

Supplementary Information Tables:

Immigration, Refugees
and Citizenship Canada's

2024–25

Departmental
Plan

To be published electronically only



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada 

For information about other Immigration, Refugees and Citizenship Canada (IRCC) publications, visit Canada.ca/ircc-publications.

Available in alternative formats on request.

Également disponible en français sous le titre : Tableaux de renseignements supplémentaires : Plan ministériel 2024-2025 d'Immigration, Réfugiés et Citoyenneté Canada

Visit us online

[Website](https://ircc.canada.ca): ircc.canada.ca

[X](https://twitter.com/CitImmCanada): @CitImmCanada

[Facebook](https://facebook.com/CitCanada): @CitCanada

[Instagram](https://instagram.com/CitImmCanada): @CitImmCanada

[YouTube](https://youtube.com/CitImmCanada): @CitImmCanada

[LinkedIn](https://linkedin.com/company/immigration-refugees-and-citizenship-canada): Immigration, Refugees and Citizenship Canada

© His Majesty the King in right of Canada, as represented by the Minister of Citizenship and Immigration, 2024.

ISSN 3111-153X

Ci1-27/1E-PDF

IRCC 05-2026

Table of Contents

Details on transfer payment programs	1
Transfer payment programs spending of \$5 million or more	1
<i>Canada-Québec Accord Grant / Subvention versée en vertu de l'Accord Canada-Québec</i>	<i>1</i>
International Migration Capacity Building Program	4
Resettlement Assistance Program	8
Settlement Program.....	12
Francophone Immigration Support Program	17
Transfer payment programs spending of under \$5 million	20
Annual Assessed Contribution to the International Organization for Migration.....	20
Gender-Based Analysis Plus	25
Highlights of GBA Plus Results Reporting by Program.....	27
Core Responsibility 1: Visitors, International Students and Temporary Workers	27
Core Responsibility 2: Immigrant and Refugee Selection and Integration	29
Core Responsibility 3: Citizenship and Passport	34

Details on transfer payment programs

Transfer payment programs spending of \$5 million or more

Canada-Québec Accord Grant / Subvention versée en vertu de l'Accord Canada-Québec

General information

Name of program:

Canada-Québec Accord Grant / Subvention versée en vertu de l'Accord Canada-Québec:
Voted

Start date:

Financial compensation to the province (in the form of a grant) is based on the [*Canada-Québec Accord relating to Immigration and Temporary Admission of Aliens*](#), which came into force on April 1, 1991.

End date:

Ongoing

Type of transfer payment:

Grant

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

Ongoing

Link to departmental result(s):

Permanent residents are welcomed and benefit from settlement supports

Link to the department's Program Inventory:

Settlement

Purpose and objectives of transfer payment program:

Under the *Canada-Quebec Accord*, signed in 1991, Canada has devolved settlement and integration responsibility to Quebec, and provides Quebec with an annual grant that notionally covers settlement and integration services to permanent residents in the province.

The objectives of the Accord are the preservation of Quebec's demographic importance within Canada; and the integration of immigrants into that province in a manner that respects the distinct identity of Quebec.

Under the Accord, Canada is responsible for defining overall immigration objectives, national immigration levels and admissibility, selecting applicants in the family sponsorship class and protected person class, determining refugee status in Canada, and granting citizenship. The Accord provides Quebec with exclusive responsibility for selecting economic immigrants destined to the province (with admissibility decision resting with Canada) and for resettled refugees destined to the province (amongst individuals identified as refugees from abroad by Canada), as well as the settlement and integration of all permanent residents. This program uses transfer payment funding from the grant for the *Canada-Quebec Accord on Immigration*.

In accordance with section 26 and Annex B of the *Canada-Quebec Accord*, Canada is required to provide compensation to Quebec for these services, where it is established that:

- the reception and integration services (referred to in sections 24 and 25 of the Accord) offered by Quebec correspond, when considered in their entirety, to those offered by Canada in the rest of the country; and
- those services are offered without discrimination to any permanent resident in the province, whether or not that permanent resident has been selected by Quebec.

Expected results:

The Government of Quebec is responsible for developing and publishing its own immigration legislation and policies. It reports to the provincial National Assembly on its own expected results and spending related to immigration.

While Quebec has jurisdiction over settlement and integration of permanent residents destined to the province, the Accord specifies that the services covered by the grant must correspond to services offered by Canada in the rest of the country. To that end, Canada and Quebec collaborate on conducting regular comparative studies of their respective settlement and integration services to ensure that comparable services continue to be offered to newcomers across the country. Under the *Canada-Quebec Accord*, the Comité mixte is mandated to jointly carry out the comparison of services. Since 2014, the Comité

mixte has tabled six comparative studies that show reception and integration services for newcomers to be generally comparable in both jurisdictions, therefore meeting the requirements of the Accord. At the November 2017 Comité mixte, the Assistant Deputy Minister co-chairs recommended that the comparative study be tabled every second year, to reduce reporting burden and resource intensive tasks. The last comparative study, covering April 1, 2020 to March 31, 2021, was tabled at the Comité mixte meeting in December 2023. The next comparative study covering April 1, 2022 to March 31, 2023 is currently being finalized with Quebec and is expected to be tabled at the Comité mixte in winter 2024.

Fiscal year of last completed evaluation:

The evaluation of the grant to Quebec is conducted every five years. The last evaluation was completed in 2019–20.

Decision following the results of last evaluation:

Continuation

Fiscal year of next planned evaluation:

The next evaluation of the *Canada-Quebec Accord* Grant is planned for completion in 2025–26.

General targeted recipient groups:

The Government of Quebec is the only recipient of the grant.

Initiatives to engage applicants and recipients:

The Accord provides for a Comité mixte and an implementation committee comprising members of the Government of Quebec and the federal government. Those committees as well as ad hoc meetings of the parties take place several times per year.

Financial information (dollars)*

Type of transfer payment	2023–24 forecast spending	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Total grants	775,064,000	775,064,000	775,064,000	775,064,000
Total contributions	0	0	0	0

Financial information (dollars)*

Type of transfer payment	2023–24 forecast spending	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Total other types of transfer payments	0	0	0	0
Total program	775,064,000	775,064,000	775,064,000	775,064,000

*The Accord established a formula for the annual compensation paid to Quebec, including an escalation factor, added to the previous year’s baseline, which is a combination of:

- the variation in the number of non-francophone immigrants that Quebec receives between the two previous calendar years; and
- the variation in the federal expenditures less services of the debt (net expenditures) as reported in the Public Accounts of Canada between the two previous fiscal years.

In any given year, the amount of the grant cannot be reduced from the previous year. It can only increase or remain constant. When either condition from the formula above is negative, it is deemed to equal zero and cannot be negative.

International Migration Capacity Building Program

General information

Name of program:

International Migration Capacity Building Program: Voted

(Known prior to April 2019 as the “Migration Policy Development Program.”)

Start date:

In February 2003, the program was first launched as the Migration Policy Development Program. In 2019, it was renamed the International Migration Capacity Building Program (IMCBP).

End date:

Ongoing

Type of transfer payment:

Grant

Type of appropriation:

Funds are appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2022–23

Link to departmental result(s):

Potential permanent residents are selected for immigration to Canada

Link to the department's Program Inventory:

Asylum

Purpose and objectives of transfer payment program:

The purpose of the IMCBP is to provide funding for initiatives that advance global migration policies and programs, in support of Canada's migration and humanitarian objectives.

The main objective of the IMCBP is to support the development of well-managed migration systems that facilitate safe, orderly and regular migration through:

- membership in international organizations related to migration
- the advancement of capacity building efforts
- an increase in the development and exchange of migration-related information and expertise

Expected results:

Expected results for the IMCBP are:

- strengthening migration and refugee protection systems in sending, transit and receiving countries
- facilitating safe, orderly and regular migration, while deterring irregular migration
- promoting open, evidence-based discourse on migration and refugee issues

Fiscal year of last completed evaluation:

2021–22: Evaluation of the International Migration Capacity Building Program – Funded Projects Component.

2021–22: Evaluation of IRCC's Memberships in International Forums and Organizations.

Decision following the results of last evaluation:

Following the evaluations of the program in 2021–22, IRCC will continue to address the key evaluation recommendations in 2022–23, as stipulated in the Management Response Action Plan. This includes by conducting an assessment of the purpose and program theory, as well as performance measurement and results sharing, in consultation with IRCC stakeholders.

