



Citizenship and
Immigration Canada

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Canada: An Evolving Multicultural Society

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Multiculturalism Branch (Staff Version)

November 21, 2008

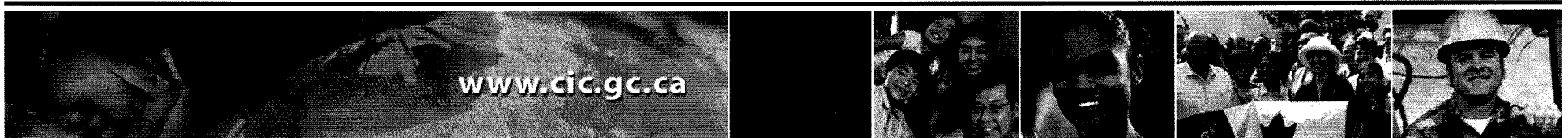
Citizenship and Immigration Canada
BUILDING A STRONGER CANADA

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BÂTIR UN CANADA PLUS FORT

Canada

Outline

- Integrating Multiculturalism into CIC
- Canada: A diverse, multicultural society
- Legislative Framework and Instruments
- Evolution of Multiculturalism
- Today's Challenges
- Our Key Instruments
- The Way Forward
- Annex



Integrating Multiculturalism into CIC

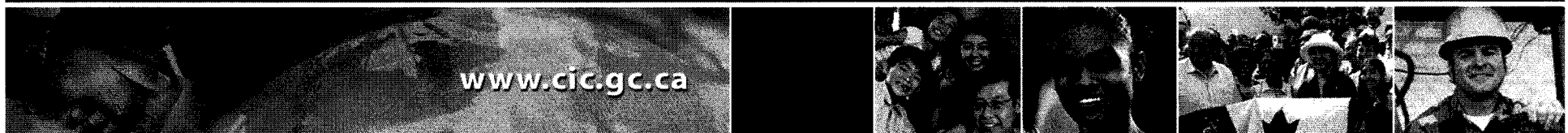
Vision: Responds to the needs of communities in all parts of the country by creating opportunities for individuals to come to Canada **to make an economic, social, cultural and civic contribution while also realizing their full potential**, with a view to becoming citizens.

Mission: Developing and implementing policies, programs and services that:

