese-Canadian workers in Tod Inlet, British Columbia; and,
- a commemorative book on the 1914 Komagata Maru incident, where most of the 376 would-be immigrants from India were turned away from Vancouver because of the “continuous journey” requirement in the immigration laws of the day.

The Canadian First World War Internment Recognition Fund, a \$10 million endowment fund established through the CHRP, supports projects related to the internment of Ukrainian-Canadians and people from other ethnocultural communities during the First World War. This fund is managed by the Ukrainian Canadian Foundation of Taras Shevchenko in Winnipeg. During 2009-10, the fund was used to acquire artifacts from this period and supported three projects, including the development of an interpretative centre at Spirit Lake in northern Quebec. For more information about the Canadian First World War Internment Recognition Fund, visit <http://www.internmentcanada.ca/>.

For more information about Historical Recognition Programs, visit: [www.cic.gc.ca/english/multiculturalism/programs/index.asp](http://www.cic.gc.ca/english/multiculturalism/programs/index.asp).



Ms. Tetchena Bellange performs at the official launch of Black History Month, (Ottawa), February 2010.

Photo courtesy of the Department of Citizenship and Immigration.



“William Hall”  
Black History Month  
Commemorative Stamp

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The following are examples of commemorative and educational projects supported by the Community Historical Recognition Program in 2009-10.

***Redress Remix***  
***Stitch Media, Inc.***  
***(Nova Scotia)***

Stitch Media Inc. produced a three-part documentary film using animation, interviews and archival footage. The film tells the story of Chinese-Canadians who were affected by the Chinese Head Tax and the *Chinese Immigration Act* and chronicles their efforts to obtain redress from the government. The film was released in January 2010 at the Canadian War Museum in Ottawa.

An interactive Web portal, funded by the Bell Broadcast and New Media Fund, allows users to navigate into selected scenes of the documentary via a 360-degree panorama view to learn more about the events and era. Users can also provide text and video responses to the content.

To access the portal in English or Chinese, visit <http://www.redressremix.ca>.

***The Komagata Maru Era—A book project***  
***Peripheral Visions Film and Video Inc.***  
***(Ontario)***

Peripheral Visions Film and Video Inc. will produce an illustrated book to bring to life the societal, cultural, political and religious aspects of the story of the Komagata Maru. The text of *The Komagata Maru Era* will be based on a transcript of Ali Kazimi's award-winning film, *Continuous Journey*. High-resolution images from archival film footage will be printed for the first time to expand the limited repository of photographs of the events surrounding the Komagata Maru while it was in Vancouver harbour. Copies of the book will be distributed, free of charge, to schools, universities, colleges and community centres with a high concentration of people of South Asian origin.

***National Task Force on Holocaust Education, Remembrance and Research***  
***League for Human Rights of B'nai Brith Canada***  
***(Ontario)***

The League for Human Rights of B'nai Brith Canada (B'nai Brith) is raising public awareness of the M.S. St. Louis incident, and working to sensitize Canadians to the dangers of institutionalized anti-Semitism, prejudice and racism. Under this project, B'nai Brith hosted an international conference on Holocaust issues in the Canadian context, entitled "The St Louis Era: Looking Back, Moving Forward" in June 2009.

For more information, visit <http://www.stlouis2009conference.ca/pages/english/home>.



The Honourable Jason Kenney receives a special presentation from Joe Boqoroch, former President of B'nai Brith Canada at The St Louis Era: Looking Back, Moving Forward Conference, (Toronto), June 2009.

Photo courtesy of the League for Human Rights of B'Nai Brith Canada.



Alvin Tran and Rosie Simon in the première of *Red Letters* (Vancouver), November 2010. This musical theater production, set in the 1920s, tells the story of a family impacted by the Chinese Head Tax and *Chinese Immigration Act*. The play was funded through the Community Historical Recognition Program in 2009-10.

Photo courtesy of Diana Wong.



Dance performance by the Crazy Smooth and the Bboyizm Dance Company at the Mathieu Da Costa Award Ceremony, (Ottawa), April 2010.

Photo courtesy of the Department of Citizenship and Immigration.

## Canada's Action Plan Against Racism

Released on March 21, 2005, *A Canada for All: Canada's Action Plan Against Racism* (CAPAR) is the Government of Canada's approach to address issues of racism and discrimination across 20 federal departments and agencies. The Department of Citizenship and Immigration coordinates CAPAR.

The 2009-10 reporting period marks five years of CAPAR activities. It is therefore appropriate to examine results to date and reflect on the federal government's approach to addressing broad social policy issues such as social cohesion and systemic barriers to inclusion. The Department is currently leading a horizontal evaluation on the coordination of CAPAR activities government-wide. All CAPAR partners completed evaluations of their initiatives by the end of March 2010; results are expected in 2010-11.

Activities undertaken in 2009-10 continued to achieve results in key areas such as law enforcement, workplace discrimination, youth and newcomer integration, race-based

issues in the justice system, and hate-crime reporting. This section highlights new developments in CAPAR-funded activities led by the Departments of Citizenship and Immigration, Human Resources and Skills Development, and Justice.

## Department of Citizenship and Immigration

### *Nationally Standardized Data Collection on Hate-Motivated Crime Initiative*

This initiative is delivered by the Multiculturalism Program in partnership with Statistics Canada's Canadian Centre for Justice Statistics (CCJS).

In 2009-10, the Initiative continued to promote and increase standardized reporting and monitoring of hate crimes by Canada's police forces. On-site training was provided to seven police services, adding to the 156 services or detachments that have received training since the Initiative was launched. Hate-motivated crime data from 2008 collected by the CCJS covered approximately 88 per cent of the Canadian

## *Hate Crimes Statistics, 2008<sup>1</sup>*

Primary motivating factors for hate crimes in 2008:

- Race or ethnic origin (55%)
- Religion (26%)
- Sexual orientation (16%)

In 2008, police forces reported 1,036 hate-motivated crimes (35% increase over 2007), including:

- 205 against Blacks
- 115 targeting multiple races or ethnicities<sup>2</sup>
- 64 against South Asians
- 165 against the Jewish faith
- 30 against the Catholic faith
- 26 against the Muslim faith
- 152 against lesbians and gays

Top five cities that reported hate-motivated crimes in 2008:

- Toronto: 271 incidents
- Vancouver: 143 incidents
- Ottawa: 51 incidents
- Montréal: 38 incidents
- Hamilton: 33 incidents

Persons involved in reported hate-motivated crimes in Canada in 2008:

- Most victims are male.
- Most persons accused of hate crimes are male.
- The average age of victims is 32.
- The average age of accused is 27, and approximately 60% were aged 12 to 22, with the peak age being 17 and 18.

### **Notes:**

1. Hate crimes statistics are released two years after the year in which the incidents were reported.
2. Includes hate crimes that target more than one race or ethnic group.

**Source:** Statistics Canada, 85-002-X

population and was published in June 2010 in the Centre's report *Police-Reported Hate Crime in Canada 2008*. As in 2007, the main victims of police-reported hate crimes in 2008 were male, with most crimes targeting blacks and people of the Jewish faith. Ongoing training for police services on capturing and reporting of hate crimes will contribute to more comprehensive and accurate statistics in this area.

### ***Welcoming Communities***

The Welcoming Communities Initiative (WCI) began as the Department of Citizenship and Immigration's contribution to CAPAR. Given the continuing need to

help make communities more welcoming and inclusive, WCI activities will continue under the Community Connections stream of the Department's modernized Settlement Program.

WCI supports locally based approaches that foster settlement and integration by breaking down barriers and building welcoming and inclusive communities. Those approaches include:

- working with organizations to meet newcomers' needs (e.g., Settlement Workers in Schools, Library Settlement Partnerships and Community Health Centres);



- supporting welcoming, safe and inclusive spaces where newcomers can access information, services and other public assets (e.g., Welcome Centres);
- helping local stakeholders work together to develop plans, strategies and tools (e.g., Local Immigration Partnerships, Tool Box of Ideas for Smaller Centres);
- communicating best practices and sharing information and expertise;
- connecting vulnerable immigrant groups with their Canadian-born counterparts and with established support networks (e.g., mentoring services, early childhood development networks, seniors' networks, business networks); and,
- organizing outreach and awareness-raising activities.

While WCI projects ultimately target newcomers to Canada, in aiming to meet the Community Connections long-term objectives of fostering more inclusive and welcoming communities, the projects also target Canadians and Canadian institutions. The wide range of stakeholders leading and participating in projects under the WCI means that these projects address many different challenges to integration, including those faced in the workplace, in schools and in the community. Through reducing barriers to integration, the Department of Citizenship and Immigration is supporting the development of welcoming, inclusive and sustainable neighbourhoods and cities, which supports the Department's strategic goal of immigration that supports a prosperous future for Canada.

WCI supports ongoing activities, including awareness-raising, outreach, tools and resource development, and direct services aimed at newcomers, youth and communities in regions that are serviced by the Department, as well as strategies and

projects in provinces with Alternative Funding Arrangements (British Columbia and Manitoba) and at the national level.

In 2009-10, the Department of Citizenship and Immigration funded 35 projects worth a total of \$4,404,740 through the modernized Settlement Program. The following are examples of projects funded under WCI.

Sharing Our Cultures received funding to offer intercultural and educational programs to more than 15,000 school children and youth in Newfoundland and Labrador. The programs bring together immigrants and refugees in elementary or high school with schoolmates to organize and present their cultures in a public forum.

The Toronto Branch of the Canadian Mental Health Association received funding for Opening Doors: Strengthening Participation for Immigrants and Refugees with Mental Health Issues. This anti-racism and anti-discrimination peer-training program delivers workshops for employees at places frequented by newcomers and mental health service clients. The project promotes strengthened participation of new immigrants and refugees with mental health issues and helps to foster more inclusive and welcoming environments for new immigrants and refugees who face mental health challenges.

Central Alberta Refugee Effort received funding to put settlement workers into schools in order to help identify and respond to the needs of school-aged immigrants and their parents. This project helps newcomer parents and children adjust to the Canadian school system, provides support services during the school year and during the summer, and works with educators and other community service providers to ensure that students are able to function in the school system.

## Department of Justice

### *Justice Partnership and Innovation Fund*

The Department of Justice concentrated its efforts under CAPAR on specific activities that are relevant to sustaining the principle of equality before the law. Contribution funds were available during the reporting period through the Justice Partnership and Innovation Fund for projects that explored:

- Race-based issues in the justice system, including overrepresentation of certain racialized groups, both as victims and as perpetrators, by undertaking research and consultations, and by developing projects to test approaches or models of intervention or to design and deliver public legal education and information activities; and,
- The Department's role in working with others to combat hate-motivated crimes, including investigating the problem of the borderless communication of hate propaganda through the Internet.

In 2009-10, the Department of Justice funded seven projects worth a total of \$340,628 through the Justice Partnership and Innovation Fund. The following are some examples.

The Ontario Justice Education Network received funds for two projects. The first project, *Navigating the Justice System: Justice Education Training Sessions for Youth Workers and Student Success Teachers*, targeted front-line workers who work with youth in conflict with the criminal justice system. The second project, *Aboriginal Justice Education Project*, worked with Aboriginal communities in northern Ontario to increase the participation of Aboriginal people on juries.

