



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada

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

2012
2013

BUILDING AN INTEGRATED, SOCIALLY COHESIVE SOCIETY



25 Years



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FOREWORD FROM THE MINISTER

I am pleased to present the 25th Annual Report on the Operation of the *Canadian Multiculturalism Act*. This report highlights the initiatives undertaken in 2012–2013 by Citizenship and Immigration Canada (CIC) and other Government of Canada institutions to advance the objectives of the Act.

Canadians can be proud of their success in building a strong national identity in an ethnically diverse society. This year marks an important milestone for Canada's *Multiculturalism Act* as we celebrate its 25th anniversary. Since its passage, the Act has contributed to the recognition of the success of Canada's model of unity in diversity.

A key component of Canada's approach to multiculturalism is fighting unjust discrimination by educating future generations about historic injustices. That is why we should be proud that Canada assumed the Chairmanship of the International Holocaust Remembrance Alliance in 2013. This gave Canada a unique opportunity to lead international efforts to combat anti-Semitism, to promote

Holocaust education, remembrance and research on the global stage, and to complement our domestic efforts in this regard.

2013 also marked the successful conclusion of the five-year Community Historical Recognition Program, which sought to acknowledge and to educate all Canadians about how certain ethnocultural communities were affected by wartime internment measures and immigration restrictions applied in Canada.

Canada is recognized globally for its leadership on human rights issues. Our government demonstrated this leadership with the establishment of the Office of Religious Freedom and the appointment of Dr. Andrew Bennett as Canada's first ambassador for Religious Freedom, announced by Prime Minister Stephen Harper in 2013. The creation of this Office will allow Canada to promote and defend freedom of religion around the world, particularly for those religious minorities under threat, and to oppose religious hatred and intolerance.

Through Inter-Action, Canada's multiculturalism grants and contributions program, our government continued to provide support to domestic initiatives that make a real difference in promoting and strengthening pluralism, intercultural understanding and integration across Canada.

I am also pleased to report that the Government of Canada continued to promote multiculturalism and the integration of newcomers to Canada through numerous public education and outreach initiatives. In 2012, we celebrated Canada's 10th annual Asian Heritage Month with the theme "Advancing Democracy, Strengthening Canada." The government undertook a number of initiatives to celebrate the role of Canadians of Asian descent in the building of our country since Confederation. In February

2013, I was also honoured to recognize the contributions of black Canadians in law enforcement at the official launch of Black History Month.

In the pages that follow, you will learn more about the numerous initiatives undertaken by the Government of Canada to meet its responsibilities under the *Canadian Multiculturalism Act*. By working together, we are making strides in promoting pluralism, strengthening the value of Canadian citizenship and ensuring the successful integration of newcomers to Canada.

The Honourable Jason Kenney, P.C., M.P.
Minister for Multiculturalism

INTRODUCTION

OVERVIEW OF MULTICULTURALISM IN CANADA

Twenty-Five Years of the *Canadian Multiculturalism Act*

Multiculturalism has a long history in Canada and is supported by a broad framework of laws and policies. Canada was the first country in the world to adopt multiculturalism as an official policy, to underline the value of pluralism including the rights of Aboriginal peoples and Canada's two official languages. The policy became law in 1988, and 2013 marked the 25th anniversary of the *Canadian Multiculturalism Act*. The preamble of the Act affirms multiculturalism as a fundamental Canadian characteristic, "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 while working to achieve the equality of all Canadians in the economic, social, cultural and political life of Canada."

The Canadian demographic landscape has changed significantly since 1988. According to the 1986 Census, the main ethnic origins in Canada at the time were: British (34%); French (24%); 'Other' (25%); 'Other' with French and British (12%); and British and French (5%). The 15 largest 'Other' origin groups were: German, Italian, Ukrainian, Dutch, Aboriginal, Polish, Scandinavian, Chinese, Jewish, South Asian, Black, Portuguese, Hungarian, Greek and Yugoslav. By 2011, more than 200 ethnic origins were reported with

13 different ethnic origins that surpassed the one million mark, including English, French, Scottish, Irish, German, Italian, Ukrainian, East Indian, Dutch and Polish. Recent data from Statistics Canada's 2011 National Household Survey also shows that:

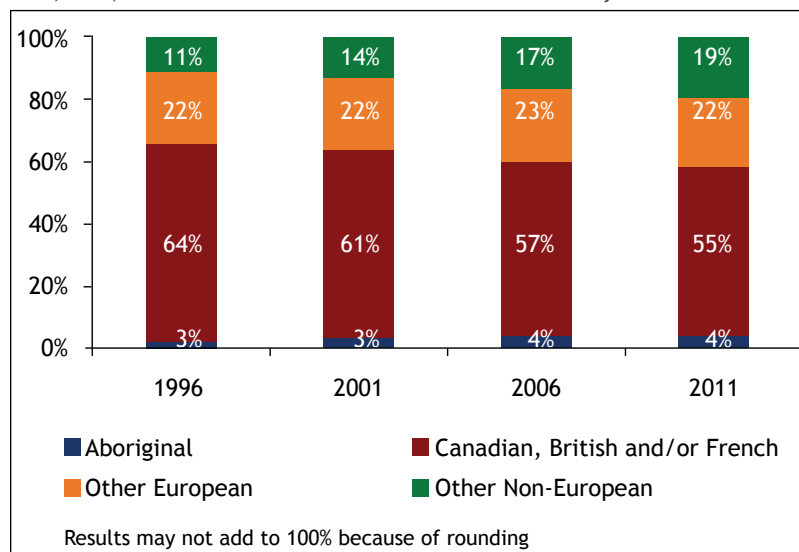
- Canada had a foreign-born population of approximately 6,775,800 people, representing 20.6% of the total population—the highest proportion among G8 countries.
- In addition to English and French, more than 200 languages were reported as mother tongue.
- The proportion of the population who reported religious affiliations other than Christian—including Muslim, Hindu, Sikh and Buddhist—continues to grow. In 2011, about 2,373,700 people or 7.2% of Canada's population reported affiliation with one of these religions, up from 4.9% a decade earlier.
- 1,400,685 people reported an Aboriginal identity, representing 4.3% of the total Canadian population, which was approximately 32,852,300.

As Canadian society evolves, so too has the Government of Canada's approach to multiculturalism. Always is the goal of fostering adherence to common values and promoting an inclusive citizenship that comes with rights, responsibilities and a respect for core democratic values. The Government of

Canada's Multiculturalism Program supports integration and social cohesion to ensure that Canadians of all origins have equal

opportunities to participate in society to their full potential.

Figure 1: Percentage of the Population by Broad Ethnic Origin Reporting Categories, 1996, 2001, 2006 Censuses and 2011 National Household Survey



Multiculturalism Program

Citizenship and Immigration Canada (CIC) provides strategic direction for implementing the *Canadian Multiculturalism Act* through its Multiculturalism Program, which is focused on the following policy objectives:

- Building an integrated, socially cohesive society;
- Helping federal and public institutions to respond to the needs of a diverse society; and
- Engaging in discussions on multiculturalism at the international level.

CIC provides approximately \$8.5 million in annual funding to non-governmental and community organizations to support long-term, multi-year projects and local events that foster intercultural and interfaith understanding and promote civic memory and a respect for core democratic values.

Public education programs and outreach initiatives such as Black History Month, Asian Heritage Month and the Paul Yuzyk Award for Multiculturalism aim to increase public awareness and inform public dialogue.

To help public institutions become more responsive to diversity, CIC works with provinces and territories through a Federal-Provincial-Territorial Multiculturalism Network and with federal departments and agencies through the Multiculturalism Champions Network (MCN).

CIC also promotes Canada's approach to diversity through engagement with national and international organizations. These include the Canadian Race Relations Foundation (CRRF), the Global Centre for Pluralism, the International Holocaust Remembrance Alliance (IHRA) and the Organization for Security and Co-operation in Europe.

PART ONE

COMBATING ANTI-SEMITISM IN CANADA AND AROUND THE WORLD

To combat anti-Semitism and all forms of racism and discrimination, the Government of Canada promotes and supports intercultural and interfaith dialogue in Canada and abroad. CIC plays a leading role in the fight against anti-Semitism and in the promotion of Holocaust education, remembrance and research, in cooperation with other departments and non-governmental organizations. The importance of vigilance in combating anti-Semitism remains critical as Jewish Canadians continue to be dramatically overrepresented as the victims of hate-crimes.

Canada is a member of the [International Holocaust Remembrance Alliance](#) (IHRA), formerly the Task Force for International Cooperation on Holocaust Education, Remembrance, and Research, an intergovernmental body of government officials and experts from 31 countries. The purpose of the IHRA is to place political and social leaders' support behind the need for Holocaust education, remembrance and research, both nationally and internationally. In 2007, Canada made the decision to seek full membership in the IHRA and achieved that goal in 2009. Canada's membership in the IHRA indicates Canada's commitment to remember the Holocaust, to remain vigilant against anti-Semitism in all its form, and to work to prevent future acts of genocide.

As part of its commitment to IHRA membership, Canada attends annual meetings to advance the work of IHRA and to promote the principles of the Stockholm Declaration on the Holocaust. In 2012, a Canadian delegation of government officials and civil society experts participated in two IHRA conferences under the leadership of Belgium. Canada actively contributed to IHRA priorities, such as the administration of the IHRA Grant Program and the development of the IHRA multi-year work plan, which includes research into the relatively unknown killing sites in Eastern Europe where nearly half of the Holocaust's victims perished.

In 2011, Canada sought and was granted the privilege of Chairing IHRA for 2013. As Chair, Canada was given opportunity to demonstrate global leadership and its commitment to Holocaust education, remembrance and research.

Leading up to Canada's IHRA Chair year, CIC developed a number of key priorities including plans to raise awareness of the IHRA and its objectives, to increase cooperation with other international organizations, to combat anti-Semitism and secure support for the Ottawa Protocol on Combating Anti-Semitism, and to advance the IHRA multi-year work plan.

