

ANNUAL REPORT ON THE OPERATION OF THE CANADIAN MULTICULTURALISM ACT

2013
2014

BUILDING ON DIVERSITY





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FOREWORD FROM THE MINISTER

As Minister for Multiculturalism, I am pleased to present the 26th Annual Report on the Operation of the *Canadian Multiculturalism Act*. This report highlights the initiatives undertaken in 2013–2014 by the Government of Canada to advance the objectives of the *Canadian Multiculturalism Act*.

Our government is committed to promoting integration, intercultural understanding, peaceful pluralism as well as religious freedom—in Canada and abroad. I have been pleased to meet with many community organizations and international partners over the past year to advance our values and goals.

As Chair of the International Holocaust Remembrance Alliance from March 2013 to February 2014, Canada had the unique opportunity to lead international efforts to combat anti-Semitism on the global stage, complementing our domestic efforts in this regard. Throughout our Chair year, Canada reaffirmed its status as a world leader in promoting Holocaust education, remembrance and research with key accomplishments, including:

- achieving consensus on a working definition of Holocaust denial and distortion;
- hosting two international working meetings that brought together experts and policy makers;
- funding the digitization of Holocaust survivor testimony; and
- organizing numerous Holocaust remembrance, research and education events as well as initiatives.

Our government also helped future generations learn from past tragedies by providing financial support of up to \$1.5 million for the National Memorial to Victims of Communism, which I announced in August 2013. When completed, this memorial will recognize the tens of millions of innocent victims of Communist regimes around the world and will serve as a reminder to future generations of Canadians that we must never take for granted our core values of freedom, democracy, human rights and the rule of law.

Funding for the memorial is being provided by Inter-Action, Canada's multiculturalism grants and contributions program, which is instrumental in supporting projects and events that encourage intercultural understanding and equal opportunity for people of all cultures and faiths. Over the past year, through Inter-Action, our government continued to provide support to more than 160 community-led initiatives that strengthen our unity in diversity.

I am also pleased to report that the Government of Canada continued to promote numerous public education and outreach initiatives celebrating our pluralism. In 2013, we celebrated the 11th annual Asian Heritage Month with the theme, "The Year of Korea in Canada," which marked two important milestones: the 60th anniversary of the Korean War Armistice and the 50th anniversary of diplomatic relations between Canada and the Republic of Korea—otherwise known as South Korea.

In addition, last February, I was also honoured to attend the official launch reception for Black History Month, "Proud of Our History." This was a special year as we recognized contributions of black Canadians to Canada's military history, in commemoration of the 100th anniversary of the First World War and 75th anniversary of the Second World War.

In the pages that follow, you will learn more about the numerous initiatives undertaken by the Government of Canada, particularly through Citizenship and Immigration Canada, to meet its responsibilities under the *Canadian Multiculturalism Act*. By working together, we are making strides in celebrating our multicultural heritage, strengthening the value of 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

Canadian Multiculturalism

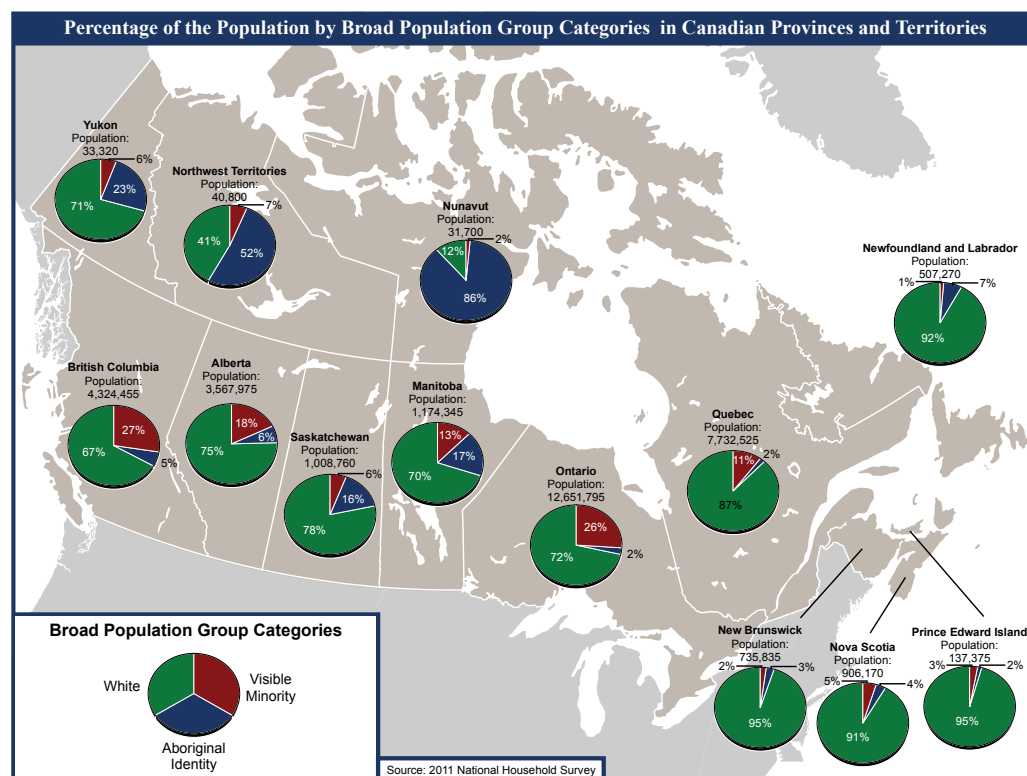
Canada's model of multiculturalism is based on a broad legislative framework that celebrates diversity and encourages newcomers to integrate while ensuring that the broader society is welcoming. In 1971, Canada became the first country in the world to adopt multiculturalism as an official policy to underline the value of pluralism, including the rights of Aboriginal peoples and Canada's two official languages. The policy became law in 1988 as the *Canadian Multiculturalism Act*, which recognizes diversity and promotes understanding, equality of opportunity and the elimination of barriers. The *Canadian Multiculturalism Act* forms part of a larger legislative framework that includes the *Canadian Charter of Rights and Freedoms*, the *Canadian Human Rights Act*, the *Citizenship Act*, the *Employment Equity Act*, the *Official Languages Act* and the *Immigration and Refugee Protection Act*. In addition, most provincial and territorial governments have enacted their own multiculturalism legislation or policy frameworks.

Canada is also characterized by a multicultural society whose make-up has been shaped over time by immigrants and their descendents. While most immigrants historically came from Europe, the largest group of recent newcomers to Canada has come from Asia (including the Middle East). In 2011, the National Household Survey (NHS) found that Canada is home to people from over 200 ethnic origins. Religious diversity has also increased: in 2011 about 7.2% of Canadians adhered to

non-Christian faiths (including Muslim, Hindu, Sikh, Buddhist and Jewish), which was up from 4.9% a decade earlier as recorded in the 2001 Census. More than 200 languages were reported in the 2011 NHS as a home language or mother tongue. One-fifth of Canada's population, or nearly 6,630,000 people, spoke a language other than English or French at home in 2011, either as a single language or in some combination with English or French.

The 2011 NHS also indicated that 4.3% of the total Canadian population reported an Aboriginal identity, and that 19.1% of the total population identified themselves as a member of a visible minority group. Of these visible minorities, 30.9% were born in Canada, 65.1% were immigrants and 4% were non-permanent residents. Combined, the three largest visible minority groups—South Asians, Chinese and Blacks—accounted for 61.3% of the visible minority population in 2011. They were followed by Filipinos, Latin Americans, Arabs, Southeast Asians, West Asians, Koreans and Japanese. Most people who reported a visible minority status lived in urban centres with more than one-half (52.3%) of the total visible minority population living in Ontario. The census metropolitan areas of Toronto, Montréal and Vancouver were home to seven out of 10 people with a visible minority status. The visible minority population had a median age of 33.4 in 2011 compared with 40.1 for the population as a whole.

Figure 1



Multiculturalism Program

Citizenship and Immigration Canada (CIC) provides strategic direction for implementing the *Canadian Multiculturalism Act* through its Multiculturalism Program, whose policy objectives are to:

- build an integrated, socially cohesive society;
- help federal and public institutions respond to the needs of a diverse society; and
- engage in international discussions on multiculturalism.