The National Anti-Racism Council of Canada received funds to explore the need for a youth restorative action project (YRAP) model in Toronto, Ontario. The Council

studied the feasibility of establishing a YRAP in Ontario, modeled on Alberta's. The YRAP model uses conferences (pursuant to section 19 of the *Youth Criminal Justice Act*) to work with youth and young adult offenders whose crimes are motivated by hate, racism or other social issues.

Walpole Island First Nation received funds to hold the *Wiinaadmaadying Symposia* for 50 to 60 Aboriginal and mainstream judicial and enforcement professionals from Sarnia-Lambton and Chatham-Kent counties in Ontario. The event provided information on emerging practices related to the overrepresentation of Aboriginal people in the justice system. A resource kit was also developed describing best practices related to race issues in the justice system. The purpose of the symposia is to increase understanding of race-related issues and to arrive at possible solutions among Aboriginal people.

## Department of Human Resources and Skills Development

### *Racism-Free Workplace Strategy*

The Racism-Free Workplace Strategy aims to help employers address racism through removing discriminatory barriers to the recruitment, retention and advancement of visible minorities and Aboriginal peoples in the workplace. The Strategy advances the Department's fair, safe and healthy workplace mandate and forms an important part of the Government of Canada's broader commitment to enhancing social inclusion through employment equity and multiculturalism. The Strategy aims to educate and raise awareness among employers and employees in workplaces covered under the *Employment Equity Act* and the *Federal Contractors Program* about the benefits of fair and inclusive workplaces.

During the reporting period, 76 sessions were delivered across Canada to federally regulated employers, an increase of 40 per cent over the previous reporting period. Sessions were held on the following themes:

- Introduction to Diversity;
- Building Inclusive Workplaces;
- Building a Business Case for Racial Diversity;
- Challenges Facing Members of Visible Minorities and Aboriginal Peoples in the Workplace and Strategies for Change;

- Duty to Accommodate;
- Inclusive Recruitment Strategies and Interview Techniques;
- *Work for All: Stop Racism in the Workplace*, a series of five films developed in partnership with the National Film Board of Canada; and,
- Mastering Aboriginal Inclusion.

In addition to educating and raising awareness among employers, these activities also provide an opportunity to recognize certain employers and stakeholders for their dedication and commitment to achieving equitable, diverse and inclusive workplaces.



*Work for All: Stop Racism in the Workplace* is a collection of short films created to encourage discussion and dialogue on the issue of racism in the workplace.

(above)  
cover of the DVD of the films.

(left)  
"As I Am"  
This documentary challenges stereotypes about Aboriginal people in the workplace, and is a celebration of Aboriginal people's pride in their work and culture.

Photos courtesy of the National Film Board of Canada.





## CHAPTER 2

# SUPPORTING PUBLIC INSTITUTIONS

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The Multiculturalism Program provides support to federal and other public institutions to help them better respond and to meet their obligations under the Act.

### Multiculturalism Champions' Network

Launched in 2005, the Network is composed of senior officials who play a leadership role in building awareness and understanding of multiculturalism by ensuring that it is considered in the development of programs, policies and activities in their respective institutions. The Network provides a forum for discussing best practices, shared challenges, and lessons learned to create a community of practice. In 2009-10, Multiculturalism champions promoted the implementation of the *Canadian Multiculturalism Act* across 95 federal institutions.

Network members met twice during the reporting period to discuss best practices, to learn about the latest research and to share information, with the goal of better equipping their respective institutions to respond to the challenges presented by Canada's increasingly diverse society.

### Research

Policy makers require up-to-date information and analysis in order to develop and implement policies and programs that respond to the changing needs of Canada's diverse society. In working with partners in government, academia and the voluntary sector, the Department of Citizenship and Immigration responded to this need during the reporting period by producing and disseminating research products and services through publications, seminars and conferences.

For more information on the Department's research activities, visit <http://www.cic.gc.ca/english/resources/menu-research-stats.asp>.

### Metropolis Project

In 2009-10, the Metropolis Project hosted several multiculturalism-themed events, including:

- A panel discussion on anti-discrimination and anti-racism activities was held in September 2009. Representatives from provincial governments, community organizations and academic institutions, discussed the impacts of anti-racism and anti-discrimination activities on communities.
- In January 2010, the Canadian Race Relations Foundation was invited to showcase examples of best practices in the elimination of racism in the private and public sectors. Participants included representatives from federal and municipal governments, academics and immigration service provider organizations.
- Human Resources and Skills Development Canada led a discussion in February 2010 on the need for multiculturalism readiness in service delivery to ensure that the needs of all clients are addressed, including those of newcomers and Aboriginal people. Participants included representatives from federal, provincial, municipal and international governments.

The Department of Citizenship and Immigration hosted or participated in workshops and plenary sessions with academics, practitioners and policy-makers from the federal, provincial and municipal governments at the 12th National

## Projections of Canadian Diversity

On March 9, 2010, Statistics Canada released a study entitled *Projections of Diversity of the Canadian Population to 2031*. The study, which generated significant media attention and public discussion, is being used as a basis for further research. That research will help public and private sector employers recognize the changes taking place in the work force and address the growing need to consider those changes in their efforts to recruit, retain and promote visible minorities, so as to reflect Canada's increasing diversity in fair and inclusive workplaces.

Funded by the Multiculturalism Program, in partnership with the departments of Canadian Heritage and Human Resources and Skills Development, this study focused on the increased diversity within visible minority groups in Canadian cities. The projections were developed according to a range of ethnocultural variables, including visible minority group, generation status, place of birth, religious denomination and mother tongue.

The full report is available for free download at <http://www.statcan.gc.ca/pub/91-551-x/91-551-x2010001-eng.pdf>.

### Highlights of the projections:

- In 2031, South Asians and Chinese will still be the largest visible minority groups.
- Arabs and West Asians are the visible minority groups that will grow the fastest between 2006 and 2031.
- The number of people having a non-Christian religion will more than double by 2031 and fewer than two Canadians in three will have a Christian religion, compared to 2006 (75%) and 1981 (90%).
- By 2031, between 29% and 32% of the population will have a mother tongue that is neither English nor French.
- In 2031, nearly 46% of Canadians aged 15 and over will be foreign-born, or will have at least one foreign-born parent, compared with 39% in 2006.
- By 2031, approximately 96% of visible minority groups will live in one of Canada's 33 census metropolitan areas (CMAs). More than 71% of members of visible minority groups will live in Canada's three largest CMAs: Toronto, Vancouver and Montréal.

Metropolis Conference in Montréal in March 2010. Topics included community capacity-building and models of community engagement with diverse groups, imported conflicts and youth radicalization, and hate crimes data collection with law enforcement groups.

In September 2009, the Department participated in the 14th International Metropolis Conference in Copenhagen, Denmark. The Department worked to advance research dialogues at the international level by bringing together academics, civil society representatives and officials at a workshop to explore



RCMP member with Aboriginal youth at Pow Wow as part of the Canadian Aboriginal Festival, (Toronto), 2009.

Photo courtesy of the Royal Canadian Mounted Police.



Celebrating Fête Nationale, (Gatineau, Quebec), June 2009.

Photo courtesy of Patrick Guillot.

transnational conflicts and public policy interventions that promote peace and cross-cultural understanding.

To find out more about the Metropolis Project, visit [www.canada.metropolis.net](http://www.canada.metropolis.net).

## Studies

In 2009-10, the Department of Citizenship and Immigration undertook a number of research studies on various cultural and religious dimensions of Canadian society. Research and analysis topics include an examination of multiculturalism performance indicators that capture differences across cultural communities and a review of public opinion of Canadians' attitudes towards multiculturalism and immigration. Recognizing religious diversity as an emerging field within the Multiculturalism Program, the Department undertook several research projects on this theme, exploring Canada's religious landscape and looking at particular aspects such as inter-religious dialogue and how the workplace accommodates religious diversity.

The Department funded a study, completed in March 2010, on the variations in socio-economic conditions for different non-Christian religions and the implications for Canadian diversity. Some of the results of this research were presented at a workshop on the future of religious diversity in Canada at the 12th National Metropolis Conference.

Other research projects focused on minority enclaves in metropolitan areas and the development of urban neighbourhoods with various degrees of minority concentration and mixing. Research on this theme helps identify and address the prevalence of separate communities or enclaves and sheds

light on the factors behind the formation of harmonious and cohesive diverse communities.

## Publications

Publications produced during the reporting period targeted issues such as racial and religious discrimination, youth radicalization and engagement, the socio-economic conditions of visible and religious minorities and multicultural common spaces.

Of particular note is "Understanding Canada's '3M' (Multicultural, Multi-linguistic and Multi-religious) Reality in the 21st Century," produced and published by the Policy Research Initiative in June 2009. Commissioned in part by the Multiculturalism Program, this report was grounded in several years of research. Between 2006 and 2009, the Multiculturalism Program partnered with the Policy Research Initiative and the Metropolis Project to research Canada's approach to multicultural diversity. Research began with round-table consultations in eight cities across Canada where policy gaps were identified. The final report included observations from round-table participants that the delivery of government programs "emphasized cultural differences at the expense of encouraging individuals from different cultural backgrounds to learn about one another" and that this apparent "disconnect both contributed to the challenges posed by multicultural diversity and resulted in cultural communities not interacting as much with other communities." The full report can be downloaded for free at <http://policyresearch.gc.ca/doclib/2009-0015-eng.pdf>.



## CHAPTER 3

# PROMOTING MULTICULTURALISM ABROAD

Canada plays an active role in international fora on issues related to multiculturalism, diversity, discrimination, racism, and human rights. These fora include the United Nations, the Organization for Security and Co-operation in Europe, the Organization of American States, as well as the Inter-Governmental Consultations on Asylum, and Refugee and Migration Policies. Through this work, and by hosting foreign delegations, Canada shares its approach to multiculturalism and advances policies in cooperation with the international community.

The Multiculturalism Program hosts representatives from a number of other countries and from international organizations to discuss Canadian models of multiculturalism, diversity and integration, and to share best practices. Meetings are often organized in cooperation

with staff from other branches in the Department and from other government departments with which there are subject matter linkages, such as the departments of Justice, Canadian Heritage, and Foreign Affairs and International Trade.

### United Nations Universal Periodic Review

The Universal Periodic Review is a process of the United Nations Human Rights Council. Canada, as a member state, is required to report on its activities to meet international human rights commitments included in UN agreements to which Canada is a signatory. The reporting process, based on a four-year period, is coordinated by the Department of Canadian Heritage and includes consultations with federal government departments, as well as provinces and territories.



Toronto's financial district.

Photo courtesy of the  
Department of Citizenship and  
Immigration.



National Student Banner  
Contest: **Raise Your Voices**

**"Faces of the World"**  
**Ashley Nelson,**  
**Hamzia Bawa-Zeba and**  
**Chadelyn Bustos**

Cardinal Newman Catholic  
School (Brampton, Ontario)

Image courtesy of the  
National Capital Commission.

Canada's most recent review before the United Nations Human Rights Council's Universal Periodic Review Working Group occurred on February 3, 2009. A total of 45 states commented on Canada's human rights record and activities. The report includes a list of 68 recommendations, many of them related to issues of significance to the Department of Citizenship and Immigration's multiculturalism mandate. In addition to expressing a commitment to address the recommendations, Canada voluntarily committed to a series of additional initiatives, including tabling the UN report in Parliament. Canada will report on implementation of the accepted recommendations at its next review in 2013.