CIC convened an [Advisory Committee](#), co-chaired by Senator Linda Frum, to inform Canada's domestic Chair year planning. CIC developed specific initiatives to meet these goals. In January 2013, CIC launched an Award for Excellence in Holocaust Education to recognize the importance of Holocaust education and to identify outstanding teachers from across Canada. This award was open to Canadian teachers and was designed to recognize best practices and innovative teaching ideas within Canada's education community.

Canada paid tribute to Raoul Wallenberg, Canada's first honorary citizen, on the centenary of his birth. In November 2012, the Canadian War Museum (CWM) [hosted the exhibition](#), *To Me There's No Other Choice*, which shared the story of how Raoul Wallenberg saved the lives of more than 100,000 Hungarian Jews as a Swedish diplomat during the Second World War. In January 2013, Canada Post [issued a Raoul Wallenberg commemorative stamp](#). Canada continues to recognize his extraordinary and courageous actions, as well as the legacy of combating hatred in its most evil form, annually on Raoul Wallenberg Day on January 17.



Raoul Wallenberg Stamp.

A research guide was developed with Library and Archives Canada on Holocaust-related holdings. The guide, released during the IHRA Chair year, includes records related to a broad range of events and decisions before, during and after the Second World War to further understand the origin, implementation and aftermath of the Nazi's systematic persecution of Jewish people at www.bac-lac.gc.ca/eng/holocaust/Pages/holocaust-research-guide.aspx. The guide contains archival and published sources. The guide includes official records that reflect the Canadian government's responses to the Holocaust, personal accounts of the Holocaust and the complex ways it affected society in the post-war decades.

CIC supports Holocaust and religious freedom initiatives led by other federal departments and institutions. In February 2013, Prime Minister Stephen Harper announced the establishment of the [Office of Religious Freedom](#) and the appointment

of Dr. Andrew Bennett as Ambassador of Religious Freedom. The Office at the Department of Foreign Affairs and international Trade (DFAIT), now Department of Foreign Affairs, Trade and Development (DFATD) promotes freedom of religion and belief around the world, consistent with core Canadian values such as freedom, democracy, human rights and the rule of law.

The DFAIT is also leading the establishment of a [National Holocaust Monument](#) in the National Capital Region (NCR), which aims to bring together Canadians of all faiths and serve as a permanent reminder to stand together against intolerance and hatred. In April 2012, Minister of State Tim Uppal, announced the members of the National Holocaust Monument Development Council, which advises the Minister on the planning and design of the monument and leads fundraising efforts. The project is expected to be completed in fall 2015.

On March 5, 2013, Minister Jason Kenney was present as Canada assumed the position of [IHRA Chair](#) for 2013–2014, under the leadership of former Member of Parliament, Dr. Mario Silva, at a handover ceremony at the Canadian embassy in Berlin. The handover was also marked by the restitution of a painting from the Stuttgart Gallery in Germany to the estate of the late Jewish-Canadian art dealer, Max Stern. The painting was returned to the [Max Stern Art](#)

[Restitution Project](#), which is administered by Concordia University and is one of the most recognized initiatives of its kind in the world.

Information on Canada's IHRA Chair year and other government initiatives related to Holocaust education, remembrance and research was centralized in a new CIC website, [Canada and the Holocaust](#), launched in March 2013.

Minister Kenney, Jan Deboutte and Dr. Mario Silva mark the commencement of Canada as Chair of the International Holocaust Remembrance Alliance, passed from Belgium to Canada for 2013-2014.

Left to right: Jan Deboutte, outgoing IHRA Chair, Minister Kenney and Dr. Mario Silva, incoming IHRA Chair.

Berlin, Germany—March 5, 2013.



PART TWO

THE MULTICULTURALISM PROGRAM

2012–2013

This section highlights the Department of Citizenship and Immigration's key achievements through the Multiculturalism Program during the past reporting period as well as the Department's continued efforts toward strengthening the implementation of the Act.

TWENTY-FIVE YEARS OF CONTINUING SUPPORT TOWARD IMPLEMENTATION AND INTEGRATION

After 25 years, the *Canadian Multiculturalism Act* continues to remain relevant and provides principles and a framework to promote racial and ethnic harmony as well as cross-cultural and interfaith understanding.

Administered by CIC, Inter-Action is a component of Canada's Multiculturalism grants and contributions program. Through

this program, funding is provided toward initiatives that contribute to the objectives of the Multiculturalism Program. Funding is provided via two streams.

The **Inter-Action Projects** stream provides funding for long-term, multi-year activities that support building an integrated, socially cohesive society. In 2012–2013, funding was expended for 66 initiatives for a total amount of \$6.7 million.

The **Inter-Action Events** stream provides funding for community events that foster intercultural understanding, civic memory and pride, as well as respect for core democratic values. In 2012–2013, funding was approved for 135 events, amounting to \$1.2 million.

Inter-Action Projects and Events: Examples of Activities Funded in 2012–2013

PROJECTS

Canadian Citizenship Challenge

Historica-Dominion Institute (HDI)

Pan-Canada

In 2010, the HDI created the Canadian Citizenship Challenge for high school students across the country to encourage middle and high school classrooms to read the citizenship study guide, *Discover Canada, The Rights and Responsibilities of Citizenship*. Each year, the project consists in the development of 1) tools for teachers and students;

2) a mock citizenship exam; and 3) a Web page and a special event each Flag Day (February 15) to honor and celebrate the achievements of the grand prize winning classroom. Over 46,000 students participated in the challenge during the 2012–2013 fiscal year.

Young Women, Future Leaders

Girls Action Foundation

***Alberta, British Columbia, the Maritimes,
the North, Ontario and Quebec***

This national project increased the economic and community participation of 750 young ethnocultural minority women. The project equipped and trained 45 community organizations in how to better serve ethnocultural girls and young women. This project aimed to address issues of cultural social exclusion and radicalization in two ways 1) young women from 40 different ethnocultural communities met for leadership and project management training. These women then initiated local projects in their communities to reduce social exclusion and barriers to employment; 2) new tools were created and provided to organizations and educators that work with minority youth. These tools helped reduce the alienation felt by ethnocultural minority young women in Canadian communities, thereby helping to prevent social exclusion and radicalization.

Museum Youth Mentorship Experience

Museums and Diversity Experience

British Columbia, Ontario and Quebec

The Museum Youth Mentorship Experience program was implemented in three regions and four museums. The Scarborough Museum is leading the program and is partnering with Markham Museum, McCord Museum and Surrey Museum. They offer intercultural opportunities and activities such as mentorship cycles averaging 108 participants every three months. Youth participants gained employment experience, social skills and training. The project also encouraged civic pride and promoted Canadian democratic values.

Interfaith and Belonging: A Civic Education and Engagement Initiative

Canadian Race Relations Foundation (CRRF)

Pan-Canada

The CRRF's project built on past initiatives such as the World Religions Summit (G8 Nations) and the work of the Canadian Centre for Diversity. The project offered a

centralized platform for stakeholders (faith-based, youth, ethnic and immigrant communities in Canada) to gain easy access to capacity building tools and resources. It provided a practical curriculum and workshops for religious and community leaders to help disseminate a deeper knowledge and appreciation of Canada's diversity and commitment to promoting human rights and democratic values. The estimated 300,000 beneficiaries included members of faith-based communities as well as Canadian youth of all backgrounds.

Mosaic Institute for Harnessing Diversity

New Beginnings: Young Canadians' Peace Dialogue on China and Tibet

Calgary, Alberta and Toronto, Ontario

The Mosaic Institute delivered an initiative geared toward bringing together, in a spirit of open dialogue and active collaboration, young people from both Chinese-Canadian and Tibetan-Canadian communities. This gave way to a better understanding and commitment to democracy and pluralism. Participants and other members of their communities learned about Canadian values including pluralism. A series of large-group dialogue sessions were supplemented by smaller forums. These were mediated by professionals and leading experts on the social, political, and legal facets of the strained relations between China and Tibet that helped build intercommunity trust among participants. An inter-community collaborative project, which will happen in the last part of this initiative, will cement a beginning of better understanding and relations between participants.

EVENTS

Voices of Many Faiths

Calgary Catholic Immigration Society

and 1000 Voices Centre

Calgary, Alberta

This event was held on November 17, 2012, and aimed at promoting intercultural understanding. It highlighted faith as a portion of multiculturalism and showcased religious diversity. A full day of peaceful dialogue about the diverse faiths practised in the North of McKnight communities took place, which provided a unique opportunity for

interaction and understanding among faith leaders as well as the broader community. Participants were able to learn more about the basic tenets, practices, support provided as well as the history of their faiths and how these could be beneficial to the advancement of their shared sense of community.

DiverseCity/DiverCité

*PEI Association for Newcomers to Canada
Charlottetown, Prince Edward Island*

This multicultural street festival featured performers (primarily music and dance but also martial arts and crafts) from a diverse range of cultures drawing from both the recent immigrant population, more established immigrants and Island-born residents whose performances represented their ethnic origin. Participants showcased intercultural jamming and allowed the audience to take part in the dancing and the drum circle, including Mi'kmaq Jazz, Celtic-Cuban, Lebanese-Iranian-Scottish and Chilean-Canadian combos. Moreover, multicultural activities for children were provided in partnership with the Confederation Centre of the Arts. Various ethnocultural organizations had information booths or displays set up. The event was a success and approximately 5,000 participants, including recent immigrants from about 40 countries and Canadian citizens took part in the event.