Fiscal year of next planned evaluation:

For the overall IMCBP, the next planned evaluation will take place in 2026–27.

An evaluation of the Migration Cooperation and Engagement Envelope (MCEE) was launched in 2023–24.

General targeted recipient groups:

- International organizations and other foreign grant beneficiaries;
- Non-Governmental Organizations (NGOs), institutions, organizations, and agencies that are not for profit, operating at the international level from within or outside Canada; and
- Individuals and private sector organizations operating at the international level from within or outside Canada.

Initiatives to engage applicants and recipients:

The IMCBP promotes Canada’s priorities related to well-managed migration and protection by funding migration and protection related capacity building projects. The Program pays membership fees to allow Canada to be a member of key international forums and organizations.

IRCC provides support to four established migration-related multilateral organizations with which the Department has long-standing engagement and that help advance departmental priorities: the Regional Conference on Migration, the Global Forum on Migration and Development, the Intergovernmental Consultations on Migration, Asylum and Refugees and the Migration Policy Institute. IRCC regularly attends and is an active participant in the governance meetings of these organizations, exchanges information on best practices in migration policy and management, and uses the multilateral platforms provided through Canada’s membership in these organizations to advance Canadian migration priorities and strengthen bilateral partnerships with other countries.

The capacity building projects and initiatives undertaken through the IMCBP are divided into funding streams.

The only permanent funding stream is a core budget of \$1M, leveraged to pay membership fees and fund small- scale projects that support the development of well-managed migration systems that facilitate safe, orderly and regular migration. Projects funded

through the core budget are selected following thorough consultations with various IRCC branches and developed with key implementing partners.

The IMCBP's other funding streams include:

- The Migration Cooperation and Engagement Envelope (MCEE), which was approved as part of the Border Action Plan (now referred to as Border Enforcement Strategy), is designed to increase migration and border management cooperation with selected countries. The MCEE includes CAD \$21 million in funding over six years which is scheduled to sunset in 2024–25. An envelope to support the International Organization for Migration's Comprehensive Action Plan for Afghanistan and Neighbouring Countries (CAP). IRCC has committed CAD \$21 million in funding over three years, from 2022–23 to 2024–25. This funding supports projects under the CAP in support of migration-related and humanitarian activities and initiatives to assist Afghan nationals affected by the situation in Afghanistan.
- The Americas Capacity Building Envelope is a \$75 million over six years (FY2022–23 - 2027–28) funding stream to strengthen the capacity of origin, transit, and destination countries in Latin American and Caribbean, so to better respond to, and manage, the large scale mixed migration movements in the region, and help deter further irregular migration.
- Additionally, IRCC has secured \$3 million from Global Affairs Canada and Environmental and Climate Change Canada's Climate Finance envelope to advance a project on strengthening climate adaptation to address the adverse environmental drivers of migration in Southern Mexico, which will be managed under the IMCBP and disbursed over three years from 2023–24 to 2025–26.

As a result of the growth of the IMCBP, and in response to the 2021–22 evaluations, IRCC will continue to examine the program's governance to ensure appropriate oversight and monitoring. This will include reviewing processes, such as those related to project selection, to ensure that they are efficient while offering good program management.

Where possible, the Department will engage targeted countries through meetings, reporting and country visits to ascertain their needs and priorities. The Department will engage directly with potential programming partners regarding country and regional needs, and will invite organizations to submit concept notes outlining main objectives and scope of the proposed initiatives prior to requesting full proposals. If aligned with program objectives and Terms and Conditions, the Department requests full proposals which will be consistently assessed against eligibility, strategic priorities, host country needs and priorities, impact and value for money. This approach will ensure organizations only invest a high level of effort into proposals if they receive a positive signal check from IRCC.

Throughout each project's implementation, there is regular contact between IRCC and recipient organizations to ensure progress against expected results and compliance with the terms and conditions outlined in the grant arrangement. Monitoring is done through direct contact with applicant (videoconferences, email, phone, etc.); support from

Canadian missions (International Network and Government of Canada partners, such as the Canada Border Services Agency); in-country monitoring; and reporting. For smaller scale capacity building projects, monitoring is performed through mid-year reporting and end of project reports, pursuant to the grant arrangement. Larger projects may involve more frequent engagements and reporting requirements.

For all projects, the monitoring focus maintains awareness of projects’ implementation status through open communication with implementing partners, and ensures that on issues or /challenges that could impact project implementation are effectively mitigated. This ensures that the Department receives regular updates on projects’ execution and preliminary results, as well as any implementation delays, risks and challenges, significant adjustments in activities, and funding expenditure.

Financial information (dollars)

Type of transfer payment	2023–24 forecast spending	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Total grants	26,450,000	27,200,000	16,500,000	16,000,000
Total contributions	0	0	0	0
Total other types of transfer payments	0	0	0	0
Total program	26,450,000	27,200,000	16,500,000	16,000,000

Resettlement Assistance Program

General information

Name of program:

Resettlement Assistance Program: Voted

Start date:

1951 as the Adjustment Assistance Program; Resettlement Assistance Program (RAP) in its current form was implemented in 1998

End date:

Ongoing

Type of transfer payment:

Grants and Contributions

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2018–19

Link to departmental result(s):

Permanent residents are welcomed and benefit from settlement supports

Link to the department's Program Inventory:

Refugee Resettlement Program

Purpose and objectives of transfer payment program:

RAP's objective is to meet the resettlement needs of clients by funding refugee resettlement activities and services for clients, the delivery of immediate and essential services and providing direct financial support. RAP supports activities related to resettled refugee identification, referrals and pre-departure refugee resettlement activities and services for individuals identified for or being considered for resettlement to Canada. Eligible clients include Government-Assisted Refugees (GARs) and certain persons in refugee-like situations admitted to Canada under a public policy consideration. The province of Quebec receives a separate funding allocation as part of the *Canada-Quebec Accord* to provide similar services to eligible refugees destined to that province.

This funding supports key international resettlement partners including the Office of the United Nations Refugee Agency and other referral organizations for the identification and referral of refugees to Canada annually and the International Organization for Migration for its work to provide direct pre-departure support globally to refugees. Immediate and essential services after arrival in Canada are delivered through contribution agreements

with RAP Service Provider Organizations (SPOs). RAP services include, but are not limited to: overseas and in-Canada orientation sessions; port of entry services; temporary accommodation and assistance in securing permanent accommodation; assistance opening a bank account; life skills training; links to mandatory federal and provincial programs; and referrals to settlement programming.

Income support is administered directly by the Department and can be provided for up to 12 months, depending on client eligibility, if the RAP client's income is insufficient to meet their own needs and/or the needs of any accompanying dependants. In most cases, RAP clients receive start-up allowances for expenses related to furniture and other household supplies.

Limited services (port of entry services) are provided under RAP to all resettled refugees. Refugees resettled under the Blended Visa Office-Referrred Refugees (BVOR) Program may receive up to six months of RAP income support.

RAP funds certain in-Canada activities to support the Private Sponsorship of Refugees (e.g., the Refugee Sponsorship Training Program), as well as activities overseas, such as those administered by the International Organization for Migration to support resettlement and RAP objectives.

Expected results:

RAP is an element of the overarching Refugee Resettlement Program.

- The immediate outcomes for the broader Refugee Resettlement Program are that resettled refugees receive timely protection and their immediate and essential needs are met.
- The intermediate outcome is that resettled refugees have the tools to live independently in Canadian society.
- The ultimate outcome is that resettled refugees live independently in Canadian society.

Fiscal year of last completed evaluation:

Evaluation of the Resettlement Programs (GAR, Private Sponsorship of Refugees, BVOR and RAP) – completed in 2016–17.

Evaluation of the BVOR Program – completed in 2021–22.

Decision following the results of last evaluation:

Not applicable

Fiscal year of next planned evaluation:

The evaluation of the Refugee Resettlement Program is currently underway which includes an evaluation of the RAP. The evaluation is expected to be completed in late 2023–24.

General targeted recipient groups:

RAP targets three types of recipients: (1) resettled refugees and persons admitted to Canada under similar circumstances; (2) service providers that provide immediate and essential services to eligible clients; and (3) service providers engaged in activities that support the Refugee Resettlement Program more broadly (e.g., funding to international organizations to facilitate the overseas processing of refugees and to the Refugee Sponsorship Training Program to support private sponsors in Canada).