To view the full report and Canada's June 2009 response to the recommendations, visit <http://www.pch.gc.ca/pgm/pdp-hrp/inter/upr-eng.cfm>.

### **Interdepartmental Roundtable with OSCE Personal Representatives**

On October 15 and 16, 2009, three personal representatives of the Chairman-in-Office of the Organization for Security and Co-operation in Europe (OSCE) visited Canada to promote greater tolerance and combat racism, xenophobia and discrimination. During their stay, the representatives and other members of the OSCE delegation met with the Minister of Citizenship, Immigration and Multiculturalism and with other federal government officials. They also participated in an interdepartmental round table held by the Department of Citizenship and Immigration.

Federal organizations represented at the round table included the departments Citizenship and Immigration, Foreign Affairs and International Trade, Human Resources and Skills Development, Justice, and Statistics Canada. The OSCE representatives were particularly interested in Canada's multiculturalism and anti-discrimination programs and policies, education concerning anti-discrimination, incidences of hate crimes in Canada and data gathering on hate-motivated crime. The three personal representatives also met with the departments of Public Safety and Justice in separate thematic sessions.

### **Task Force for International Cooperation on Holocaust Education, Remembrance, and Research**

In June 2009, Canada became a full member of the Task Force for International Cooperation on Holocaust Education, Remembrance, and Research (ITF). As a member, Canada is committed to implementing national policies and programs in support of Holocaust education, remembrance and research expressed in the 2000 Stockholm Declaration. As an ITF member, Canada has the opportunity to demonstrate its leadership in the areas of multiculturalism policies, human rights education and combating racism, including anti-Semitism.

For more information, visit [www.holocausttaskforce.org](http://www.holocausttaskforce.org).

The National Task Force on Holocaust Education, Remembrance and Research, highlighted under the Historical Recognition Program in the first chapter, complements the work of the ITF at a national level.

## PROMOTING INTEGRATION

# COMPLEMENTARY INITIATIVES AT THE DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

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The Department of Citizenship and Immigration is also responsible for complementary policies, programs and services that assist the socio-economic integration of individuals in Canada.

In 2009-10, the Department continued to promote the integration of individuals and communities into Canadian society by supporting a number of key initiatives that contribute to an integrated and socially cohesive society.

### Citizenship Action Plan

In 2009-10, the Department introduced a Citizenship Action Plan, a set of integrated initiatives that aim to strengthen the integrity of the Citizenship Program.

The main objectives of the Plan are to provide access to an essential knowledge base for citizenship, to enhance respect for democratic values and the status of Canadian citizenship, and to ensure the integrity of the naturalization process and promote civic responsibility among all Canadians.

One of the initiatives under the Citizenship Action Plan during the reporting period was the November 2009 release of the new citizenship study guide, *Discover Canada: The Rights and Responsibilities of Citizenship*. The guide focuses on the rights and responsibilities of Canadian citizenship and presents an overview of the diverse people, events and accomplishments that have shaped Canada into the country it is today.

While the guide is meant primarily for citizenship applicants, all Canadians can refer to it for a better understanding of their shared history and values. Between

November 2009 and March 2010, approximately 112,000 printed copies were distributed. The website received more than 471,000 visits, resulting in more than 97,000 downloads of the electronic version of the guide.

### Foreign Qualifications

The Government of Canada, together with provincial and territorial governments, released the *Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications* in November 2009. The Framework articulates a new, joint vision for concerted action to improve the timely integration of internationally trained workers and immigrants into the Canadian labour market.

The departments of Citizenship and Immigration and Human Resources and Skills Development are responsible for the key federal initiatives in place to support the pan-Canadian implementation of the Framework. The Department of Human Resources and Skills Development's Foreign Credential Recognition Program aims to improve the integration of internationally trained workers into the work force. The Department of Citizenship and Immigration's Foreign Credentials Referral Office provides information, path-finding and referral services—in Canada and overseas—to help internationally trained workers succeed and put their skills to work in Canada more quickly. In 2009-10, more than 23,000 clients received assistance in person at 329 Service Canada centres across the country, and 2,921 calls were received from individuals seeking information on foreign credential recognition.



The Framework can be downloaded for free at [http://www.hrsdc.gc.ca/eng/workplaceskills/publications/fcr/pcf\\_folder/pdf/pcf.pdf](http://www.hrsdc.gc.ca/eng/workplaceskills/publications/fcr/pcf_folder/pdf/pcf.pdf).

Also in 2009-10, the Foreign Credentials Referral Office updated and added new products to its website. These included the updated *Employer's Roadmap to Hiring and Retaining Internationally Trained Workers*, which encourages employers to understand how their cultural expectations may affect their human resource practices; and new fact sheets on specific professions and sectors to provide internationally trained workers with information, tools and resources to help them to navigate the Canadian labour market.

The Roadmap can be downloaded for free at <http://www.credentials.gc.ca/employers/roadmap/roadmap.pdf>

More information is available on the Office's website at [www.credentials.gc.ca](http://www.credentials.gc.ca).

meet the needs of newcomers in individual community contexts. Partnerships represent a collaborative approach to the settlement and integration of newcomers, actively engaging many diverse stakeholders to encourage a locally driven strategic planning process with the ultimate goal of creating welcoming, inclusive and sustainable neighbourhoods and cities. This holistic approach to addressing complex social issues encourages community-level cooperation and the active involvement of mainstream institutions, municipal, provincial and federal governments. Community organizations representing diverse and varied cultural groups and viewpoints play an important role in many partnerships by informing the planning process. In the reporting period, 26 new projects received funding in Ontario. Similar projects are under way in British Columbia under the provincial government's Welcoming and Inclusive Communities and Workplaces Program.

## Local Immigration Partnerships

Local Immigration Partnerships LIPs are designed to create the conditions for cooperation and collaboration necessary in communities to assess needs, to engage in meaningful dialogue and to plan how to best

# THE WAY FORWARD

## *An integrated society with a strengthened commitment to citizenship*

Canada ranks among the world's most diverse and culturally rich societies, with Canadians enjoying a shared history, identity and common values. The Department of Citizenship and Immigration is implementing policies, programs and services that support equality of opportunity and help remove barriers to full integration. Three areas of focus in this effort are: the newly launched Inter-Action program, a coordinated approach to integration across the Department, and a pan-government commitment to multiculturalism.

### Inter-Action Grants and Contributions Program

Inter-Action, Canada's new multiculturalism grants and contributions program, was launched in July 2010. Inter-Action assists the socio-economic integration of individuals and communities in building an integrated and socially cohesive society. Funding is available through two streams: projects and events.

The **Inter-Action Projects** stream provides funding for long-term, multi-year community development or engagement projects to promote integration. Applications are usually considered during a call for proposals process. In 2010, priority was

given to projects in which youth, youth-at-risk, faith communities and organizations, or immigrants were the primary beneficiaries. Priority was also given to projects that addressed citizenship rights and responsibilities, or that facilitated positive interaction among different cultural, ethnic and religious communities in Canada. More than 750 proposals were received in response to the first call. The strong response demonstrated applicant organizations' commitment to cross-cultural engagement and exchange. Future calls for proposals may identify new priorities in response to specific national, regional or local emerging issues.

The **Inter-Action Events stream** provides funding to community-based events that foster one or more of the following: intercultural or interfaith understanding, civic memory and pride, or respect for core democratic values. Applications are considered year round. The primary goal is to create concrete opportunities for interaction among cultural and faith communities. Events funded through this stream are intended for and open to all Canadians. Funding is provided in the form of a grant of up to 50 per cent of the total cash expenses of the event, and in an amount not exceeding \$15,000.



Celebration of Cultures,  
(Edmonton), 2009.

Photo courtesy of Terry  
Halifax and the Canadian  
Tourism Commission.



Arrival of the second flight from Haiti with children being adopted by Canadian families, (Ottawa), January 2010.

Photo courtesy of the Department of Citizenship and Immigration.

For more information about the Inter-Action Program, visit [www.cic.gc.ca/english/multiculturalism/funding/index.asp](http://www.cic.gc.ca/english/multiculturalism/funding/index.asp).

## A Coordinated Approach to Integration

Immigration, citizenship and multiculturalism are linked across a spectrum and together contribute to the process of each individual's full integration into Canadian society. The Department's coordinated approach to integration will provide improved programs and services to Canadians, with the ultimate aim of fostering an integrated society and a strengthened commitment to citizenship.

## Settlement

Settlement refers to the short-term transitional issues faced by newcomers. Integration is an ongoing process of mutual accommodation between an individual newcomer and society. The Department's Settlement Program, amounting to \$641.7 million, helps immigrants and refugees overcome challenges specific to their experience as newcomers, including a lack of official language skills and a limited knowledge of Canada.

Speaking English or French is key to newcomers' successful integration. A pilot was launched in October 2009 to see whether giving newcomers a language training voucher would motivate them to use language training programs funded by the Department. The pilot project ends in early 2011 and will be evaluated.

Under the Department's stewardship, the Government of Canada will strengthen settlement programming that contributes to the longer-term economic, social, cultural and civic integration of newcomers, including an increased focus on local immigration partnerships and language assessment.

Following the successful launch of the *Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications* in November 2009, in partnership with provinces and territories, CIC will continue to advance foreign credential recognition efforts overseas.

## Citizenship

Strengthening citizenship is key to having all Canadians understand, value and practise their citizenship. Citizenship is being strengthened through the medium-term initiatives being carried out under the Citizenship Action Plan.

In 2011, the Department of Citizenship and Immigration will update the *Discover Canada* study guide as part of the implementation of the Citizenship Action Plan. It will also develop supplementary materials to help people learn the content of the guide and will continue its efforts to promote the value of citizenship, including broadening the use and distribution of the guide.

The Department will continue to develop policy approaches and programs to improve the integrity of the Citizenship Program and to protect the value of Canadian citizenship, including ensuring the adequate language proficiency of newcomers. It will also work to strengthen the citizenship process and to make it more efficient and transparent.

Key initiatives include developing methods to more systematically assess the language requirements for citizenship, making citizenship ceremonies more meaningful, improving citizenship education and promotion tools, improving client service through faster processing times, introducing measures to address fraud, and streamlining the citizenship revocation process.



## Multiculturalism

Since fall 2008, the Department of Citizenship and Immigration has enabled a greater emphasis on the longer-term integration of all Canadians, no matter how long they and their families have lived in Canada.

New multiculturalism policy objectives will contribute to greater intercultural understanding, a shared sense of citizenship, and an enhanced respect for core democratic values, civic memory and pride. Launched in 2009, the new objectives focus on:

- Building an integrated, socially cohesive society;
- Making institutions more responsive to the needs of Canada's diverse population; and
- Engaging in international discussions on multiculturalism and diversity.

The integration process can be seen as a multi-generational continuum, running from arrival and settlement to naturalization, and finally, to full participation in the economic, social, and cultural life of Canada. The Department's coordinated approach to integration through settlement programming, referral services in relation to foreign credentials, the Citizenship Action Plan and the multiculturalism policy objectives provides a full range of programs and services that benefits all Canadians, both new and established.

## A Pan-Government Commitment to Multiculturalism

Horizontal coordination between partners is a key component in achieving the Government of Canada's new multiculturalism policy objectives. The Department will continue to promote and implement multiculturalism through sharing information with other levels of government and with other federal and public institutions.