One Country: Many Cultures

*Association for New Canadians (ANC)
St. John's, Newfoundland and Labrador*

Approximately 150 adult and youth newcomers participated in this public event that consisted of both written prose and performances by students from a wide array of cultural backgrounds and countries. Participants included refugee and immigrant adults attending English Second Language (ESL) classes at the ANC's ESL Training Centre, as well as refugee and immigrant youth enrolled in after school programs in St. John's. This event aimed at 1) providing an opportunity for newcomers to Canada to reflect on their experiences prior to and after their arrival in Canada; 2) promoting intercultural understanding for both newcomers and Canadians alike; 3) sharing stories; and 4) gaining a greater understanding of newcomers' cultural backgrounds, personal histories and experiences in Canada.

The event was open to the general public, the media and local Canadian Broadcasting Corporation (CBC). The news featured the story that evening.

Asian Heritage Month Celebrations

*Asian Heritage Society of New Brunswick (AHSNB) and
the Saint John Multicultural and Newcomers Resource
Centre—Saint John Chapter*

With funding support from the Inter-Action program, the Asian Heritage Society of New Brunswick (AHSNB) and the Saint John Multicultural and Newcomers Resource Centre hosted a month long Asian Heritage Educational, Cultural and Art Exhibition at the New Brunswick Museum. They also hosted an Asian Cultural Gala on the evening of May 27, 2012, at the Centre de Champlain. Senator Vivienne Poy attended the Gala as a guest of honour. The Gala featured over 200 participants (volunteers and performers) from diverse Asian cultural groups in Saint John, with a special focus on the Iranian community as part of the AHSNB's 2012 theme "Celebrating Iranian Canadian Culture." Partners include Canadian Heritage, Chinese Cultural Association of Saint John, Greater Korean Association, Saint John Iranian Community, Saint John Indo-Canadian community, Saint John Bhutanese and Nepalese community, Vietnamese Community and Multicultural Association of Saint John Inc.

Sharing Our World

*The Portage la Prairie Community
Revitalization Corporation
Portage la Prairie, Manitoba*

Sharing Our World was open to the public and held on May 12, 2012, at Canada Inns in Portage la Prairie. Over 700 people of all ages were in attendance. Through an exploration of traditions, customs, languages, foods, musical tastes, arts/crafts and history, the event provided an opportunity for people to discover the similarities as well as differences between the different groups in the community. Students within the school division also benefited as they were involved in planning the event, which encouraged cultural awareness and action at a young age.



Mrs. Foster speaking at the ceremony for the 2012 Paul Yuzyk Award for Multiculturalism.



Mr. Mitsui speaking at the 10th anniversary of AHM about his grandfather Sgt. Mitsui (shown in photo behind speaker).



Left to right: Senator Don Meredith, Chief of the Winnipeg Police Service Devon Clunis, Minister Kenney, Deputy Chief of the Toronto Police Service Peter Sloly, and Minister Alexander.

PROMOTING MULTICULTURALISM AND INTEGRATION OF NEWCOMERS

Launched in 2009, the **Paul Yuzyk Award for Multiculturalism** commemorates the

pioneering legacy and achievements of the late Senator Paul Yuzyk. His efforts helped lead to the recognition of multiculturalism as one of the fundamental characteristics of Canadian heritage and identity. The 2012 Award was presented to an outstanding individual in the Lifetime Achievement category, Mrs. Bridget Foster. Mrs. Foster, the fourth recipient of the annual award, was selected from 70 nominations submitted across Canada. As an immigrant herself, Mrs. Foster experienced first-hand the settlement process, and it was this knowledge that led her to volunteer with the Association for New Canadians in St. John's, Newfoundland and Labrador, where she now serves as the Executive Director. Recognizing the need for and the importance of research in immigration, Mrs. Foster worked to bring the Metropolis project to the Atlantic Region and served on its Board of Directors. In her home province, Mrs. Foster was instrumental in forming the Coordinating Committee on Newcomer Integration, which, in 2005, was named by the Voluntary Sector Initiative as a national best practice.

Public Education and Outreach

In May 2012, **Asian Heritage Month** (AHM) celebrated its 10th anniversary with the theme "Advancing Democracy. Strengthening Canada." On May 2, 2012, CIC hosted an evening reception to launch AHM 2012 and encourage Canadians to take part in AHM activities throughout the month. During the reception, Mr. David Mitsui gave a speech about his

grandfather's experiences during World Wars I and II and contributions toward Japanese Canadians gaining full citizenship in Canada.

In celebration of the 10th anniversary of AHM, CIC developed a public service announcement (PSA) called "Celebrate Canada's Asian Heritage," which aired more than 47,000 times on Shaw television channels during AHM 2012. The new PSA may have contributed to a significant increase in traffic to the AHM home page, which received 15,493 visits in 2012 as compared to 3,778 the previous year. CIC also developed a new touring photo exhibit to highlight the contributions of prominent Canadians of Asian descent. The exhibit travelled across the country in 2012 with stops in Vancouver, the Prairies, Ontario and Montréal.

In February 2013, CIC celebrated **Black History Month** (BHM) with the theme, "Proud of our History: Recognizing the past and present achievements of black Canadians in law enforcement." CIC held a reception to officially launch BHM 2013 at the Canadian War Museum in early February. At the event, Canada's first black Chief of Police Devon Clunis from the Winnipeg Police Service, gave an inspirational speech about making a difference in the lives of youth, which was added to CIC's Teachers and Youth Web Corner to help share his positive message more broadly. The speech can be found at www.cic.gc.ca/english/multiculturalism/black/clunis.asp.

CIC developed three new videos for BHM 2013, including one entitled "Harriet Tubman: Humanitarian. Leader. Hero." The video provided an overview of

the life and heroism of the Underground Railroad pioneer in commemoration of the 100th anniversary of her death. The video can be viewed at www.cic.gc.ca/english/department/media/multimedia/video/bhm/tubman.asp. The travelling BHM exhibit, “On the Road North” was again made available to organizations to host it during or around BHM. This year, the exhibit was hosted at five different locations, all within Ontario. As a result of these five “stops” on its 2013 tour, the BHM exhibit was seen by an estimated 2,500 people. During the month of February, CIC’s BHM-related Web content received a significant amount of traffic. While visits to the primary BHM home page decreased about 10% from the previous year (with 18,268 visits in 2013), traffic to the “Prominent Black Canadians” page rose by 161% over the previous year (with 11,523 visits in 2013). CIC contributed to greater interest in this area by posting more BHM-related messages on Twitter that linked directly to the “Prominent Black Canadians” page.

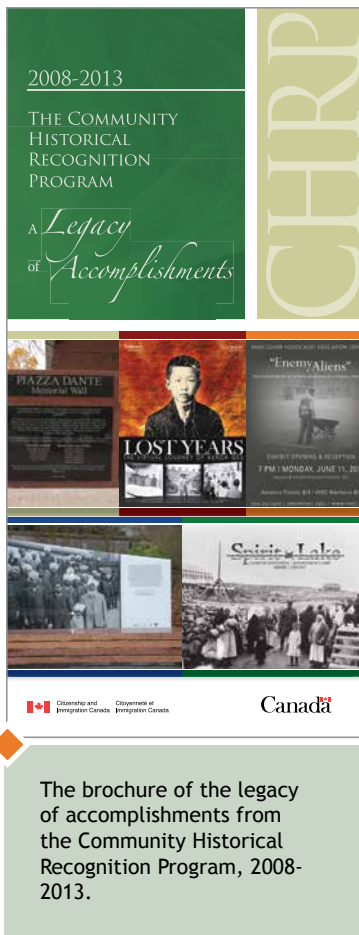
Teachers and Youth Web Corner

The **Teachers and Youth Web Corner** (TYWC) provides a variety of user-friendly interactive games, activities and information aimed at assisting youth in gaining a better understanding of Canada, its institutions, symbols, core democratic values, and how people of diverse origins have shaped the development of our nation. In 2012–2013, CIC added the new refugee timeline: *Canada: A History of Refuge*, allowing visitors the opportunity to navigate through a virtual exposition about refugees in Canada from 1770 to 2011. It can be viewed at www.cic.gc.ca/english/refugees/timeline.asp.

Also in 2012–2013, a promotional brochure for teachers and a poster to promote the TYWC were created. The brochure outlines the games and lesson plans available on the TYWC, and the poster promotes the yearly multicultural celebrations and asks students to pick a celebration and make their own poster. The TYWC received almost 100,000 visits since April 1, 2012. To find out more about all TYWC activities, visit www.cic.gc.ca/english/games/teachers-corner.asp.

School Twinning Project

In 2012–2013, CIC piloted a **School Twinning Project**, engaging teachers and challenging students through joint multiculturalism and civic participation learning projects. The objective was to foster a better appreciation, awareness and understanding by youth of the responsibilities and privileges of citizenship as well as their future role as citizens in a culturally diverse Canada. Participating classes were eligible to receive a \$500 budget for their project and a visit from guest speakers from the HDI’s Passages to Canada Speakers’ Bureau. Ten schools were “twinned” based on common project interests, language and time-zone compatibility to enable real-time project work and communication. The five teams of “twinned” schools were asked to develop and implement a civic engagement project related to their chosen theme. CIC’s study guide publication, *Discover Canada: The Rights and Responsibilities of Citizenship*, was used as an integral part of the project’s resource/reference material.



The brochure of the legacy of accomplishments from the Community Historical Recognition Program, 2008-2013.

COMPLETION OF THE HISTORICAL RECOGNITION PROGRAMS

Members of the Chinese, Italian, South Asian, Jewish, Ukrainian and other communities joined with the government to celebrate the success of the **Community Historical Recognition Program (CHRP)** that ended in 2012–2013 after a five-year period. The CHRP provided grants and contributions to support community-based projects that recognized the experiences of ethnocultural communities affected by historical wartime measures and/or immigration restrictions applied in Canada.