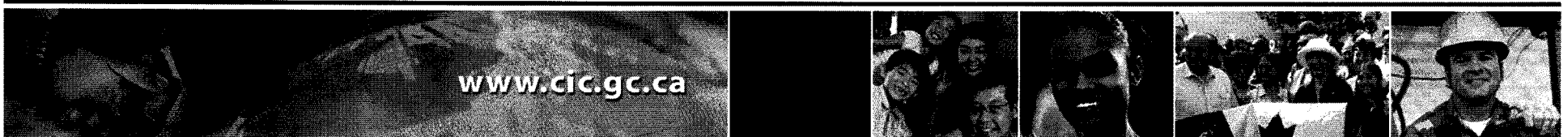
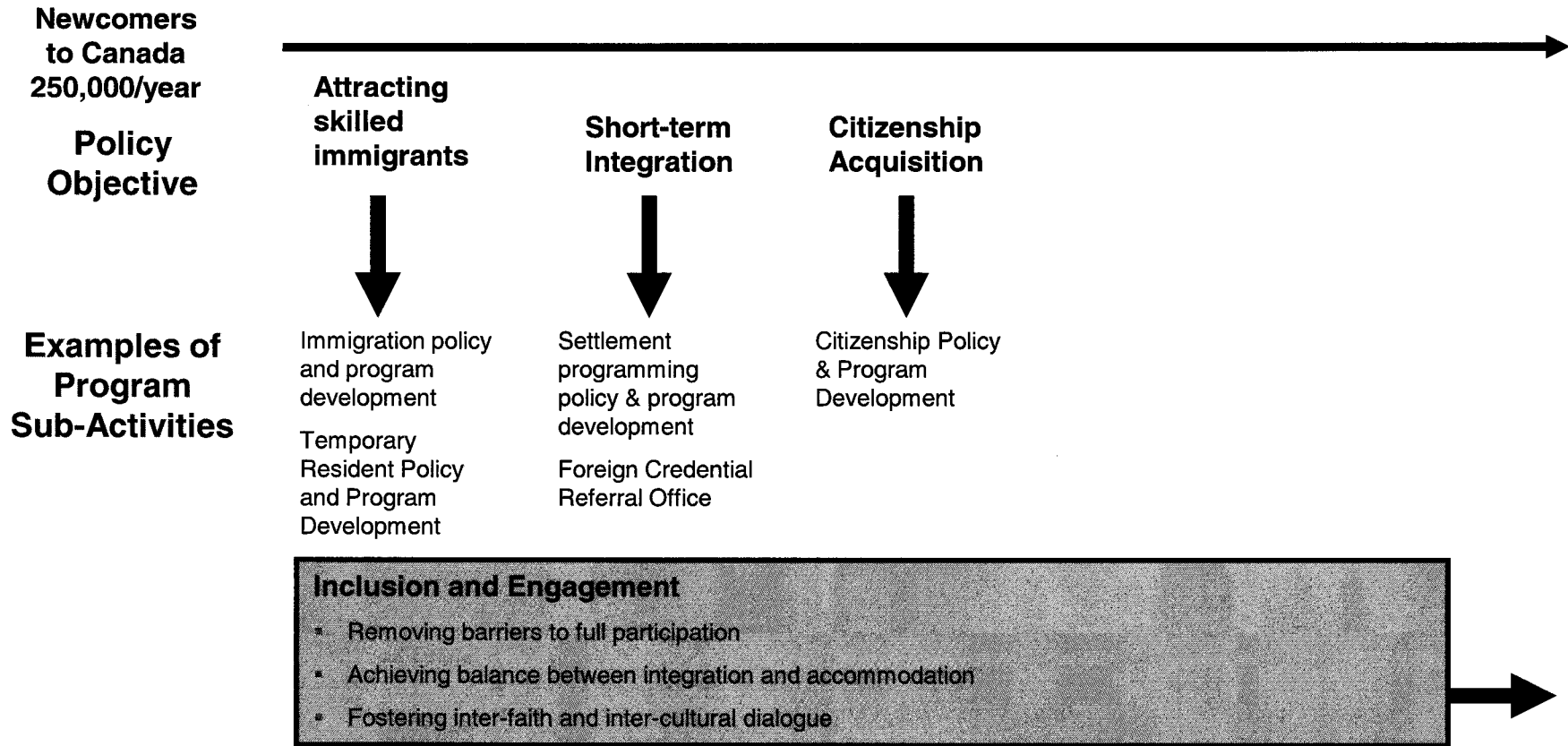
- Facilitate the arrival of persons and **their integration to Canada in a way that maximizes their contribution to the country** while protecting the health, safety and security of Canadians;
- Maintain Canada's humanitarian tradition by protecting refugees and persons in need of protection;
- **Enhance the values and promote the rights and responsibilities of Canadian citizenship.**

PAA SO3: Successful integration of newcomers into society and promotion of Canadian Citizenship.

- Longer term multiculturalism integration challenges missing:
 - Barriers to full participation, Engagement and Inclusion, Integration/accommodation dynamic.
- Our joint challenge: ensuring frameworks, policies, programs and services capture short and longer-term integration challenges.



The Integration/Citizenship Continuum

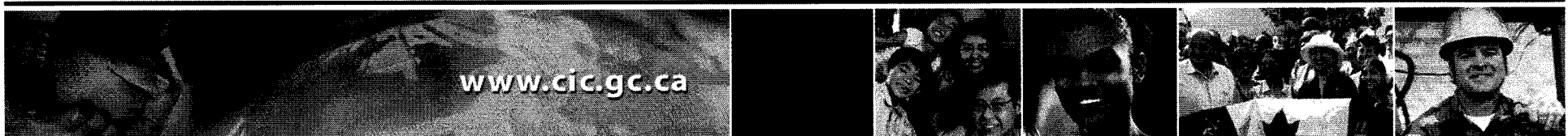


Canada: A Diverse Multicultural Society

- **Canada's history built upon three key elements of diversity:**
 - Aboriginal origin population (3.8% of total population in 2006)
 - Linguistic duality, French (22%) and English (67%)
 - Increasing diversity – ethnic, racial, cultural and religious
- **Canada's diversity seen to:**
 - Strengthen Canada by building an inclusive society which values differences and fosters sense of belonging
 - Maximize potential and contribution of all Canadians
 - Maintain and strengthen Canada's international leadership on human rights, peace and human security

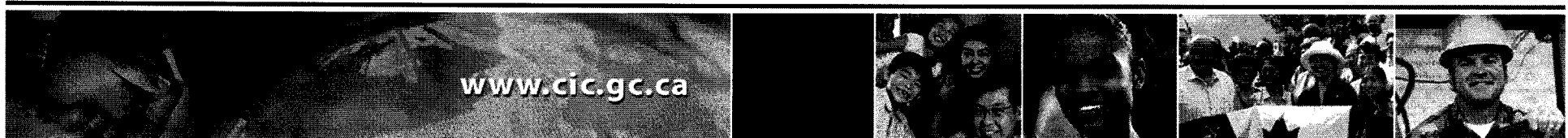
“All immigrants come to this country to belong to this country... the Canadian approach to this, which is a mixture of integration and accommodation, for lack of a better term, is the right approach.”