CIC provides up to \$8.5 million in annual funding to non-governmental and community organizations to support multi-year projects and local events that foster intercultural and interfaith understanding, enhance civic memory and promote 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 as well as with federal departments and agencies through a Multiculturalism Champions Network.

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

PART ONE

CANADA'S CHAIRMANSHIP OF THE INTERNATIONAL HOLOCAUST REMEMBRANCE ALLIANCE

To address anti-Semitism and all forms of racism and discrimination, the Government of Canada supports intercultural and interfaith dialogue in Canada and abroad. In cooperation with other departments and non-governmental organizations, Citizenship and Immigration Canada (CIC) plays a leading role in the fight against anti-Semitism and in the promotion of Holocaust education, remembrance and research.

Canada is a member of the [International Holocaust Remembrance Alliance](#) (IHRA), an intergovernmental body of government officials and experts from 31 countries. The IHRA is guided by the *Stockholm Declaration on the Holocaust* and the conviction that to use the words of Elie Wiesel, a noted Holocaust survivor and advocate for peace, “moral societies must commit themselves to memory”—not only to honour the memory of the millions who perished but also to ensure that future generations understand the roots of the Holocaust and remain vigilant in the face of all forms of oppression, hatred and xenophobia. In March 2013, [Canada assumed the position of IHRA Chair for 2013-2014](#), under the leadership of former M.P., Mario Silva, at a handover ceremony at the Canadian Embassy in Berlin.

In assuming the Chairmanship, the Government of Canada made a commitment to advance Holocaust education, remembrance and research nationally and to demonstrate global leadership in human rights on the world stage. During its Chairmanship, it realized several key accomplishments, which are detailed in Canada's [inaugural IHRA Chair Year report](#). More specifically, the government:

- hosted two successful international meetings in Berlin and Toronto, during which Canada helped forge consensus on significant decisions, including a [definition of Holocaust Denial and Distortion](#) to address a growing trend in contemporary anti-Semitism;
- spearheaded discussions with international organizations (such as the United Nations, the Council of Europe, the European Union and the Organization for Security and Co-operation in Europe) on areas of mutual interest with respect to Holocaust commemoration and education;
- undertook outreach to several non-IHRA countries on Holocaust issues, in both Europe and South America;



Tim Uppal, Minister of State for Multiculturalism, speaking at a reception hosted by B'nai Brith Canada at the Law Society of Upper Canada, with funding from the Government of Canada, in conjunction with the IHRA bi-annual working meetings. October 6, 2013 (Toronto, Ontario).

- provided funding to help digitize and preserve Holocaust survivor testimony in Canada and make it accessible for future generations;
- developed and launched, in collaboration with the Canadian Council for Ministers of Education, a one-time national Award for Excellence in Holocaust Education;
- [published a guide to Holocaust-related Holdings](#) at Library and Archives Canada (LAC); and
- provided funding to Canadian institutions to enable them to research and identify the origin of Holocaust-era works of art in their collections.

These and other initiatives were undertaken with the support and advice from a national [Advisory Council](#) co-chaired by Senator Linda Frum.



The extraordinary humanitarian work of Swedish diplomat Raoul Wallenberg, who saved nearly 100,000 Jews in Nazi-occupied Hungary, was the focus of a reception hosted by B'nai Brith Canada at the Law Society of Upper Canada, with funding from the Government of Canada, in conjunction with the IHRA bi-annual working meetings.

Left to right: Anita Bromberg, National Director of Legal Affairs, B'nai Brith Canada; Minister Tim Uppal; Judith Weismann, Holocaust survivor; Dr. Mario Silva, IHRA Chair; Thomas G. Conway, Treasurer, Law Society of Upper Canada; and Dr. Alain Goldschlager, IHRA Delegate and Director of the Holocaust Literary Research Institute, University of Western Ontario. October 6, 2013 (Toronto, Ontario).

Preserving Holocaust Survivor Testimony

Through Inter-Action, CIC's multiculturalism grants and contributions program, the Government of Canada provided approximately \$800,000 for four organizations to preserve the testimonials of Canadian Holocaust survivors:

- The Vancouver Holocaust Education Centre will support the preservation, access and use of Holocaust survivor testimonies in schools;
- The Montreal Holocaust Memorial Centre and the Sarah and Chaim Neuberger Holocaust Education Centre in Toronto will partner to digitize

existing footage of Holocaust survivor testimonies; and

- A digital archive of Holocaust survivor testimonies from the March of the Living Canada will be created by the Jewish Federations of Canada-United Israel Appeal of Canada. The March of the Living is an annual educational program that brings students from around the world to explore the remnants of the Holocaust.

Federal support will help these organizations educate Canadians on the Holocaust and make essential teaching tools more accessible to Holocaust educators.



Minister Kenney congratulating Scott Masters, winner of Award for Excellence in Holocaust Education—Toronto, Ontario.

Award for Excellence in Holocaust Education

The CIC Award for Excellence in Holocaust Education was created to support Canada's Chair year, promote exemplary teaching methods and help teachers share innovative ideas within Canada's education community. Teachers from across Canada working in a provincially or territorially accredited school, teaching grades six to 12 (elementary six to secondary five in Quebec), were eligible to apply for the \$5,000 award to support Holocaust education at their school.

In October 2013, Jason Kenney, Minister for Multiculturalism, announced that [Mr. Scott Masters, a teacher at Crestwood Preparatory College in Toronto, Ontario,](#) won the Award for his innovative approach to promoting understanding and awareness of the Holocaust and its implications.

Also receiving honourable mention awards were:

- Mr. Dale Martelli (Vancouver Technical Secondary School, Vancouver, British Columbia);
- Mr. Ken Ipe (Dr. Charles Best Secondary School, Coquitlam, British Columbia);
- Mr. Graeme Stacey (Kelowna Secondary School, Kelowna, British Columbia);
- Ms. Line Dubé and Ms. Annie Frenette (*École secondaire Marie-Clarac*, Montréal, Quebec); and
- Ms. Tricia Leduc (Sir Wilfrid Laurier Secondary School, Ottawa, Ontario).

International Poster Competition

Also in conjunction with the Chair year, Canadian post-secondary students in Graphics, Art and Design were invited to compete with students from around the world in an International Holocaust Poster Design Competition on the theme, “Keeping the Memory Alive—Journeys through the Holocaust.” This joint initiative of the IHRA and Yad Vashem in Israel aimed to bring substance, meaning and educational value to Holocaust commemoration.

As part of the competition, Holocaust education seminars were held at colleges and universities across Canada, as well as online, with support from local Holocaust Centres. In total, 46 entries were received from across the country. Dr. Carson Phillips (Head of Education at the Sarah and Chaim Neuberger Holocaust Education Centre in Toronto) and Mr. Charles Pachter (an internationally renowned contemporary Canadian artist) selected seven Canadian finalists to advance to the international judging committee.

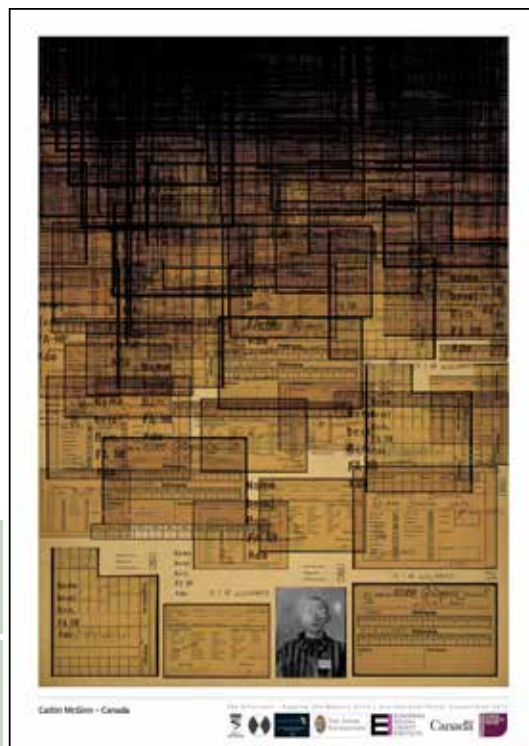
The poster created by Ms. Caitlin McGinn, a student at Emily Carr University of Art and Design, [was selected as the overall winner in the competition](#) while Ms. Carling Hind, also from Emily Carr University, finished second. Two other Canadian students, Mr. Derek Michael Wasylyshen (University of Manitoba) and Mr. Joakim Sundal (Emily Carr University), were also selected as top-16 international finalists.

