



Canadian
Heritage

Patrimoine
canadien

Canada

The Federal Anti-Racism Secretariat / Secrétariat fédéral de lutte contre le racisme

**The work of confronting
systemic racism/**

**Le travail pour confronter
le racisme systémique**

Presentation to Designated Senior Officials for
Employment Equity, Diversity and Inclusion (EEDI) –
Community of Practice

May 2021



How George Floyd's death ignited a racial reckoning that shows no signs of slowing down

Several protests in support of Black Lives Matter movement taking place in GTA

Montreal police boost surveillance around synagogues, schools after online threats target Jewish community

Canadians hold protests, vigils for black lives lost at the hands of police

Where are the stats on COVID-19 and LGBTQ2 people?

No charges for police in Regis Korchinski-Paquet death: SIU

The unequal toll of Canada's pandemic

One in seven small businesses in Canada face closure

Muslim man shot dead by Canadian police during mental health crisis

New Toronto data shows how racialized, lower income communities being hit hard by coronavirus

Anti-Asian hate crimes: 29 cases in Vancouver this year compared to 4 last year

Surveillance footage of Ottawa mosque vandal

Indigenous professors cite racism, lack of reform in University of Saskatchewan exodus

South Asian and Black women face high jobless rates in Canada

Systemic racism is a Canadian problem, too

Joyce Echaquan's death highlights systemic racism in health care, experts say

Purpose



Integrates Canada's Anti-Racism Strategy 2019-2022's guiding principles:

- Demonstrating Federal Leadership
- Empowering Communities
- Building Awareness and Changing Attitudes

The Secretariat's long-term approach to combating systemic racism and discrimination:

- Convene various societal sectors to work collaboratively on removing the systemic barriers that prevent equitable access to and participation in the economic, cultural, social and political spheres.
- Establish greater coherence, coordination and horizontality within the federal public service to address systemic barriers and particular challenges related to racism.

Why is this work important now more than ever?

- The limited data has demonstrated that equity-seeking communities continue to be disproportionately affected by COVID-19 (e.g., higher infection rates, racial discrimination, etc.). These systemic fault lines within Canadian society have pointed to the need for greater federal leadership to remove persisting barriers.
- The pandemic serves as the backdrop of worldwide protests against police altercations with Indigenous, Black, and other racialized and religious minorities – setting motion for racial justice to be at the forefront of societal transformations.

OUR APPROACH

The Federal Anti-Racism Secretariat is a centre of expertise that leads a whole-of-government approach to combating systemic racism and racial discrimination in Canada.



Hub

Operate as a one-stop shop offering a bridge between federal departments and institutions and communities with lived experience of racism, key sectors of society and other orders of government.



Convener

Gather government organizations, not-profit sector organizations, and key sectors of society together to identify systemic barriers, and gaps in federal initiatives, while fostering inter-sector anti-racism collaboration.



Catalyst

Help kick-start responsive initiatives with government organizations and other sectors of society, which tackle systemic barriers and gaps in federal initiatives and see an anti-racism practice embedded in all federal lines of business.



Canada's official recognition of the UNDPAD

- **On January 30, 2018:** Canada officially recognized the UNDPAD. The Decade is seen as an opportunity to highlight and celebrate the important contributions people of African descent have made and continue to make to Canadian society.
- **July 2020:** The Federal Anti-Racism Secretariat (ARSEC) and ESDC launched an interdepartmental Working Group on the International Decade for People of African Descent to help coordinate federal action in this area.
- The Government of **Canada** has **pledged an investment of over \$137 million since 2018** to advance the aims of the Decade .





Canada's Interdepartmental Working Group on the UNDPAD

- **Mandate:** share information, coordinate responses, strategies, policy and initiatives, and engage with communities of African descent to **ensure that federal programs, policies, services and legislation apply an anti-Black racism lens and address the specific needs of people of African descent in Canada.**
- **Purpose:**
 - Engage with equity-deserving communities;
 - Review available data to identify gaps, trends, best practices, and potential areas for improvement in advancing the aims of the Decade;
 - Raising awareness with GoC of the policy gains, initiatives and continuous efforts contributed by Black activism in Canada;
 - Develop performance measurement indicators with Black Canadian communities;
 - Identifying potential new initiatives for a post-UNDPAD anti-Black racism federal strategy;
 - Work with departmental communications offices to develop and disseminate information related to the Decade to community stakeholders and the public.



CONSTRUIRE UNE FONDATION
POUR LE CHANGEMENT :

La stratégie canadienne de lutte
contre le racisme 2019-2022

Merci! Thank you!
Questions.