Prime Minister
Stephen Harper,
December 2007



Diversity in Canada (2006)

- Canada becoming more culturally and religiously diverse
- 16.2% (5 million) are visible minorities, 67% of visible minorities were born outside Canada
- 215 ethnic origins and increased multiple origins
 - 47% of Canadians report at least partial origins other than British, French or Canadian
 - 3.2% of people living in couples in Canada identify as being in a mixed union (either marriages or common law), compared with 2.6% a decade earlier
- While Canada is still predominantly of Christian origin, changing immigration patterns mean increased religious diversity
 - In 1981, only 1.5% of the population were non-Christian
 - In 2006, this increased to 7.5% and it is projected to increase to 10% by 2017
- Two-thirds of Canada's population growth attributable to net international migration



Multicultural Policy Framework and Instruments

Overall Framework

- 1960: *Canadian Bill of Rights*
- 1962: new non-discriminatory immigration regulations
- 1971: Canada adopts multiculturalism policy
- 1982: *Canadian Charter of Rights and Freedoms* recognizes multicultural character of Canada
- 1988: Canada proclaims *Canadian Multiculturalism Act*

Canadian Multiculturalism Act:

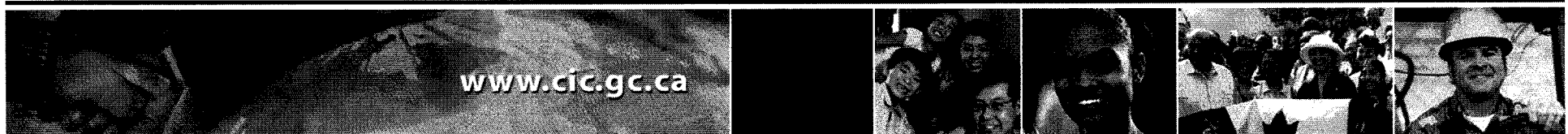
- Reaffirms multiculturalism as fundamental value of Canadian society.
- Encourages federal institutions to uphold values of respect, fairness, and equality, and be sensitive to the needs of all Canadians regardless of background.
- Helps protect rights of all Canadians, foster full participation of all members of society, celebrate Canada's diverse heritage, and recognize vast contribution of all Canadians.

Instruments

Making Government more responsive: Annual Report on the Operation of the *Canadian Multiculturalism Act*, Multiculturalism Champions Network, Interdepartmental collaboration, Research, Federal-Provincial-Territorial meetings

Influencing Society: Ministerial outreach to communities, possible Advisory Committee to the Minister, Public Education programs (e.g., Mathieu da Costa Challenge), Multiculturalism Grants and Contributions Program, Historical Recognition Programs, Canadian Race Relations Foundation, Canada's Action Plan Against Racism, Metropolis

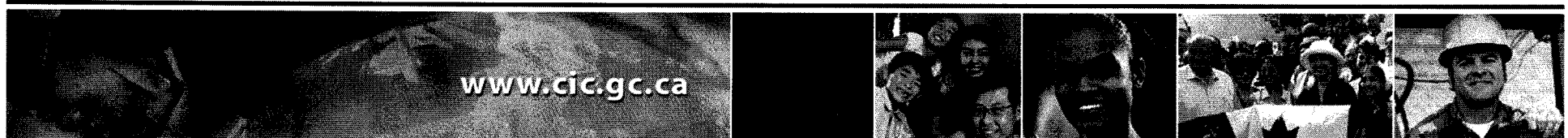
Canada and the World: International Task Force on Holocaust Education, Remembrance, and Research, Metropolis, Positioning in Global forums (e.g., G-8 meetings, Durban 2, OSCE), Global Centre for Pluralism, ongoing international discussion.