The original designs of seven Canadian post-secondary students in Art and Design programs across Canada may be found [here](#).

Beginning on January 27, 2014, to mark International Holocaust Remembrance Day, the top 16 designs were exhibited at over 90 locations around the world, including prominent locations such as the headquarters of the United Nations in New York, Geneva, Vienna and the European Commission in Brussels.

First place finisher's poster
(Ms. Caitlin McGinn).

Second place finisher's poster
(Ms. Carling Hind).



Holocaust-Related Holdings at Library and Archives Canada

LAC developed a publicly accessible thematic guide that provides a list of Holocaust-related material in its holdings. The [Research Guide to Holocaust-related Holdings at LAC \(PDF, 1.5 MB\)](#) provides an introduction to material

from both archival and published sources that relates to a range of events and decisions before, during and after the Second World War. The guide includes both government and personal documents.

Canada-led Meetings of the International Holocaust Remembrance Alliance

As Chair, Canada hosted the first of two IHRA meetings at the Canadian Embassy in Berlin (June 11–14, 2013) with over 100 delegates from 31 member states, as well as IHRA Permanent Observers, observer countries and special guests from non-IHRA member states. During that meeting, key accomplishments included the following:

- Approval of a major multi-year international project to research approaches to Holocaust education and their outcomes;
- Implementation of new annual reporting from expert committees to the plenary on current issues related to anti-Semitism, and on research and commemoration efforts related to the [Roma and Sinti genocide](#); and
- Agreement to develop options for future directions of the IHRA grant program.

The second IHRA meeting was held in Toronto from October 6–10, 2013. Over 175 delegates from 31 member countries participated in addition to observer countries and special guests from Ukraine, Australia and Uruguay. In addition, key Canadian officials and experts participated, including the Honourable Tim Uppal, Minister of State for Multiculturalism, and Fran Sonshine from the National Holocaust Monument Development Council. The five days of meetings began with an academic conference at the University of Toronto from October 6–7, which brought together 24 international experts (from North America, Europe, Israel,

Australia and Argentina) to showcase new interdisciplinary Holocaust-related research.

The University of Toronto conference was followed by working group meetings on a number of subjects, including strategies to combat anti-Semitism, making Holocaust commemoration more meaningful and improving Holocaust education. The meetings concluded with a plenary session on October 10 where international consensus was achieved on a number of key initiatives, including the following:

- Adoption of a working definition on Holocaust Denial and Distortion;
- Establishment of a Yehuda Bauer Grant to recognize one outstanding proposal submitted through IHRA's Grant Programme each year;
- Acceptance of Uruguay as IHRA's fifth observer country; and
- Creation of an annual IHRA Chair report.

In addition, several cultural events were held in Toronto in conjunction with the meetings, including a concert to honour Holocaust survivor educators and a dinner that paid tribute to families who harboured Jews in Holland during the Second World War.

Information on Canada's IHRA Chair year and other government initiatives related to Holocaust education, remembrance and research may be found on CIC's [Canada and the Holocaust](#) Web page.

PART TWO

THE MULTICULTURALISM PROGRAM 2013–2014

This section provides an overview of the key activities undertaken by Citizenship and Immigration Canada (CIC) to implement the Multiculturalism Program and the *Canadian Multiculturalism Act* during the 2013–2014 reporting year.

INTER-ACTION GRANTS AND CONTRIBUTIONS PROGRAM

CIC administers [Inter-Action](#), Canada's multiculturalism grants and contributions program, through two streams:

The **Inter-Action Projects** stream provides funding for multi-year activities with the aim of fostering an integrated, socially cohesive society. In 2013–2014, projects received funds amounting to \$3.5 million.

The **Inter-Action Events** stream provides funding to community-based events that foster one or more of the following: intercultural and interfaith understanding, civic memory and pride, and respect for core democratic values. In 2013–2014, \$1.5 million in funding was provided to numerous events across the country.

Examples of Inter-Action Events and Projects Funded in 2013–2014

PROJECTS

**The Journey Project: History's Lessons,
Today's Youth, Tomorrow's Leaders**
Facing History and Ourselves
Toronto, Kitchener-Waterloo and Winnipeg

This project taught hundreds of young people the origins of hatred and violence and the benefits of building bridges among communities in an effort to combat racism, prejudice and discrimination. The organization, Facing History and Ourselves, provided teachers with tools for effective teaching methods using the lessons of the

Holocaust and the rise of Nazism, the Armenian genocide, civil society's response to Pinochet's Chile, the global response to the Rwandan genocide and other similar events in recent history. The investigation of these historic tragedies was designed to engage students and enhance their critical thinking about how societies can become integrated or exclusionary, and about the dangers inherent in racism and prejudice. Teachers were trained to help young Canadians connect these histories to their own lives, in order to promote understanding of what it means to live in a multicultural community.

Publication, Exhibit, Digital Media and Community Events Project

Ukrainian Jewish Encounter

Toronto, Ottawa, Montréal, Winnipeg and Edmonton

The Ukrainian Jewish Encounter's (UJE) project promoted understanding between the Canadian Jewish and the Ukrainian-Canadian communities through a number of initiatives. With government support, UJE published an illustrated volume on the history of Jews and Ukrainians (both in Canada and abroad) and a volume of collected essays on Ukrainian-Jewish interaction in key cultural domains, including music, art, architecture, language, literature and folklore. It also designed and mounted a museum exhibition on Ukrainian-Jewish relations in countries of origin and in Canada—a scaled-down version of the exhibit will be developed for travel to a number of Canadian cities—to be shown in schools and community centres. The project also developed guidelines for teachers to engage students in broader discussions on stereotyping, racism and the importance of pluralism.

Interfaith and Belonging: A Civic Education and Engagement Initiative

Canadian Race Relations Foundation National (Canada)

With funding from the Multiculturalism Program, the Canadian Race Relations Foundation (CRRF) undertook a series of cross-Canada consultations and workshops on issues related to interfaith and Canadian identity in the final year of its three-year project, which was completed in March 2014. It held a National Youth Video Competition on the theme, "Who am I? I am Canadian" that resulted in video entries from 18 high schools across Canada. Two of the top entries were subsequently converted into broadcast-standard public service announcements that aired across Canada. The winning videos, as well as links to the top 30-second films, are posted on the [CRRF website](#).

The CRRF also developed a [resource manual](#) to help communities understand their rights and responsibilities as Canadian citizens, which includes chapters on Faith and Spirituality, Interfaith Dialogue, Identity, Belonging, Human Rights, Values and Civic Engagement as they pertain to the promotion of religious and racial harmony in Canada.

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

Mosaic Institute for Harnessing Diversity Toronto, Calgary

The Mosaic Institute completed its two-year "New Beginnings: Young Canadians' Peace Dialogue on China and Tibet" initiative in March 2014. The project brought together almost 250 young Canadians ages 18–30 who self-identified as members of either the Han Chinese or ethnic Tibetan diasporas in a program that combined respectful, peace-focused dialogue with a collaborative service project that demonstrated the participants' strong Canadian commitment to global citizenship. The program was delivered in Toronto and Calgary, where it was presented in cooperation with York University's Centre for Asian Research and the University of Calgary's Department of Linguistics, Languages and Culture.

A steering committee consisting of several young Canadian adults—half of them of ethnic Tibetan background, the other half of Han Chinese background—helped to shape and guide the project. Together, they drafted a common "Statement of Values" and pursued the project through informed discussion and mutual respect. The participants of "New Beginnings" created a new group, called CanEngage, which is helping raise funds for Machik, a Canadian non-governmental organization devoted to providing secondary education to rural teens living on the Tibetan Plateau.

EVENTS

Freedom Day 2013

*Friends of Simon Wiesenthal Centre
for Holocaust Studies
Toronto, Ontario*

On September 25, 2013, prominent speakers and youth from a variety of backgrounds shared strong messages to reinforce citizenship values of freedom, human rights, peace and inclusion in the context of Canada's multicultural and multi-faith diversity. Over 3,500 diverse students from school boards throughout southern Ontario, police officials and other dignitaries participated in an event held at Yonge-Dundas Square in Toronto. Students from diverse religious and ethnic backgrounds were invited on stage throughout the program to ask questions, read testimonies and/or read about experiences from those who have overcome struggles related to racism and intolerance. The Minister of Citizenship and Immigration Chris Alexander participated, with Friends of Simon Wiesenthal Centre for Holocaust Studies President Avi Benlolo, in a ribbon cutting ceremony for the new Friends of Simon Wiesenthal Centre Tour for Humanity mobile education initiative. Holocaust Survivor Max Eisen shared a moving account of how his hopes and dreams as a child were shattered by the Holocaust, emphasizing the magnitude of devastation caused by hate. Finally, Canadian astronaut Chris Hadfield talked about the unique freedoms afforded to Canadians and how this freedom has allowed him to achieve success internationally.

