

Supplementary Information Tables:

Immigration, Refugees
and Citizenship Canada's

2025–26

Departmental
Plan

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Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

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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

Start date:

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

End date:

Ongoing

Type of transfer payment:

Grant

Type of appropriation:

Estimates

Fiscal year for terms and conditions:

Ongoing

Link to departmental result:

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 Joint Committee (Comité mixte), co-chaired by Assistant Deputy Ministers of Immigration, Refugees and Citizenship Canada (IRCC) and Ministère de l'Immigration, de la Francisation et de l'Intégration, is mandated to jointly carry out the comparison of services. Since 2014, the Joint Committee has tabled seven 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, 2022 to March 31, 2023, was

tabled at the Joint Committee meeting on December 7, 2023. The next comparative study covering April 1, 2024, to March 31, 2025, will be completed in summer 2025, in collaboration with Quebec, and is expected to be tabled at the Joint Committee in fall 2025.

Fiscal year of last completed evaluation:

2019–20

Decision following the results of last evaluation:

Continuation

Fiscal year of next planned evaluation:

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 Joint Committee 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	2024–25 forecast spending	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Total grants	867,335,000	867,335,000	867,335,000	867,335,000
Total contributions	0	0	0	0
Total other types of transfer payments	0	0	0	0
Total program	867,335,000	867,335,000	867,335,000	867,335,000

*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.

Interim Housing Assistance Program

General information

Start date:

March 2019

End date:

March 31, 2027

Type of transfer payment:

Grants and contributions

Type of appropriation:

Estimates

Fiscal year for terms and conditions:

2024–25

Link to departmental results:

Potential permanent residents are selected for immigration to Canada

Link to the department's Program Inventory:

Asylum

Purpose and objectives of transfer payment program:

Since 2017, Canada has experienced an increase in asylum claims. Provinces have called for support in managing the downstream impact of asylum flows, including interim housing pressures. While providing asylum claimants with a safe place to live has traditionally fallen under the purview of provincial and municipal jurisdictions, the Government of

Canada recognizes the need for all levels of government to work together to address pressures on the shelter system, and to ensure that claimants have the supports they need to achieve housing independence.

With a view to supporting asylum claimants in quickly achieving housing independence while awaiting determination of their claim, the Interim Housing Assistance Program (IHAP) will provide funding to provinces, municipalities, and community organizations to help:

- Adopt sustainable, cost-effective approaches to addressing the housing needs of asylum claimants; and
- Build capacity to receive and address the housing needs of claimants in jurisdictions across the country.

It is anticipated that this support will help recipients coordinate the intake and referral of claimants, increase the availability of dedicated interim housing spaces, and facilitate access to supports and services.

Expected results:

Funding recipients will be incentivized to adopt more sustainable, cost-effective approaches to addressing the housing needs of asylum claimants and will be expected to build and strengthen the capacity to receive and address the housing needs of claimants in jurisdictions across Canada.

These will be measured by:

- the proportion of funding that jurisdictions allocate towards sustainable, cost-effective approaches
- the proportion of jurisdictions funded that have a coordinated process to assess the needs of claimants and connect them to supports
- the number of claimants provided with different accommodation types (e.g., hotels/motels, emergency shelters, transitional housing, reception centres)
- the proportion of new versus existing spaces created
- the number of claimants that receive IHAP-funded services
- the number of jurisdictions participating in the program and the number of non-profit organizations receiving contributions funding.

Fiscal year of last completed evaluation:

Not applicable (N/A) – new program/funding

Decision following the results of last evaluation:

N/A

Fiscal year of next planned evaluation:

2025–26

General targeted recipient groups:

- Not-for-profit organizations and charities; and
- Provincial, Territorial and Municipal governments

Initiatives to engage applicants and recipients:

The development of the program was informed by engagement with provinces, municipalities, and community organizations and in response to repeated calls for a more predictable funding model. Sessions were also held with select partners on the development of the reporting tool. Group and bilateral technical sessions will be held with all partners to discuss the renewed program and future expectations. Updates will also be made to the web content, including the launch of a dedicated IHAP site and generic email to facilitate information sharing.

Financial information (dollars)

Type of transfer payment	2024–25 forecast spending	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Total grants	543,390,629	385,000,000	252,000,000	0
Total contributions	0	15,000,000	15,000,000	0
Total other types of transfer payments	0	0	0	0
Total program	543,390,629	400,000,000	267,000,000	0

International Migration Capacity Building Program

General information

Start date:

First launched as the Migration Policy Development Program in 2003. It was renamed the International Migration Capacity Building Program in 2019.