Initiatives to engage applicants and recipients:

Refugees receiving RAP services are engaged throughout their resettlement journey, starting with overseas processing of refugees with international delivery partners (e.g., International Organization for Migration) and intake assessment upon arrival in Canada of refugees to determine the level of support needed and the types of services required. The Department works closely with international organizations (e.g., United Nations Refugee Agency, International Organization for Migration, and other referral partners) to plan annual targets as well as the timing of services to assist refugees during the application process and pre-departure. The Department maintains close collaboration and regular communication with international organizations and SPOs in order to adequately respond to resettled refugee needs.

Financial information (dollars)

Type of transfer payment	2023–24 forecast spending	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Total grants	423,763,484	94,890,328	38,715,605	38,715,605
Total contributions	435,872,611	368,588,162	218,453,848	205,913,226
Total other types of transfer payments	0	0	0	0

Financial information (dollars)

Type of transfer payment	2023–24 forecast spending	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Total program	859,636,095	463,478,489	257,169,453	244,628,831

Settlement Program

General information

Name of program:

Settlement Program: Voted

Start date:

May 15, 2008

End date:

Ongoing

Type of transfer payment:

Grants and Contributions

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2023–24

Link to departmental result(s):

Permanent residents are welcomed and benefit from settlement supports

Link to the department's Program Inventory:

Settlement

Purpose and objectives of transfer payment program:

For Canada to realize the economic, social and cultural benefits of immigration, newcomers must integrate successfully into Canadian society. Integration is a two-way process that involves commitment on the part of immigrants to adapt to life in Canada, and on the part of Canada to welcome and adapt to new peoples and cultures. Settlement refers to a short period of mutual adaptation between the newcomers and the host society, during which the government provides support and services to newcomers.

IRCC Settlement Program plays a major role in the integration of newcomers by assisting immigrants and refugees to overcome barriers specific to them so that they can fully engage in social, cultural, civic and economic life in Canada. The program aims to provide newcomers with supports before and after their arrival in Canada. Supports include – needs and asset assessment and referral services and information required to make informed settlement decisions, develop and leverage employment and language skills, and support to build networks within their new communities. The Program supports the integration of French-speaking newcomers through the Francophone Integration Pathway, which consists of a suite of settlement and resettlement services in French, offered by Francophone communities outside Quebec, and aimed at facilitating reception, support, economic and socio-cultural integration, as well as the creation of lasting ties between newcomers and Francophone communities. IRCC funds the delivery of settlement programming across the country and outside Canada, and contributes to the capacity enhancement of recipient organizations.

Expected results:

The Settlement Program's ultimate outcome is as follows: successfully integrated and settled clients benefit Canada.

Immediate outcomes:

- Access to IRCC-funded settlement services is facilitated
- IRCC increases its understanding of client settlement needs and appropriate linkages to other services
- Clients increase knowledge of life in Canada
- Clients improve official language skills
- Clients acquire knowledge, skills, and connections to prepare for the Canadian labour market
- Clients increase participation in communities and social networks
- Partners deliver responsive and coordinated settlement and community services

Intermediate outcomes:

- Clients access services that meet their needs
- Clients make informed decisions about life in Canada
- Clients use an official language to function in Canadian society
- Clients participate in the Canadian labour market
- Clients are connected to communities and institutions
- Communities foster welcoming environments for immigrants

Fiscal year of last completed evaluation:

- 2020–21 for the Evaluation of Language Training Services.
- 2021–22 for the Evaluation of Settlement Workers in Schools.
- The most recent evaluation of the Settlement Program was completed in 2017–18.

Decision following the results of last evaluation:

Continuation.

Fiscal year of next planned evaluation:

- The Evaluation of the Settlement Program is expected to be completed in 2025–26.
- The Rapid Evaluation of the Ukraine Response was completed in 2023–24.

General targeted recipient groups:

To fulfill IRCC’s objective of promoting the successful integration of permanent residents into Canada, IRCC uses grants and contribution agreements. These agreements may be signed with the following eligible recipients for settlement services:

- Provincial, territorial or municipal governments
- International organizations
- Not-for-profit organizations including non-governmental organizations, non-profit corporations, community groups, umbrella organizations, regulatory bodies and apprenticeship authorities
- Businesses, including those that provide indirect services (such as assisting employers in hiring newcomers, private language schools, conference organizers, Web or production firms for tool development)
- Educational institutions (including school boards, districts and divisions)
- Individuals

Restrictions:

- Unless specifically allowed in the grant and contribution agreement, no user fees can be charged to clients for services funded by IRCC.

- For-profit organizations may be eligible for funding provided that the nature and the intent of the activity is non-commercial and, not intended to generate profit and that it supports program priorities and objectives.

Initiatives to engage applicants and recipients:

IRCC funds over 550 different organizations, including nearly 80 francophone organizations located in Francophone minority communities, to deliver a diverse range of services that support the settlement and integration of newcomers to Canada. Settlement Service Provider Organizations (SPOs) vary in size, which has an impact on the type and scope of services that they offer to newcomers.

IRCC plays a key role in the disseminating and sharing information to and among SPOs and other settlement organizations in a variety of ways, formally and informally at both the national and regional levels. IRCC has a number of fora that bring together SPOs and other stakeholders to share information and advice on settlement, resettlement and integration needs of newcomers, ensuring regional perspectives are included in a national discussions, and identifying gaps and emerging trends to better understand client needs to inform national policy. These include:

- Settlement and Integration Policy and Program Committee (SIPPC) and the Settlement and Integration Service Delivery Committee (SISDC) which serve as platforms for IRCC and funded organizations within the settlement sector to engage in a coordinated way around IRCC's Settlement and Resettlement Assistance Programs, essential to strengthening the collective capacity to respond to the needs of newcomer clients and communities.
- The National Settlement and Integration Council (NSIC) is a national body focused on enhancing newcomer settlement outcomes across Canada which engages in information exchange, stock taking, and the sharing of innovative and promising practices among the settlement sector, key settlement, resettlement and integration stakeholders, provincial/territorial governments, and other federal government departments.
- These tables most recently met in person in fall 2023, and will meet again virtually during 2023–24. In 2024–25, NSIC is expected to meet twice, while SIPPC and SISDC are expected to each meet quarterly.

IRCC engages in extensive consultations before and after it launches intake processes under the Settlement Program. Engagement with service providers supports IRCC's information gathering which informs open and transparent intake processes to establish grant and contribution agreements and improves delivery methods to carry out IRCC programming priorities.

The Call for Proposals (CFP) for IRCC's Settlement and Resettlement Assistance Programs was launched on November 14, 2023. Agreements are anticipated to begin April 1st, 2025 for up to five years of funding. From November 2023 to January 2024, IRCC hosted a series

of dedicated webinars to assist applicants and provide an opportunity for them to ask questions directly to IRCC staff. Improvements have been made to application process including providing Funding Guidelines formatted in a user-friendly web format, an increased number of webinars, including specific webinars for Francophone organizations, Equity and SDI streams, drop-in sessions for questions and answers, and a Help Desk. Applicant resources have been added, as well as a CFP 2024-specific glossary of commonly-used terms and definitions.

Following a high degree of engagement and co-planning with Francophone minority communities (outside Quebec), the Department introduced a “by and for Francophones” lens/priority for the first time in the 2019 CFP process. In the CFP 2024, the Francophone lens will be further strengthened with the introduction of a Francophone Integration Pathway stream with funding opportunities dedicated to Francophone organizations. A Francophone lens will be applied during the assessment stage to make sure that the needs of Francophone organizations delivering services in French in a minority setting are taken into account.

In parallel, the Department continues to experiment with a community-based funding model through the Welcoming Francophone Communities (WFCs) Initiative. This initiative moved away from the traditional intake process approach, to fund community plans featuring activities and projects that the communities themselves have identified to best meet their needs in terms of welcoming and integrating French-speaking newcomers. Community plans were initially funded over a 3-year period (beginning in April 2020) and have subsequently been extended until March 2024. Following a series of targeted consultations conducted in the summer of 2023 with community partners across the country (excluding Quebec) on the future of the Initiative, IRCC approved the renewal of the WFC Initiative and its potential expansion to other communities. IRCC will work closely with Francophone communities and the RIFs to ensure the successful implementation of this future edition.

In April 2020, the Department launched the Comité consultatif national en établissement francophone with the mandate to provide recommendations to IRCC regarding a national support model for the Francophone settlement sector and on the development of policies and programs to improve direct Francophone settlement services for newcomers. The final report, including formal recommendations, was officially shared with the Francophone sector in September 2023. As a next step in 2024–25, the Department will be seeking to address some of the recommendations through the 2024 National CFP as well as through adjustments to existing projects.