Toronto Black Film Festival Community Program

*Foundation Fabienne Colas
Toronto, Ontario*

The Fabienne Colas Foundation hosted the second annual Toronto Black Film Festival Community Program in Toronto from February 12–15, 2014. Film screenings were followed by musical performances and panel discussions on specific themes, such as soccer as an integration tool for

youth from ethnic and cultural communities, the representation of blacks in film and television, and slam poetry as a form of expression for young people.

Événement multiculturel Mosaïque

*MOSAÏQUE-ARTS
Mauricie Region, Quebec*

On May 18–19, 2013, *L'Agora du Parc portuaire de Trois-Rivières* hosted l'Événement multiculturel Mosaïque, which celebrated cultural diversity in the Mauricie region. The event showcased the various communities represented in the region and attracted 5,000 participants, including members of Aboriginal communities. Programming included ethnic food tastings, shows, visual art displays and community projects. The event also featured demonstrations of both Aboriginal and traditional Quebec handicrafts. The activities helped to bring people together to enjoy a wide range of shows and artworks as well as to discover and share the Mauricie region's various cultures.

Legacy (Black History Month 2014)

Nelson Mandela

*The National Black Coalition of Canada,
Edmonton Chapter
Edmonton, Alberta*

The Legacy Black History Month 2014 Nelson Mandela event was held on three consecutive days between February 1 and March 1, 2014. Participants were led through a series of structured community-based dialogue sessions and activities to highlight Nelson Mandela's contribution to promoting world peace and human rights; showcase the diverse richness of Edmonton's black community through visual arts; and celebrate black music in live performances by local musicians, youth, soloists and choirs. These activities culminated in an Awards of Excellence event that recognized individuals and groups in Alberta who have made outstanding contributions through sports, community service and academic excellence.

PROMOTING MULTICULTURALISM AND INTEGRATION OF NEWCOMERS

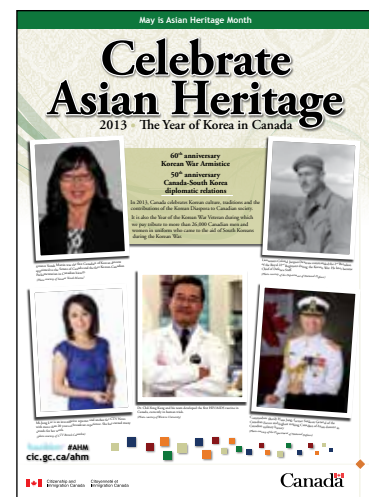
The annual [Paul Yuzyk Award for Multiculturalism](#) recognizes people dedicated to promoting multiculturalism and the integration of newcomers in Canada. The award commemorates the pioneering legacy and achievements of the late Senator Paul Yuzyk, whose efforts helped lead to the recognition of multiculturalism as one of the fundamental characteristics of Canadian heritage and identity. The 2013 Award was presented by Minister Jason Kenney to Mr. Bashir Ahmed, a Somali immigrant who began working as a volunteer with Carleton Community and Health Services in Ottawa and later founded the Association of Somali Teachers and initiated the Multicultural Liaison Program in Ottawa. He is the co-founder and Executive Director of the Somali Canadian Education and Rural Development Organization in Edmonton, which aims to enhance the immigration experience of the Somali community and break down cultural barriers. For more information, visit <http://news.gc.ca/web/article-en.do?nid=754859>.

In May 2013, [Asian Heritage Month](#) (AHM) was celebrated as “The Year of Korea in Canada” and recognized two important milestones: the 60th anniversary of the Korean War Armistice, and the 50th anniversary of diplomatic relations between Canada and the Republic of Korea. On May 1, CIC hosted an evening reception to launch AHM 2013 and encouraged Canadians to take part in AHM activities throughout the month of May. CIC produced a commemorative poster reflecting the 2013 theme, which highlighted a number of prominent Canadians of Korean origin. The educational poster was made available free of charge to teachers, schools and libraries across Canada.

CIC updated the AHM section of its website and promoted CIC’s AHM resources to approximately 16,000 teachers and schools. Across the country, CIC organized a variety of AHM events and exhibits, including a historic walking tour in Toronto’s Koreatown in partnership with Heritage Toronto, special citizenship ceremonies, as well as information booths at community events and public spaces. CIC’s travelling photo exhibit, “Celebrate Asian Heritage,” and other AHM roll-up displays were hosted at locations and events across the country.



The 2013 Paul Yuzyk Award for Multiculturalism was presented by Minister Kenney to Mr. Bashir Ahmed.



Celebrate Asian Heritage: 2013 The Year of Korea in Canada.



Minister Kenney with special guests at the 2013 Asian Heritage Month launch reception.



Minister Kenney with guests and Korean War Veterans at the 2013 Asian Heritage Month launch reception.

In February 2014, as part of the annual celebrations for [Black History Month](#), CIC undertook a variety of activities in conjunction with the theme, “Proud of Our History.” In particular, CIC recognized the contributions of black Canadians to Canada’s military history, in commemoration of the 100th anniversary of the commencement of First World War and the 75th anniversary of the Second World War. As well, two communities of historical significance to

black Canadians—Africville in Nova Scotia and Hogan’s Alley in British Columbia—were highlighted through CIC’s activities and on commemorative Canada Post stamps. CIC held an official launch reception on February 6 at the Canadian War Museum and developed an educational poster that was distributed across the country—primarily to teachers, libraries and workplace diversity committees.

Minister Kenney unveils the 2014 Canada Post Black History Month commemorative stamps with Mr. Deepak Chopra, President and Chief Executive Officer of Canada Post Corporation and Ms. Rosemary Sadlier, President of the Ontario Black History Society.



Minister Kenney speaks at the 2014 Black History Month launch reception.



To raise awareness of the contributions of Canadians of African and Caribbean descent, CIC updated its CIC Black History Month website and used Twitter extensively to post messages throughout February. CIC also made available its “On the Road North” travelling photo exhibit—which presents black history from slavery to freedom and onward to today’s leaders—to groups across Canada who wished to host the exhibit at events. This year, the exhibit was hosted at community police stations in Toronto, the McCord Museum in Montréal and at the Canadian Museum of Immigration at Pier 21 in Halifax.

Teachers and Youth Web Corner

CIC’s [Teachers](#) and [Youth](#) Web Corner aims to raise awareness of Canadian citizenship, identity, multiculturalism and immigration, helping youth gain a better

understanding of Canada, its institutions, symbols, values, and how people of diverse origins have shaped the development of our nation. The Web Corner provides a selection of user-friendly interactive games and educational resources, activities and information for use by elementary, junior and high school students and their teachers. It also provides teachers with related educational tools to help them convey these topics in an engaging, educational and interactive manner.

In 2013–2014, CIC updated the [Canadian Black History Virtual Museum](#) to include a section on Willie O’Ree, the first black hockey player in the National Hockey League. In 2013–2014, there were almost 70,000 visits to the Web Corner, while CIC’s “How Canadian Are You?” remained popular with users.

Partnerships with Non-Profit Organizations

To advance the objectives of the *Canadian Multiculturalism Act*, CIC partnered with several key national and international organizations to promote 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. The Fund supports projects that commemorate the experiences of Canada's ethnocultural communities who were affected by Canada's First World War internment policies. In 2013–2014, a CFWWIRF commemorative stamp was issued and the Fund continued to support a five-year national plan to teach young people and educators about Canada's internment operations. This was done through the administration of grants that support historical as well as artistic exhibits, commemorative events, films, research projects and the publication of books and articles.

On September 13, 2013, Parks Canada officially opened the National Internment Exhibit, [*Enemy Aliens, Prisoners of War: Canada's First World War Internment Operations 1914 to 1920*](#), at the Cave and Basin National Historic Site in Banff National Park. The site was one of the 24 internment camps that Canada established during the First World War.