End date:

Ongoing

Type of transfer payment:

Grant

Type of appropriation:

Estimates

Fiscal year for terms and conditions:

2022–23

Link to departmental result:

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 International Migration Capacity Building Program (IMCBP) provides funding to eligible grant beneficiaries for initiatives that advance global migration policies and programs, in support of Canada's migration and humanitarian objectives.

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

- a. the advancement of capacity building efforts; and,
- b. an increase in the development and exchange of migration-related information and expertise.

The IMCBP aligns with standard qualitative as well as, results-based measurement practices, such as the inclusion of outcomes, indicators, and targets. These performance measures will assess the effectiveness of initiatives to contribute to:

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

Expected results:

- 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.

The IMCBP has multiple funding envelopes with specific expected outcomes. The immediate outcomes for the Core Envelope are that beneficiaries of training or assistance have strengthened knowledge and tools, migration and protection information and services are accessible, and international cooperation and exchange of evidence-based information are facilitated. The intermediate outcomes are that organizations and governments strengthen their migration and protection governance and services, integration and inclusion occur in countries of origin, transit and destination and deter irregular migration, and Canada fosters strategic relationships with targeted countries and organisations. The ultimate outcome is that safe, regular and orderly migration and protection systems support Canada’s migration and protection objectives and diplomacy.

Fiscal year of last completed evaluation:

2021–22

Decision following the results of last evaluation:

Continuation

Fiscal year of next planned evaluation:

2025–26

General targeted recipient groups:

- International organizations and other foreign grant beneficiaries;
- Non-Governmental Organizations, 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. It also pays membership fees to support Canada’s participation in key international forums and organizations that uphold or enhance engagement that support migration and protection systems internationally.

Currently, 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 permanent funding stream is a Core Envelope of \$1 million, leveraged to pay membership fees and fund small to medium- scale projects that support safe, orderly and regular migration or support international protection systems for refugees. These projects are selected following thorough consultations with various IRCC branches and developed with key implementing partners.

IMCBP's other envelopes with temporary funding include:

- IRCC also supports the International Organization for Migration's (IOM) Comprehensive Action Plan for Afghanistan and Neighbouring Countries (CAP) and has committed \$21 million in funding over three years, starting in 2022–23. This funding supports projects under the CAP in support of migration-related and humanitarian activities and initiatives to assist Afghan nationals in Pakistan and Central Asia who are affected by the situation in Afghanistan.
- In 2023–24, IRCC secured \$3 million from Canada's Climate Finance Envelope to fund a three-year project with the IOM and Rainforest Alliance in southern Mexico. This project aims to develop targeted adaptation solutions that address the negative environmental drivers of migration, particularly in rural agricultural communities.
- In 2022–23, the Americas Capacity Building Envelope was announced, providing \$75 million over six years to help address irregular migration and forced displacement in the hemisphere, while also promoting increased regional collaboration across Latin America and the Caribbean.

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 countries where projects are conducted or proposed 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. The Department assesses project proposals against the Terms and Conditions of the IMCBP, 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 applicants (videoconferences, email, phone, etc.); support from Canadian missions (International Platform and Government of Canada partners, such as the Canada Border Services Agency and Global Affairs Canada); 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.

Financial information (dollars)

Type of transfer payment	2024–25 forecast spending	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Total grants	27,200,000	16,500,000	16,000,000	16,000,000
Total contributions	0	0	0	0
Total other types of transfer payments	0	0	0	0
Total program	27,200,000	16,500,000	16,000,000	16,000,000

Resettlement Assistance Program

General information

Start date:

1951 as the Adjustment Assistance Program. The Resettlement Assistance Program in its current form was implemented in 1998.

End date:

Ongoing

Type of transfer payment:

Grants and Contributions

Type of appropriation:

Estimates

Fiscal year for terms and conditions:

2018–19, updated in 2023

Link to departmental result:

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:

The Resettlement Assistance Program (RAP) provides direct financial support and funds the provision of immediate and essential services to government-assisted-refugees and other eligible recipients as identified in the RAP terms and conditions.

RAP contributes to the objectives of Sections 3(2) (b) , 3(1) (a), 3 (1) (c), and 3(1) (i) of the *Immigration and Refugee Protection Act*, to respectively: “Fulfill Canada’s international legal obligations with respect to refugees and affirm Canada’s commitment to international efforts to provide assistance to those in need of resettlement;” “Permit Canada to pursue the maximum social, cultural and economic benefits of immigration”, “to support the development of a strong and prosperous Canadian economy, in which the benefits of immigration are shared across all regions of Canada;” and “Promote the successful integration of permanent residents into Canada while recognizing that integration involves mutual obligations for new immigrants and Canadian society”.

Expected results:

- 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:

2024–25

Decision following the results of last evaluation:

Continuation

Fiscal year of next planned evaluation:

2028–29

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).