The CHRP made available \$13.5 million toward 68 community projects that promote a lasting awareness of the communities' experiences. Some of the projects are: the documentary *Lost Years: The Chinese Canadian Struggle for Justice* created by the Chinese Graduates Association of Alberta, which received two nominations for the 2013 Canadian Screen Awards; the Komagata Maru Monument, built prominently on Vancouver's Harbour Green Park by the Khalsa Diwan Society; the travelling exhibit *Italian Canadians During World War II: From Memory to Legacy*, produced by the Columbus Centre of Toronto, which is set to travel Canada-wide over the next three years; and *None is too Many: Memorializing the MS St. Louis*, which comprises a historical monument at Pier 21 in Halifax Harbour; teaching materials and

a national youth essay-writing contest. For more information on the CHRP projects, visit www.cic.gc.ca/english/multiculturalism/programs.

Partnerships with Non-Profit Organizations

To advance the objectives of the *Canadian Multiculturalism Act*, the Department of Citizenship and Immigration contributes to and partners with several key non-profit organizations that work both nationally and internationally at promoting Canadian multiculturalism. Listed below are some examples of CIC key partnerships:

The **Canadian First World War Internment Recognition Fund (CFWWIRF)** was created in 2008 with a \$10 million endowment from the Government of Canada to support projects that commemorate the experiences of Canada's ethnocultural communities affected by Canada's First World War internment policies. In 2012–2013, the Fund supported a five-year national plan to teach young people and educators about Canada's internment operations and contributed to the publication of books and films on the internment experience at the 24 camps. For more information, visit the CFWWIRF website at www.internmentcanada.ca.

The **Canadian Race Relations Foundation** (CRRF) is a Crown Corporation created by the Government of Canada with a \$24 million endowment as part of the 1988 *Japanese Canadian Redress Agreement*, with a mission to facilitate the development, sharing and application of knowledge and expertise, to help eliminate racism and all forms of discrimination in Canadian society. Its mandate also supports Canada's commitments under the *International Convention on the Elimination of All Forms of Discrimination*, the Charter and the *Canadian Multiculturalism Act*. In 2012–2013, the CRRF delivered training sessions to school leaders representing forty-five school boards and completed the second phase of a three-year CIC-funded *Inter-Faith and Belonging* project. For more information, visit the CRRF website at www.crr.ca.

The **Global Centre for Pluralism** (GCP) is an independent, not-for-profit, Canadian corporation founded by His Highness the Aga Khan, with a \$30 million contribution from the Government of Canada. The mission of the GCP, inspired by Canada's approach to diversity, is to promote pluralism internationally as a fundamental human value. To support this mission, GCP fosters informed dialogue about the benefits of diversity, researches the drivers and impediments of civic cohesion and works in partnership with change leaders around the world. In 2012, the GCP launched a Pluralism Forum Series, moderated discussions with leading international authorities and a Pluralism Annual Lecture Series. For more information, visit the GCP website at www.pluralism.ca.

Supporting Federal and Public Institutions

The *Canadian Multiculturalism Act* requires the encouragement and promotion of a coordinated approach to implementing multiculturalism policy. It also requires the provision of advice and assistance for the development and implementation of multiculturalism programs and practice. During 2012–2013, CIC continued to provide guidance to federal institutions on the implementation of the Act.

One mechanism for providing this support is the **Multiculturalism Champions Network** (MCN). In 2012–2013, the Network continued to address its longer-term priorities for implementing multiculturalism and overcoming related challenges encountered by federal institutions. Champions also addressed ways to advance multiculturalism in their respective institutions. They identified common issues and discussed possible solutions. Following the November 2012 meeting of the MCN, Champions voted to concentrate on the development of tools through the Interdepartmental Multiculturalism Working Group. The Working Group, in conjunction with the MCN Secretariat, started to develop new tools and guidelines to support federal institutions while deepening their implementation of the *Canadian Multiculturalism Act*. One of these tools will be a new Multiculturalism Gateway, which will provide for the creation of communities of practice among Champions and working level officers to address gaps as well as share best practices. The first meeting of the Interdepartmental Multiculturalism Working Group was held in March 2013.

There are currently over 95 champions across the Government of Canada. Multiculturalism Champions play important roles in their respective institutions by working to advance multiculturalism initiatives in keeping with the *Canadian Multiculturalism Act*, by building awareness and understanding of multiculturalism in their institutions, and by encouraging the consideration of multiculturalism in policies, programs and practices.

Another mechanism for supporting federal institutions in their institutional responsiveness to multiculturalism is through training. CIC delivered presentations on multiculturalism to various federal institutions in support of their activities. Furthermore, for the sixth consecutive year, CIC supported federal institutions in preparing their annual submission of the activities, events and initiatives undertaken toward the implementation of the *Canadian Multiculturalism Act*. Through a writing workshop, CIC provided tips and best practices for promoting multiculturalism in federal institutions.

The **Federal-Provincial-Territorial Network of Officials Responsible for Multiculturalism Issues** serves as an ongoing forum for federal, provincial and territorial government representatives to share information and engage in policy dialogue on programs, research as well as other issues concerning multiculturalism, diversity and anti-racism. During 2012–2013, the network's priority concentrated on building linkages with other fora to promote awareness of multicultural issues related to education, heritage as well as research and to consider how federal, provincial and territorial partners could

advance common goals. In addition, the network discussed promotional activities as well as past marketing campaigns undertaken by various jurisdictions across Canada and shared best practices between institutions.

COMPLEMENTARY EFFORTS TOWARD MULTICULTURALISM

The Department of Citizenship and Immigration continues to promote the integration of individuals and communities into Canadian society by supporting complementary policies, programs as well as services that contribute to an integrated and socially cohesive society.

Citizenship

Citizenship is an important milestone in the integration of newcomers. The Citizenship Program administers citizenship legislation and it promotes the rights and responsibilities of Canadian citizenship to newcomers and all Canadians. In 2012–2013, CIC continued to focus on improving program integrity and emphasizing the value of Canadian citizenship by strengthening the process of applying for citizenship. For example, on November 1, 2012, CIC introduced amendments to the *Citizenship Regulations* to require citizenship applicants to provide objective, upfront evidence of their official language ability in speaking and listening with their application. These language skills are critical for successful integration. By placing a greater emphasis on official language acquisition, CIC is encouraging applicants to obtain skills that contribute to stronger social integration and that have been linked to improved employability and greater earnings, among other benefits.

The Citizenship Awareness Program, aimed at both newcomers and established Canadians, continued to promote citizenship responsibilities and privileges, including civic participation and the value of citizenship through various events, materials and projects. Promotional activities focus on enhancing knowledge of Canada's values, history, symbols and institutions, as well as fostering an understanding of the rights and responsibilities of Canadian citizenship.

Strengthening the essential knowledge base for citizenship is a key activity for the Department. This is accomplished through the publication of the citizenship study guide, *Discover Canada: The Rights and Responsibilities of Citizenship*. Between April 2012 and March 2013, approximately 227,500 printed copies of *Discover Canada* were distributed. In addition, *Discover Canada* was visited and downloaded from the CIC website more than 340,000 times, and the audio version of the guide was accessed approximately 535,000 times. There were approximately 30,000 downloads of the mobile applications and over 24,000 downloads of the eBook. Almost a quarter of visits/hits to the Citizenship section of the CIC website can be attributed to *Discover Canada*-related content.

Additionally, CIC made this guide even more accessible by introducing an audio version of the eBook. This study guide features the voices of prominent Canadians such as former Governor General the Right Honourable Adrienne Clarkson, actor Albert Schultz and broadcaster Ian Hanomansing.

In 2012–2013, 17% of the citizenship ceremonies conducted by CIC were delivered in communities across the country through partnerships with various organizations and government partners. Through these ceremonies, Canadians have the opportunity to reaffirm their citizenship alongside those receiving Canadian citizenship and some events have opportunities for new Canadians to discuss citizenship issues with established Canadians in advance of the ceremony. CIC held various events related to Government of Canada commemorations such as the Diamond Jubilee and developed as well as distributed promotional items for the Bicentennial Celebration of the War of 1812. CIC continues to ensure an inclusive citizenship model that fosters a shared sense of belonging based on shared history and core Canadian values.

Promoting Integration

Programming is developed based on policies that support the settlement, resettlement, adaptation and integration of newcomers into Canadian society. Currently, CIC invests approximately \$900 million annually on settlement services. In 2012–2013, CIC provided support through initiatives aimed at helping build an integrated, socially cohesive society. Some key initiatives are highlighted below.

In 2012–2013, CIC, in partnership with provincial and territorial governments, administered a nationwide survey on settlement outcomes with a goal of assessing settlement outcomes across Canada and identifying the factors that influence successful settlement within the first

five years after landing in Canada. Over 2013–2014, CIC will be undertaking an in-depth analysis of the information collected and will work jointly with provinces and territories to develop a roadmap to improve the settlement outcomes of newcomers in Canada.

Established in fall 2012, the **Newcomer Language Advisory Body** (NLAB) is a mechanism for collaboration, consultation and planning between CIC and the settlement language training sector. Strategies of mutual interest are being developed nationally to create common language training standards, while recognizing local and regional needs. The NLAB provided advice and input on various language policy initiatives to date, namely the *National Language Placement and Progression Guidelines* at [www.language.ca/documents/National Placement Guidelines 2014.pdf](http://www.language.ca/documents/National_Placement_Guidelines_2014.pdf). These guidelines are used by language assessors, instructors and coordinators in CIC-funded language training programs. The guidelines ensure a common understanding and interpretation of results based on the Canadian Language Benchmarks. The guidelines also enable newcomers to Canada to be appropriately placed in language training that will facilitate their settlement and integration.

Over 2012–2013, CIC finalized the development of two initiatives aimed at assisting the integration of newcomers, the **Welcome to Canada** guide and the **Living in Canada** tool. The new version of the *Welcome to Canada* guide contains twice as much information as the previous one, and it features practical details for newcomers on preparing to come to Canada and navigating their way during their first months in Canada. The guide is available in PDF or eBook format. In addition, two videos were also produced that provide information to newcomers on living in Canada. The online Living in Canada tool produces a semi-customized settlement plan filled with tips, next steps and useful links based on user responses to a short settlement needs questionnaire.