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*. Its mission is to help eliminate racism and all forms of discrimination in Canadian society. In 2013–2014, the CRRF continued to address racism as well as discrimination issues with a focus on inclusive citizenship and belonging through information sharing through its Web-based reference clearinghouse and by delivering training sessions to school system leaders.

The CRRF also concluded its CIC-funded [*Inter-Faith and Belonging*](#) project, whose goal was to stimulate dialogue and civic engagement among and between faith-based communities across Canada.



Photo courtesy of Frank Jankac.

Front row:
Mr. Dave McDonough, Master of Ceremonies, Superintendent Banff Field Unit, Parks Canada; Minister Kenney; and Ivan Grbešić, Chair of the Canadian First World War Internment Recognition Fund. Second row: Mr. James Bezan, M.P. Selkirk–Interlake; and Senator Scott Tannas.



On September 22, 2013, Minister Kenney met with the Canadian Race Relations Foundation Board of Directors.

(From left): Arthur Miki (National Association of Japanese Canadians' representative on the Board); Ashraf Ghanem; Albert Lo, CCRF Chair; Minister Kenney; Toni Silberman, CCRF Vice-Chair; Rubin Friedman; Paul Attia; Christine Douglass-Williams; Jayashree Thatte Bhat.



On May 23, 2013, former United Nations Secretary-General and Nobel Peace Prize laureate Kofi Annan delivered the GCP's lecture. He is welcomed to the stage by His Highness the Aga Khan.

The [Global Centre for Pluralism](#) (GCP) is an independent, not-for-profit, Canadian corporation founded by His Highness the Aga Khan in partnership with the Government of Canada. The mission of the GCP is to promote pluralism internationally as a fundamental human value. The GCP fosters dialogue and research about the benefits of diversity and works in partnership with change leaders around the world. In 2013, the GCP launched a research initiative to identify the drivers of civic cohesion in diverse societies, co-published a volume of essays entitled *Ethnicity, Nationhood and Pluralism: Kenyan Perspectives*, and initiated research on Kyrgyzstan. The GCP continued to develop its events programming, and Kofi Annan delivered a lecture at the third Annual Pluralism Forum.

Supporting Federal and Public Institutions

The *Canadian Multiculturalism Act* requires that the federal government promote coordinated approaches to multiculturalism policy across its diverse range of institutions. During 2013–2014, CIC continued to provide advice and assistance to federal institutions for the development of multiculturalism programs and practices.

The Department delivered presentations on multiculturalism to various federal institutions as well as provided training to help them prepare their annual submission of activities, events and initiatives undertaken toward the implementation of the *Canadian Multiculturalism Act*.

One mechanism for providing this support is the **Multiculturalism Champions Network**, which consists of over 95 champions from across the Government of Canada. Champions work within their respective institutions to advance multiculturalism initiatives and ensure that multiculturalism issues are considered in the development of federal policies, programs and practices.

In 2013–2014, CIC developed and pilot-tested the **Multiculturalism Gateway**, a bilingual online tool designed to enhance collaboration across the Government of Canada. When fully launched, it will allow members to share information, ideas as well as feedback surrounding multiculturalism events and initiatives.

A **Federal-Provincial-Territorial Multiculturalism Network** serves as an ongoing forum for federal, provincial and



Multiculturalism gateway splash page.

territorial government representatives to share information on programs, research and approaches to issues concerning multiculturalism, diversity and anti-racism. It continues to be a venue that facilitates intergovernmental public policy dialogue and advances common goals through member presentations and discussion.

COMPLEMENTARY EFFORTS TOWARD MULTICULTURALISM

CIC continues to support policies, programs as well as services that contribute to an integrated and socially cohesive Canadian society.

Citizenship

Citizenship is an important milestone in the integration of newcomers. CIC's Citizenship Program administers citizenship legislation and promotes the rights and responsibilities of Canadian citizenship to newcomers and all Canadians. Bill C-24, the *Strengthening Canadian Citizenship Act*, received Royal Assent on June 19, 2014, representing the first comprehensive reform to the *Citizenship Act* since 1977. The Act was amended to:

- increase the efficiency of the citizenship program to improve application

processing to help qualified applicants acquire citizenship sooner;

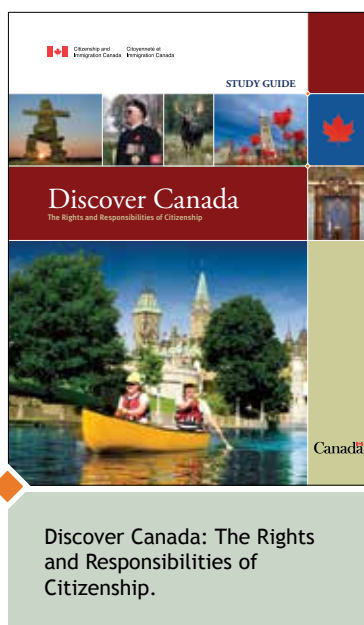
- strengthen the requirements for citizenship and deter citizenship of convenience;
- improve the tools we have to maintain program integrity and combat fraud; and
- honour those who serve Canada.

For example, new residency requirements will require citizenship applicants to be physically present in Canada for a longer period of time before they apply. Furthermore, a larger age bracket of individuals will have to meet the Canadian citizenship language and knowledge requirements in order to acquire citizenship. Both younger and older applicants will be better prepared to take on their responsibilities of citizenship, to enter the work force and to avoid isolation as well as alienation.

CIC continued to promote understanding of citizenship rights and responsibilities to reinforce its value among Canadians. It did so through various events, materials and projects that were also focused on enhancing knowledge of Canada's values, history, symbols and institutions.



Minister Christopher Alexander at a citizenship ceremony with M.P. Devinder Shory at Fort Calgary, February 19, 2014 (Calgary, Alberta).



Strengthening the essential knowledge base for citizenship is a key activity for CIC. CIC's citizenship study guide, *Discover Canada: The Rights and Responsibilities of Citizenship*, emphasizes the important role that multiculturalism has played in building Canadian diversity. *Discover Canada* highlights key moments in Canadian history, Canadian laws and values and the role of civic participation in Canadian society. It also celebrates the achievements of diverse Canadians who have contributed to building a unique Canadian identity through excellence in sport, government, science and the arts.

In 2013–2014, CIC distributed approximately 200,000 printed copies of *Discover Canada*. In addition, *Discover Canada* has become increasingly popular on the Web, and CIC released an eBook with audio online in June 2013 to increase accessibility for those with diverse learning needs. 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.

Throughout 2013–2014, CIC also continued to partner with service provider organizations (SPOs) on citizenship preparation projects that promote the concepts taught in *Discover Canada* and create curriculum as well as tools for newcomers to improve their knowledge of Canada. It works with the Institute for Canadian Citizenship to promote the rights and responsibilities of Canadian citizenship and, in partnership with various organizations, delivered citizenship ceremonies in communities across the country. These ceremonies provide Canadians with the opportunity to reaffirm their citizenship alongside those receiving Canadian citizenship.

Promoting Integration

CIC settlement and integration services help newcomers with economic and social establishment in Canada. Some key initiatives are highlighted below.

In partnership with provincial and territorial governments, CIC undertook a **Settlement Outcomes Survey** with a goal of assessing outcomes across Canada and identifying the factors that influence successful settlement within the first five years after landing in Canada. CIC undertook a detailed analysis of the data and, with provincial and territorial partners, developed *Helping Immigrants Succeed: a Federal-Provincial-Territorial Action Plan*, which Federal-Provincial-Territorial Ministers for Immigration approved in March 2014. The action plan identifies several areas for multilateral collaboration with a priority focus on employment, foreign credential recognition, official language proficiencies and social connections.

CIC's [Welcome to Canada](#) guide is the official handbook to help immigrants prepare for and transition to life in Canada. The guide was officially launched with renewed and expanded content in April 2013. The online [Living in Canada](#) tool produces a settlement plan filled with tips, next steps and useful links based on user responses to a short questionnaire. Users can also find local immigrant-serving organizations with the integrated Find Services map and can bring their settlement plan with them for additional, personalized support.

CIC funds **Local Immigration Partnerships** to facilitate community-level planning and the development of local immigration strategies to address local barriers to integration. CIC is committed to

supporting this work across the country and is expanding the initiative to new communities.