Service providers may be:

- not for profit organizations and associations, including non-governmental organizations, community groups and umbrella organizations
- intergovernmental and international organizations
- businesses
- Canadian educational institutions (including boards, districts and divisions)
- provincial, territorial or municipal governments
- individual Canadian citizens (e.g., consultants, facilitators)

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 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 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 in order to adequately respond to resettled refugee needs.

Domestically, IRCC engages directly with RAP service provider organizations (SPOs) through a combination of working groups and ad hoc activities. The Government-Assisted Refugees (GARs) – RAP Working Group is a forum jointly led by IRCC and RAP SPOs that provides IRCC and refugee resettlement stakeholder organizations with a role in the resettlement of GARs with a platform to share information and views on program and policy issues related to RAP and GARs. Domestic RAP SPOs and clients are also regularly surveyed to provide feedback on RAP implementation and information on client outcomes.

For clients arriving under various non-refugee humanitarian and crisis pathways, IRCC engages with clients upon arrival in Canada to advise, confirm eligibility, and issue payments for a one-time transitional financial assistance payment through the RAP, when

applicable. Payments are intended to assist eligible clients with their immediate and essential needs during their first months in Canada. Stakeholder groups and SPOs are routinely engaged on RAP considerations for crisis response to better align on supports provided to clients in crisis situations.

Financial information (dollars)

Type of transfer payment	2024–25 forecast spending	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Total grants	149,890,327	49,813,505	38,715,605	38,715,605
Total contributions	326,088,161	276,735,276	261,187,505	265,018,873
Total other types of transfer payments	0	0	0	0
Total program	475,978,488	326,548,781	299,903,110	303,734,478

Settlement Program

General information

Start date:

2008

End date:

Ongoing

Type of transfer payment:

Grants and Contributions

Type of appropriation:

Estimates

Fiscal year for terms and conditions:

2023–24

Link to departmental result:

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. The IRCC Settlement Program plays a major role by assisting immigrants and refugees to overcome barriers specific to the newcomer experience so that they can undertake their longer-term integration on a similar footing to other Canadians.

The Settlement Program aims to provide newcomers with the information required to make informed decisions, language skills adequate to their settlement and integration goals, and the support they need to build networks and gain meaningful employment in Canada. IRCC funds the delivery of settlement programming across the country and outside Canada and provides support for initiatives that contribute to the capacity enhancement of recipient organizations.

Expected results:

IRCC funds the delivery of settlement programming across the country and outside Canada and contributes to the capacity enhancement of service provider organizations (SPOs). Projects and activities funded under the Settlement Program are expected to address and contribute to the immediate level of outcomes for eligible clients, including providing newcomers with supports before and after their arrival in Canada.

The intermediate outcomes on the Program are the eventual intended social and economic outcomes for eligible clients of the IRCC Settlement Program to support longer term integration.

These outcomes may be attributable to both IRCC and to other programming and services (community and other non-IRCC funded services). IRCC's settlement strategy also acknowledges that in order for newcomers to achieve longer term integration, a societal effort is required, involving collaboration among various levels of government. Specifically, provinces and territories fund their own settlement services for newcomers, with many focusing on IRCC-ineligible populations (e.g., international students, temporary foreign workers, etc.), as well as oversee critical sectors such as education, health, and social services, which are vital to integration. Consequently, IRCC collaborates closely with provinces and territories to promote common objectives and to guarantee that respective

investments in settlement programming facilitate cohesive and complementary service provision.

The ultimate outcomes of the Settlement Program relate to the overall integration of newcomers in Canada. While IRCC's Settlement Program is intended to support newcomer settlement toward longer term integration, newcomer outcomes at this level are attributable to a variety of factors including social and economic trends in Canadian society. On the whole, the Settlement Program supports IRCC's broader mission and is central to fulfilling one of the Department's strategic objectives, namely that newcomers and citizens participate in fostering an integrated society.

Fiscal year of last completed evaluation:

2017–18

Decision following the results of last evaluation:

Continuation

Fiscal year of next planned evaluation:

2026–27

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 75 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 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 formally and informally at both the national and regional levels. IRCC brings together SPOs and other stakeholders to share information and advice on settlement, resettlement and integration needs of newcomers, ensuring regional perspectives are included in national discussions, and identifying gaps and emerging trends to better understand client needs to inform national policy. These include:

- The National Settlement and Integration Council (NSIC), a national body focused on enhancing newcomer settlement outcomes across Canada which engages the settlement sector, key settlement, resettlement and integration stakeholders, provincial/territorial governments, and other federal government departments.
- 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 strengthen the collective capacity to respond to the needs of newcomer clients and communities.

In 2025–26, NSIC is expected to meet twice, while SIPPC and SISDC are expected to each meet quarterly.