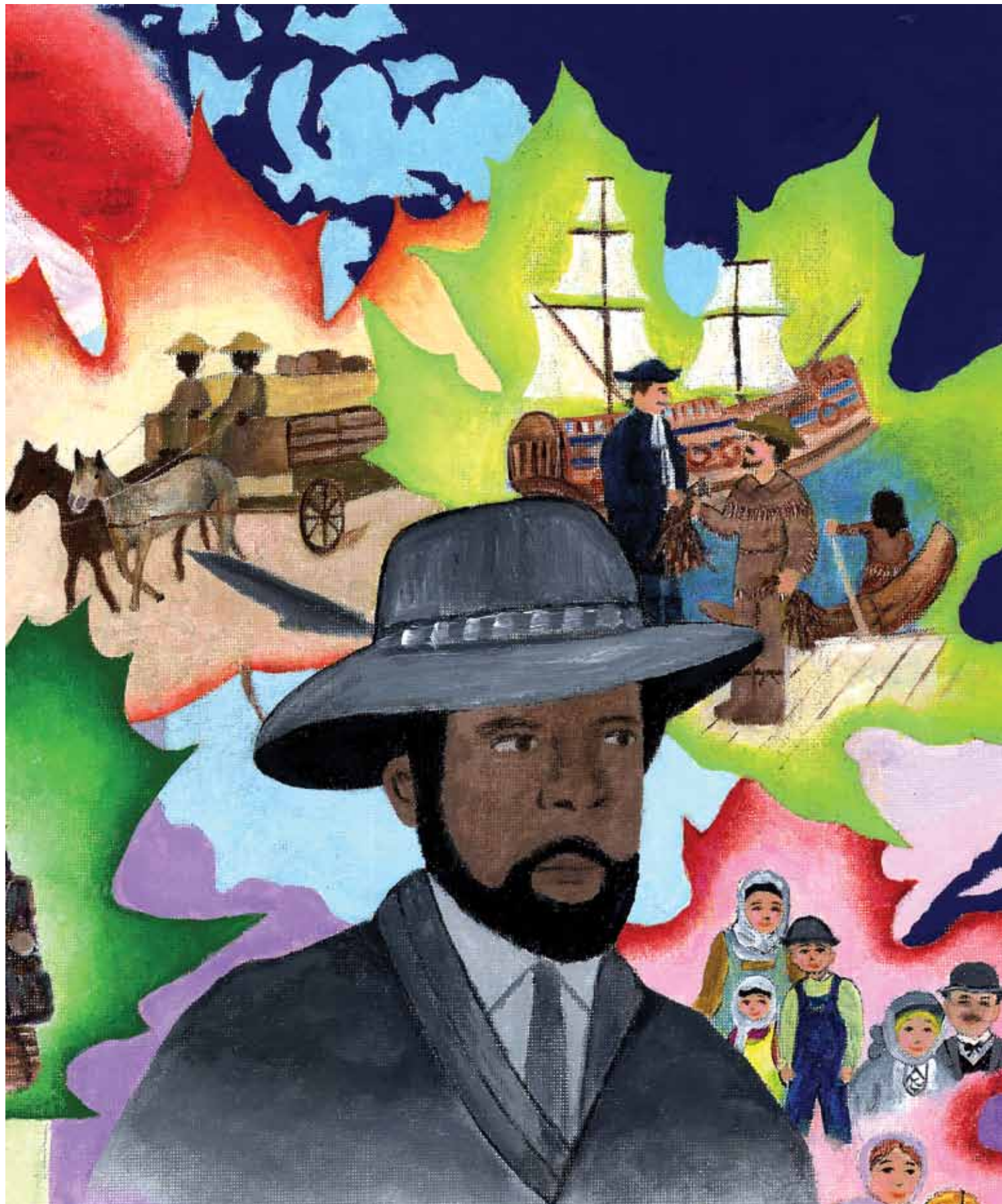
The Federal-Provincial-Territorial Network of Officials Responsible for Multiculturalism Issues continues to be a key vehicle for collaborating with provinces and territories on multiculturalism issues. The Multiculturalism Champions' Network, coordinated and led by the Department, continues to provide a federal forum for discussing multiculturalism to ensure that programs, policies and services are sensitive and responsive to Canada's growing diversity.

The Department will continue to engage in national and international partnerships to advance the Government of Canada's anti-racism framework, including combating anti-Semitism. The November 2010 *Inter-parliamentary Coalition for Combating Antisemitism* conference, organized in collaboration with the *Canadian Parliamentary Coalition to Combat Antisemitism*, is a key element of the anti-Semitism strategy.



The Right Honourable Stephen Harper, Prime Minister of Canada (right) and Commodore Hans W. Jung, Surgeon General, Canadian Forces (left) congratulate new Canadian citizens at a special citizenship ceremony, (Ottawa) October 2010.

Photo courtesy of the Department of Citizenship and Immigration.



Semi Finalist, 2010: 13-15 years of age category  
Mathieu Da Costa Challenge National Writing and Artwork Contest

"Multiculturalism's Past"

Atalanta Shi

Burnaby North Secondary School (Burnaby, British Columbia)

This drawing depicts Canada's history of exploration and immigration, with images framed in red and green maple leaves laid over a map of Canada.



## PART TWO

# IMPLEMENTATION OF THE *CANADIAN MULTICULTURALISM ACT* ACROSS FEDERAL INSTITUTIONS 2009-10

Through the *Canadian Multiculturalism Act*, the Government of Canada recognizes the diversity of Canadians as regards race, national or ethnic origin, colour and religion as a fundamental characteristic of Canadian society and is committed to a policy of multiculturalism designed to preserve and enhance the multicultural heritage of Canadians and equality of opportunity in the economic, social, cultural and political life of Canada.

Under the Act, all federal institutions shall:

- ensure that Canadians of all origins have an equal opportunity to obtain employment and advancement in those institutions;
- promote policies, programs and practices that enhance the ability of individuals and communities of all origins to contribute to the continuing evolution of Canada;
- promote policies, programs and practices that enhance the understanding of and respect for the diversity of the members of Canadian society;
- collect statistical data in order to enable the development of policies, programs and practices that are sensitive and responsive to the multicultural reality of Canada;
- make use, as appropriate, of the language skills and cultural understanding of individuals of all origins; and,
- generally, carry on their activities in a manner that is sensitive and responsive to the multicultural reality of Canada.

Federal institutions are defined by the Act as departments, boards, commissions or councils, or other bodies or offices, established to perform a governmental function by or pursuant to an Act of Parliament or by or under the authority of the Governor in Council, as well as departmental corporations or Crown corporations as defined in section 2 of the *Financial Administration Act*.

Multiculturalism is reflected in the mandates, policies, programs, employment and operating practices of federal institutions. Institutions vary in size, location and mandate. For example, some institutions, such as Canada Post, have national mandates and service points in communities across the country. Other institutions, such as the Department of Western Economic Diversification, are headquartered outside the National Capital Region and have mandates that are region-specific.

For the 2009-10 Annual Report, 134 institutions provided submissions, representing an increase of 8 per cent over the 2008-09 reporting period and a 15 per cent overall increase over the 2007-08 reporting period.

The examples in this chapter are representative of the work undertaken by federal institutions. They are not exhaustive, but are meant to illustrate the ways in which institutions interpreted the Act in the context of their mandate and available resources during the reporting period.



Corporal Arold Experience-Nozieux and Master Corporal Ralph Noe, members of Joint Task Force Haiti, (Port-au-Prince, Haiti), February 2010.

Photo courtesy of the Department of National Defence.





National Student Banner  
Contest: **Raise Your Voices**

"Together We Can Shine"  
Lily Eggert and Allan Eggert

Heritage Christian Online  
School (Penticton, British  
Columbia)

Image courtesy of the  
National Capital Commission.

## CHAPTER 1

# CHALLENGES TO IMPLEMENTING THE ACT

While highlighting several key achievements during the reporting period, some federal institutions also identified barriers and challenges to carrying out planned multiculturalism activities. This chapter describes the challenges that federal institutions experienced in implementing the *Canadian Multiculturalism Act* during the reporting period.

When asked if they faced barriers or challenges to implementing the Act, the majority of federal institutions (61 per cent) reported that they do not face barriers to implementing the Act.

Two main themes were identified by institutions as challenges to implementing the Act in 2009-10. In some cases, institutions faced multiple challenges to implementing the Act.

### Limited Human and Financial Resources

The global economic downturn also affected federal institutions. Funding was sometimes allocated to operational and crisis issues that required more immediate funding. While most institutions reported no difficulties, for the reporting period, 18 institutions indicated that limited financial and human resources affected their ability to implement the Act.

As reported in previous years, federal institutions continued to encounter difficulty in finding potential employees from different cultural groups who have the skill level required in both official languages for positions that are designated as bilingual.

### Human Resources Management

Challenges such as employee turnover, succession planning, language training, recruitment and retention are issues faced across all departments and agencies. In the 2009-10 reporting year, 12 institutions shared their challenges and their opportunities for change in human resources management.

As in previous years, federal institutions continued to report that it is difficult to recruit a diverse work force in remote areas where the pool of experienced and qualified candidates is smaller than in larger communities. Attracting applications for specialized occupational categories, like engineering, from underrepresented groups is also a challenge. Some institutions, including **Export Development Canada**, have addressed this by participating in local career fairs where candidates from different ethnocultural groups who have the required specialized job competencies are recruited.

## CHAPTER 2

# PARTNERSHIPS

In a multi-faceted and rapidly changing policy environment, partnerships offer the Government of Canada a strategic advantage for improving programs and services for all Canadians. Partnerships leverage the strengths of other levels of government, community organizations and the private sector, particularly during a period of recession and economic recovery.

Federal institutions are pursuing partnerships to share resources and expertise, and provide value for Canadians. During the reporting period, several partnerships undertaken by federal institutions took multiculturalism and diversity into consideration, and in turn, forged stronger international relationships, built ties with cultural communities, and provided more effective services to Canadians and newcomers. These partnerships enhanced communications with Aboriginal communities, created job opportunities,

increased awareness of multiculturalism and diversity in international fora, and addressed complex social issues at the community level.

### Federal Partners

In 2009-10, the **Canadian Museum of Civilization Corporation** partnered with the **National Capital Commission** for Genie Awards programming, the Asian Heritage Society and the **National Arts Centre** for its Summer Music Institute and B.C. Scene, the Ottawa International Animation Festival, the Salon du Livre and the National Aboriginal Day Committee. The Museum also worked closely with embassies and community associations representing Egypt, Vietnam, Indonesia and Mexico in planning and delivering a series of engaging and well-attended events.

Through responsible awareness and enforcement activities, and reliance on a skilled work force, technologies, and



Alex Wells of Lil'wat Nation performs at Canada Day ceremonies, (Ottawa), July 2009.

Photo courtesy of David Martin.



National Student Banner Contest: **Raise Your Voices**

"Spirit in the Sky"  
Katie Butler,  
Hannah Rindlisbacher and  
Sydney Adraktas

St. Gregory School  
(Tecumseh, Ontario)

Image courtesy of the  
National Capital Commission.

partnerships, the **Financial Transactions and Reports Analysis Centre of Canada** ensures that individuals and businesses comply with Part 1 of the *Proceeds of Crime (Money Laundering) and Terrorist Financing Act*. In 2009-10, a senior member of the **Royal Canadian Mounted Police** was invited to speak about cultural guidelines for national security criminal investigators. The presentation provided employees with some tips on initiating contact and conducting compliance assessments with individuals and business owners from various ethnocultural backgrounds who have reporting requirements under the Act.