CIC is committed to supporting the **Local Immigration Partnerships** (LIPs). In 2012–2013, most LIPs in Ontario initiated or pursued the implementation of their local immigration strategies and found collaborative ways to address local barriers to integration. LIPs have also been expanded outside of Ontario: a new partnership was created in Calgary and pilot projects are under way in Halifax and St. John's.

Launched in 2010, the **Federal Internship for Newcomers Program** provides newcomers with the opportunity to gain valuable Canadian work experience within public and private sector organizations and improve integration into the Canadian labour market. Since its inception, over 200 interns have been placed in 24 participating departments/agencies and five private sector organizations within the four delivery locations (Ottawa-Gatineau, Toronto, Vancouver and Victoria). In 2012, a survey was sent to program graduates to assess their employment outcomes upon completion of the internships. Preliminary results indicate that over 75% of the participants were then able to enter the Canadian work force.

The [International Qualifications Network](#) (IQN) is an online forum where employers, regulatory bodies, governments and immigrant-serving organizations can share best practices in foreign credential assessment and recognition. On March 13, 2013, innovative partners of the IQN were recognized at an awards ceremony held in Ottawa. The ceremony provided awards to

five IQN partners and recognized others that have made the Network a success.

Research Studies and Publications

Numerous research initiatives and publications have respectively been conducted and developed during 2012–2013. The preparation and update of the “Multiculturalism Knowledge Framework 2013–2014 and 2015–2016” was undertaken. This evergreen document identified knowledge gaps and research as well as data development directions in the policy area of multiculturalism, providing a foundation for planning. Many other research initiatives have also taken place, such as “A new residential order?: The Social Geography of Visible Minority and Religious Groups in Montreal, Toronto, and Vancouver in 2031.” For more information, visit www.cic.gc.ca/english/resources/menu-research-stats.asp.



Accepting the Engagement Award from Hon. Rick Dykstra (left) is Sophia Lowe (right), one of the five 2013 IQN award recipients. Ms. Lowe is a manager at the World Education Services in Toronto, Ontario.

PART THREE

IMPLEMENTATION OF THE *CANADIAN MULTICULTURALISM ACT* ACROSS FEDERAL INSTITUTIONS

Over the past 25 years, subsection 3(2) of the *Canadian Multiculturalism Act* has provided the foundation for federal institutions' policies, programs, practices and activities, whether internal or external, to depict Canada's growing diversity. As such all federal institutions shall:

- a) ensure that Canadians of all origins have an equal opportunity to obtain employment and advancement in those institutions;
- b) promote policies, programs and practices that enhance the ability of individuals and communities of all origins to contribute to the continuing evolution of Canada;
- c) promote policies, programs and practices that enhance the understanding of and respect for the diversity of the members of Canadian society;
- d) collect statistical data to enable the development of policies, programs and

practices that are sensitive and responsive to the multicultural reality of Canada;

- e) make use, as appropriate, of the language skills and cultural understanding of individuals of all origins; and
- f) generally, carry on their activities in a manner that is sensitive and responsive to the multicultural realities of Canada.

For the 2012–2013 annual report, 147 institutions provided submissions, which is consistent with the past year's reporting cycle (averaging an 80% response rate). Annex A lists these institutions.

Part three of this report provides a sample of the work undertaken by federal institutions. The list illustrates the different ways in which institutions applied the Act in the context of their mandate and available resources during the targeted reporting period and is by no means exhaustive.

ENGAGING PARTNERSHIPS

Partnerships between federal institutions, organizations, governments, community groups and others are the cornerstone to the development and improvement of multicultural-related programs and services for Canadians of all origins. This section highlights institutions that conducted multiculturalism initiatives through partnering with other organizations during 2012–2013.

Canada Council for the Arts and the Canadian Commission for the United Nations Educational, Scientific and Cultural Organization partnered to organize a workshop at the 2013 National Metropolis Conference held in Ottawa under the theme “Building an Integrated Society.” The workshop examined how the arts can contribute to overcoming current challenges related to diversity and inclusion in Canada, to facilitating the achievement of migration policies and fostering social integration. The panel successfully demonstrated that the arts are a unique medium to help newcomers develop a sense of community and of belonging, share their stories and raise public awareness about issues such as racism.

The Community Volunteer Income Tax Program (CVITP) is a community-based outreach program developed by the **Canada Revenue Agency** (CRA). Annually, approximately 17,000 volunteers complete over half a million income tax and benefit returns for low income individuals. The CVITP is delivered in partnership with organizations, including ethnocultural community groups. Additionally, a CVITP volunteer training DVD is used to reach remote locations in Canada. Over the past year, training by webinar was also conducted in most regions. Partnering organizations held numerous CVITP clinics targeting newcomers/settlement associations, universities/colleges, international student associations and First Nations bands across

Canada, such as Tobique, Elsipogtog, Abegweit and Esgenooopetitj from the Atlantic region.

The “Toolkit for Developing Community-Based Dispute Resolution Processes in First Nations Communities” is a guide for First Nations leaders, managers and administrators on how to develop their own processes for resolving human rights disputes. The **Canadian Human Rights Commission** (CHRC) worked closely with First Nations organizations to ensure that it speaks directly to the needs and values of First Nations communities. The Toolkit covers a wide range of topics, including community engagement and policy development, and encourages First Nations communities to use their unique traditions and customs, such as the Seven Grandfather Teachings, to shape community-based dispute resolution processes. It is available online at www.doyouknowyourrights.ca.

Through its Community Inclusion Initiative (CII) of the Social Development Partnerships Program—Disability Component, **Human Resources and Skills Development Canada** (HRSDC) now Employment and Social Development Canada (ESDC) provides funds to not-for-profit organizations. As an example, the Alberta Association for Community Living (AACL) completed in 2012–2013 a four-year project aimed at assisting immigrants and refugee families in obtaining family supports, including education and community living supports; connecting immigrant and refugee families to the AACL as well as its advocacy and family leadership activities; and consulting as well as training teachers on curriculum and instructional adaptations for people with developmental disabilities. In 2012–2013, \$3 million was allocated to the CII, and AACL is one of 14 organizations funded as part of the CII.

“We respect and value the contributions of others. We are enriched by the diversity of people with whom we work and interact, and continuously learn and grow through these interactions.”

Natural Sciences and Engineering Research Council of Canada’s
(People Strategy)

To ensure that all federal public servants have access to relevant Gender-Based Analysis (GBA) training and tools aimed to develop this key competency, **Status of Women Canada** (SWC), in collaboration with **Aboriginal Affairs and Northern Development Canada** (AANDC), **CIC**, **Justice Canada**, **Health Canada** and **HRSDC**, worked on an innovative online course that has been made available to all public servants and the general public. Gender-Based Analysis Plus (GBA+) facilitates government policies, programs and services in their efforts to address the complex and diverse realities of Canadian society, thereby advancing gender equality in Canada. The course was launched in May 2012 and now helps to generate significant training cost efficiencies for the government. In addition to developing training and tools, SWC assisted 25 federal organizations in the implementation of the Departmental Action Plan on GBA and also provided support to over 20 federal organizations in their implementation of GBA+. The course is

available online at www.swc-cfc.gc.ca/gba-acscourse-cours/eng/mod00/mod00_01_01.php.

During the 2012–2013 fiscal year, **Telefilm Canada** restructured the financial services it provides for Aboriginal communities. Recognition, interaction and the promotion of talent and works from Aboriginal communities are now more fully integrated into the Corporation's programs. The new Micro-Budget Program, the two reworked programs for developmental assistance as well as for promotional assistance will provide for the recognition of Aboriginal communities and their special features, which ensure the production as well as the dissemination of Aboriginal works. To this end, Telefilm Canada provided a total of over \$2.5 million in financial support for 31 projects under its programs as a whole. These contributions target the creation, recognition and sharing of Aboriginal cultural heritage. In addition, the Corporation provided financial support for the *Dreamspeakers Film Festival*, which is an example of creation, recognition and sharing of Aboriginal cultural heritage.

In collaboration with the Institute for Canadian Citizenship, **VIA Rail** introduced a Cultural Access Pass (CAP) program, a one-time 50% discount to new Canadians and their families (up to four children) to discover Canada. The Pass is given at citizenship ceremonies and also promoted by **CIC**. This partnership resulted in 1,500 new citizens travelling by train to explore Canada, their new home, in the past year. Additionally,

the CAP program fosters inclusion, introducing our country's newest citizens to Canadian culture and experiences by providing them (and their children) one year of free access to more than 1,000 Canadian attractions from museums and historic sites to national and provincial parks. With an average of almost 100 registrations per day, more than 50,000 new citizens have become CAP members.



Since 2005, the **Courts Administration Service** has partnered with the **Department of Justice** (DOJ), the Canadian Bar Association and the Indigenous Bar Association in a Bench and Bar Liaison initiative to improve the administration of justice in aboriginal proceedings before the Court. The *Aboriginal Litigation Practice Guidelines* were published in October 2012 following consultation with Aboriginal Elders on oral history testimony by Aboriginal Elders in Federal Court and alternate dispute resolution of Federal Court aboriginal law proceedings, with emphasis on community and Elder assistance with the resolution process.

In collaboration with the Historic Sites and Monuments Board of Canada, **Parks Canada** designated and commemorated some multicultural communities, individual members and cultural landmarks. Captain John MacDonald of Glenaladale was one of the individuals who were commemorated. He played a lead role in encouraging Scottish

settlement of Prince Edward Island. The First Baptist Church in Amherstburg was designated for its key involvement in the development of a distinctive Black Baptist Church tradition in Canada and for enabling people of African descent to pursue their ambitions and develop their talents. Through the National Historical Recognition Program, Parks Canada continued to create awareness materials and exhibits about the First World War internment operations in Canada which involved mostly Ukrainians and other Europeans. The exhibits are to be unveiled at three historic sites across Canada. To further illustrate the partnerships that exist between Parks Canada and Aboriginal peoples, the agency also launched on the 2012 National Aboriginal Day, a video “Working Together: Our Stories.” The video celebrates existing as well as future partnerships and helps inspire innovative approaches to protecting as well as presenting our natural and cultural heritage. The video can be watched online at www.pc.gc.ca/media/culture_e.asp?video=101.



