

Multiculturalism

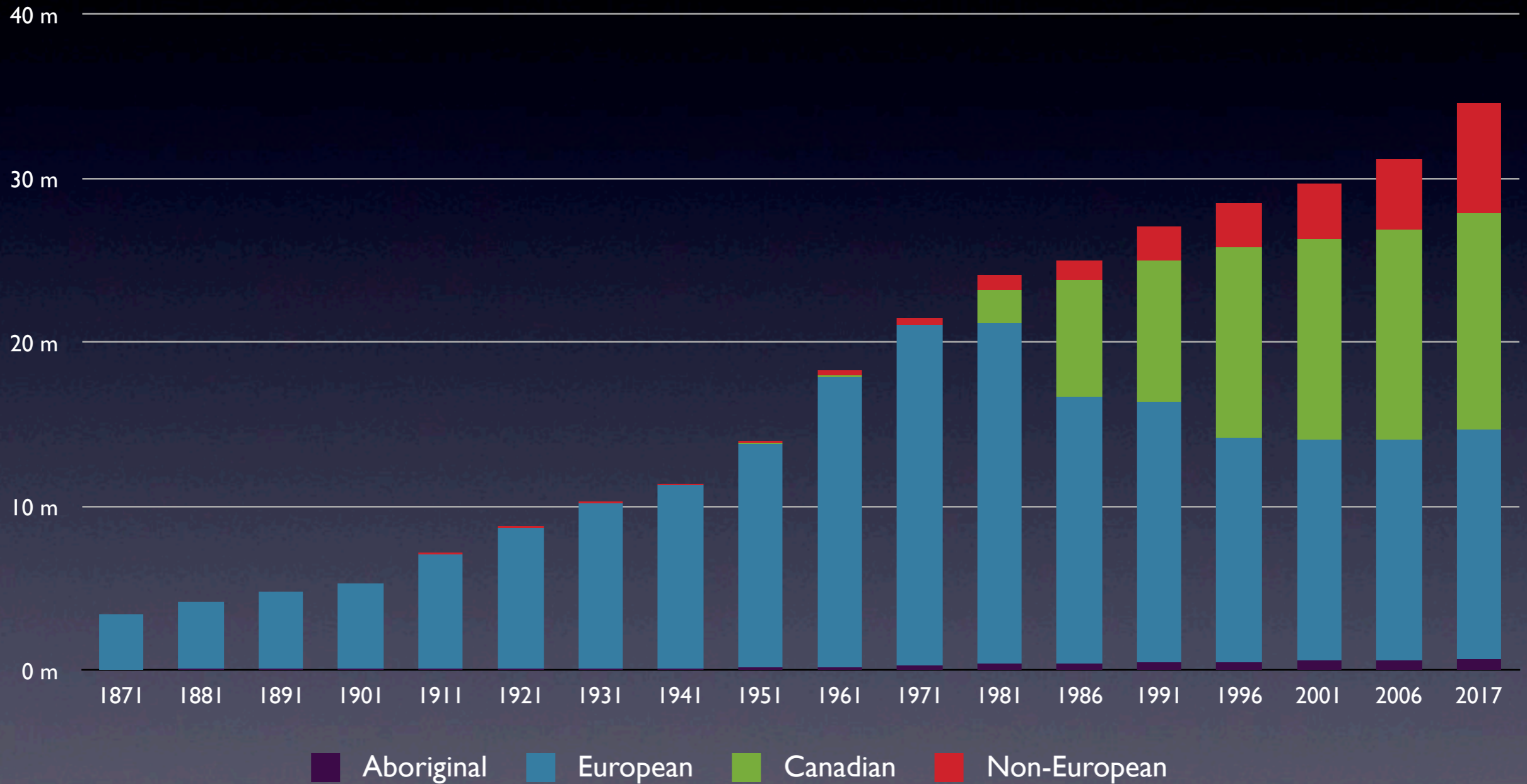
Community of Federal Visible Minorities (CFVM) -
Communauté Fédérale des Minorités Visibles (CFMV)