IRCC also 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. IRCC launched the Call for Proposals 2024 for Settlement and Resettlement Assistance Programs in November 2023. Agreements are anticipated to begin April 1, 2025.

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 expansion to ten new communities. IRCC is working closely with Francophone communities, the *Réseaux en Immigration Francophone*, the Fédération des communautés francophones et acadienne du Canada, and the Association francophone des municipalités du Nouveau-Brunswick to ensure the successful implementation of this future edition which is planned for Winter 2025.

Financial information (dollars)

Type of transfer payment	2024–25 forecast spending	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Total grants	55,000,000	55,000,000	55,000,000	55,000,000
Total contributions	1,127,125,132	1,102,896,351	1,008,744,651	983,068,559
Total other types of transfer payments	0	0	0	0
Total program	1,182,125,132	1,157,896,351	1,063,744,651	1,038,068,559

Francophone Immigration Support Program

General information

Start date:

December 18, 2023

End date:

March 31, 2028

Type of transfer payment:

Grants and Contributions

Type of appropriation:

Estimates

Fiscal year for terms and conditions:

2023–24

Link to departmental results:

- 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.

Expected results:

The expected long-term outcome of the Francophone Immigration Support Program (FISP) is to foster 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:

N/A – new program/funding

Decision following the results of last evaluation:

N/A

Fiscal year of next planned evaluation:

2026–27

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, social medias). Existing tables and working groups include the Forum of Ministers Responsible for Immigration and IRCC-Communautés francophones en situation minoritaire.

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

Financial information (dollars)

Type of transfer payment	2024–25 forecast spending	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Total grants	1,216,667	1,750,000	1,750,000	1,750,000
Total contributions	2,433,333	3,500,000	3,500,000	3,500,000
Total other types of transfer payments	0	0	0	0
Total program	3,650,000	5,250,000	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

Start date:

The International Organization for Migration (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

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

Type of appropriation:

Estimates

Fiscal year for terms and conditions:

2010–11

Link to departmental result:

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 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:

contribution rate, IOM relies upon the United Nations contribution rates, established by United Nations resolution (also determined on a capacity to pay basis).

- Participate as a Member State of the IOM programs and policies, to ensure Canada’s 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 forums.

Fiscal year of last completed evaluation:

2021–22

Decision following the results of last evaluation:

Continuation

Fiscal year of next planned evaluation:

2027–28

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 bilateral 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 those related to budget issues. In addition, IRCC is present at informal consultations organized by the IOM.

Government of Canada senior officials routinely meet with the IOM senior management to discuss shared priorities and ways to strengthen the bilateral relationship. Good relations are further maintained through continuous and open communication between IRCC and IOM takes place at the working level.

While IRCC is the lead in the overall Government of Canada–IOM relationship, Global Affairs Canada also 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 \$4.2 million by FY 2026–27 and ongoing. Additional funding to cover this increase has been secured.

Financial information (dollars)

Type of transfer payment	2024–25 forecast spending	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Total grants	0	0	0	0
Total contributions	3,360,551	3,774,000	4,187,450	4,187,450
Total other types of transfer payments	0	0	0	0
Total program	3,360,551	3,774,000	4,187,450	4,187,450

Gender-based analysis plus

Section 1: Institutional GBA Plus governance and capacity

Governance

Equity, fairness, inclusion, and intersectionality remain foundational to the work of Immigration, Refugees, and Citizenship Canada (IRCC), reflecting its global mandate and the significant impact it has on immigrants², newcomers, refugees, visitors, and

² For the purposes of this report, the term “immigrant” is defined as a person that has been granted the right to live in Canada permanently by immigration authorities. The term includes immigrants who obtained

Canadians. As IRCC continues to integrate equity into its decision-making and operations, it remains committed to reducing bias and fostering inclusive practices in policy and program design, service delivery and people management.

With the creation of the Equity Branch, the Department has made significant shifts in governance to strengthen its approach to equity, inclusion, GBA Plus and anti-racism efforts. The Director General of the Equity Branch now serves as IRCC's GBA Plus Champion, aligning GBA Plus governance with the broader equity mandate. As the focal point for GBA Plus within IRCC, the Equity Branch leads the GBA Plus Working Group, which facilitates cross-sector collaboration and serves as a community of practice to coordinate and support departmental action on diversity, equity, and inclusion and drive intersectional analysis across all stages of policy and program life cycle.

The Equity Branch plays a central role in removing individual barriers within the workplace and addressing systemic discrimination, such as racism and discrimination, in people management, policy design, and service delivery. By fostering a rights-based approach to equity, and an organizational culture rooted in fairness, and inclusion, the branch works to promote the respect and equitable treatment of all employees and clients. Additionally, the branch will continue to support the informal resolution of conflicts in the workplace, contributing to healthier relationships and a more equitable environment.