### Public and Private Partnerships

In 2009-10, the **National Film Board** put in place mentorship initiatives to address the emerging creative tools offered by new media, including original Web-based productions, a new large-scale project to foster original content production for television and the Web and to provide training to emerging Aboriginal filmmakers. Established in collaboration with the Aboriginal Peoples Television Network, a call for projects was made to French-language Aboriginal production companies to develop a co-production project of six half-hour documentaries for television geared toward young adults between the ages of 18 and 35. The project also includes an interactive component designed for digital platforms (e.g., Web, podcast) and a training component consisting of two production internships for Aboriginal people.

Through the First Nation Student Success Program, the **Department of Indian and Northern Affairs** provided funding to band-operated schools in Canada with the goal of improving student outcomes in the three priority areas of literacy, numeracy and student retention. The Program encourages schools to develop success plans, conduct student assessments, and put in place

performance measurement systems to monitor school and student progress from kindergarten to grade 12. The Program is part of the larger Reforming First Nation Education Initiative, announced in December 2008. During the reporting period, 19 proposals were approved by the National Selection Committee representing approximately 75 per cent of band-operated schools and 52,000 students in Canada.

### International Partners

Since 2002, the **Canada School of Public Service** and the **Escola Nacional de Administração Pública** in Brazil have cooperated to exchange knowledge and best practices. This partnership seeks to strengthen action areas in Brazil marked by high levels of poverty and inequality. To this end, in May 2009, the Canada School of Public Service organized an International Workshop on Equity and Diversity focused on the preparation of topics pertaining to gender, race and human rights. These three topics formed the basis for a discussion paper that was written by and distributed to Brazilian schools of government at the federal, state and municipal levels. This partnership increased the understanding of public service employees about best practices in Brazil and heightened awareness of multiculturalism and diversity elements within Canada and Brazil. It also aimed to use these innovative learning methods to partner with ministries and special secretariats for social programs, human rights, gender and racial equality issues and to apply learning to help solve development problems. The workshop itself boasted more than 75 participants from nearly 20 different organizations.

In November 2009, the Canadian Embassy in Seoul, part of the **Department of Foreign Affairs and International Trade**, and Kyung Hee University in Seoul co-hosted an international conference entitled *Citizenship and Diversity in*



*Multicultural Societies: Canadian Experience and Implications for Korea.* The event featured five Canadian and eight Korean researchers who discussed a range of topics on two panels: migration and citizenship in Canada and Korea, and continuity and change in Canadian multiculturalism. As Korea, a traditionally homogeneous country, becomes increasingly multicultural, this theme resonated with audience members from the Korean government, academia and civil society. Over 100 participants attended this conference.

The Canadian Embassy in Japan, part of the **Department of Foreign Affairs and**

**International Trade**, assisted in coordinating interviews and providing content to an Asahi/Globe journalist to develop articles that featured Canadian multiculturalism and immigration as the theme. Articles included interviews with notable Canadians, including John Ralston Saul, Allan Rock and Professor Ito Peng and featured topics such as how immigration has enabled Canada to be an equitable, innovative and creative society; how immigrants from conflict zones can find a new life in Canada; and, how Canada's diversity allows the country to be more involved in global issues.

### **Vancouver 2010**

*In February and March 2010, the 2010 Olympic Winter Games and 2010 Paralympic Winter Games were held in Vancouver, British Columbia. Canada hosted 6,850 athletes and team officials from more than 80 countries.*

The 2010 Olympic and Paralympic Winter Games Federal Secretariat, housed in the **Department of Canadian Heritage**, undertook initiatives that supported the engagement of Canada's diverse communities through events and activities celebrating the 2010 Winter Games. These included the Canada Pavilion tour, the Venue Arts Aboriginal Program and the Vancouver Aboriginal Friendship Centre. The Secretariat also undertook initiatives to promote dialogue and cooperation between diverse communities through events and activities celebrating the 2010 Winter Games. These included 2010-themed citizenship ceremonies and the visit of the Emperor of Japan to the Richmond Olympic Oval. The Venue Arts Aboriginal Program and the Vancouver Aboriginal Friendship Centre youth outreach program engaged various Aboriginal communities.

Every medal won at the Vancouver 2010 Olympic and Paralympic Winter Games was a one-of-a-kind work of art. The **Royal Canadian Mint** produced 615 Olympic and 399 Paralympic medals for the 2010 Winter Games. The medals featured a different crop of larger, contemporary Aboriginal works of art and were undulating rather than flat.

From November 2009 to March 2010, as part of its mission to draw attention to Canada's Aboriginal engagement and inclusion in the 2010 Olympics, the Canadian High Commission in London, part of the **Department of Foreign Affairs and International Trade**, organized the Vancouver 2010 Aboriginal Participation and Sustainable Legacies exhibition. The exhibition was developed with the support and the collaboration of projects such as the Squamish Lil'wat Cultural Centre and the First Nations Snowboard Team.



Close up of a Vancouver 2010 Olympic Games Gold Medal depicting Aboriginal artwork.

Photo courtesy of the Royal Canadian Mint and the Canadian Olympic Committee.

Contributing to the sustainability of developing countries and enabling these countries to become more active in the areas of standardization and trade remained a focus for the **Standards Council of Canada (SCC)** in 2009-10. The work of the SCC in this area supports key tenets of the *Canadian Multiculturalism Act*, deepening cross-cultural relationships between the SCC and other national standardization bodies. By sharing knowledge and technological tools, the SCC helps developing countries to establish their own national standards systems. In 2009-10, the SCC assisted

Malaysia in implementing an accreditation scheme for standards development organizations, and provided capacity-building technical assistance to Ghana and Tunisia. The SCC also renewed hosting partnerships with Austria and Trinidad and Tobago for the Export Alert! system of email notifications on trade-related regulatory changes.

*Examples of partnerships led by the Department of Citizenship and Immigration are highlighted in Part One of this report.*



Arrival of the second flight from Haiti with children being adopted by Canadian families, (Ottawa), January 2010.

Photo courtesy of the Department of Citizenship and Immigration.

## CHAPTER 3

# PROMOTING INTERCULTURAL UNDERSTANDING AND EMBRACING DIVERSITY

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Federal institutions undertake many initiatives that encourage intercultural understanding and support the preservation, enhancement, sharing and promotion of multiculturalism in Canada.

This section highlights publicly funded activities, programs and organizations that showcase Canada's diversity of language, religion and culture, or that increase Canada's profile at home and abroad as a responsive and welcoming nation that thrives in a multicultural context.

The **Canada Council for the Arts** recognizes, values and supports artistic practices that express the cultures, perspectives and creativity of Canadians from all backgrounds. The Dance Section contributed funds to Sampradaya Dance

Creations to produce 2009 DanceIntense, a two-week summer choreo-residency for over twenty dancers trained in South Asian dance forms. Intended to stimulate an unprecedented professional development project within an international framework, this project was achieved by building partnerships with York University and international dance companies, SAMPAD (England) and Mamata Shankar Dance Company (India). The nationwide scope of this project is strategic in introducing new models of dance development that will benefit the large base of South Asian dance artists and organizations across Canada, as well as building capacity for the development agency objective of Sampradaya Dance Creations.



RCMP member connecting with Aboriginal youth.

Photo courtesy of the Royal Canadian Mounted Police.



The New Horizons for Seniors Program at the **Department of Human Resources and Skills Development** encourages the contribution and participation of seniors in their communities across Canada. During the reporting period, 16 projects were approved for funding by the Program for a total of \$1,613,262.

The Program recognizes the important role of seniors from ethnocultural communities and has provided funding for many projects that are led or inspired by these groups of seniors. In 2009-10, a call for proposals was issued and projects have been funded to develop replicable, innovative and culturally appropriate approaches to help raise awareness of elder abuse within and among ethnocultural communities. Projects focus on developing or adapting materials and resources, such as fact sheets, guides, workshops, DVDs and socio-dramas for seniors, their families, and/or service providers.

Examples of projects that aim to raise awareness of elder abuse among ethnocultural communities include:

- *The Knights of Rizal: Innovative Cultural Approaches in the Prevention of Elder Abuse.* Through this project, a model and culturally appropriate resource materials will be developed to raise awareness of, and to help prevent, elder abuse among the Filipino and South East Asian communities of Manitoba.
- *The Calgary Chinese Elderly Citizens' Association: Hidden in the Cultural Fabric: Elder Abuse and Neglect in Ethno-cultural Communities in Alberta.* Resources and tools to raise knowledge and understanding of elder abuse among seniors in ethnocultural communities will be developed through project funding.
- *The Korean Senior Citizens Society of Toronto: Elder Abuse Education for Korean Seniors and the Korean Community.* Through project funding, the Society will engage the Greater Toronto Area Korean community by developing culturally appropriate resources, such as print materials, workshops, community socio-dramas, and outreach via ethnic media to raise awareness of elder abuse and available community supports.

The **Department of Veterans Affairs** supports remembrance programming through the Community Engagement Partnership Fund and the Cenotaph/Monument Restoration Program. Organizations that received funding in 2009-10 included: the Polish Combatants' Association in Canada; the Comitato organizzatore dei Giovani Italiani in Canada; the Montréal Organization of the World War II Russian-speaking Veterans; Mountainview School; Nipissing First Nation; the Odawa Native Friendship Centre; the Russian-Canadian Theatrical Community; the Thank-A-Vet-Luncheon;

and, the Royal Canadian Legion Branch 107 (Belgian Veterans Association).

**Library and Archives Canada** acquires records that reflect Canada's cultural diversity from organizations or individuals whose records are in danger or being lost or destroyed, and assists in preserving archival heritage in a manner that respects cultural protocols and concerns. The focus of these acquisition activities is to preserve the records of ethnocultural groups that are not well-represented in the Library's holdings.

The **Canadian Cultural Property Export Review Board** is an independent tribunal established by the *Cultural Property Export and Import Act* with three main areas of responsibility: the certification of cultural property for income tax purposes; the review of refused export permit applications; and the determination of fair cash offers to purchase in relation to refused export permits. These mechanisms established under the Act serve to encourage and ensure the preservation in Canada of significant

examples of the nation's artistic, historic and scientific heritage representing Canada's vast cultural diversity. In 2009-10, the Board certified 11,700 objects of cultural property donated or sold to designated Canadian institutions and public authorities, and reviewed 34 appeals in relation to refused export permits for cultural property. An example of an object certified by the Board during the reporting period is Louis-Philippe Hébert's bronze sculpture, entitled "Algonquins," circa 1916.



Inuit performers at the Great Northern Arts Festival, (Inuvik, Northwest Territories), 2009.

Photo courtesy of Terry Halifax and the Canadian Tourism Commission.

## CHAPTER 4

# PUBLIC EDUCATION AND OUTREACH ACTIVITIES

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Federal institutions undertake public education and outreach activities to contribute to the full and equitable participation of all Canadians in the continuing evolution and shaping of Canadian society. Consultations, public education and advertising campaigns, and other outreach activities are all key tools used by federal institutions to ensure that policies and programs meet the needs of cultural communities. They also help to disseminate information effectively in order to raise awareness and participation.