Financial information (dollars)

Type of transfer payment	2023–24 forecast spending	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Total grants	55,000,000	55,000,000	55,000,000	55,000,000
Total contributions	1,049,587,691	1,127,125,131	1,131,277,764	1,150,702,924
Total other types of transfer payments	0	0	0	0
Total program	1,104,587,691	1,182,125,131	1,186,277,764	1,205,702,924

Francophone Immigration Support Program

General information

Name of program:

Francophone Immigration Support Program (FISP)

Start date:

December 18, 2023

End date:

March 31, 2028

Type of transfer payment:

Grants and Contributions

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2023–24

Link to departmental result(s):

- Entry to Canada of eligible visitors, international students and temporary workers is facilitated
- Facilitation of temporary entry helps to generate economic benefits
- Potential permanent residents admitted to Canada, outside Quebec, who identify as French-speaking
- Immigrants and refugees achieve economic independence and contribute to labour force growth

Link to the department's Program Inventory:

- Settlement

Purpose and objectives of transfer payment program:

This Program aims to better integrate the Francophone lens into the immigration continuum by strengthening the engagement of Francophone communities in activities promoting Francophone minority communities (FMCs) abroad, activities promoting immigration programs and activities aimed at identifying, supporting and recruiting French-speaking candidates to immigrate to Canada.

The objectives of the FISP are in line with two of IRCC's core responsibilities, namely: Core Responsibility 1: Visitors, International Students and Temporary Workers (which includes temporary residents) and Core Responsibility 2: Immigrant and Refugee Selection and Integration (which includes permanent residents).

Expected results:

The expected long-term outcome of the FISP is to promote demographic growth and economic development in FMCs, both through the selection of French-speaking permanent residents and the admission of French-speaking temporary residents. To achieve the expected outcomes, the FISP will fund projects through three streams of activity: 1) collaborative selection projects; 2) the promotion of FMCs abroad; and 3) case studies, innovations and applied research.

The expected intermediate outcome is an increase in the number of admissions of French-speaking candidates resulting, in whole or in part, from eligible activities and projects

under IRCC's FISP, for both the permanent residence and the temporary residence programs.

The immediate outcomes are the direct, short-term results of the FISP for eligible activities funded by IRCC. These immediate outcomes are as follows:

- Francophone partners are more involved in the promotion of FMCs, and in the identification, support and recruitment of French-speaking candidates.
- French-speaking candidates are better informed about immigration opportunities in FMCs.
- French-speaking temporary residents are better equipped to apply to permanent immigration.
- FISP activities are supported by evidence-based data.

Fiscal year of last completed evaluation:

No evaluations have been completed of this new program.

Decision following the results of last evaluation:

None

Fiscal year of next planned evaluation:

Evaluation of the Francophone Immigration Support Program will take place in 2026.

General targeted recipient groups:

To achieve FISP objectives, IRCC will enter into grant and contribution agreements with the following eligible recipients to carry out eligible activities:

- Provincial and territorial governments
- Municipal governments
- International organizations
- Not-for-profit organizations, including non-governmental organizations, not-for-profit corporations, community groups, umbrella organizations, regulatory bodies, chambers of commerce, industry associations, professional associations and apprenticeship authorities
- Post-secondary designated learning institutions

Initiatives to engage applicants and recipients:

IRCC engages and consults with potential recipients across the country through multiple mechanisms, including tables and working groups, as well as via departmental communication tools (web, communiques, and social media). Existing tables and working groups include the Forum of Ministers Responsible for Immigration and IRCC-

Communautés francophones en situation minoritaire. In addition, various engagement sessions took place in 2023 to reach out to municipalities, Francophone not-for-profit organizations and Francophone post-secondary designated learning institutions, all outside of Quebec.

Ongoing opportunities and updates will be published online by IRCC’s Centre for innovation in Francophone Immigration.

Financial information (dollars)

Type of transfer payment	2023–24 forecast spending	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Total grants	0	1,216,667	1,750,000	1,750,000
Total contributions	0	2,433,333	3,500,000	3,500,000
Total other types of transfer payments	0	0	0	0
Total program	0	3,650,000	5,250,000	5,250,000

Transfer payment programs spending of under \$5 million

Annual Assessed Contribution to the International Organization for Migration

General information

Name of program:

Annual Assessed Contribution to the International Organization for Migration (IOM): Voted

Start date:

The IOM is the leading United Nations agency in the field of migration, having joined the UN system as a related organization in 2016. Canada was a founding member of the IOM in 1951, but withdrew membership in 1962. Canada subsequently rejoined the organization as a full member in 1991 and has paid its annual Assessed Contributions ever since.

End date:

Ongoing

Type of transfer payment:

Contribution¹

Type of appropriation:

Funds are appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2010–11

Link to departmental result(s):

Potential permanent residents are selected for immigration to Canada

Link to the department's Program Inventory:

Asylum

Purpose and objectives of transfer payment program:

Contributions to the IOM allow Canada to:

- Participate in the organization's governance and decision-making mechanisms, including evaluation and audit, and budget setting practices.
- Enhance its knowledge on global trends and approaches to managed migration.
- Advance its international priorities on migration, which include: helping to ensure the orderly and humane management of migration; promoting international

¹ Canada's assessed contribution rate is a percentage of the IOM's annual administrative expenses, determined by IOM on a capacity to pay basis. To determine a state's capacity to pay, and resulting contribution rate, IOM relies upon the United Nations contribution rates, established by United Nations resolution (also determined on a capacity to pay basis).

cooperation on migration issues; and assisting in the search for practical solutions to migration problems.

- Provide humanitarian assistance for migrants, refugees and internally displaced persons.
- Deliver IRCC programs in the areas of resettlement, migration health and capacity building.

As an IOM member, the Department has an increased capacity to meet its objectives related to:

- Managed migration that promotes Canadian interests and protects the health, safety and security of Canadians.
- International recognition and acceptance of the principles of managed migration consistent with Canada's broader foreign policy agenda.

Expected results:

The expected results are to:

- Allow IRCC to influence IOM programs and policies in order to ensure Canada's own objectives, values and interests are reflected in the IOM's approach to global migration.
- Gain knowledge and understanding of global migration and insights on the migration policies, activities and priorities of other countries, in order to inform IRCC policies and programs.
- Advance Canada's position on managed migration and international protection in multilateral fora.

Fiscal year of last completed evaluation:

Evaluation of IRCC's Membership in International Forums and Organizations was completed in 2021–22.

Decision following the results of last evaluation:

Continuation

Fiscal year of next planned evaluation:

The next evaluation of the IOM assessed contribution is scheduled to take place in 2026–27.

General targeted recipient groups:

International organizations.

Initiatives to engage applicants and recipients:

IRCC officials actively monitor, engage and consult with the IOM through institutional and ad hoc meetings.

On an ongoing basis, IRCC participates in the two IOM governing bodies: (1) the Council and the Standing Committee on Programmes and Finance, and (2) the organization's formal working groups on Partnerships Governance and Organizational Priorities and Budget Reform. This participation allows Canada to play a role in the organization's governance and decision-making, including that related to budget issues. Moreover, IRCC is present at all informal consultations organized by the IOM.

Government of Canada senior officials meet with the IOM senior management to discuss shared priorities and ways to strengthen the bilateral relationship between Canada and the IOM. Continuous and ongoing open communication between IRCC and IOM takes place at the working level on a regular basis.

While IRCC is the lead in the overall Government of Canada–IOM relationship, Global Affairs Canada maintains a strong relationship with the IOM as they partner in the delivery of development and humanitarian assistance.

The evaluation of the IOM Assessed Contribution in 2021–22 found that Canada derives high value from its membership in the IOM in meeting IRCC and whole-of-government objectives.

To note, following several years of negotiations, a Member State decision was made in 2022 for the IOM to increase membership dues starting in IRCC's FY 2022–23 to account for USD \$60 million of a \$75 million deficit to their core administrative budget. For Canada, this means the total budget for IOM membership dues will rise from approximately CAD \$2.2 million to CAD \$4.7 million by FY 2026–27 and ongoing; additional funding to cover this increase has been received through the 2022–24 Immigration Levels Plan.