Looking ahead to 2025–26, IRCC will continue its equity efforts by reviewing the progress made under the Anti-Racism Strategy 2.0 and developing a new forward-looking Equity Strategy for 2025-2028. These efforts will reinforce IRCC's commitment to fostering a welcoming and inclusive workplace, while ensuring that work continues on removing bias and discrimination from its services and programs.

As part of these governance improvements, IRCC is completing a review of the departmental 2011 GBA Policy through consultations with federal organizations and IRCC stakeholders including the GBA Plus Working Group. This work is aiming to develop a new GBA Plus Policy that will clearly outline the roles and responsibilities for GBA Plus within the Department, ensuring clarity and accountability at all levels, and further embedding GBA Plus into IRCC's decision-making and operations.

In 2024–25, IRCC appointed an Ombuds which will assist employees in navigating amongst recourse mechanisms, and provide a safe space and an independent, trusted contact for engaging on workplace problems. As part of its mandate the new Office will also provide all employees with a dedicated resource for raising concerns about equity, discrimination or any other matter of concern.

In alignment with these ongoing governance changes, IRCC is also responding to the Auditor General's recommendations by prioritizing research into racial disparities in processing times. Insights from this research will inform policy improvements and service

Canadian citizenship by naturalization and refugees. The term "newcomer" is defined as a Foreign National (who is not a Canadian Citizen) who has been in Canada for a brief time (usually less than five years). "Newcomer" is employed to talk about settlement and resettlement services.

delivery enhancements, enabling the Department to better meet the diverse needs of its clients. Through these coordinated efforts, IRCC reaffirms its commitment to fostering an equitable, inclusive public service that effectively serves all clients, immigrants, newcomers and Canadians.

The Department's Strategic and Horizontal Policy Branch (SHPB) serves to ensure that an evidence-based, intersectional, and systemic approach continues to be integrated at IRCC to the highest standard possible. This includes ensuring the quality of GBA Plus in key Cabinet documents like Memoranda to Cabinet, Budget Proposals, Treasury Board Submissions, and initiatives under TBS Directive on Automated Decision Making. This support is a necessary function to ensuring quality intersectional advice and support on these key documents and further includes the creation of templates, standardized tools, and methodologies to ensure consistency and increased support on GBA Plus throughout IRCC.

SHPB also collaborates with other government departments on anti-racism and equity related horizontal initiatives, including Canada's National Action Plan on Women Peace and Security, the Federal 2SLGBTQI+ Action Plan, United Nations Declaration for People of African Descent, Canada's Anti-Racism Strategy and Canada's Action Plan on Combatting Hate. SHPB provides ongoing support and coordination for the Department's contribution to these whole-of-government priorities.

Capacity

- **Developing Equity Strategy (2025-2028):** The new departmental Equity Strategy will focus on a stronger intersectional approach to discrimination, and outline priority areas and performance indicators, enabling the Department to effectively track progress and identify areas for improvement over time.
- **Launching the Ombuds' Office:** As part of our ongoing commitment to building a diverse, inclusive, and respectful workplace, we have committed to creating a confidential, independent, impartial, and informal ombud's office to respond to employee workplace concerns, including those about racism and discrimination. In November 2024, IRCC announced the appointment of an Ombuds to lead this initiative.

Human resources (full-time equivalents) dedicated to GBA Plus

The Department plans to continue with 13 FTEs dedicated to GBA Plus. This dedicated capacity underscores IRCC's commitment to integrating GBA Plus considerations into all aspects of its work.

Section 2: Gender and diversity impacts, by program

Core responsibility 1: Visitors, International Students and Temporary Workers

Program name: International Students

Program goals: IRCC facilitates the entry of students who wish to study at designated Canadian educational institutions. The program integrates GBA Plus within policy development for program redesign, student temporary resident status and stakeholder engagement.

GBA Plus data collection plan: This program collects sufficient data to enable it to monitor and/or report program impacts by gender and diversity. 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 International Student Program policy throughout 2025–26, for example IRCC is currently developing an Equitable Access pilot to alleviate barriers that prospective students face in accessing the International Students Program and increase diversification of international student populations. There are no notable future data collection initiatives planned.

Program name: Temporary Workers

Program goals: Through its management of the International Mobility Program and its joint administration of the Temporary Foreign Worker Program with Employment and Social Development Canada, IRCC supports the effective and responsible entry of temporary foreign workers into the Canadian market. IRCC issues work permits and authorizations to work without a work permit, which allows foreign nationals to work in Canada.

GBA Plus data collection plan: IRCC collects information about age, gender, family and marital status, country of birth, country of residency, and official language on work permit holders which allows for monitoring and analysis of program impacts based on gender and diversity. This data helps ensure that considerations regarding impact on diverse groups is factored into a more inclusive approach to developing, delivering and evaluating programs and initiatives.