27 June 2013

Agenda

- Evolution
- Multiculturalism and Employment Equity
- Good and Bad Examples
- CFVM

Growing Diversity



Evolution

	Ethnicity Multi (1970s)	Equity Multi (1980s)	Civic Multi (1990s)	Integrative Multi (2000s)
Focus	Celebrating differences	Managing diversity	Constructive engagement	Inclusive citizenship
Reference Point	Culture	Structure	Society building	Canadian identity
Mandate	Ethnicity	Race relations	Citizenship	Integration
Magnitude	Individual adjustment	Accommodation	Participation	Rights and Responsibilities
Problem Source	Prejudice	Systemic discrimination	Exclusion	Unequal access, “clash” of cultures
Solution	Cultural sensitivity	Employment equity	Inclusiveness	Dialogue/Mutual Understanding
Key Metaphor	“Mosaic”	“Level playing field”	“Belonging”	“Harmony/Jazz”

Priority Shift

2004-05 Priorities	2010-11 Objectives
Fostering Cross-cultural Understanding	Building an integrated, socially cohesive society
Combating Racism and Discrimination	Engaging in international discussions on multiculturalism and diversity
Civic Participation	
Making Canadian Institutions More Reflective of Canadian Diversity	Making institutions more responsive to the needs of Canada's diverse population

Minister Messages

Liberal: Chan (03-04)	Cons: Kenney (11-12)
Embracing diversity a distinguishing characteristic	Participation of all Canadians, not just newcomers
Combat discrimination, promote cross-cultural understanding, and make Canadian institutions more representative	Deepen understanding of the values, history, institutions, rights, and responsibilities that unite us as Canadians
Contribute to continuing evolution of Canada	Intercultural and interfaith understanding, shared values, civic pride, and our commitment to a peacefully pluralistic society
Data collection and research programs	Inter-Action and Community Historical Recognition
More inclusive society	Black History Month and role in War of 1812
Charter of Rights and Freedoms	Upcoming International Holocaust Remembrance Alliance Canadian Chairmanship
Equality of opportunity	Engage governmental and community partners.
Diversity source of strength and innovation, heart of collective identity	

Working or Not?

- Comparable civic behaviors (voting, donating, volunteering, belonging)
- Strong education performance (OECD)
- Political mainstream ('Fourth sister')
- But some community challenges
 - Economic disparities (Annex A, B)
 - Racism, discrimination, hate crimes
 - Integration/accommodation balance

Multiculturalism/EE

Multiculturalism	Employment Equity
<i>Multiculturalism Act</i> (aspirational, principles)	<i>Public Service and Employment Equity Acts</i> (prescriptive)
Broad application	Federal public service
All Canadians	Designated groups
Canadian identity	Workplace measures

Federal Institution Themes

Public facing

- Services and information in non-official languages
- Cultural awareness or diversity training

Internal

- Internship programs
- Informing staff of multiculturalism initiatives and important cultural days
- Providing space for religious practices

Good Examples

- DOJ/Police Chiefs workshop on Family Violence
- EDC Engagement with Ethnic Business Associations
- CMHC 'Housing for Newcomers'
- HRSDC elder abuse awareness
- PHAC diabetes strategy
- RCMP and CSIS outreach

... and the bad

Vancouver Olympics Ceremonies

- Strong aboriginal, token French, absence of multiculturalism (Asian, Indo-Canadian in BC)

New Bank Notes

- Focus group complaint about 'Asian-looking'
- Lack of management oversight, BoC Carney apology

CFVM

CFVM TOR focus on EE ... but reality

- 13.0 % workforce, 22.3 % hires (2011-12), WFA 19.1 % (2011 Census)

Broader program and service roles

- Bring perspective and experience
- GBA-model
- Remember other elements (gender, bilingual, aboriginal, PwD, etc)

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