The **Federal Internship for Newcomers** Program provides newcomers with the opportunity to gain temporary work experience within public and private sector organizations as well as provides cross-cultural training for interns and their managers. It was launched in 2010 and is delivered in Ottawa, Toronto, Vancouver and Victoria. Since 2010, over 274 interns have been placed in 24 public and six private sector organizations within the delivery locations.

The **Federal Public Service Mentoring Program** for newcomers matches newcomers with federal public servants to help newcomers expand their professional networks, enhance their understanding of Canadian workplace culture and further define their career objectives as well as employment search strategies. Both mentees and mentors receive cross-cultural training. The mentoring program was launched in 2011 and is delivered in partnership with local immigrant SPOs in Toronto, Ottawa and Calgary.

In 2013, CIC piloted **Alternative Career** sessions in collaboration with SPOs to provide information to newcomers on alternative career pathways. Employers and regulators are invited to deliver presentations on transferable skills, and newcomers have the opportunity to network as well as learn about career opportunities within various organizations. To date, CIC has piloted eight alternative career sessions in Toronto, Ottawa, Halifax and Calgary for Finance, Accounting, Engineering, Biotechnology

and Health sectors. In March 2014, CIC conducted a one-day Virtual Career Fair that helped newcomers learn more about alternative careers across Canada and connected employers with qualified candidates to share information on career opportunities within their organizations. The event connected 20 employers with approximately 1,900 newcomers.

The **International Qualifications Network** is an online forum where employers, regulatory bodies, governments and immigrant-serving organizations can share best practices in foreign credential assessment and recognition. In March 2014, innovative partners were recognized at an awards ceremony held in Gatineau, Quebec. The ceremony, which was attended by the Honourable Costas Menegakis, Parliamentary Secretary to the Minister of Citizenship and Immigration, presented awards to five network partners and recognized others that have made it a success.

Research Initiatives

CIC undertook numerous [research initiatives](#) in 2013–2014, including a series of “Ethnic origin backgrounders,” and the report “Sense of Belonging: Literature Review.” CIC provided funding to the Police Reported Hate Crimes database, developed by the Canadian Centre for Justice Statistics at Statistics Canada in partnership with police forces to assess and monitor the incidence of hate crimes in communities across Canada. For more information, visit www.cic.gc.ca/English/resources/menu-research-stats.asp.



Accepting the International Qualifications Network Award from Honourable Costas Menegakis (left) are Ying Xie (middle) and Carmen Munoz (right). The event was held in Gatineau on March 13, 2014, at the Museum of History.

PART THREE

IMPLEMENTATION OF THE *CANADIAN MULTICULTURALISM ACT* ACROSS FEDERAL INSTITUTIONS

Through the *Canadian Multiculturalism Act*, the Government of Canada is committed to preserve and enhance the multicultural heritage of Canadian society while working to achieve the equality of all Canadians in the economic, social, cultural and political life of Canada.

Subsection 3(2) of the *Canadian Multiculturalism Act* states it is the policy of the Government of Canada that 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 in order 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 reality of Canada.

For the 2013–2014 reporting period, 139 federal institutions provided submissions for the Annual Report on the Operation of the *Canadian Multiculturalism Act*. A full list of these institutions can be found in Annex A.

Part three of this report provides a sample of multiculturalism activities undertaken by a range of federal institutions that are directly related to the requirements outlined in the Act. These examples are grouped thematically under the following themes: Engaging Partnerships, Promoting Intercultural Understanding and Embracing Diversity, Integrating Public Education and Outreach Activities, A Diverse and Responsive Workplace, and Supporting Research and Dissemination Activities.

ENGAGING PARTNERSHIPS

Partnerships between federal institutions, governments, community groups as well as other organizations are key to the development and delivery of multiculturalism programs and services. This section provides examples of federal institutions that engaged with other organizations to implement multiculturalism-related initiatives at the local, regional, national and international levels.

Status of Women Canada funds projects with organizations that work with women to address gender barriers to participation in the economic, social and democratic life of Canada. In 2013–2014, approximately 10% of approved projects specifically addressed the needs of women from various ethnocultural groups. For example, a call for proposals included a theme to address the economic needs of immigrant women. The Social Services Network in Ontario received funding to work with youth of South Asian origin to increase their knowledge about violence against girls and young women in South Asian communities. Through the project, youth gained facilitation and leadership skills as well as developed and delivered culturally-relevant workshops on the issue of violence against women and girls. In addition, service providers within these communities initiated dialogue on ways that their sectors could contribute to more linguistically and culturally appropriate responses to gender-based violence in South Asian families.

The **National Capital Commission** collaborates with Algonquin communities on various projects. As part of the events surrounding the 75th anniversary celebrations for Gatineau Park, events on September 28–29, 2013, were coordinated by the Kitigan Zibi Anishinabeg Cultural Education Centre. The Algonquin Summer activities offered an opportunity to promote Algonquin culture and traditions to Park visitors, including an artisanal celebration of the Kitigan Zibi and Pikwàkanagàn communities.

Canada Economic Development for Quebec Regions supports projects that promote increased participation of ethnocultural groups in the economic development of Quebec regions. Info Entrepreneurs is a project that offers advisory services on available government services and programs to ethnocultural communities. The organization also maintains a library of multilingual works to serve the information needs of different ethnic communities.

Through its Economic Action Plan 2013, the Government of Canada committed to working with First Nations to improve the on-reserve Income Assistance Program to help ensure that First Nations youth can access the skills and training they need to secure employment. Building on successful pilot projects and partnerships under way across the country, **Aboriginal Affairs and Northern Development Canada** is providing \$132 million over four years to help First Nations overcome current barriers to employability. This investment is helping First Nations and First Nations service providers identify the employment readiness of individuals as well as the jobs and skills training they require.



The Government of Canada is investing \$1.1 billion over five years in [*Roadmap for Canada's Official Languages 2013–2018*](#). Roadmap 2013–2018, coordinated by the **Department of Canadian Heritage**, is composed of numerous initiatives across 14 federal institutions with a goal of enhancing the vitality of both official languages in communities across Canada. The initiatives are aimed at ensuring that Canadians have opportunities to learn as well as train in their first official language and to learn the other official language, to strengthen the language skills of newcomers in either official language, and to support efforts that encourage Francophone immigration to Francophone minority communities.

Export Development Canada (EDC) sponsored the National Arts Centre Orchestra's China tour in October 2013, which included visits to seven cities (Beijing, Shanghai, Chongqing, Guangzhou, Tianjin, Fuling and Hong Kong). As a tour sponsor, EDC had numerous networking opportunities with Chinese officials, industry and consumers in one of the world's largest and fastest growing economies. The tour raised EDC's profile and coincided with the annual general meeting of the Canada-Chinese Business Council giving Canadian companies in China opportunities to take part in a range of commercial and cultural activities.



Export Development Canada sponsored the National Arts Centre Orchestra's China tour in October 2013.

PROMOTING INTERCULTURAL UNDERSTANDING AND EMBRACING DIVERSITY

Consistent with the *Canadian Multiculturalism Act*, federal institutions implemented programs and practices that enhanced diversity and promoted intercultural understanding. Within this context, the following section highlights some initiatives that created or reinforced connections among newcomers, ethnocultural communities, Aboriginal peoples, persons with disabilities and official language communities.

In 2013–2014, the **Canadian Museum of Immigration at Pier 21** completed the development of its first travelling exhibit, “Canada: Day 1,” to explore the multifaceted experiences of newcomers on their first day of arrival in Canada, spanning from Confederation to present day. It also partnered with organizations across the country to facilitate “Digital Storytelling Workshops” and to collect stories on immigration. Participants from diverse cultural backgrounds shared their immigration stories and created their own personal two- to five-minute films.

From October 24–25, 2013, the **Canada Council for the Arts** hosted an “equity sounding” to solicit community input about the needs and aspirations of artists from culturally diverse, Deaf, disability, arts and official language minority communities. The sounding explored potential areas where the Canada Council might strategically intervene—through policies, funding programs, mechanisms or partnerships—to help these groups realize their artistic vision and brought together a focus group from the designated arts communities. Through a series of panels, break-out sessions as well as group discussions, participants were asked to share their expertise, ideas and concerns with each other and with Council staff.