As part of the Open Work Permit for Vulnerable Workers (OWP-V), IRCC collects qualitative and quantitative data on applicants' gender, age, country of citizenship, ability to speak in English/French, and prior and subsequent work permits in the Global Case Management System (GCMS). This information has been and will continue to be used to monitor program impacts by gender and diversity and to inform program management and policy work. Significant data analysis will continue to be conducted to better understand program barriers for clients and identify opportunities to improve the OWP-V program for clients. For example, the analysis of OWP-V applications and approvals will be used to improve aspects of the internal trauma-informed training for immigration officers who process OWP-V applications (including cultural sensitivity and language barriers for conducting applicant interviews).

IRCC collects disaggregated data on International Experience Canada participants to enable monitoring and reporting on the program's impacts. In 2025–26, the Department will continue to review its research, metrics, and data to further expand on its reporting capabilities.

Program name: Visitors

Program goals: The Program seeks to achieve a balance between facilitating the travel of foreign nationals while maintaining the integrity of the immigration and asylum system.

GBA Plus data collection plan: 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 2025–26, the implementation of these recommendations from a review on the Performance Measurement Strategy Framework is ongoing. While the program collects sufficient data to enable it to monitor and report program impacts by gender and diversity, conversations continue about the collection and analysis of additional disaggregated data points to support performance measurement.

Core responsibility 2: Immigrant and Refugee Selection and Integration

Program name: Asylum

Program goals: IRCC is accountable for the oversight of the in-Canada asylum system which provides protection to people in Canada who have a well-founded fear of persecution or are at risk of torture, or cruel and unusual punishment. This includes protection for refugee claimants fleeing gender-based violence and persecution based on sexual orientation, race, nationality, ethnicity, or religion.

GBA Plus data collection plan: IRCC and its partners continue to collect, analyze, and report data that is disaggregated by gender, age, country of origin, and other key indicators for the purpose of monitoring the program impacts on gender and diversity.

Program name: Family Reunification

Program goals: IRCC facilitates the admission of a targeted number of permanent residents under the family reunification category. The Program collects disaggregated data on the gender of sponsors, co-signers, and applicants. Data is collected on the age, country of citizenship of applicants, as well as data on forced marriages.

GBA Plus data collection plan: The program collects sufficient data to enable regular GBA Plus monitoring and there are no notable future initiatives to identify. However, the Department continues to monitor results and will make adjustments as required.

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. The Department 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.

Program name: Federal Economic Immigration

Program goals: 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. IRCC selects candidates based on eligibility criteria that consist of a combination of an applicant’s human capital, work experience, employer job offer, age, and/or other factors.

GBA Plus data collection plan: Data on permanent residents admitted under federal economic immigration programs will continue to be 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). These variables are sufficient to allow for the Department to monitor the differential outcomes of various populations, including any potential gendered and intersectional impacts. In addition, economic outcomes (e.g., wages, industry sector of employment) of federal economic immigrants may be analyzed by individual characteristics (e.g., age, gender, education, official language) for specific program evaluation or review purposes.

In addition, the Department regularly publishes a report that provides an overview of Express Entry, with data from across all stages of the Express Entry continuum, including profile submissions, invitations to apply, applications, processing times, and admissions. Historical and gender-disaggregated data is presented alongside the reporting year figures to provide additional context. The Department will continue to make this information available publicly, so that individuals and stakeholders can continue to use it to inform independent research and analysis.

Program name: Humanitarian/Compassionate and Discretionary Immigration

Program goals: The 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.

GBA Plus data collection plan: The Department collects sufficient data to monitor and report on program impacts by gender and diversity. The permanent resident applications made under humanitarian and compassionate considerations and discretionary public

policies collect age, gender, education, official languages spoken and proficiency, country of citizenship, country of birth, country of residency, 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).

Program name: Refugee Resettlement

Program goals: IRCC facilitates the admission of a targeted number of permanent residents under the refugee resettlement category and ensures they have the support they need on arrival, through the Resettlement Assistance Program (RAP) and/or private sponsors. GBA Plus-relevant factors are considered in the selection of referral partners and in the provision of appropriate services.

GBA Plus data collection plan: The Department collects sufficient data to monitor and report program impacts by gender and diversity. The permanent resident applications for resettled refugees collect information on age, gender, education, official languages spoken and proficiency, country of citizenship, country of birth, country of residency, 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). With respect to accessing services provided through the RAP, IRCC's Immigration Contribution Agreement Reporting Environment (iCARE) captures information on all resettled refugees receiving services through the RAP, and is linked with IRCC's GCMS, allowing for data analysis on gender, diversity, and inclusion factors.