Multiculturalism is Evolving

	<i>Ethnicity</i> Multiculturalism (1970s)	<i>Equity</i> Multiculturalism (1980s)	<i>Civic</i> Multiculturalism (1990s)	<i>Integrative</i> Multiculturalism (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"

Kunz and Fleras (2001)



How Multiculturalism is Working

■ Compared to other countries:

- There is a higher level of mutual acceptance between immigrants and broader society in Canada
- Immigrants in Canada are much more likely to become citizens and participate in the political process
- Children of immigrants in Canada have better educational outcomes
- Canada does not have the same problem with immigrant or visible/religious minority ghettos
- Canada has been less affected by anti-Muslim sentiments



Today's Policy Challenges

- Multiculturalism as flexible policy to address emerging challenges.
- Relevance of multiculturalism to broader society questioned.
- Opportunity to situate multiculturalism in a broader framework of pluralism and shared identity.

Government Wide Challenges

Lack of Socio-economic Integration

- Visible minorities continue to face barriers but outcomes are uneven with some communities doing better than others

Inter-Cultural Understanding

- Addressing accommodation and adaptation/integration, particularly with respect to religion-related practices

Civic Participation

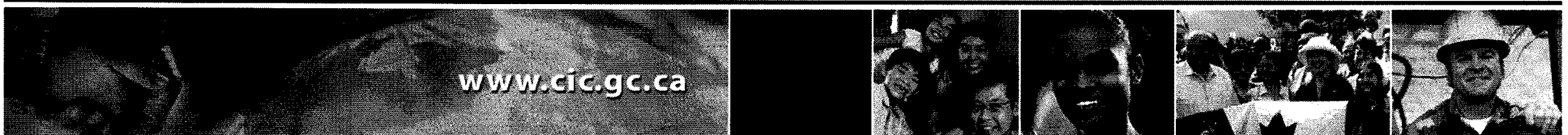
- Declining civic participation (especially amongst youth)
- Need for enhanced citizenship education and knowledge of Canada amongst all Canadians

National Security

- Security imperatives and civil liberties
- Radicalization

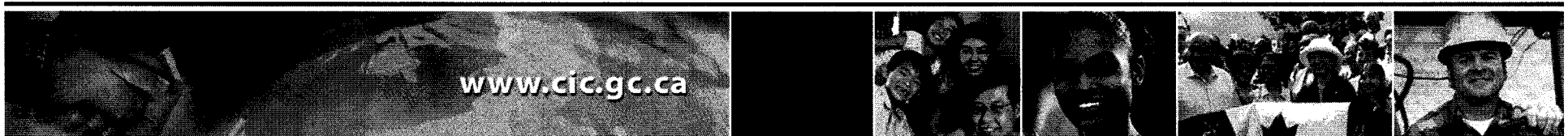
Horizontal collaboration is essential to meet these challenges. For example:

- Working with HRSD on strengthening immigrant integration
- Public Safety and Justice on national security (e.g., Cross-Cultural Roundtable on Security) and radicalization
- Collaborating in areas of common programming such as youth initiatives



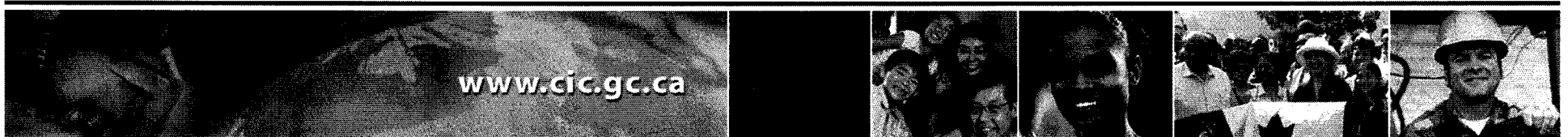
Our Key Instruments

- Making Government more Responsive
- Research
- Public Education
- Historical Recognition
- Multiculturalism Grants and Contributions Programming



Making Government More Responsive

- **Annual Report on Operation of the Canadian Multiculturalism Act**
 - *Canadian Multiculturalism Act* requires the minister responsible for multiculturalism to table in Parliament an annual report on operation of the *Act*
 - Highlights activities carried out across federal institutions in previous year
 - Must be tabled each year within five sitting days after January 31st
- **Multiculturalism Champions Network**
 - Established to encourage promotion of multiculturalism throughout the federal government
 - Champions play leadership role in building awareness and understanding of multiculturalism in their department, and in development of policies, programs and practices across federal institutions
- **Interdepartmental collaboration**
 - Multiculturalism Program only holds some of the tools necessary to meet today's challenges
 - Essential to work closely with other Departments to address challenges
 - Work with other departments on wide range of initiatives related to integration, citizenship, security, international issues, racism and discrimination
- **Multiculturalism Federal-Provincial-Territorial meetings**
 - Established to facilitate information sharing on multiculturalism issues across jurisdictions
 - Activities include information sharing, discussion of best practices, and identifying strategies for meeting current challenges
- **Advisory Committee to the Minister**
 - *Canadian Multiculturalism Act* gives Minister authority to establish advisory committee on multiculturalism