The **Royal Canadian Mint** invited all employees in both the Ottawa and Winnipeg facilities on June 27 to celebrate Multiculturalism Day. This year’s theme honoured Aboriginal culture in association with National Aboriginal History Month. Activities included an Aboriginal-inspired menu, multiculturalism trivia and a showcase of Aboriginal coins produced by the Mint. Location-specific programming included an opening prayer, Aboriginal dance and music performance as well as an information booth staffed by a registered heritage interpreter.

A celebration for the International Day of Persons with Disabilities (December 3) was organized jointly by **Finance Canada**, **Statistics Canada** and **Justice Canada** under the theme, “Break barriers, open doors: for an inclusive society for all.” The day was composed of multiple events, including an “Ability Fair” that featured participation from nearly 30 organizations, including the Quebec Association for Persons with Learning Disabilities, the *Clinique d’apprentissage spécialisée* and the University of Ottawa Access Service, whose role is to develop strategies to reduce the barriers for students who have learning disabilities. The “Ability Fair” was followed by a presentation from speakers Charles Tisseyre (Scientific journalist for *Radio-Canada*) and Philippe Dufresne (Director General and Senior General Counsel at the Canadian Human Rights Commission).

The **National Film Board of Canada’s** Assistant Commissioner undertook a cross-Canada tour of Francophone communities in 2013–2014. Ending in February 2014, the tour covered every province and territory and enabled meetings with approximately 100 Francophone organizations, including organizations that represent Francophone women, seniors, youth and parents.



Canada: Day 1—Exhibit developed by the Canadian Museum of Immigration at Pier 21.



Digital Storytelling Workshops facilitated by the Canadian Museum of Immigration at Pier 21.

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INTEGRATING PUBLIC EDUCATION AND OUTREACH

In 2013–2014, federal institutions undertook various public education and outreach activities to increase the participation of all Canadians in the economic, social, cultural and political life of Canada.

Employment and Social Development

Canada (ESDC) funds projects that help adults obtain the necessary skills to acquire jobs or improve their employment prospects. For example, ESDC has entered into a four-year agreement with YWCA Toronto for the “Literacy and Essential Skills for Employment Pilot project,” whose objective is to test an employment programming model that offers customized, needs-based interventions to help individuals overcome barriers to retaining jobs and advancing in the workplace. The focus will be on examining how increasing the literacy and essential skills of Aboriginal peoples, immigrants, youth as well as mature workers improves their job prospects. YWCA Toronto will collaborate with nine other locations, and the project results and lessons learned will be disseminated across Canada through its YM/YWCA networks.

As a key element of **Canada Revenue Agency’s** (CRA) media relations activities, communications staff regularly reach out to ethnic media on tax issues, primarily focusing on awareness of tax obligations and the completion of T1 personal income tax and benefit returns. During the 2014 tax filing season, CRA reached out to new Canadians in Ontario through third language broadcasts and print media in 11 different languages. CRA spokespersons,

fluent in the most prominent third languages of the Greater Toronto Area, conducted a total of 23 interviews. In the West, CRA contacted ethnic media outlets for media interviews on general tax filing season topics. Interviews were given by spokespersons fluent in Cantonese, Mandarin and Punjabi, and articles targeting various groups were made available in Arabic, Chinese, Farsi, Dari, Hindi, Korean, Punjabi, Russian, Urdu and Vietnamese.

The **Canadian Air Transport Security Authority** (CATSA) recognizes that

passengers with special needs or from diverse cultural backgrounds often have unique requirements and/or concerns related to security screening. *CATSA in the Community* is an outreach program through which CATSA collaborates with specific groups to identify their needs and provide them with customized information. Through this program, CATSA hopes to improve both the customer experience as well as the flow of passengers through checkpoints, and create mutually beneficial relationships with groups who represent passengers with special needs and various ethnic backgrounds. For example, a considerable number of passengers travelling on flights to various Asian destinations bring items in their carry-on baggage that are considered restricted. To address this issue, CATSA adapted its advertising campaign into traditional Chinese and placed advertisements in Vancouver’s largest Chinese newspapers to help educate passengers on permitted and non-permitted carry-on items at Canadian airports.

Over 100 missions at **Foreign Affairs, Trade and Development Canada** established a presence on Facebook, YouTube, Twitter as well as on other social media to showcase Canada's multiculturalism and diversity as well as its commitment to human rights and non-discrimination.

The **Canadian Museum of History** partnered with other institutions to develop large-scale multicultural exhibition projects:

- **Indigenous and Urban**—showcased urban artistic expressions of Canada's First Peoples from June to September 2013 and featured visual and media arts, music, dance, film, readings as well as interactive workshops. Inspired and challenged by contemporary urban life, Canadian Indigenous artists address issues of identity and stereotypes through humorous and thought-provoking works. The program began during National Aboriginal History Month and provided an opportunity to honour the heritage, contributions and cultures of Indigenous peoples in Canada, past and present.
- **Double Take—Portraits of Intriguing Canadians** was an exhibition on display from March to October 2013 and invited visitors to discover unsuspected or little-known

aspects of 59 prominent personalities. It included portraits of Canadian author, screenwriter and essayist Mordecai Richler, Armenian-Canadian portrait photographer Yousuf Karsh, environmental activist David Suzuki and former Governor General Adrienne Clarkson.

- **The Vodou exhibition** was on display until February 2014 and featured one of the greatest collections of Vodou artifacts in the world. The Museum of History worked in close consultation with members of Haitian-Canadian communities to help ensure the authenticity of the exhibition, which featured Canadian-Haitian vodouists who explained their worldview, history and beliefs.

The citizenship ceremony held at Nova Scotia's H Division in January 2014 was a wonderful way of introducing immigrant communities and newcomers to the **Royal Canadian Mounted Police (RCMP)** to celebrate with new Canadian citizens. In addition to the participation by the Commanding Officer and members in red serge, many RCMP employees also attended the ceremony.



Photo from the January 2014 citizenship ceremony in H Division. Pictured in the photo are Cpl. Christine Hobin and Zeinab El-Sayed Mohamed El Zaher.



The Canadian Armed Forces ran Basic Military Qualification Training for Aboriginal peoples.

ENSURING A DIVERSE AND RESPONSIVE WORK FORCE

The *Canadian Multiculturalism Act* requires that all federal institutions ensure that Canadians of all origins have an equal opportunity to obtain employment and advancement in those institutions. Within this context, federal institutions reported taking steps to ensure diverse and responsive work forces through initiatives that involved training, recruiting, hiring and network-building.

The **Canadian Armed Forces** (CAF) ran a series of six-week Basic Military Qualification Training Programs for Aboriginal peoples. This training included 177 individuals, of whom 146 graduated. Furthermore, 39 Aboriginal youth enjoyed an end-of-summer graduation day after a six-week Black Bear development program that emphasized military leadership, teamwork and self-discipline. These programs, while encouraging enrolment in the CAF, are not specifically recruitment programs. Participating in these programs gives young people opportunities to develop skills needed to launch productive careers, including in the CAF should they wish to do so.

The **Canadian Northern Economic Development Agency** designed and implemented a three-year pilot project for Nunavut Land Claim Beneficiaries. The “Inuit Learning and Development Pilot Project” provides Inuit with work experience in federal departments, the Government of Nunavut and Nunavut Tunngavik Incorporated and mobilizes the diversity of talent in the North to serve the country’s evolving public sector needs. Participants work in four different work rotations, which are tailored to ensure they receive experiences

in their areas of interest. All participants were given a mentor and a coach for their journey to success.

On February 12, 2014, **Public Safety Canada** hosted an inaugural *Diversity in National Security Policy Making Seminar*. Fifty-six participants attended the event with representatives from Public Safety Canada, the Canadian Security Intelligence Service, the Canada Border Services Agency, the RCMP and the Communications Security Establishment Canada. This event was designed to emphasize the importance of diversity in the workplace, as well as to inform policy development and operations on issues related to multiculturalism, which are increasingly relevant in today’s global national security environment. Various topics were addressed by speakers from the academic community, the private sector and government, including the importance of diversity in developing national security policies; how people from different cultures may view, understand and interact with the government; and managing diversity in an operational context.

In 2013–2014, **Industry Canada** developed a comprehensive approach and framework to create a respectful, healthy and inclusive workplace. The initiative, which is based on research, a best practices review and a series of consultations, created a self-directed toolkit to support managers and employees in conversations on topics such as respect and inclusiveness.