Parks Canada and Aboriginal peoples video cover “Working Together: Our Stories.” This video supplements the best practices document of the same name published the previous year.



The new CF Chaplain Branch Flag.

PROMOTING INTERCULTURAL UNDERSTANDING AND EMBRACING DIVERSITY

During the past reporting year, federal institutions worked at preserving, enhancing, sharing and promoting multiculturalism across the country and abroad. This section showcases some initiatives that made a difference in creating or reinforcing the connections between ethnocultural communities and federal institutions.

Girls Action Foundation was supported by **Status of Women Canada** to produce *Beyond Appearances: Brief on the Main Issues Facing Girls in Canada*. To increase understanding of diversity, one section in this report is dedicated to the specific circumstances, barriers, challenges and resilience of girls from diverse backgrounds, including those belonging to immigrant communities. The report was released on March 8, 2013, and is accessible at <http://girlsactionfoundation.ca/en/media-advisory-girls-in-canada-subject-to-dating-violence-self-harm-low-self-esteem-racial-discrimination>.

Correctional Service Canada (CSC) revised both the manual on *Religious and Spiritual Accommodation in CSC Institutions* and the *Religious Diet General Guidelines* to be more reflective of the offenders' faith related needs. CSC chaplaincy also revised contracting procedures to enhance ongoing efforts to provide increased opportunities for diverse faith groups to be represented in institutional chaplaincy. Furthermore, a group of woman offenders and community partners met with the Commissioner to

engage in discussions regarding challenges associated with ethnocultural health products. The goal of this discussion was to determine how CSC can best meet the needs identified as these health items also relate both to the physiological needs and ethnocultural concerns.

The **Canadian Forces (CF)** Chaplaincy unveiled a new CF Chaplain Branch Identifier in May 2012 that bears a Tree and Light, both religious symbols considered significant to many different world religions and bearing a new motto entitled *Vocatio Ad Servitium*, meaning "Called to Serve." This also adorns the new Chaplain Branch Flag. All these initiatives have been enacted in order to be fully multicultural and reflect the CF Chaplain Branch's move toward increasing representation of faiths including Christian, Jewish and Muslim faith groups.

On February 19, 2013, the Government of Canada officially opened its Office of Religious Freedom, within the **Department of Foreign Affairs and International Trade (DFAIT)**, now Department of Foreign Affairs, Trade and Development (DFATD). A Canada-based Head of Mission and a team of officials carry out the Office's mandate, which is to protect and advocate on behalf of religious minorities under threat, to oppose religious hatred and intolerance as well as to promote Canadian values of pluralism and tolerance abroad. This Office will work with like-minded partners to speak out against egregious

"By increasing our employees' awareness, knowledge and understanding about the richness of Canada's cultural diversity, the hope is that these same employees will benefit from this knowledge in their daily activities at work and in their personal lives as members of the Canadian society."

Shared Services Canada (observation made following the various activities and training for employees offered by the Department throughout the year)

violations of freedom of religion, denounce violence against human rights defenders as well as condemn attacks on worshippers and places of worship around the world.

Infrastructure Canada funds projects that result in modern world-class public infrastructure. In 2012–2013, the Department's funding supported many projects that helped all members of Canadian society preserve, enhance and share their cultural heritage. Examples of projects funded include: the Ukrainian Canadian Archives in Alberta, the Kwanlin Dün Cultural Centre in Whitehorse, the Daniels Spectrum Cultural Centre in Regent's Park, Toronto and the Puvirnituq Airport in northern Quebec.

In September 2012, an Annual Diversity Day was coordinated within **Industry Canada**, which enabled employees to gain an appreciation of the various cultures that make-up the work force. Linda Kutrowski of the Paralympic Games was a guest speaker at an informal lunch and learn session. Ms. Kutrowski was a member of Canada's Paralympic Women's Wheelchair Basketball team from 1984 to 2004. She spoke about her Olympic experience and what a lifetime of being part of an elite-level amateur sport taught her about diversity.

The **National Film Board of Canada** (NFB) produced several films in 2012–2013 to reflect the richness and diversity of Canada. Co-produced with "Périphéria productions inc.," the NFB premiered the award-winning musical documentary *United States of Africa*, which won the Critics Award and reflects the power of music and the power of individual and collective engagement. Among producing a wide range of works, the NFB also supports and encourages expressions of diversity through audiovisual productions. In particular, the NFB has partnered with the Aboriginal Peoples Television Network (APTN) to launch the first edition of Tremplin NIKANIK in November 2012. Tremplin NIKANIK is a competition for filmmakers from all First Nations communities in Quebec who wish to make a first or second documentary film of 30 minutes or less in French or in an Aboriginal language with French sub-titles. In promoting Aboriginal culture, this program gives aspiring filmmakers the chance to gain hands-on screenwriting and production experience by working with recognized professionals. Six finalists were announced in February 2013 and received training at the NFB as well as sessions with script advisors to fine-tune their projects. The winner will receive assistance in producing as well as directing with recognized professionals.



The new Kwanlin Dün Cultural Centre located in Whitehorse, Yukon, celebrates the heritage and contemporary way of life of local Aboriginal groups.

Canadian Broadcasting Corporation (CBC) / Société Radio-Canada (SRC)

A pioneer in broadcasting technologies and services, **CBC / SRC** has long been offering programming that reflects the multicultural richness and multiracial characteristics of Canadian society in keeping with the Corporation's obligation to contribute to shared national consciousness and identity. The following initiatives and accomplishments acknowledge this approach.

In May 2012, Susan Marjetti, Managing Director of CBC Toronto, was awarded the Outstanding Leadership Achievement Award at the Innoversity Creative Summit. The award recognizes those who work toward making media more inclusive and innovative by embracing the increasing cultural diversity of Canada.

In January 2013, the CBC held an event entitled "Human Library in local libraries and cultural centres in various parts of the country." The event was to help dispel myths and stereotypes by creating an opportunity for one-on-one conversations between individuals who might otherwise never meet. The "books" were volunteer Canadians with fascinating or unusual backgrounds, all

of whom had experienced prejudice and stereotyping in their lives and wanted to tell their story. The "readers" were members of the public who registered for face-to-face meetings with a "book." For example, the Winnipeg Public Library, with help from CBC Manitoba, hosted over 250 conversations, involving 329 "readers" and 30 "books."

In May 2012, *Démocratie et Religions - d'une prière à l'autre*, a Radio-Canada International site showcasing Canada's diversity of beliefs and regions was nominated for the 2013 Webby Awards as one of the five best sites in the world in its category.

During the past fiscal year, the CBC put the various language skills of its employees to good use in a variety of news stories country-wide. At CBC North, a contributor who spoke Chippewyan produced a special series on cancer in Fort Resolution, Northwest Territories. Because he spoke their language, he was able to converse with community members, including elders, who would otherwise not have been able to tell their stories. The language skills of this employee resulted in the creation of a very high-quality bilingual series.

INTEGRATING PUBLIC EDUCATION AND OUTREACH

This section highlights the work of federal institutions that undertook initiatives aimed to enhance awareness of our country's history and heritage among all Canadians, with a particular focus on new Canadians and to promote integration into Canadian society.

Launched in March 2013, the video series, "[Newcomers to Canada and the Canadian Tax System](#)," was produced by the **Canada Revenue Agency** (CRA) to provide an overview to newcomers to Canada, of income tax obligations and benefits that may apply to them. The CRA has also been very proactive throughout the year in cultivating media relations activities to educate the different ethnic communities. The agency has had much success in the Greater Toronto Area. A total of six interviews (in Arabic, Urdu, Mandarin, Cantonese and Punjabi) were conducted on the topic of the tax filing season and CRA's tax filing information package was shared with ethnic media.

During the past fiscal year, **Canada Post Corporation** issued several stamps depicting important Canadians or moments in Canada's history. To commemorate the 200th anniversary of the War of 1812, one of the stamps portrayed Shawnee War Chief Tecumseh as a tribute to the ways in which British and First Nation forces collaborated during this period in Canadian history. A stamp was also issued to mark the 100th anniversary of the birth of Raoul Wallenberg, the first honorary Canadian and a man who risked everything to save Jewish people in Budapest, Hungary.



Canada Post, War of 1812, stamps that depict Sir Isaac Brock and Chief Tecumseh.

The **Canadian Race Relations Foundation** (CRRF) “has over the past year been leading a project on Interfaith and Belonging with a large number of nationally based faith organizations, supported by funding from Citizenship and Immigration Canada.”

Albert Lo, Chair of the CRRF stated, “In Canada we have accepted that such a common framework for interfaith participation must be based on the Canadian values of human rights and mutual respect.”

Within the context of the Bicentennial of the War of 1812, the **Department of Canadian Heritage** contributed to the Act through two channels, namely the Federal Secretariat, Bicentennial of the War of 1812 and the 1812 Commemoration Fund. More specifically, the Federal Secretariat, Bicentennial of the War of 1812 educated Canadians about the various perspectives of the communities who participated in the war, including First Nations and African Canadians. In addition, the 1812 Commemoration Fund supported the Vaughn African Canadian Association to host a one-day educational event and to produce a travelling exhibition to teach Canadians about the important contributions of the Coloured Corps during the War of 1812. It also supported The Six Nations Legacy Consortium to produce educational materials, establish a research archive on the role of the Six Nations/Haudenosaunee and their allies in the War as well as for the reconstruction of a War of 1812 monument.