IRCC is in the data collection and analysis phase of a GBA Plus of the pre-arrival processing stages and admission of resettled refugees, which will be focused on better understanding possible biases, and differential impacts or outcomes. The review will be completed by the end of 2025.

Program name: Regional Economic Immigration

Program goals: As part of the program, delivery partners select immigrants to fill labour needs in local and regional labour markets.

GBA Plus data collection plan: The program currently collects sufficient disaggregated data such as gender, age, and education of applicants under the Provincial Nominee Program and the Atlantic Immigration Program (AIP). The program is administered by provinces and territories (PTs), foreign nationals are identified, selected and nominated by PTs based on their labour market needs. For employer-driven programs like the AIP, applicants are identified by the employer. Under these programs, designated employers 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.

IRCC is currently developing a holistic methodology to report on all regional economic programs, which will allow the Department to better understand the outcomes of these

programs by gender, enhance its reporting on GBA Plus results, and ensure that future policy development is inclusive and intersectional.

Program name: [Settlement](#)

Program goals: Settlement and integration is essential to Canada’s immigration continuum. By investing in and facilitating the settlement and integration of newcomers, the objective is to help maximize their social and economic contribution to Canada. The program benefits from data collected on all newcomers during their immigration process.

GBA Plus data collection plan: Outcome data has been collected through the annual Newcomer Outcomes Survey (NOS) since 2018. The NOS collects settlement outcomes information from both clients and non-clients of IRCC’s Settlement Program, and also collects additional demographic information not available through immigration application data. This includes data elements such as race and ethnic identity, gender, 2SLGBTQI+ status, disability, family status, household income, experiences of discrimination while receiving settlement services, barriers to accessing services, and sense of belonging. GBA Plus findings are embedded within the research and data products that IRCC produces. These products are shared with Service Provider Organizations via the [Settlement and resettlement data, research and reports](#). Findings are also presented annually at conferences and events which are attended by SPOs.

The data from the NOS is linked with immigration application data from GCMS as well as service information on iCARE which allows for in-depth analysis of intersectional outcomes and barriers to settlement. As the only source through which the Department collects outcomes data on all newcomers, the NOS is a vital tool to the understanding of the overall integration outcomes of newcomers to Canada.

iCARE, which captures information on settlement program clients and services, is linked with immigration application data in GCMS, enabling disaggregation by these characteristics for all settlement clients. Furthermore, iCARE captures information on activities that targeting the needs of specific populations with intersecting characteristics, such as racialized newcomers, women, seniors, youth, persons with disabilities, and members of the 2SLGBTQI+ community.

To deepen our understanding of the differences in settlement outcomes among newcomers, in 2025–26 IRCC will continue to collect data through the aforementioned data sources. Adjustments have and continue to be made to these tools to improve GBA Plus where possible. The 2024 wave of the NOS will be updated to collect additional information about whether newcomer employment is commensurate to education or experience. The survey will also capture information about food security and challenges to settlement (including whether racism and/or discrimination played a role in the challenges they experienced). Effective 2025–26, iCARE will be updated to reflect changes made to the Settlement Program through the 2024 Call for Proposals (CFP). This includes new data capture on Case Management services provided to the most vulnerable, as well as data

collection for Settlement Workers in Schools, which targets newcomers and their families in elementary and secondary school. The 2025–26 year-end reports will also be updated to capture necessary information related to new Equity initiatives introduced through the 2024 CFP.

IRCC also collects information from funded Service Provider Organizations and Local Immigration Partnerships (LIPs) through annual year-end reports. This information allows IRCC to identify challenges and successes affecting diverse client groups, as well as track equity, diversity, and inclusion practices that are in place. Furthermore, LIPs establish working groups or sector tables to focus on addressing inequities as well as assets, gaps, and resources that have been put in place to address the needs of diverse populations.

In 2025–26, IRCC will continue disaggregation of data by age at the service level. However, examination of outcomes is limited to those who were age 18 and over when they responded to the survey. This may prevent in-depth analysis of outcomes of services provided to younger populations.

Core Responsibility 3: Citizenship and Passports

Program Name: Citizenship

Program goals: The Citizenship Program aims to provide equitable access in the delivery of citizenship services.

GBA Plus data collection plan: Cultural considerations are evaluated through the monitoring of citizenship outcomes based on analysis on country of birth and other socio-economic measures using internal applications data and supported by Census data. The Program also collects gender, age, and language data through IRCC’s annual Client Experience Survey. Future initiatives will continue to utilize the program’s capacity to report on impacts by gender and diversity, and where possible, collect further data on accessibility/disability and ethnicity.

Program Name: Passport

Program goals: The Passport Program aims to provide equitable access in the delivery of passport services.