The **Canadian Food Inspection Agency** (CFIA) has a policy of accepting foreign education credentials once a Canadian university has accepted their equivalency to

courses of a program completed in Canada. The policy supports equal access to employment opportunities and recognizes that international educational experience strengthens the CFIA's effectiveness to deliver its mandate. The CFIA also provides targeted support to non-Canadian applicants, including information on living and working in Canada, obtaining Canadian citizenship and foreign education credential recognition.

In fall 2013, **Parks Canada** created a network of Diversity Ambassadors to support as well as promote the objectives of its employment equity and diversity programs. Ambassadors engage Parks Canada staff and encourage them to participate in diversity-related initiatives that take place each year across the country. Furthermore, they will plan as well as deliver diversity initiatives

and act as a conduit for information exchange between Parks Canada's lines of business, its human resources directorate, its employment equity and diversity advisory committees.

The **Canadian Security Intelligence Service** introduced a Diversity Scorecard, a tool that helps the organization track its progress toward diversity and inclusion in areas such as corporate initiatives, talent attraction as well as retention, and the impact of diversity on operations as well as on innovation. Like sustainable development, the approach emphasizes the importance of having approaches, processes and tools that promote work force sustainability, while increasing operational and organizational performance.

SUPPORTING RESEARCH AND DISSEMINATION

Federal institutions support the development of policies, programs and practices that are sensitive and responsive to the Canadian multicultural reality through research and dissemination activities.

Statistics Canada released results of the [2011 National Household Survey](#) in 2013–2014, which provided extensive information on linguistic, ethnocultural, religious and Aboriginal communities across Canada. In 2013–2014, information in various formats (data tables, analytic documents, reference guides and videos) was made available to the Canadian public via the Agency's website.

In fall 2013, Statistics Canada also released the first results of its Program for International Assessment of Adult Competencies, which provided internationally comparable measures

on proficiency in skills related to literacy, numeracy and problem solving. There was an oversample of newcomers to facilitate the analysis focusing on immigrant communities. Furthermore, results from the 2012 Aboriginal Peoples Survey were released in 2013.

The Public Service Commission of Canada conducted two studies that researched the chances of promotion for members of employment equity designated groups and the perceptions of merit and fairness for designated employment equity groups. The results were published online at <http://www.psc-cfp.gc.ca/adt-vrf/rprt/2013/ee/perception/index-eng.htm> and at <http://www.psc-cfp.gc.ca/adt-vrf/rprt/2013/ee/promotion/index-eng.htm>.

CONCLUSION

Canadian multiculturalism recognizes the diversity of Canadians as a fundamental characteristic of Canadian society and promotes newcomer integration into a welcoming society. It also enjoys strong support from Canadians and is internationally renowned.

The various examples showcased in this Annual Report highlight CIC's promotion of multiculturalism through funded projects and events, public education and outreach, support to federal and public institutions,

and complementary work in areas such as citizenship, newcomer integration and research. Canadian multiculturalism was at the centre of CIC's leading role in 2013–2014 to combat anti-Semitism and promote Holocaust education, remembrance and research. A total of 139 federal institutions provided submissions for this Annual Report, which highlights a range of multiculturalism activities that they undertook as part of their legal requirements as outlined by subsection 3(2) of the *Canadian Multiculturalism Act*.

ANNEX A: FEDERAL INSTITUTIONS THAT PROVIDED A SUBMISSION

| | |
|---|--|
| Aboriginal Affairs and Northern Development Canada | Canadian Museum of Immigration at Pier 21 |
| Agriculture and Agri-Food Canada | Canadian Museum of Nature |
| Atlantic Canada Opportunities Agency | Canadian Northern Economic Development Agency |
| Atlantic Pilotage Authority | Canadian Nuclear Safety Commission |
| Bank of Canada | Canadian Race Relations Foundation |
| Blue Water Bridge Canada | Canadian Securities Regulation Regime Transition Office |
| Business Development Bank of Canada | Canadian Security Intelligence Service |
| Canada Border Services Agency | Canadian Space Agency |
| Canada Council for the Arts | Canadian Tourism Commission |
| Canada Deposit Insurance Corporation | Canadian Transportation Agency |
| Canada Development Investment Corporation | Canadian Wheat Board |
| Canada Lands Company Limited | Citizenship and Immigration Canada |
| Canada Mortgage and Housing Corporation | Citizenship Commission |
| Canada-Nova Scotia Offshore Petroleum Board | Commission for Public Complaints Against the Royal Canadian Mounted Police |
| Canada Pension Plan Investment Board | Communications Security Establishment Canada |
| Canada Post Corporation | Correctional Service Canada |
| Canada Revenue Agency | Courts Administrative Service |
| Canada School of Public Service | Defence Construction Canada |
| Canada Science and Technology Museums Corporation | Department of Finance Canada |
| Canada-Newfoundland and Labrador Offshore Petroleum Board | Department of Justice Canada |
| Canadian Air Transport Security Authority | Department of National Defence and the Canadian Armed Forces |
| Canadian Broadcasting Corporation | Economic Development Agency of Canada for the Regions of Quebec |
| Canadian Centre on Substance Abuse | Elections Canada |
| Canadian Commercial Corporation | Employment and Social Development Canada |
| Canadian Cultural Property Export Review Board | Environment Canada |
| Canadian Dairy Commission | Export Development Canada |
| Canadian Environmental Assessment Agency | Farm Credit Canada |
| Canadian Food Inspection Agency | Farm Products Council of Canada |
| Canadian Grain Commission | Federal Bridge Corporation Limited |
| Canadian Heritage | Federal Economic Development Agency for Southern Ontario |
| Canadian Human Rights Commission | Financial Consumer Agency of Canada |
| Canadian Human Rights Tribunal | Financial Transactions and Reports Analysis Centre of Canada |
| Canadian Institutes of Health Research | First Nations Tax Commission |
| Canadian Intergovernmental Conference Secretariat | Fisheries and Oceans Canada |
| Canadian International Trade Tribunal | |
| Canadian Museum of History | |

| | |
|---|--|
| Foreign Affairs, Trade and Development Canada | Parks Canada |
| Freshwater Fish Marketing Corporation | Parole Board of Canada |
| Great Lakes Pilotage Authority | Patented Medicine Prices Review Board |
| Health Canada | Privy Council Office |
| Immigration and Refugee Board of Canada | Public Health Agency of Canada |
| Industry Canada | Public Prosecution Service of Canada |
| Infrastructure Canada | Public Safety Canada |
| International Development Research Centre | Public Sector Pension Investment Board |
| Laurentian Pilotage Authority | Public Servants Disclosure Protection Tribunal |
| Library and Archives Canada | Canada |
| Marine Atlantic | Public Service Commission of Canada |
| Military Grievances and External Review Committee | Public Service Labour Relations Board |
| Military Police Complaints Commission | Public Service Staffing Tribunal |
| National Arts Centre | Public Works and Government Services Canada |
| National Battlefields Commission | Registry of the Competition Tribunal |
| National Capital Commission | Registry of the Specific Claims Tribunal of Canada |
| National Energy Board | Royal Canadian Mint |
| National Film Board of Canada | Royal Canadian Mounted Police |
| National Gallery of Canada | Royal Canadian Mounted Police External Review |
| National Research Council of Canada | Committee |
| Natural Resources Canada | Security Intelligence Review Committee |
| Natural Sciences and Engineering Research Council | Shared Services Canada |
| Northern Pipeline Agency | Social Sciences and Humanities Research Council |
| Office of the Auditor General of Canada | Standards Council of Canada |
| Office of the Commissioner for Federal Judicial Affairs | Statistics Canada |
| Office of the Commissioner of Lobbying of Canada | Status of Women Canada |
| Office of the Commissioner of Official Languages | Telefilm Canada |
| Office of the Communications Security Establishment | The Jacques Cartier and Champlain Bridges |
| Commissioner | Incorporated |
| Office of the Correctional Investigator | Transport Canada |
| Office of the Information Commissioner of Canada | Transportation Appeal Tribunal of Canada |
| Office of the Privacy Commissioner of Canada | Transportation Safety Board of Canada |
| Office of the Public Sector Integrity Commissioner | Treasury Board of Canada Secretariat |
| Office of the Registrar of the Supreme Court of | Veterans Affairs Canada |
| Canada | Veterans Review and Appeal Board |
| Office of the Superintendent of Financial Institutions | VIA Rail Canada Inc. |
| Canada | Western Economic Diversification Canada |
| Pacific Pilotage Authority | |