Financial information (dollars)

Type of transfer payment	2023–24 forecast spending	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Total grants	0	0	0	0
Total contributions	2,947,103	3,360,551	3,774,000	4,187,450

Financial information (dollars)

Type of transfer payment	2023–24 forecast spending	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Total other types of transfer payments	0	0	0	0
Total program	2,947,103	3,360,551	3,774,000	4,187,450

Gender-Based Analysis Plus

General Information: Institutional GBA Plus Capacity

Governance

Equity, fairness, inclusion and intersectionality are key considerations in the work of Immigration, Refugees and Citizenship Canada (IRCC), given its global mandate and its impact on newcomers, refugees and Canadians. IRCC strives to lead by example and demonstrate a commitment to equity in all areas of its work. In the last three years, IRCC has invested significant effort to modernize the department's approach to equity and make progress towards eliminating all forms of bias and discrimination in areas of people management, policy and program design, and service delivery.

Employee diversity, equity and inclusion (DEI) networks remain critical for surfacing equity and GBA Plus considerations in IRCC's work and for collaboration with broader employee networks across the federal public service. IRCC's DEI employee networks represent diverse employees from across the Department, and include Pride@IRCC, the Indigenous Peoples Circle, the Black Employees Network, the Racialized Employees and Allies Network, the Persons with Disabilities Network, and the Women's Network. Employee networks are sustained through the efforts of volunteer employees with lived experience. IRCC continues to consider options to ensure this work is appropriately resourced and formally supported.

Efforts to mainstream the practice of applying a broader equity lens and an intersectional approach to GBA Plus will continue through the GBA Plus Working Group and intra-departmental collaboration on equity policy and frameworks. These spaces of collaboration will continue to provide guidance and support analytical capacity building for the equity work happening across IRCC.

Additionally, IRCC has developed several models and frameworks to address bias and racism in decision-making and risk management, including the Institutional Bias and Racism Identification Method, and the Renewed Risk Management Framework. To address and mitigate institutional bias, IRCC will conduct objective risk assessments of the racialized population and develop data-driven risk indicators to be used by processing officers and policy makers. Once applied to several representative examples, this work will inform a broader Anti-Racism strategy for all the immigration programs. Ultimately, by implementing this methodology the Department aims to create a more equitable program delivery strategy, and further strengthen the use of GBA Plus by enhancing IRCC's capacity to conduct more robust intersectional analysis.

Data and Capacity

IRCC recognizes that disaggregated data is a critical strategic asset that guides and supports the implementation of GBA Plus. The new IRCC Data Strategy (2023-2026) ensures effective data management, using trustworthy and relevant sources while

respecting privacy laws. Enhancing how we collect, use and manage our data to support equitable outcomes is a key priority for the department and will enable us to access faster, more reliable insights to inform our decision making and promote more equitable outcomes within our programs.

IRCC Policy on Client Identity Management, its associated directives, and IRCC Sex and Gender Client Identifier Policy, will ensure departmental policies are inclusive, client-centric and do not create barriers for IRCC clients. The standard is to collect information on gender, which includes a gender-inclusive option in addition to the male and female gender options, as is recommended in the Treasury Board Secretariat report on [Modernizing the Government of Canada's Sex and Gender Information Practices](#) (produced in collaboration with the Department of Justice and [Statistics Canada](#)). IRCC programs or services requiring data on sex at birth of a person must collect and use it for specific and mandatory purposes (e.g., health-related and compliance with international standards or regulatory requirements). The Department will continue to support the implementation of IRCC Sex and Gender Client Identity Policy, and will undertake further analysis to ensure alignment and consistency across all programs.

IRCC has extensive data that is disaggregated by gender, as well as other intersectional factors such as age, country of origin and country of citizenship. The Department will continue to utilize disaggregated and intersectional data to gain better insight into the populations and clientele we serve. This data will be used to further enhance performance measurement and evaluation processes, allowing for robust intersectional analysis to be undertaken. This helps to ensure that IRCC can identify and address any unintended differential outcomes within its programs. The systematic monitoring of the Department's progress on equity, fairness and inclusion in the future will enable IRCC to better highlight successes, best practices, as well as identify gaps and new priorities. A notable data gap is the lack of race based data. The Department currently collects proxy data, such as country of birth, but this can only be used as a proxy when it comes to assessing and analyzing racialized impacts of a program.

To support better intersectional analysis on client experience and satisfaction, in 2021 the Department began the first of many updates to the annual Citizenship and Immigration Client Experience Survey to collect data on additional intersectional factors (such as accessibility, disability and ethnicity). Since that time, departmental GBA Plus leads are consulted each year prior to launching the annual Citizenship and Immigration Client Experience survey and the annual Passport Client Experience survey to gather feedback that informs ongoing updates to every wave of the survey questionnaire.

Other notable sources that provide useful disaggregated data for the Department are IRCC's public opinion research surveys, including the Annual Tracking survey, that include demographic questions asking participants to share their gender, age, race, and citizenship status. This allows for the disaggregation of data when results are being analyzed and/or used in informing the Department's programs, policies and services. Additionally, whenever possible efforts are made to include groups of typically under-

represented populations (e.g. newcomers, Indigenous peoples, Francophones outside of Quebec, etc.) in public opinion focus groups, to ensure that their perspectives are included.

Work continues on the review of the Department's GBA Policy (2011). Utilizing the GBA Plus working group, a gap analysis and cross-departmental consultations took place to better understand the application of GBA Plus in IRCC's policy and program development cycles. The Department's use of disaggregated data will be an integral tool as work to modernize programs and services through the use of automation, advanced analytics and artificial intelligence progresses.

In collaboration with stakeholders, IRCC will develop a renewed Anti-Racism Strategy for 2025 and beyond. The renewed Anti-Racism Strategy will endeavor to implement racial equity reviews to create a baseline of information about existing and potential equity problem areas in our current policies and programs. The Strategy will be developed in consultation with external stakeholders, including non-profits, other levels of government, unions, as well as the academic and legal community, ensuring a diversity of perspectives inform the refinement and iteration Anti-Racism Strategy and its outcomes.

Highlights of GBA Plus Results Reporting by Program

Core Responsibility 1: Visitors, International Students and Temporary Workers

Visitors

IRCC's Visitors Program seeks to achieve a balance between facilitating the travel of foreign nationals while maintaining the integrity of the immigration and asylum system.

There are several notable ongoing initiatives that will help to improve and expand the Visitors Program's capacity to report and monitor impacts based on gender and diversity factors.

In 2022, the Visitors Program announced its commitment to examine its Performance Measurement Strategy Framework from a GBA Plus and Anti-Racism perspective. The Review was completed in March 2023 and a findings summary report consolidated a number of recommendations from key internal stakeholders. In 2024–25, the implementation of these recommendations is being explored.

Since 2018, IRCC has leveraged the use of advanced analytics to improve client service by expediting the processing of temporary resident applications. The Department will continue monitoring the impacts of the advanced analytics tools with a GBA Plus and Anti-Racism lens to detect and mitigate any potential biases which the automated tools may introduce into the Visitor Program.

IRCC has partially lifted the visa requirement on 13 countries, which could result in more equitable client experience and access to Canada for diverse visitors. Monitoring is concurrently underway to examine the performance of these partial visa lifts, and to identify if there are opportunities in the near future to expand access to even more countries around the world, making it easier for people to visit Canada.

International Students

IRCC facilitates the entry of students who wish to study at a designated Canadian educational institutions through the International Student Program (ISP), which is a demand driven temporary residence program. The ISP integrates GBA Plus analysis within policy making (e.g., increasing acceptance rates in specific areas and dedicated pathways for underrepresented groups). The Department collects disaggregated data on study permit holders and Post-Graduate Work Permit holders that can be broken down by gender, preferred official language, age, country of citizenship and other identity factors. This data will be used to inform the ISP policy review throughout 2024–25.

Temporary workers

IRCC facilitates the entry of foreign nationals who wish to work temporarily in Canada and collects socio-economic variables on work permit holders that allow for monitoring, reporting and analysis of program impacts by gender and diversity. These variables include gender, age, country of birth, country of residency, official language, language spoken at home, and family status.

Open Work Permit for Vulnerable Workers

The Open Work Permit for Vulnerable Workers (OWP-V) program helps to facilitate Temporary Foreign Workers (TFWs) in leaving abusive employment and gives TFWs the ability to work for another employer, without compromising their authorization to work in Canada. For OWP-Vs, qualitative and quantitative data on gender, age, country of citizenship, ability to speak in English/French, prior work permits, and location of work (in Canada) is collected. This information is used to inform program management and policy work. Significant data analysis continues to be conducted to better understand program barriers for clients and identify opportunities to improve the OWP-V program for clients.