This chapter highlights activities undertaken by federal institutions to inform or consult with the public on issues related to multiculturalism.

### Public Education and Outreach

The **Department of Foreign Affairs and International Trade's** Invest in Canada Bureau produced a report entitled *Welcome to Canada: We Take Care of Business*, which showcases Canada's advantages as an investment location of choice. The objective of this publication is to influence foreign investors to consider Canada for their

business investment plans worldwide. A principal feature of the report is its highlighting of Canada as a tolerant and multicultural society, as expressed by major foreign investors established in Canada. The report is available in English, French, and Chinese.

The *Canada Remembers* portion of the **Department of Veterans Affairs** website continued to add components that further advanced its goal of engaging all Canadians in the commemoration of Canadian veterans and military history. The *Heroes Remember* feature is a searchable Web-based video delivery platform featuring interviews with numerous veterans from major ethnic groups in Canada, including Aboriginal people, Chinese Canadians, and African Canadians. In 2009-10, interviews with veterans were conducted highlighting the sacrifices and achievements of African Canadian veterans and former members of the Women's Royal Canadian Naval Service. These were added to the *Heroes Remember* online database. Additionally, the *Canada Remembers* Web Content and Learning component works to educate and inform the public, especially

Students participate at a workshop hosted by the Canadian Embassy to mark 20th anniversary of the United Nations Convention on the Rights of the Child, (Caracas, Venezuela), November 2009.

Photo courtesy of the Department of Foreign Affairs and International Trade.





Canadian youth, about the sacrifices and achievements of Canada's veterans and about the diversity of Canada's veteran population. During the reporting period, *La Force Francophone*, a Web-based audio, visual and narrative feature on the contributions of French Canadians during the Second World War, was published. The Department continues to provide opportunities to learn about Francophone, African Canadian, Aboriginal and Asian Canadian veterans through the Department's learning, public information and website materials.

To build upon its 2008-13 Strategic Plan, **Elections Canada** created opportunities to engage electors of all origins, developing a variety of outreach and communications materials that inform and enhance understanding of and engagement in the electoral process. The *Voter Information Guide* and voter identification requirements document are available on Elections Canada's website in 27 heritage languages, and in 11 Aboriginal languages.

In February 2010, the **Canada Science and Technology Museum**, in partnership with Jaku Konbit and Black History Ottawa, celebrated African Canadian inventors and innovators. The International African Inventors Museum presented a travelling exhibition that highlights the achievements of black inventors and scientists throughout

the world. In conjunction with the exhibition, Jaku Konbit delivered interactive lectures and science demonstrations to encourage youth, parents, teachers and participants to examine science and technology as career options through exposure to research and achievements by black inventors and scientists.

The **Commission for Public Complaints Against the Royal Canadian Mounted Police** partnered with the National Association of Friendship Centres to co-produce a 10-minute video at the Odawa Native Friendship Centre, explaining a person's right to complain about police officers' conduct, and the process for doing so. The video incorporates the Aboriginal tradition of storytelling to explain the complaints process in a way that makes it more relevant to the intended audience.

Building on last year's successful pilot, **Canada Revenue Agency** media relations teams in the Ontario and Pacific regions proactively contacted media outlets during the 2009 tax filing season to improve relations with mainstream media, local media, and multicultural media outlets whose first language was neither English nor French. This year, they expanded the number and scope of the interviews to include Chinese (Mandarin), Vietnamese, Indian (Punjabi), and Greek. The interviews



The International African Inventors Museum—a travelling museum that highlights the achievements of black inventors and scientists throughout the world—on display at the Canada Science and Technology Museum (Ottawa), February 2010.

Photo courtesy of the Canada Science and Technology Museum Corporation.



“Blossoming Idea”

Flower arrangement by Ms. Mary Lou Kingsbury at the 25th annual exhibition of *Ikebana: The Japanese Art of Floral Design*, (Ottawa), February 2010. This Japanese art form is showcased annually at the Canadian Museum of Nature, linked to Asian Heritage Month activities. The above image is one of 50 arrangements featured in 2010.

Photo courtesy of Gregor Bochmann.

provided tax filing information to Canadians through mainstream and non-mainstream media.

The “Be Aware and Declare!” campaign, developed and implemented by the **Canadian Food Inspection Agency** now partners with 16 international airlines. The “Be Aware and Declare!” campaign also has television advertisements in a total of 11 languages, including English, French, Arabic, Bahasa Indonesia, Hindi, Italian, Japanese, Korean, Mandarin, Spanish and Vietnamese. There are also brochures available in a total of 24 languages.

## Stakeholder Engagement and Consultations

The **National Arts Centre** presented *Where the Blood Mixes* from March 23 to April 3, 2010. Written by Kevin Loring, winner of the 2009 Governor General Award for Drama, the play explores the impact of the residential school system on the main characters. Student matinees and pre-performance workshops led by the director and cast members included discussions of the residential school system and Aboriginal art.

As part of its ongoing outreach to stakeholders in support of its consular policy development, the **Department of Foreign Affairs and International Trade’s** Consular Policy and Advocacy Bureau hosted a round table in Toronto in November 2009 involving participation by representatives of Muslim communities across Canada and specialists in the area of child custody and abduction. The round table resulted in the drafting of a set of principles for use in mediation to resolve parental child abductions between signatories to the 1980 Hague Convention and non-Hague (principally Muslim) states. These principles then formed the core document for a multilateral meeting held in Gatineau in May 2010 under the auspices of the Hague Conference.

In February 2010, a senior official from the **Department of Foreign Affairs and International Trade** spoke about Canada’s engagement in the Sudan to a crowd at Glendon College in Toronto that included members of the Sudanese community. The purpose of the presentation was to explain and raise awareness of Canada’s Whole-of-Government engagement among interested communities and to gain their perspectives and insights into the Sudan and approaches to it. Meetings were also held with members of the Darfur Association of Canada to discuss Canada’s engagement in the Sudan and to discuss any concerns or questions members of their group may have had.

In keeping with the **Parks Canada Agency’s** priority to promote the commemoration of subjects in Canada’s rich ethnocultural past, the Agency continued to consult with ethnocultural communities across Canada, including the Japanese and Portuguese communities in Ottawa and Toronto. As a result of a workshop held in Whitehorse in March 2010, discussions are underway on the contribution of African American soldiers to the building of the Alaska Highway. A unique exhibit, funded under the Department of Citizenship and Immigration’s National Historical Recognition Program, is being developed in Banff National Park to educate Canadians, particularly youth, about Canada’s history relating to First World War internment. This location was chosen because of its significance as the site of an internment camp during the First World War. Smaller exhibits are also being developed for the Fort Henry National Historic Site in Kingston and the Citadel National Historic Site in Halifax, also internment sites during the First World War. Through these and other consultations, the Parks Canada Agency is building relationships and addressing the underrepresentation of this part of Canadian history in the government’s commemorative program and seeking to broaden all

Canadians' understanding of the nation's diverse past.

In the Ontario region of the **Correctional Service of Canada**, an outreach activity was undertaken from October 2009 to March 2010, directed at social services and religious groups that serve the West Asian communities in the Greater Toronto Area. This included personal visits and telephone, fax and email contact with more than 80 organizations primarily serving the West Asian population. Outreach culminated in a forum entitled "Making Connections," involving more than 30 of these organizations. Following the event, Corrections received numerous requests for presentations to members of these or similar organizations. In addition, Corrections was able to recruit volunteers from the West Asian community and now has a roster of organizations prepared to assist offenders in their reintegration into Canadian society.

The Ethnocultural Outreach Program was designed by **Statistics Canada** to promote dialogue and cooperation between Statistics Canada and Canada's growing ethnocultural communities. During the 2009-10 fiscal year, Statistics Canada continued to establish and maintain relationships with ethnocultural organizations and ethnic media through various outreach activities. One activity under the Program was a

presentation on the key outcomes of the Longitudinal Survey of Immigrants to Canada at a Web conference organized by the Affiliation of Multicultural Societies and Services Agencies of British Columbia. The conference had an in-person audience of around 50 and a live Web broadcast to over 200 participants representing around 30 community agencies throughout British Columbia.

Additionally, **Statistics Canada** developed the Aboriginal Statistics Training Program in response to the recommendations of the Royal Commission on Aboriginal Peoples and provides statistical training to First Nations, Métis and Inuit groups. During the reporting period, the Program offered 26 courses to Aboriginal communities and organizations to help build statistical capacity and usage of Aboriginal data. The Program offers a number of interactive workshops (one to three days) for people with little or no experience in statistics. Also in 2009-10, the Program delivered 36 information sessions to Aboriginal organizations and communities across Canada attended by nearly 1,000 people. The goal of these sessions, which included a tour of the Statistics Canada website, was to make Aboriginal data more accessible.



Mr. Pinchas Zukerman conducts the Unisong and the Young Artists Program strings orchestra as part of the 2009 Summer Music Institute at the National Arts Centre, (Ottawa) July 2009. The Program brought together 72 young musicians from 12 countries (including from seven Canadian provinces) for a three-week intensive study program.

Photo courtesy of Michel Dozois.



## CHAPTER 5

# A DIVERSE AND RESPONSIVE WORK FORCE

The *Canadian Multiculturalism Act* requires federal institutions to ensure that Canadians of all origins have an equal opportunity to obtain employment and advancement in their institutions. This chapter highlights activities undertaken by federal institutions to reflect Canada's multicultural reality in their human resources programs, policies and practices, and to create a responsive and representative work force.

In interpreting the Act, federal institutions ensure that their human resources policies, plans and activities:

- create respectful workplaces for employees;
- offer diversity and language training for employees; and,
- increase the representation of employment equity groups and other under-represented groups.

Federal institutions review their human resources management on a regular basis to identify barriers to their employees and to the public created by their staffing policies.

### 1. Respectful Workplaces

In September 2009, three employees were awarded the **Department of National Defence and Canadian Forces' Management of Human Resources Award** specifically recognizing their work to increase awareness and acceptance of diversity and inclusiveness. In their everyday work, these employees create a culture of valuing diversity within the organization and serve as excellent role models for others.

The New Brunswick office of the **Atlantic Canada Opportunities Agency** presented five Diversity fora in 2009-10. These fora, organized by individual units, allowed Agency employees to highlight their own

cultural diversity and in doing so, to promote the fact that diversity is not about "the other," but includes everyone.

"...promote the fact that diversity is not about "the other," but includes everyone."

### 2. Diversity and Language Training

Multiculturalism was incorporated into training and learning scenarios for **Canada Border Services Agency** employees. The Agency has a multiculturalism section on its intranet site that provides links to relevant sites and a calendar of events related to multiculturalism. This section also posts the contact information for the Agency's champion and coordinator so that employees can ask questions, give feedback, or make suggestions on multiculturalism initiatives and issues.

In 2009, the **Department of Foreign Affairs and International Trade** introduced a Multiculturalism wiki for employees. The wiki hosts extensive information on multiculturalism, provides useful tools such as speaking modules for missions, and enables staff to share their multiculturalism-related initiatives. The wiki is a useful tool for staff and has been accessed more than 1,900 times since it was developed.