GBA Plus data collection plan: The program collects several key data elements such as sex, date of birth, and place of birth. Additional client demographics such as age, sex, sexual orientation, ethnicity, and language are collected through the annual client experience survey. This enables collection of sufficient GBA Plus data through various stages of client interactions with the Program.

In tandem to this work, the Passport Program is also implementing new policies to reduce barriers faced by clients with disabilities. These policies 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 has updated and clarified procedures for applicants applying on behalf of a family member who is unable to apply themselves due to accessibility needs. Furthermore, the Passport Program intends to bring forward amendments to the [*Canadian Passport Order*](#) to reflect these changes. Such amendments would clarify the legal framework surrounding child passport issuance, allowing for clearer guidance for passport officers as they triage cases involving divorce and separation.

As the Program turns its attention to a fulsome review of its listed fees, ensuring fees are aligned with the Digital Future of the Program, the application of GBA Plus will be critical in ensuring recommendations are mindful of considerations brought forward.

This work continues into 2025–26 as the Program updates operational policies to enhance equity in its policies and procedures for all Canadians.

Internal Services

Program Name: Communications

Program goals: The Communications Sector is largely focused on how it can look to continually improve its data collection plan to support GBA Plus. This includes data collection under both the Public Opinion Research and consultation/engagement functions.

GBA Plus data collection plan: IRCC’s public opinion research (POR) activities follow the rules for managing and coordinating public opinion research, included in the Directive on the Management of Communications Appendix C: Mandatory Procedures for Public Opinion Research. In 2025–26, IRCC will continue to apply the most recent Standards for conducting public opinion research, by using standard demographic questions in our qualitative research, and online and telephone surveys. In accordance with IRCC’s Disaggregated Data and Analytics Directive, IRCC’s POR surveys and focus groups, including, but not limited to, the Annual Tracking study, will again include demographic questions asking participants to share their gender (woman, man, another gender, don’t know/refused), age, disability (certain projects), education, ethnicity, economic status, citizenship status, geography (including rurality), language, race, and sexual orientation (certain projects).

To reduce barriers and improve accessibility, IRCC includes diverse perspectives at all project stages (project design, research instruments design, analysis, and reporting) and collect data using multiple formats that respect plain language requirements (landline telephone and cell phone surveys, online surveys, and virtual discussion groups).

In 2025–26 and beyond, we will continue to provide an opportunity for our stakeholders and partners to share equity considerations as part of major consultations and

engagement initiatives, as has been done in recent years. In order to continuously improve our services with respect to our consultation and engagement activities, IRCC will maintain a series of questions at the end of our consultations and engagement surveys where stakeholders and partners are asked to provide feedback on the engagement process itself, and/or share recommendations for future consultation or engagement initiatives.

Work to diversify and broaden the scope of stakeholders invited to attend or participate in the Department's consultation and engagement activities is ongoing and expected to continue in 2025–26. Since committing to this work in 2022–23, the Department has significantly increased the number of 2SLGBTQI+, Indigenous, and faith-based organizations we have engaged in our outreach efforts. In this time, we have also tailored our outreach efforts for our Indigenous partners in particular, with specific messaging and dedicated approaches to engagement.

The Department is actively working on identifying, removing and preventing barriers in our communications activities, in support of the [*Accessible Canada Act*](#), and its purpose of making Canada barrier-free by January 1, 2040. IRCC proactively asks participants to identify any needs for accommodation when engaging with external stakeholders and partners, whether as part of virtual, hybrid, or in-person activities. We will continue offering simultaneous interpretation in French and English as part of our engagement efforts, and offering American Sign Language and Quebec Sign Language (Langue des signes québécoise) on request.

Program Name: Management and Oversight Services – Internal Audit

Program goals: Audits help to provide assurance, inform decision-making, and support accountability. Within IRCC, internal audit continues to explore opportunities to support the Department's work towards enhanced leadership, capacity, training and a robust challenge function with regards to Anti-racism, Equity, Diversity and Inclusion (AREDI) and GBA Plus.

GBA Plus data collection plan: The Internal Audit function plans to apply AREDI and GBA Plus lenses in ongoing and upcoming major initiatives, organizational processes and decision making in the branch's work. Opportunities for their application have been identified, for instance, with regards to the audit function, a line of enquiry dedicated to the assessment of AREDI and GBA Plus has been developed and implemented as part of all internal audit assurance projects planned for 2024–25 and beyond.

The focus and anticipated outcome is a more robust assessment of the application of AREDI and GBA Plus across the Department, in support of further awareness, better integration of AREDI and GBA Plus in the design of programs and policies, and a rigorous, systematic challenge function.

Once a full year of data will have been collected, results will be compiled and analysed to determine whether sufficient data will have been obtained to enable adequate and

relevant observations with regards to the application of AREDI and GBA Plus across the Department and subsequent recommendations to address identified gaps and opportunities.