International Experience Canada

Under International Experience Canada (IEC), IRCC focuses on signing and maintaining youth mobility agreements with countries and territories that can typically promote equal opportunities for a diverse Canadian population. Going forward, IRCC will continue to include annual review mechanisms in new and existing agreements to provide officials with the opportunity to address issues, including those related to GBA Plus that could impact barriers to participation.

To ensure that Canadians are aware of, and can benefit from, these international opportunities abroad, promotional and engagement activities will continue to include initiatives and research directed at various communities of interest, including Indigenous youth, youth who identify as part of the 2SLGBTQI+ communities, and disadvantaged youth.

IRCC collects disaggregated data on IEC participants to enable monitoring and reporting on the program's impacts. In 2024–25, the Department will continue to review its research, metrics, and data to further expand on its reporting capabilities.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Federal Economic Immigration

In accordance with Canada's Immigration Levels Plan, IRCC facilitates the admission of a targeted number of permanent residents under various federal economic immigration programs.

Data on permanent residents admitted under federal economic immigration programs is analyzed on a regular basis, including disaggregation by variables such as age, gender, education, official languages spoken and proficiency, country of citizenship, country of birth, country of residency, intended occupation, destination in Canada, family status (i.e., principal applicant, spouse, or dependent), and marital status (i.e., married/common-law union, single/separated/widowed, or unspecified).

In the summer of 2023, category-based invitation rounds launched in Express Entry, allowing more targeted invitations to candidates in the pool that meet the criteria of a given category. Categories are established by the Minister based on labour market information, public consultation and research, including GBA Plus analysis, to address specific economic goals

Regional Economic Immigration

Delivery partners, (i.e. provinces, territories, and communities) select immigrants to fill labour needs in local and regional labour markets. By attracting a diverse population of candidates at all skill levels from different backgrounds, these programs contribute to strengthening Canada's cultural diversity and economic resilience and support the full economic participation of women and diverse groups of people.

IRCC collects disaggregated data on the gender of applicants under the Provincial Nominee Program (PNP), the Atlantic Immigration Program (AIP) and the Rural Northern Immigration Program (RNIP). All applicants under the PNP, AIP and RNIP will continue to be assessed equally according to a defined set of selection criteria, irrespective of gender, religion, ethnicity, sexual orientation, or other diversity factors.

Under the AIP, designated employers under the program are required to take intercultural competency training as part of their commitment, which includes training on how to overcome implicit bias in hiring and managing employees.

Under RNIP, foreign nationals are initially identified by Community Partners and the Pilot has brought in various job occupations filled predominately by both male and female applicants, including early childhood educators, truck drivers, cooks, nurses, home support workers, etc. In order to reduce potential negative impacts for spouses, IRCC made the decision to extend temporary open work permits to all spouses of Pilot candidates. When principal applicants come to Canada, they are permitted to bring a spouse and dependent children with them to Canada, all of whom are eligible for permanent residence at the same time.

Complementary Pathway – under Federal and Regional Economic Programs

The Economic Mobility Pathways Pilot (EMPP) is a labour mobility complementary pathway that helps skilled refugees and other displaced people immigrate to Canada by providing eligible applicants with facilitation measures designed to help them overcome some of the barriers they may face when they apply to economic immigration programs.

IRCC collects data showing the gender breakdown of primary applicants who apply to and land in Canada using the EMPP, as well as their dependents. Since the pilot started in April 2018, the number of overall admissions via the Pilot has been low, and the female-to-male ratio of principal applicants continues to be low.

IRCC continues to work on improving gender equity in principal applicants, and identifying barriers, including systemic barriers, to address this imbalance and to ensure equitable access to the Pilot.

Family Reunification

IRCC facilitates the admission of a targeted number of permanent residents under the family reunification category. Candidates include spouses, partners and dependent children, parents, grandparents, and certain other relatives (e.g., an orphaned relative) wishing to join their family in Canada.

The Family Reunification Program collects disaggregated data on the gender of sponsors, co-signers (when applicable), and applicants (i.e., principal applicants and accompanying family members). The Department collects data on the age, country of citizenship of applicants, as well as data on forced marriages. This disaggregated data will aid IRCC in mitigating for unintended or differential outcomes, as well as provide clarity on where potential gaps in the system exist.

In 2024, IRCC will finalize an evaluation of the Family Reunification Program. The evaluation findings may help to identify potential gaps and assist the Department in expanding the program's capacity to report on GBA Plus considerations.

IRCC continues to monitor data and deliver on the family violence measures introduced in 2019 to support foreign nationals in Canada who are in situations of family violence in finding safety.

IRCC has developed a training module on Gender-Based Violence to help decision-makers recognize warning signs of possible family violence and know how to proceed when abuse is disclosed or suspected. In addition, IRCC is reviewing and updating its materials, adopting gender-inclusive language on guides and forms, and ensuring that the guidance found in Program Delivery Instructions aligns with GBA Plus principles, notably during interviews and when requesting proof of relationship status from 2SLGBTQI+ individuals.

Humanitarian/Compassionate and Discretionary Immigration

The Humanitarian/Compassionate and Discretionary Immigration Program facilitates the admission of a select number of permanent residents based on humanitarian and compassionate grounds or public policy considerations, responding to situations for which gender and diversity considerations may be a factor.

The Department continues to engage with various stakeholders groups such as the Black Legal Action Centre and Migrant Rights Network that represent diverse communities to better understand the lived experiences of migrants who may benefit from humanitarian programs. Through collaboration, IRCC is able to develop more inclusive public policies that address the needs of diverse populations and promote equity and inclusivity within the immigration system.

Gender and diversity perspectives will continue to be considered in IRCC's discretionary program as part of the development of these tools and monitoring their results, including the use of disaggregated data such as gender, age, and country of origin.

Refugee Resettlement

Through the Resettlement Assistance Program, IRCC funds Service Provider Organizations to provide immediate and essential settlement services to government-assisted refugees and other eligible clients in the first four to six weeks after their arrival to Canada. These services take into account the gender and diversity of refugees by providing, where appropriate, women staff and interpreters, ensuring that appropriate accommodations are made for single mothers, and by conducting a targeted needs assessment.

In addition to the effects of the resettlement program writ large, several of its specific aspects carry benefits to diverse groups facing persecution.

Immigration officers have the ability to identify and prioritize cases as "Assistance to Women at Risk" recognizing that women and girls are often particularly vulnerable in refugee situations where they are not part of a conventional family unit. Cases identified with "Assistance to Women at Risk" may be provided with additional settlement support

services through the Joint Assistance Sponsorship Program or through gender-specific settlement services and supports.

The Joint-Assistance Sponsorship program provides additional settlement support to refugees with exceptional needs, including individuals with disabilities. Under this program, eligible refugees receive up to two years of income support through the Resettlement Assistance Program and are matched with a private sponsorship group who provides additional settlement assistance, emotional support, and help with adjusting to life in Canada.

Refugees are exempt from the requirement that individuals not place excessive demand on medical services, which means that Canada can resettle refugees with disabilities or medical concerns that would otherwise be inadmissible in other immigration categories. Refugees still undergo a medical examination overseas and must meet the remaining admissibility criteria related to health.

Canada's Urgent Protection Program provides protection to persecuted persons who are facing immediate threats to their life, liberty, or physical safety. The expedited processing provided under the Urgent Protection Program helps refugees find safety when they would otherwise be likely to be killed, subjected to violence, sexual assault, arbitrary imprisonment, or returned to their country of nationality or former habitual residence.

Through the Human Rights Defenders stream, Canada aims to resettle human rights defenders who are most at risk around the world, regardless of where they come from or their profession.

Canada works with partners to assist targeted populations. In June 2023, IRCC signed a memorandum of understanding with Rainbow Railroad, a Canadian non-profit organization that helps persecuted LGBTQI+² individuals worldwide find avenues to safety. As a direct referral partner, Rainbow Railroad will join the United Nations Refugee Agency in referring refugees for resettlement to Canada under the Government-Assisted Refugee program, helping more LGBTQI+ refugees start a new life in Canada. IRCC partners with the Vancouver-based organization Rainbow Refugee on the Rainbow Refugee Assistance Partnership, which provides additional resettlement spaces for LGBTQI+ refugees to be privately sponsored by Sponsorship Agreement Holder (SAH)³ organizations in Canada, with financial support partly provided by the Government of Canada.