### 3. Responding to an Increasingly Multicultural Reality

The **Canada Revenue Agency** maintains an Employee Third Language Capabilities Directory that provides a listing of employees who can communicate in a

## Royal Canadian Mounted Police

*“The Royal Canadian Mounted Police strives to preserve and share in the cultural diversity present across the country by providing a police service which is culturally sensitive to the people who make Canada their home.”*

The **Royal Canadian Mounted Police** (RCMP) has had key achievements during the reporting period in the areas of cultural awareness training and building partnerships with cultural and Aboriginal communities.

The RCMP recognizes that recruiting challenges remain in many cultural communities. It is not enough to advertise in the hope that youth from these communities will apply to the RCMP. It is necessary for recruiters to meet proactively with community leaders and elders to effectively communicate the benefits of a career in the RCMP. Recruiters work with educators and local community groups to ensure that any preconceived bias toward the police that may have existed from their previous country has been addressed and resolved. Research has shown that many cultures do not perceive policing to be a noble and rewarding profession. It is only through communication, partnerships and community outreach that these biases can be addressed.

During the reporting period, seven RCMP divisions developed training for employees with a focus on gaining an understanding of local cultures and the needs of the communities they serve. The training offered in these sessions is region-specific and is often delivered in collaboration with community leaders and elders who have valuable insights to share. Cultural awareness training and resources are accessible to employees through the intranet and include information on various religions and traditions practised by Canadians.

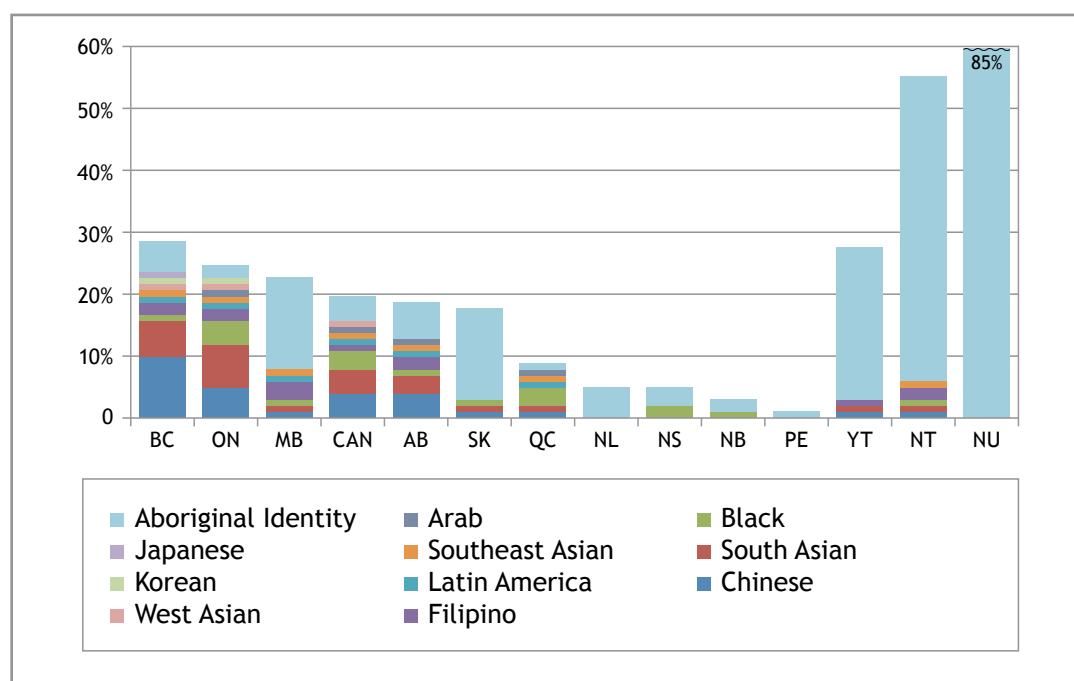
The RCMP National Security Program has been leading law enforcement engagement efforts with communities that are vulnerable to violent radicalization. The Program also reaches out to all communities of different faiths, ethnicities and backgrounds through initiatives such as the Junior Police Academy, Citizens Academy and Newcomers events. The Program's diverse community consultative groups at the divisional and national levels are another example of using dialogue to advance and promote positive relations between the RCMP and the diverse communities, while assisting RCMP members in learning about the customs, religious practices and cultural diversity of various communities. Today, many of the Program's courses have been developed in partnership with leaders from these communities.

In the area of partnerships, an agreement was signed between the RCMP and the Grand Chief of the Association of Manitoba Chiefs (AMC) in August 2009 to embed a communications facilitator and liaison member in the AMC office. This position is intended to provide a contact point for all Manitoba First Nations Chiefs regarding issues of policing on specific First Nations communities or impacting the First Nations population whether that is on or off reserve. In October 2009, an agreement was also signed between the RCMP and the Manitoba Métis Federation placing an RCMP member in the Federation with the purpose of identifying any service delivery gaps to the Métis communities and to enhance communications.



Grand Chief Ron Evans of the Assembly of Manitoba Chiefs, signing a Memorandum of Understanding with Assistant Commissioner Bill Robinson, "D" Division Commanding Officer (Manitoba), August 2009.

Photo courtesy of the Royal Canadian Mounted Police.



**Figure 2: Canada's Visible Minority and Aboriginal Population by Region**  
Source: 2006 Census

language other than English or French. The Directory lists the names of employees who may be available and willing to volunteer their services to meet the communication needs of the Agency's diverse clients. In 2009-10, the online Employee Third Language Capabilities Directory identified 1,773 employees who can provide services in 140 languages.

**Passport Canada**, under the **Department of Foreign Affairs and International Trade**, has 34 points of service across the country. Several passport offices hire

multilingual employees in order to provide better service to linguistic minorities. The Ottawa office serves the public in nine different languages, including French and English. Multilingual employees of Passport Canada can also provide assistance and expertise to facilitate the travel of members of various ethnocultural groups abroad.

**Canada Post** employees, from a wide range of backgrounds and cultures, have made the Annual Santa Letter Writing Program a success since 1982, answering letters in more than 27 different languages, reflecting

Although our primary client is the Canadian public, the issues faced every day by the **Canadian Food Inspection Agency** are global in scope. To successfully navigate these widespread challenges, we need a multi-faceted work force that is rich in skills and competencies, that respects cultural differences, and that understands the profound importance of cooperation and mutual accommodation. The Agency continuously seeks ways to attract and retain employees from all backgrounds. In 2009-10, the Agency was selected as one of the National Capital Region's Top 25 Employers for the second year in a row, and as one of Canada's Best Diversity Employers.

– *Canadian Food Inspection Agency*



A diverse, inclusive workplace has now become a corporate necessity for many organizations. Nowhere is this more important than here in the **Canadian Security Intelligence Service** where our ability to gather intelligence depends heavily on societal acceptance of our role. We need to reflect the current Canadian mosaic as much as possible, in order to maintain this level of acceptance. Add to this the creativity and expanded-knowledge dividends that flow from diverse workplaces, not to mention the moral imperatives associated with tolerance and inclusiveness, and it becomes easy to understand why diversity must continue to be a top priority.

– *Canadian Security Intelligence Service,  
Human Resources Directional Statement, 2009-10*

employees' diverse backgrounds. Canada Post does this as a community service; in 2009-10 more than one in five employees (over 11,000) volunteered their time.

The **Department of Human Resources and Skills Development's** service-delivery employees across Canada attend mandatory training courses through the Service Canada College. Courses include modules on diversity, like the Cultural Competency component of the Service Excellence course. In 2009-10, the Department also strengthened its communication to clients through foreign-language interpretation services, piloted in 53 Service Canada locations to help people who do not speak English or French access benefits and services.

The **Department of Finance** plays a central role in supporting the national dimensions of health and social programs that contribute greatly to the well-being of all Canadians. Through the budget process, the Department also plays a key role in the development of government policies relating to Aboriginal issues, labour markets, immigration, disability, health, justice, education, sports and culture

During the reporting period, the Clerk of the **Privy Council Office** (PCO) issued the 2009-10 Public Service Renewal Action Plan. The Plan states that "the development of public servants as leaders, managers and empowered employees is central to a high performing organization.... Special care will be dedicated to ensuring that recruitment reflects Canada's diversity, and filling skills gaps that have been identified through integrated planning." In fall 2009, PCO updated the Strategic HR Plan that was in effect for 2007-08 through 2009-10. The Plan recognizes employees as PCO's key asset and emphasizes management's commitment to fostering equity in the work environment.

The **Treasury Board Secretariat** developed a Staffing Strategy for 2009-10 that identified goals to ensure that the Secretariat's work force remains representative of labour market availability. The Secretariat also continued its partnership with the Public Service Alliance of Canada on the Joint Learning Program created in 2001. Program workshops focus on such topics as anti-harassment, respecting differences, anti-discrimination and employment equity.



Employees at the National Research Council of Canada's Institute for Biodiagnostics host a Philippines-themed potluck, (Winnipeg), May 2009.

Photo courtesy of the National Research Council of Canada.

## CHAPTER 6

# RESEARCH AND DISSEMINATION ACTIVITIES

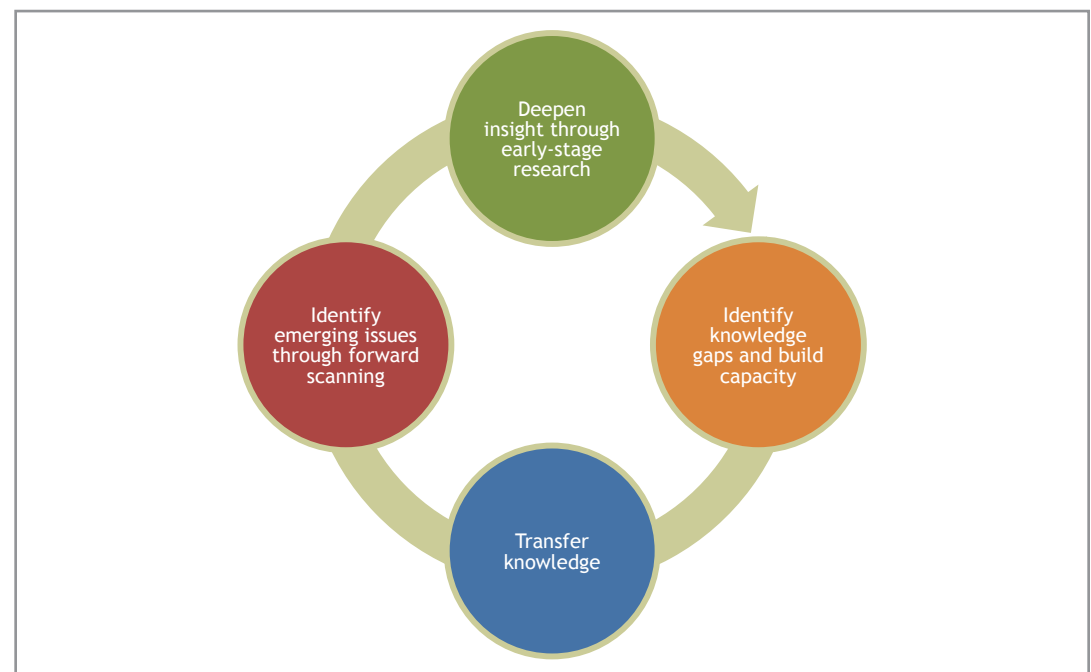
Research is a key step in the policy development process. Under the *Canadian Multiculturalism Act*, federal institutions are required to collect statistical data in order to enable the development of policies, programs and practices that are sensitive and responsive to the multicultural reality of Canada. Many federal institutions conduct research and collect statistical data on multiculturalism that contributes to policy and program development across the Government of Canada.