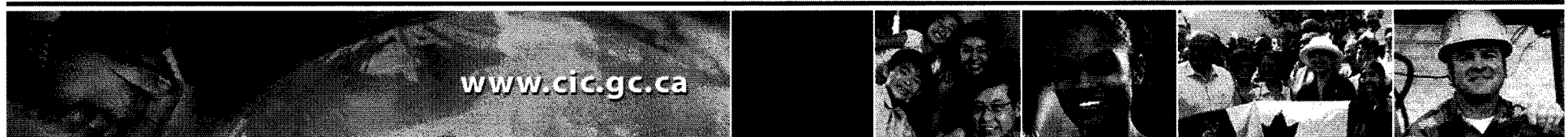
Research

Select research studies and projects

- Canada 2031 demographic projections
- Ethnic Diversity Survey (I and II).
- Access to federal services and programs
- Canada's urban landscape (ethnic concentrations, enclaves, etc.).
- Canada's socio-economic future
- International diversity comparisons (Canada-EU, Canada-USA, etc.).
- Multilateral and bilateral relations with the Metropolis Project (joint publications and events).
- Religious diversity in Canada: a series of 12 research reports and a day-long forum.
- Policies and practices to attract minorities and immigrants to remote and rural areas.
- Socio-economic conditions of visible minorities in Canada (1967-2017).

Planned Research Themes 2008-2010

- Adapting Multiculturalism for Religious Diversity
- Racism and Discrimination
- Labour Market Integration
- Immigration Beyond Large Cities
- Implications of Security Issues
- Future of Multiculturalism: Towards a Pluralistic Framework
- Relating Multiculturalism to Aboriginal Peoples
- Women and Youth/Second Generation
- Patterns of Ethnic Community Formation
- Multicultural Readiness in Service Delivery



Public Education

■ Ministerial Outreach to Communities

- Outreach by the Minister is important component of interaction with Canada's diverse communities

■ Public Education Programs

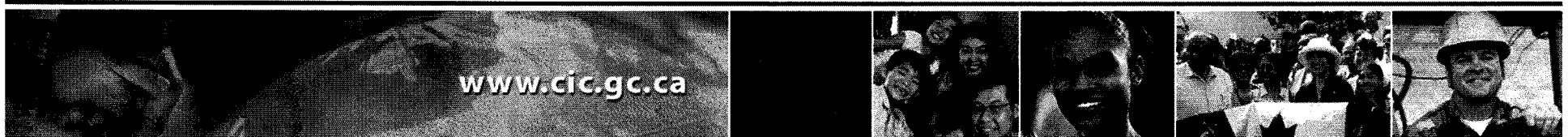
- Programs designed to increase awareness, understanding and public dialogue about multiculturalism, racism and cultural diversity in Canada
- Activities include producing and disseminating educational materials and organizing events and activities geared toward combating racism and strengthening cross-cultural understanding
- Examples of initiatives include: Racism. Stop It! National Video Competition, the Mathieu Da Costa Challenge, Black History Month, Asian Heritage Month and planned Paul Yuzyk Award

■ Canadian Race Relations Foundation

- Crown Corporation established as part of Japanese Canadian Redress Agreement
- Activities focus on research to further understanding of racism and discrimination, promotion of effective race relations training, and supporting development of policies and programs to counter racism

■ Canada's Action Plan Against Racism

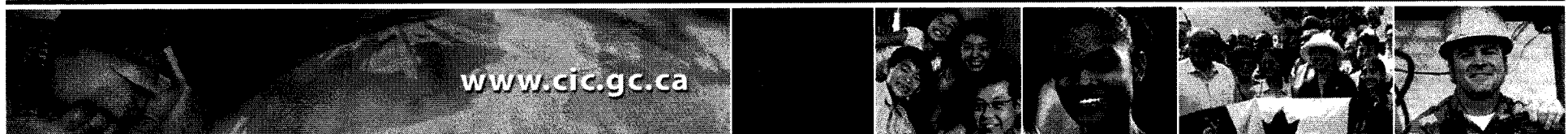
- Horizontal approach across twenty departments and agencies to address issues of racism and discrimination and advance inclusiveness
- Includes initiatives that focus on workplace discrimination, access to government programs and services, law enforcement, youth integration, race based issues in justice system and hate crimes
- Sunsets in 2009-2010