The **Canadian Museum of Nature** (CMN) has a national natural history travelling exhibition program that is considered to be the only one of its kind in Canada. In 2012–2013, the CMN toured 17 travelling exhibitions across Canada reaching out to 23 diverse communities and 418,636 visitors ranging from the East and West coasts as well as northern Canada. Travelling to such diverse ranges of communities has allowed the CMN to reach Canadians from all walks of life as well as cultural backgrounds and put on display exhibits that are sensitive to Canada’s diverse cultures.

The **National Battlefields Commission** (NBC) welcomed many diverse groups from across Canada who lived a French immersion experience by attending activities offered by the Commission. These activities attracted 84 groups, namely, 2,641 students and 298 guides (escorts). Two popular activities were offered to the groups 1) “Odyssey: a Journey through History on the Plains of Abraham”—students embarked on a virtual 400-year journey, with historical figures at their side, ranging from the birth of New France to the creation of the National Battlefields Park in Quebec through the battles of the Plains of Abraham and Sainte-Foy; and 2) Soldier of the Martello Tower—accompanied by British officers, students learn about the living conditions of the soldiers billeted in one of the Martello Towers in 1812.

To improve the capacity of Edmonton’s professionals and ethnocultural communities to support positive health behaviors for diabetes screening and management in the Chinese, Filipino, Somali, South Asian and Spanish-speaking communities, the **Public Health Agency Canada** (PHAC) funded in April 2011 the “Culturally Responsive Diabetes Management Support: A Community-Based Model” project. The project that ended in March 2013 included activities such as providing training and skill development to cultural health brokers, holding culturally appropriate diabetes screening and management sessions with community members, adapting existing diabetes resources to make them culturally appropriate for the target communities, and establishing a Knowledge Committee composed of community partners and health organizations to identify available resources, services and opportunities for sharing project lessons learned.

ENSURING A DIVERSE AND RESPONSIVE WORK FORCE

Federal institutions continue to work toward making their work force reflective of Canada's diverse population. Consistent with the *Canadian Multiculturalism Act*, federal institutions recognize the diversity of Canadians as regards race, national or ethnic origin, colour and religion as a fundamental characteristic of Canadian society. However, for most federal institutions, work force information is mostly restricted to the results of employment equity self-identification forms, which only allows for identification of the four designated employment groups: women, Aboriginal peoples, persons with disabilities and members of visible minorities.

During the past fiscal year, many federal institutions undertook initiatives that included recruiting, hiring, promoting and retaining as ways to support employees from ethnocultural backgrounds.

Created by the **Canadian Human Rights Commission** (CHRC), the "Human Rights Maturity Model" (HRMM), a roadmap to help employers meet their legislative requirements while maintaining a productive and equitable work force was nominated for an award of excellence. The HRMM is featured in the CRRF's 2012 Best Practices, which can be found at www.crr.ca/images/stories/AOE/2012BP_engWeb.pdf.

In 2012–2013, the CHRC saw a significant increase in traffic on the online application. As of March 31, 2013, there were 48 registrants to the HRMM with a potential impact on almost half a million employees throughout Canada.

In 2012, the National Competition run by the Bank of Montreal (BMO) and Media Corp awarded **Public Works and Government Services Canada** (PWGSC) with Canada's Best Diversity Employers Award for its diversity and inclusiveness program. This competition sets out to find the workplaces in Canada that go above and beyond encouraging diversity and inclusiveness among five employee groups: women, members of visible minorities, persons with disabilities, aboriginal peoples and the LGBT community. PWGSC also earned the title of Employer of Choice in the NCR for 2013.

In summer 2012, Chief Superintendent Craig Gibson, a member from the historic black community of Gibson Woods, Nova Scotia became the first self-identified visible minority in the history of the **Royal Canadian Mounted Police** (RCMP) to become a Commanding Officer. The historic Change of Command ceremony was celebrated in Charlottetown, Prince Edward Island. This was truly a milestone for the RCMP, for Canada and for the African Nova Scotian community.



Chief Superintendent
Craig Gibson.



The RCMP Aboriginal Policing Services ensign.

Also in the summer of 2012, the Governor General of Canada, His Excellency the Right Honourable David Johnston, officially unveiled the RCMP Aboriginal Policing Services Coat of Arms and Ensign that incorporates the following symbols: the eagle feathers for the First Nations, the Inuksuk for the Inuit, the Assumption sash for the Métis, and finally, the maple leaf, symbolizing the national mandate of the RCMP Aboriginal Policing Services.

The **Canadian Nuclear Safety Commission** (CNSC) recognizes the challenges faced by employees of various ethnocultural backgrounds in learning a second official language. To assist those employees, the CNSC provides workshops. In 2012–2013, the format of the courses changed from workshops to classes, running from

September to June. By improving their official language skills, employees from ethnocultural backgrounds whose first (and, sometimes, second or third) language is neither French nor English can have increased access to advancement opportunities and may experience a more rapid integration into the workplace and their communities.

Some branches of the **Canadian Security Intelligence Service** have undertaken a map out of the cultural knowledge within their areas. This initiative lists the languages that are spoken by employees as well as their understanding of any particular culture or faith. Often, employees will provide insight into intercultural and interfaith issues through various forums/training to limit the development of ethnocentric perspectives.

The RCMP Aboriginal Policing Services ensign was officially unveiled by His Excellency the Right Honourable David Johnston, Governor General of Canada, during the 2012 Sunset Ceremonies at the Canadian Police College in Ottawa.

From left to right, Algonquin Elder Albert Dumont, Chief Superintendent Brenda Butterworth-Carr, Commissioner Bob Paulson, Governor General of Canada David Johnston, Staff Sgt. Jeff Poulette and Inspector Mike LeSage.



In September 2012, **Defence Construction Canada** launched its “Human Resources Video Library.” This resource is accessible by all employees but is specifically targeted to supervisors and managers who are encouraged to watch these videos and discuss the messages’ workplace implications with their teams. The library includes short films that discuss such topics as teamwork, performance and conflict management but also has a broader scope that incorporates aspects of multiculturalism, including respectful workplaces, diversity, human rights, anti-racism and equality.

Acting Sub-Lieutenant Nicole Shingoose, from the Plains Cree Moosomin Reserve in Saskatchewan, became the first cadet from the Aboriginal Leadership Opportunity Year (ALOY) program to receive a commission from the Royal Military College of Canada. The ALOY program was created in 2008 to provide a military education and learning experience for members of aboriginal communities in Canada. It is one of several programs created to demonstrate to aboriginal communities in rural, urban and remote locations that the **Canadian Forces** (CF) offer a fair and equitable environment in which to serve.

“The diversity of our people and the ideas they generate are the source of our innovation.”

Transport Canada
(Code of Values and Ethics)



Acting Sub-Lieut. Nicole Shingoose accepts her official commissioning scroll from Lt.-Gen. Peter Devlin (right) and Chief Warrant Officer Michael Hornbrook.

Photo by Master Corporal Steve Bogue, Canadian Forces, Public Affairs.

SUPPORTING RESEARCH AND DISSEMINATION

Research and statistical data collection on Canada's multicultural reality are critical for the development of policies, programs and practices that respond to Canadians' needs. This section of this report highlights some of the federal institutions' work.

In 2012–2013, the **Canadian Race Relations Foundation** (CRRF) continued to promote public dialogue and encourage information sharing relating to discrimination, by expanding and improving access to its Clearing House information database. Electronically accessible through the CRRF website, the Clearing House encourages the engagement of all sectors of Canadian society in the exchange of information. This virtual library now includes a comprehensive array of over 4,000 resource items, including periodicals, reports, research papers, textbooks, pamphlets, study guides, journals and audio-visual materials, relating to race relations programs and research in Canada. For more information, visit the CRRF website at www.crr.ca.

The Research and Statistics Division of the **Department of Justice** (DOJ) completed *JustFacts* on visible minorities in the criminal justice system, which is a

compendium of available published literature on visible minorities and their representation in the Canadian criminal justice system. Information provided includes data on adults and youth among police, court, correctional service and conditional release statistics as well as peer-reviewed journal articles, the General Social Survey and, for comparison, population data from the 2006 Canadian Census. These *JustFacts* were developed and for the most part completed in 2012–2013 and are awaiting approval for external posting.

To promote an inclusive and active society, **Elections Canada** is continuing its research to identify barriers that Aboriginal people, young people 18 to 24 years of age, members of ethnocultural communities, the homeless and persons with disabilities may face at election time. A research report on the subject, entitled *Electoral Participation of Electors with Disabilities: Canadian Practices in a Comparative Context*, has been published. Ten recommendations to remove barriers to voting for persons with disabilities have been submitted to Elections Canada and will be carefully studied to enable Elections Canada to improve its approach as well as the way it communicates with this group of voters.

The Federal Initiative to Address HIV/AIDS in Canada, a horizontal initiative that leverages a collaborative approach by the **Public Health Agency of Canada** (PHAC), **Health Canada** and the **Canadian Institutes of Health Research** (CIHR) and others, released the 2012 HIV/AIDS Attitudinal Tracking Survey in October 2012. It includes an oversample and analysis of results for respondents born outside of Canada and Aboriginals—both key target groups. The 2012 survey builds on previous research to provide an overview of how the environment has evolved since 2006. As part of phased programming to increase public knowledge and awareness of ways to prevent and control HIV, this research will enhance the capacity of community-based stakeholders to contribute to the prevention and control of communicable diseases in Canada, with a focus on key populations. The final report is available at www.catie.ca/sites/default/files/2012-HIV-AIDS-attitudinal-tracking-survey-final-report.pdf.

In December 2012, **Statistics Canada** (StatCan) officially released the Longitudinal Immigration Data Base (IMDB), which contains a redesign of a key immigration data source with improved data quality and additional content. The IMDB now affords

timely analysis of the economic outcomes of immigrants who came from different countries. IMDB results are now released via the *Daily* (Statistics Canada's official release bulletin) and are disseminated publically on the Department's website (CANSIM). Additionally, many analytic reports with research on immigration and ethnocultural diversity were released to the public in 2012–2013, such as *Generation status: Canadian-born children of immigrants* (Catalogue no. 99-010-X2011003) and *Giving and volunteering among Canada's immigrants* (Canadian Social Trends, 11-008-X, No. 93).