This chapter highlights multiculturalism research and data collection during the reporting period.

### Reports and Publications

Stemming from an increased need for skilled tradespeople in Canada, the **Department of Human Resources and Skills Development**, in collaboration with the

Canadian Council of Directors of Apprenticeship and **Statistics Canada**, undertook the 2007 National Apprenticeship Survey, which examines factors affecting the completion of apprenticeships, the certification of apprentices and their transition to the labour market. As part of follow-up research on the 2007 Survey, one research project looked at the participation of target groups and the participation of women, immigrants and Aboriginal people in apprenticeship programs. This report examines the reasons why these groups are attracted to the trades, which apprenticeship programs most members of these groups choose, barriers or challenges they encounter, labour market outcomes, and the reasons for discontinuing their apprenticeship programs. This report and others are helping the government improve its understanding of apprenticeship issues.



**Figure 3:** Public Policy Research Cycle  
**Source:** Policy Research Initiative

The **Department of Human Resources and Skills Development** produced the Policy Development Guide, a Web-based self-learning tool with an accompanying handbook, for all employees across the Department. The Guide is intended to assist analysts in better understanding the policy development process, while simultaneously guiding them in developing strong policy, program and service initiatives. The Guide contains specific sections on multiculturalism and diversity to help analysts establish plans to build multiculturalism and diversity lenses into their analyses throughout all stages.

The Guide offers the following questions to challenge policy and program development:

- Does the design of your research initiatives, policies and programs take into account multiculturalism as a demographic, economic and social reality in Canada?
- In what ways can you or your area ensure that diversity analysis is an ongoing part of your work?
- Where appropriate, have you consulted with diverse cultural, linguistic and religious groups on the design or delivery of your programs or policies?
- What kinds of activities are you or your branch supporting with regard to your commitment to the *Canadian Multiculturalism Act*?

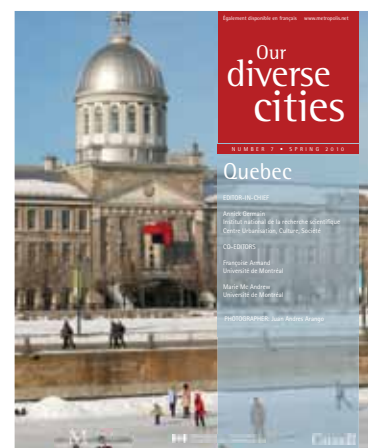
In terms of research and dissemination activities, the **Economic Development Agency of Canada for the Regions of Quebec** published, jointly with the Université de Sherbrooke (Quebec), a paper entitled “Immigration and the Economic Development of the Regions of Quebec” in the spring 2010 edition of *Our Diverse Cities*. The paper considers the challenges inherent in the regionalization of immigration, as well as how best to assist regions in developing their capacity to attract and retain immigrants in order to ensure that their communities and local businesses remain sustainable. The full report is available for free download at [http://dsp-psd.pwgsc.gc.ca/collections/collection\\_2010/cic/Ci2-1-7-2010-eng.pdf](http://dsp-psd.pwgsc.gc.ca/collections/collection_2010/cic/Ci2-1-7-2010-eng.pdf).

In 2009-10, the **Department of Canadian Heritage** produced a paper on international best practices with respect to the engagement of civil society in human rights; a paper looking at minorities in Canada’s cultural industries using Census data; research on the protection of traditional cultural expressions

of minority groups in Canada: and, an overview of provincial and territorial laws, policies and initiatives.

## Statistics and Policy Development

In 2005, the **Office of the Commissioner of Official Languages** partnered with the **Canadian Human Rights Commission** to determine if the level of bilingualism was different for visible minority Canadians compared with non-visible minority Canadians and if the official language requirements of positions in the Canadian public service were a hindrance to visible minority groups. Differences in the level of bilingualism between visible minority groups and non-visible minority groups were found to be relatively small and not sufficient to explain differences in career progression. In 2009-10, bilingualism among visible minority groups was revisited, using 2006 Census data and additional variables for analysis. This analysis found that while members of visible minorities who were born in Canada are as bilingual as other



Cover of Spring 2010 issue of “Our Diverse Cities: Quebec.”

Published by the Department of Citizenship and Immigration.



Canadians, foreign-born members of visible minorities were found to be less bilingual than other Canadians. However, in some cases, the difference is reversed. For example, Francophone members of visible minorities in Quebec are more bilingual than their non-visible minority counterparts.

In 2009-10, **Elections Canada** conducted a media audit to analyse language groups by census metropolitan areas. The audit identified key language groups by city and key markets based on the language most often spoken at home, as well as the demographic composition of those markets. The next phase is to establish market and language selection criteria for a media placement strategy for future elections.

In 2009-10, the **Department of Canadian Heritage** collected data on the participation of Aboriginal peoples in sports through third parties (the Coaching Association of Canada on the National Coaching Certification Program of Canada), as well as data on the

number of female and male Aboriginal coaches in each province. The Athlete Assistance Program also collects data on the ethnicity and first language of carded athletes, though the information is voluntary. The results are incorporated into the Annual Questionnaire, which is used for our input into the annual Departmental Performance Report.

Between November 2 and 5, 2009, **Statistics Canada**, Western Region and Northern Territories, organized a three-day conference focusing on how data are used by Aboriginal communities throughout the region. Approximately 200 people attended the conference, which boasted over 40 breakout sessions on five thematic areas: children and families, economic development and the labour market, health and well-being, the North, and urban Aboriginal populations.

## ANNEX A: FEDERAL INSTITUTIONS THAT PROVIDED A SUBMISSION

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Assisted Human Reproduction Agency of Canada	Canadian Security Intelligence Service
Atlantic Canada Opportunities Agency	Canadian Tourism Commission
Atlantic Pilotage Authority	Canadian Transportation Accident Investigation and Safety Board
Atomic Energy of Canada Limited	Canadian Transportation Agency
Bank of Canada	Canadian Wheat Board
Blue Water Bridge Authority	Cape Breton Development Corporation
Business Development Bank of Canada	Correctional Service of Canada
Canada Border Service Agency	Courts Administration Service
Canada Council for the Arts	Defence Construction (1951) Limited
Canada Deposit Insurance Corporation	Department of Agriculture and Agri-Food
Canada Development Investment Corporation	Department of Canadian Heritage
Canada Lands Company Limited	Department of Citizenship and Immigration
Canada Mortgage and Housing Corporation	Department of Finance
Canada Pension Plan Investment Board	Department of Fisheries and Oceans
Canada Post Corporation	Department of Foreign Affairs and International Trade
Canada Revenue Agency	Department of Health
Canada School of Public Service	Department of Human Resources and Skills Development
Canada Science and Technology Museums Corporation	Department of Indian and Northern Affairs
Canada-Newfoundland and Labrador Offshore Petroleum Board	Department of Industry
Canadian Air Transport Security Authority	Department of Justice
Canadian Artists and Producers Professional Relations Tribunal	Department of National Defence and the Canadian Forces
Canadian Broadcasting Corporation	Department of Natural Resources
Canadian Centre for Occupational Health and Safety	Department of Public Safety and Emergency Preparedness
Canadian Citizenship Commission	Department of the Environment
Canadian Commercial Corporation	Department of Transport
Canadian Cultural Property Export Review Board	Department of Veterans Affairs
Canadian Dairy Commission	Department of Western Economic Diversification
Canadian Environmental Assessment Agency	Economic Development Agency of Canada for the Regions of Quebec
Canadian Food Inspection Agency	Elections Canada
Canadian Forces Grievance Board	Export Development Canada
Canadian Grain Commission	Farm Credit Canada
Canadian Human Rights Commission	Financial Consumer Agency of Canada
Canadian Human Rights Tribunal	Financial Transactions and Reports Analysis Centre of Canada
Canadian Institutes of Health Research	First Nations Tax Commission
Canadian Intergovernmental Conference Secretariat	Great Lakes Pilotage Authority
Canadian International Development Agency	Immigration and Refugee Board
Canadian International Trade Tribunal	International Development Research Centre
Canadian Museum of Civilization Corporation	Laurentian Pilotage Authority
Canadian Museum of Nature	Library and Archives of Canada
Canadian Northern Economic Development Agency	Military Police Complaints Commission
Canadian Nuclear Safety Commission	NAFTA Secretariat, Canadian Section
Canadian Polar Commission	National Arts Centre
Canadian Race Relations Foundation	National Battlefields Commission
Canadian Radio-television and Telecommunications Commission	National Capital Commission

National Defence and Canadian Forces Ombudsman  
 National Energy Board  
 National Farm Products Council  
 National Film Board  
 National Gallery of Canada  
 National Parole Board  
 National Research Council of Canada  
 National Round Table on the Environment and the  
 Economy  
 Natural Sciences and Engineering Research Council  
 Office of the Auditor General  
 Office of the Commissioner for Federal Judicial Affairs  
 Office of the Commissioner of Lobbying  
 Office of the Commissioner of Official Languages  
 Office of the Coordinator, Status of Women  
 Office of the Correctional Investigator of Canada  
 Office of the Director of Public Prosecutions  
 Office of the Information Commissioner of Canada  
 Office of the Privacy Commissioner of Canada  
 Office of the Public Sector Integrity Commissioner  
 Office of the Superintendent of Financial Institutions  
 Pacific Pilotage Authority  
 Parc Downsview Park Inc.  
 Parks Canada Agency  
 Passport Canada

Patented Medicine Prices Review Board  
 Privy Council Office  
 Public Health Agency of Canada  
 Public Sector Pension Investment Board  
 Public Servants Disclosure Protection Tribunal  
 Public Service Commission  
 Public Service Labour Relations Board  
 Public Service Staffing Tribunal  
 Registry of the Competition Tribunal  
 Royal Canadian Mint  
 Royal Canadian Mounted Police  
 Royal Canadian Mounted Police External Review  
 Committee  
 Royal Canadian Mounted Police Public Complaints  
 Commission  
 Ship-Source Oil Pollution Fund  
 Social Sciences and Humanities Research Council  
 Standards Council of Canada  
 Statistics Canada  
 Supreme Court of Canada  
 Telefilm Canada  
 Transportation Appeal Tribunal of Canada  
 Treasury Board Secretariat  
 VIA Rail Canada Inc.

## ANNEX B: MULTICULTURALISM AND GOVERNMENT WEBSITES

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**Multiculturalism at the Department of Citizenship and Immigration**  
<http://cic.gc.ca/multiculturalism>

**Annual Report on the Operation of the *Canadian Multiculturalism Act***  
<http://www.cic.gc.ca/english/resources/publications/index.asp#multi>

**Hate Crime in Canada**  
<http://www.statcan.gc.ca/pub/85f0033m/2008017/5200141-eng.htm>

**Police-reported hate crime**  
<http://www.statcan.gc.ca/daily-quotidien/090513/dq090513c-eng.htm>

**Discover Canada: the Rights and Responsibilities of Citizenship**  
<http://www.cic.gc.ca/english/resources/publications/discover/index.asp>



