

Collaborative Table on Anti-Racism

As collective outrage at the **unjust treatment of Black people, other racialized groups, and Indigenous peoples** in our society grew in the wake of the George Floyd killing and the discovery of unmarked graves at residential schools, pressure built on the federal government to **address systemic racism** within its institutions and ranks. The **Clerk's Call to Action on Anti-Racism, Equity and Inclusion in the Federal Public Service** directs specific and meaningful actions to **tackle racism** and to **advance reconciliation, accessibility, equity, and inclusion** within our organizations.

Immigration, Refugees and Citizenship Canada's (IRCC) Social Programs Sector (SP) alongside non-governmental organizations working in the areas of resettlement assistance, settlement and (re)settlement are committed to undertaking **concrete actions** within their power and mandates to **address racism and all forms of oppression**.

Objective 1

Facilitate discussions on relevant policy objectives on Anti-Racism and Equity for IRCC-funded recipients within the settlement and (re)settlement sector.

Purpose: To ensure that relevant policies are appropriate for the context and capabilities of the sector with a high likelihood of achieving the expected outcomes.

Objective 2

Develop a glossary of key terms related to the development and implementation of policies, programs and service delivery in support of diversity, equity and inclusion in the (re)settlement sector.

Purpose: To ensure a consistent use of relevant terms within IRCC and the (re)settlement sector.

Objective 3

Identify data collection mechanisms to build knowledge on the profile of organizations funded by IRCC and to examine the extent to which these organizations reflect/represent the race, cultures, genders, and other characteristics of the populations that they are mandated to serve.

Purpose: To examine the diversity of IRCC funded organizations and to ensure that funded organizations are a reflection of the clients being served.

Objective 4

Provide relevant supports to service provider organizations within the sector to ensure that all funded organizations have the necessary capacity to develop and to implement the new Anti-racism clause requirements in new Contribution Agreements as part of the CFP2024 process.

Purpose: To ensure that funded recipients of CFP 2024 are well equipped to implement the Anti-racism clause attached to their new contribution agreements.