Public Safety Canada (PS) carried out a number of research and evaluation studies under the National Crime Prevention Strategy in the areas of drug and alcohol addictions, youth gangs, sexual exploitation and human trafficking. The findings contribute to the knowledge base of effective crime prevention practices among specific ethnocultural at-risk populations. PS compiles statistics on crime in these areas for policy development and works with the **Canadian Centre for Justice Statistics** and **StatCan** more generally, on their collection and use of data.

CONCLUSION

Canada's greatest strength is its people. The different perspectives they bring and the contributions they make to Canada continuously redefine and reshape our society.

Throughout the world, Canada is seen as a model for its successful pluralism. This

model is underpinned by a legal system that guarantees the constitutional protection of the rights and freedoms of individuals. The 25th anniversary of the *Canadian Multiculturalism Act* showcases the success federal institutions and other actors have had in helping to foster an integrated and cohesive society.

ANNEX A: FEDERAL INSTITUTIONS THAT PROVIDED A SUBMISSION

Aboriginal Affairs and Northern Development Canada	Canadian Polar Commission
Agriculture and Agri-Food Canada	Canadian Race Relations Foundation
Atlantic Canada Opportunities Agency	Canadian Radio-television and Telecommunications Commission
Atlantic Pilotage Authority	Canadian Securities Transition Office
Bank of Canada	Canadian Security Intelligence Service
Blue Water Bridge Canada	Canadian Space Agency
Business Development Bank of Canada	Canadian Tourism Commission
Canada Border Services Agency	Canadian Transportation Agency
Canada Council for the Arts	Canadian Wheat Board
Canada Deposit Insurance Corporation	Citizenship and Immigration Canada
Canada Development Investment Corporation	Citizenship Commission
Canada Industrial Relations Board	Communications Security Establishment Canada
Canada Lands Company Limited	Correctional Service Canada
Canada Mortgage and Housing Corporation	Courts Administration Service
Canada Pension Plan Investment Board	Defence Construction Canada
Canada Post Corporation	Department of Canadian Heritage
Canada Revenue Agency	Department of Finance Canada
Canada School of Public Service	Department of National Defence and the Canadian Forces
Canada Science and Technology Museums Corporation	Economic Development Agency of Canada for the Regions of Quebec
Canada-Newfoundland and Labrador Offshore Petroleum Board	Elections Canada
Canadian Air Transport Security Authority	Enterprise Cape Breton Corporation
Canadian Broadcasting Corporation / Société Radio-Canada	Environment Canada
Canadian Centre on Substance Abuse	Export Development Canada
Canadian Centre for Occupational Health and Safety	Farm Credit Canada
Canadian Commercial Corporation	Farm Products Council of Canada
Canadian Cultural Property Export Review Board	Federal Bridge Corporation Limited
Canadian Dairy Commission	Federal Economic Development Agency for Southern Ontario
Canadian Environmental Assessment Agency	Financial Consumer Agency of Canada
Canadian Food Inspection Agency	Financial Transactions and Reports Analysis Centre of Canada
Canadian Forces Grievance Board	First Nations Tax Commission
Canadian Grain Commission	Fisheries and Oceans Canada
Canadian Human Rights Commission	Foreign Affairs and International Trade Canada
Canadian Human Rights Tribunal	Freshwater Fish Marketing Corporation
Canadian Institutes of Health Research	Great Lakes Pilotage Authority
Canadian Intellectual Property Office	Health Canada
Canadian Intergovernmental Conference Secretariat	Human Resources and Skills Development Canada
Canadian International Development Agency	Immigration and Refugee Board of Canada
Canadian International Trade Tribunal	Industry Canada
Canadian Museum of Civilization Corporation	International Development Research Centre
Canadian Museum of Nature	Justice Canada
Canadian Northern Economic Development Agency	Labour Program (Under HRSDC)
Canadian Nuclear Safety Commission	

Laurentian Pilotage Authority	Parole Board of Canada
Library and Archives Canada	Patented Medicine Prices Review Board
Marine Atlantic	Privy Council Office
Military Police Complaints Commission	Public Health Agency of Canada
National Arts Centre	Public Prosecution Service of Canada
National Battlefields Commission	Public Safety Canada
National Capital Commission	Public Sector Pension Investment Board
National Defence and Canadian Forces Ombudsman	Public Servants Disclosure Protection Tribunal Canada
National Energy Board	Public Service Commission of Canada
National Film Board of Canada	Public Service Labour Relations Board
National Gallery of Canada	Public Service Staffing Tribunal
Natural Resources Canada	Public Works and Government Services Canada
Natural Sciences and Engineering Research Council of Canada	Registry of the Competition Tribunal
Northern Pipeline Agency	Registry of the Specific Claims Tribunal Canada
Office of the Auditor General of Canada	Royal Canadian Mint
Office of the Chief Electoral Officer	Royal Canadian Mounted Police
Office of the Commissioner for Federal Judicial Affairs Canada	Royal Canadian Mounted Police External Review Committee
Office of the Commissioner of Lobbying of Canada	Royal Canadian Mounted Police Public Complaints Commission
Office of the Commissioner of Official Languages	Security Intelligence Review Committee
Office of the Communications Security Establishment Commissioner	Shared Services Canada
Office of the Coordinator, Status of Women Canada	Social Sciences and Humanities Research Council
Office of the Correctional Investigator	Standards Council of Canada
Office of the Information Commissioner of Canada	Statistics Canada
Office of Infrastructure of Canada	Telefilm Canada
Office of the Privacy Commissioner of Canada	Transport Canada
Office of the Procurement Ombudsman	Transportation Appeal Tribunal of Canada
Office of the Public Sector Integrity Commissioner	Transportation Safety Board of Canada
Office of the Superintendent of Financial Institutions Canada	Treasury Board of Canada Secretariat
Office of the Taxpayer's Ombudsman	Veterans Affairs Canada
Office of the Veteran's Ombudsman	Veterans Review and Appeal Board
Pacific Pilotage Authority Canada	VIA Rail Canada Inc.
Parks Canada Agency	Western Economic Diversification Canada

ANNEX B: RELEVANT WEBSITES

United Nations Educational, Scientific and Cultural Organization

www.unesco.ca/en/home-accueil/ccmard-cmrdr.aspx

Canadian First World War Internment Recognition Fund

www.internmentcanada.ca

Canadian Human Rights Commission

Toolkit for Developing Community-Based Dispute Resolution Processes in First Nations Communities

www.doyouknowyourrights.ca

Canadian Race Relations Foundation

www.crr.ca

CRRF's 2012 Best Practices—Canadian Human Rights Commission *Human Rights Maturity Model*

www.crr.ca/images/stories/AOE/2012BP__engWeb.pdf

Canada Revenue Agency

www.cra-arc.gc.ca/vdglry/ndvdl/srs-nwcmrs-eng.html

Canadian War Museum

To Me There's No Other Choice

www.warmuseum.ca/event/to-me-theres-no-other-choice-raoul-wallenberg-1912-2012/

Department of Citizenship and Immigration

Annual Report on the Operation of the *Canadian Multiculturalism Act*

www.cic.gc.ca/english/resources/publications/index.asp#multi

Black History Month—Speech from Devon Clunis, Chief of Winnipeg Police Service

www.cic.gc.ca/english/multiculturalism/black/clunis.asp

Canada: A History of Refuge

www.cic.gc.ca/english/refugees/timeline.asp

Community Historical Recognition Program

www.cic.gc.ca/english/multiculturalism/programs

Holocaust

www.cic.gc.ca/english/multiculturalism/holocaust.asp

International Qualifications Network

www.credentials-competences.gc.ca/

Multiculturalism

www.cic.gc.ca/multiculturalism

Newcomer Language Advisory Body *National Language Placement and Progression Guidelines*

www.language.ca/documents/National_Placement_Guidelines_2014.pdf

Research and Statistics
www.cic.gc.ca/english/resources/menu-research-stats.asp

Teachers and Youth Web Corner
www.cic.gc.ca/english/games/teachers-corner.asp

Department of Foreign Affairs, Trade and Development Canada

Canada's Office of Religious Freedom
www.international.gc.ca/religious_freedom-liberte_de_religion/index.aspx

Global Centre for Pluralism

www.pluralism.ca

Health Canada, Public Health Agency of Canada and others

2012 HIV/AIDS Attitudinal Tracking Survey
www.catie.ca/sites/default/files/2012-HIV-AIDS-attitudinal-tracking-survey-final-report.pdf

International Holocaust Remembrance Alliance

www.holocaustremembrance.com

Library and Archives Canada

www.bac-lac.gc.ca/eng/holocaust/Pages/holocaust-research-guide.aspx

Max Stern Art Restitution Project

www.concordia.ca/arts/max-stern.html

Parks Canada

Working Together: Our Stories
www.pc.gc.ca/media/culture_e.asp?video=101

Statistics Canada

CANSIM (departmental website)
www.statcan.gc.ca/cansim/home-accueil?retrLang=eng&lang=eng

Generation status: Canadian-born children of immigrants
www.statcan.gc.ca/nhs-enm/2011/as-sa/99-010-x/99-010-x2011003_2-eng.cfm

Giving and volunteering among Canada's immigrants
www.statcan.gc.ca/pub/11-008-x/2012001/article/11669-eng.htm

Status of Women Canada

Beyond Appearances: Brief on the Main Issues Facing Girls in Canada
www.girlsactionfoundation.ca/files/gaf-13-02_beyond_appearances_english_final.pdf

Gender-Based Analysis Plus
www.swc-cfc.gc.ca/gba-acsc/course-cours/eng/mod00/mod00_01_01.php