Gender is tracked for each arrival. Canada does not collect immigration data disaggregated by race when refugees apply overseas, but using newcomers' original country of nationality as a proxy suggests that the majority of refugee newcomers are racialized individuals. The Department will work with internal research and evaluation

² In the context of refugee resettlement the acronym LGBTQI+ is used as 2S (two-spirit) is specific to indigenous peoples of North America.

³ SAHs are the individuals or groups having an agreement with IRCC to be a sponsor of privately sponsored refugees.

partners to ensure relevant data is collected in regular performance monitoring and evaluation cycles, including a GBA Plus analysis of the resettlement program that is currently underway.

In addition to the analysis of the Resettlement Program, the Department has been working with internal research and evaluation partners to ensure new program tools do not have disproportionate impacts on certain groups, especially those who are traditionally marginalized.

Asylum

IRCC is accountable for facilitation of the In-Canada asylum system (ICAS) by which foreign nationals may seek refugee protection from within Canada. The ICAS provides gender-specific protection to in-Canada refugee claimants fleeing gender-based conflicts or fragile states. This is supported by the Immigration and Refugee Board of Canada Chairperson's Guidelines on women refugee claimants fearing persecution on the grounds of sexual orientation, gender identity and expression.

Asylum claim data that are recorded may be broken down by age, gender and family size to best analyze how vulnerable groups may be affected. IRCC and its partners continue to collect, analyze and disseminate data that is disaggregated by sex, country of origin, and other key indicators, as well as continuously strives to find ways to measure GBA Plus performance and progress.

Settlement

GBA Plus is an important lens for the Settlement Program. In 2024–25, IRCC will continue to strengthen GBA Plus sector governance which includes accountability measures to monitor and report on activities that advance Departmental priorities on Anti-Racism, Gender Equality, Truth and Reconciliation, reduce barriers to services, and address inequities for specific newcomer populations through targeted programming.

Programming to prevent and end gender-based violence will continue in 2024–25. This programming will include resources and support for individuals that have experienced violence, programming to engage men and boys on this issue, and capacity building activities for the settlement sector to respond effectively.

To understand the effects of the Settlement Program for newcomers, IRCC has conducted the Newcomer Outcomes Survey (NOS) since 2018, which collects settlement outcomes information from both clients and non-clients of IRCC's Settlement Program. The NOS covers the collection of additional data elements such as race, gender, 2SLGBTQI+ status, disability, family status, household income, experiences of discrimination while receiving settlement services and sense of belonging; which allows for in-depth analysis of intersectional outcomes and barriers to settlement.

To deepen our understanding of the differences in settlement outcomes among newcomers, in 2024–25 IRCC will continue to conduct the NOS, while enhancing data analysis. Furthermore, ongoing analysis will focus on newcomers' experience of discrimination within the settlement services context. In 2024–25, IRCC will use outcomes findings from the survey to inform reporting on results as well as future program development and design, priority setting and preparations for the next program intake.

Addressing the needs of Youth and Older Adults

As a partner Department under the Employment and Social Development Canada-led Youth Employment and Skills Strategy, IRCC will continue to support employment-related services tailored to newcomer youth through the Settlement Program.

In 2024–25, IRCC will continue to enhance targeted programming for older adults in a way that responds to diverse demographics, is disability-inclusive, and age-sensitive.

Racialized Newcomer Women Pilot

Racialized newcomer women often face multiple barriers when accessing the Canadian labour market. To address these challenges, IRCC launched the Racialized Newcomer Women Pilot in December 2018 to support the employment and career advancement of racialized newcomer women. While the Racialized Newcomer Women Pilot ended in March 2023, the Government of Canada remains committed to supporting racialized newcomer women to find meaningful work in Canada and progress in their careers through services designed for racialized newcomer women. In 2024–25, IRCC will continue to support employment-related services tailored to racialized newcomer women, while integrating the learnings into upcoming processes.

Addressing Gender-based Violence

IRCC has been funded under Canada's Strategy to Prevent and Address Gender-based Violence (GBV), to implement a settlement sector strategy on GBV through a coordinated partnership of settlement and anti-violence sector organizations (ngbv.ca). Through Budget 2021 IRCC received \$2M in funding for five years until 2026. This work will continue to focus on capacity building across the settlement sector, raising awareness on the issue, the establishment of a common base of knowledge on GBV, and online training for front-line settlement workers to assist with identifying abuse and providing tailored supports.

Core Responsibility 3: Citizenship and Passport

Citizenship

Working with Statistics Canada

Citizenship is working with Statistics Canada to examine factors (e.g. education, language, income, source region, gender, etc.) that influence citizenship uptake rates. In 2024–25, the Program will leverage the data to inform program analysis.

Client Experience Survey

The Citizenship Program collects gender, age, and language data through IRCC’s annual Client Experience Survey. In 2023–24, the Program examined new and complementary measures to include in the Survey in an effort to expand its capacity to report on impacts based on disaggregated data analysis. In 2024–25, the Program will continue these efforts.

Passport

The Passport Program collects data that enables it to monitor and report on program impacts for gender and diversity. The Program undertakes a GBA Plus lens as well as applies a Racial Impact Assessment Tool for all new operational policies. The Passport Program collects several key data elements through the application form such as gender (including the gender “X” identifier), date of birth (age) and place of birth. Additional client demographics are collected through the annual Client Experience Survey.

In 2023, the Passport Program applied a Racial Impact Assessment Tool to all of its existing operational policies. This work has identified preliminary solutions to enhance equity in the Program’s policies based on cultural considerations.

As part of this GBA Plus commitment, the Program updated its previous system limitations to allow Canadians with only one name to accurately represent their name on their travel documents.

In tandem to this work, the Passport Program is implementing new policies to reduce barriers faced by clients with disabilities. These policies will formalize an interim measure that allows Government of Canada employees to provide assistance to applicants who are unable to fill out travel document forms independently due to a disability. Additionally, the Program is updating and clarifying procedures for applicants applying on behalf of a family member who are unable to apply for themselves due to accessibility needs.

This work continues into 2024–25 as the Program continues to review and update operational policies to enhance equity in its policies and procedures for all Canadians.

Other

Engagement in International Fora

IRCC continues to engage with international partners to advance Canada’s international protection obligations, which include the protection of refugees, particularly in situations where forced displacement exacerbates the existing vulnerabilities of women, girls, and persons with disabilities, and where individuals are persecuted on the basis of their sexual

orientation, gender identity, gender expression and sex characteristics. In bilateral, regional, and multilateral discussions, this includes advocating for the implementation of the gender-responsive Global Compact on Refugees to better protect and empower vulnerable refugees, affirm international legal obligations, and increase international cooperation to better enable comprehensive refugee responses.

IRCC's international engagement includes its role as a partner in the Global Refugee Sponsorship Initiative. Canada will continue to share best practices with countries that are in the process of developing refugee sponsorship programs. Some of these practices and lessons learned relate to engagement of refugee communities in programming, and integrating gender and intersectionality considerations into program design.

Canada has continued to demonstrate its commitment to a feminist assistance policy through its tenure as Chair of the Comprehensive Regional Protection and Solutions Framework (MIRPS by its Spanish acronym) Support Platform. Gender considerations and topics drawing attention to the international protection needs of women and girls were integrated in the activities implemented throughout Canada's tenure as Chair. IRCC will continue some of those efforts in our current role as past-chair of the MIRPS support platform.

Canada continues to support a gender-responsive approach to the implementation of the Global Compact for Safe, Orderly and Regular Migration (GCM), an intergovernmental agreement on common approaches to international migration. The GCM identifies gender-responsiveness as a crosscutting and guiding principle in migration. IRCC will continue building on its efforts to promote an inclusive approach to migration, including through engagement in the upcoming GCM Regional Reviews in 2024, and by continuing to support [GenMig](#), the Gender and Migration Research Policy Action Lab – an International Organization for Migration (IOM) initiative focused on impact research for supporting gender-responsive policies, operations, programming and practices in migration.

In addition, IRCC is funding two projects in collaboration with IOM. The first two-year project aims to enhance ethical recruitment practices for the promotion of safe and regulated labour migration in Mexico, with a particular emphasis on addressing gender-based issues affecting women in the workplace. Another project related to fair and ethical recruitment in the Philippines, is designed to address gaps in the Department of Migrant Workers' capacity building efforts, and benefit government agencies involved in international recruitment of migrant workers and the private recruitment industry. Recognizing that there is an increased feminization of labour migration, especially for Filipinos, the project aims to promote gender-sensitive and inclusive strategies and encourage the participation of women and LGBTQI+ members of stakeholder organizations.

Facilitating Participation

Global Refugee Participation

Canada signed a joint pledge at the 2019 Global Refugee Forum calling for the meaningful participation of refugees in decisions that affect their lives, noting that this participation should take into account the diversity within communities, include age, gender, and disability. In partnership with Global Affairs Canada, IRCC has since included persons with lived experience of forced displacement as advisors on its delegations to meetings in the international refugee system, including at the Global Refugee Forum, the United Nations Refugee Agency's Executive Committee sessions, the High-Level Officials Meeting, and the Consultations on Resettlement and Complementary Pathways (formerly Annual Tripartite Consultations on Resettlement) and its Working Group on Resettlement. Canada entrusts the Refugee Advisory Network of Canada with the nomination of refugee advisors according to the intersectional principles outlined in the 2019 pledge.

At the Global Refugee Forum in December 2023, the Government of Canada's delegation included a strong representation of Canadian civil society, with nearly a third of its members representing non-governmental and refugee-led organizations. The delegation for this forum also included dedicated refugee advisors from the Refugee Advisory Network of Canada, the Together for Learning Refugee Education Council, and several refugee protection experts with lived experience of forced displacement.

As inaugural chair of the Global Task Force on Refugee Labour Mobility (GTFRLM), Canada along with its national and international partners, is actively pursuing the goal to incorporate Meaningful Refugee Participation in the day-to-day work of the Task Force. In September 2023, the GTFRLM hired five Refugee Advisors of diverse backgrounds and genders, to join the Core Group as members to provide ideas and advice on the work to build capacity for refugee labour mobility complementary pathways globally. Canada's funding of this initiative reinforced the need for diverse voices and consideration for meaningful refugee participation. Through the GTFRLM, Canada will continue to ensure diverse voices have a seat at the table and influence the important work being done.

Domestic Participation and Consultations

Following the conclusion of the Department's Strategic Immigration Review, a Council of Newcomers will be launched to provide advice and commentary to the Deputy Minister on immigration policies and programs. The Council will consist of a diverse group of newcomers from across the country who, leveraging their own lived experience, are expected to provide greater insight to the Department on intersections of immigration and gender, race, and other socio-economic factors.

Within Canada, work is ongoing to diversify and broaden the scope of partners invited to attend or participate in the Department's consultation and engagement activities, with a significant increase expected in the number of 2SLGBTQI+, Indigenous and faith-based organizations involved in IRCC's outreach efforts.

IRCC Workforce: Diversity, Equity and Inclusion-Related Initiatives

The Department will continue to honour its commitments aimed at building a more diverse workforce, at all levels, that is representative of the Canadian population through several initiatives including the implementation of a plan that will enable IRCC to achieve its Employment Equity (EE) Representation Baseline objectives by 2024.

This plan will focus on providing key stakeholders with access to disaggregated and intersectional EE data to support a more effective action plan and better decision-making related to recruitment, promotion, learning and development and talent management.

The voluntary EE self-identification (self-ID) process has been thus far managed internally by IRCC. With the expected launch of TBS modernized self-ID questionnaire, the Department will be implementing a comprehensive engagement strategy to raise awareness on the importance of self-ID, which will be aimed at shifting the paradigm around stigmas that exist within the self-ID process and on how the data collected can make a difference for our organization.

Moreover, IRCC will be conducting a review of existing developmental pilot programs (e.g. Mentorship Plus Program) that support the career development of EE groups which were introduced to increase representation in the middle and senior career levels.

IRCC will continue to increase its visibility at career fairs, events, and within various communities, as well as exploring partnership opportunities with stakeholders within the public and private sector, to leverage various innovative recruitment approaches, and continue to attract the best diversity of talent.

In 2023, IRCC undertook an Employment Systems Review to identify whether there are barriers for EE groups in HR processes. The information collected will support the development of a multi-year Anti-Racism, Diversity, Equity & Inclusion Plan, that will address barriers faced by EE groups.

In compliance with the *Accessible Canada Act: An Act to Ensure a Barrier-Free Canada*, IRCC published its first Accessibility Plan in 2022 and its first progress report in 2023. The areas of commitments included in the Act are as follows: employment, the built environment, information and communication technologies, communications, procurement, programs and services, transportation. Additionally, the Accessibility Plan commits to accommodations (Duty to Accommodate) and culture. The report aims to identify, remove, and prevent barriers for persons with disabilities. In 2024, IRCC plans to work on developing metrics to address those commitments.

In October 2023, as part of its organizational realignment, IRCC established a new Equity Branch that will serve as an equity-focused centre of expertise for the department. In 2024–25, the department will focus on consolidating various functions related to Anti-Racism, GBA Plus, Equity Policy and Frameworks, and employee support, within the newly formed Branch. These structural changes are intended to help IRCC take a more intersectional approach to equity and ensure greater consistency and fairness in all aspects of IRCC's work including people management, policy and program design, and service delivery.

The Equity Branch will provide guidance and monitor performance on anti-racism, accessibility, equity policy, reconciliation and other equity initiatives that will support improving the wellness of the workplace and achieving equitable outcomes for employees, clients and Indigenous and non-Indigenous Canadians. The new branch will include an Ombuds Office which will serve as an independent channel of recourse for employee complaints regarding racism and discrimination, and other well-being related issues. Additionally, the Ombuds Office will play a key role in identifying systemic biases in employment systems and the workplace, and ensuring that departmental actions are effective in remedying issues.

The new Equity Branch will also serve as the hub for continued engagement between the various lens leaders at IRCC and across the Government of Canada, such as departmental focal points for Black and racialized communities, the Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (2SLGBTQI+) community, persons with disabilities, women, and Indigenous Peoples, in order to deepen the application of intersectionality in migration policy and program analysis.

Part of the new Equity Branch's mandate includes overseeing the work of the Employee Support Office (ESO) and the Office of Conflict Resolution (OCR). ESO works to support IRCC's ability to provide timely and effective accommodations under the Duty to Accommodate directive, which falls under the authority of the People Management Strategy. As part of IRCC's commitments to Diversity, Equity and Inclusion and to its Accessibility Plan, required under the *Accessible Canada Act*, the ESO's role is to facilitate accommodation solutions for employees with disabilities and other prohibited grounds of the *Canadian Human Rights Act*. ESO also works to streamline the process to obtain those solutions, to ensure that IRCC is meeting its obligations under these legislations and directives by accommodating employees with respect and in a timely manner.

OCR contributes to meeting IRCC's commitments to anti-racism and diversity, equity and inclusion by building anti-racism competencies and capacities through tools and services that help employees and managers safely raise and resolve issues, such as unconscious bias, racism, and discrimination thus creating a safer workspace for all. Under the auspices of the Equity Branch, both OCR and ESO are integral to IRCC achieving results for all departmental priorities through the removal of barriers and development of psychologically safe environments which increases productivity, morale and improves the department's ability to attract and retain talent.

In 2024–25, the Department will advance the work to address systemic racism and inequities by identifying strategies to integrate anti-racism and equity-related work and key performance measures into departmental planning, evaluations, and results reporting. Building on the initiatives of IRCC's [Anti-Racism Strategy 2.0 \(2021-2024\)](#), the Department will update its Anti-Racism Strategy and work towards a holistic approach to equity-related work to advance equity for its employees, clients and Canadians. IRCC will continue to work towards results reporting of anti-racism and equity efforts by monitoring, tracking

progress, and reporting on departmental commitments to enhance transparency and accountability of diverse equity initiatives to the Minister, Parliament and Canadians.

Equity perspectives in support of departmental results will include program-led evidence-based equity reviews of policies, programs and operations to establish a baseline understanding of potential biases in policy, program design, operational decision-making and risk management. The new approach will integrate multiple equity lenses through an intersectional approach with a focus on applying this analysis as early in policy-program development cycle and service delivery design process as possible. This will include initiatives to identify and address biases in the implementation of automated solutions and modernization of the department's digital platforms.

The IRCC initiatives outlined in the leadership accountability and equitable workplace pillars of Anti-Racism Strategy 2.0 will support the Clerk of the Privy Council's Call to Action issued on May 9, 2023 to increase employment equity by setting multi-year hiring and promotion goals for Indigenous, Black and other racialized employees and the implementation of the Executive Anti-Racism, Diversity, Equity and Inclusion Strategy Index piloted in the Department in 2023–24.