Historical Recognition Programs

- Canada's past includes actions that, although legal at the time, are recognized as inconsistent with today's values. For example:
 - Wartime internment measures such as World War I internment of Ukrainian-Canadians and other citizens of Austro-Hungarian empire
 - Immigration restrictions such as Chinese Head Tax, 'continuous journey' clause, and related incidents like *Komagata Maru* and *SS St. Louis*
- Recognizing historical actions an important component of building attachment and belonging to Canada among affected communities
- Programs implemented to recognize historical wartime measures and immigration restrictions or prohibitions that were applied in Canada

- **Chinese Head Tax:** Ex-gratia symbolic payments of \$20,000 to living Head Tax payers and living persons who were in a conjugal relationship with a now-deceased Head Tax payer – largely completed
- **National Historical Recognition Program (NHRP):** \$5M program that provides funds to federal departments/agencies for initiatives to educate Canadians. 3.3 million allocated to Parks Canada for World War I Internment
- **Community Historical Recognition Program (CHRP):** \$29M grants and contributions program that funds eligible community based commemorative and educational projects related to historical wartime measures and immigration restrictions or prohibitions that were applied in Canada



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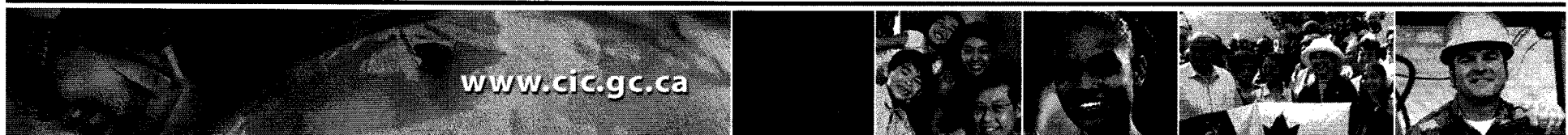
Multiculturalism Grants and Contributions

Program Objectives

- Ethno-cultural/racial minorities participate in public decision-making (civic participation)
- Communities and the broad public engage in informed dialogue and sustained action to combat racism (anti-racism/anti-hate/cross-cultural understanding)
- Public institutions eliminate systematic barriers (institutional change)

Program Priorities

- Support the economic, social, and cultural integration of new Canadians and cultural communities
- Facilitate programs such as mentorship, volunteerism, leadership, and civic education among at-risk cultural youth
- Promote intercultural understanding and Canadian values (democracy, freedom, human rights and rule of law) through community initiatives with the objective of addressing issues of cultural social exclusion (parallel communities) and radicalization



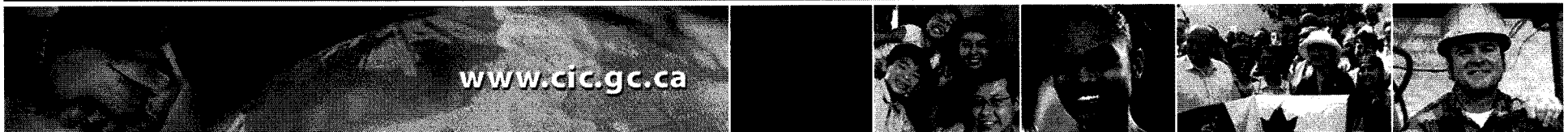
Priority 2: Youth at Risk

Facilitate programs such as mentorship, volunteerism, leadership, and civic education among at-risk cultural youth.

- Assist cultural youth at-risk to gain self confidence, knowledge, and skills for participation and civic engagement (volunteerism)
- Provide opportunities for youth through partnerships with their peers, adults, and community leaders as well as through mentorship initiatives, to gain practical learning experience and develop the skills necessary to contribute to the economic, social, and cultural life of their communities
- Assist in addressing the root causes of cultural youth marginalization, detachment, and radicalization
- Assist youth in responding to racism and hate-motivated activities

Diverse Youth Engagement Project

- Proposed by: Toronto Area Youth Pilot Project Initiative
- 3 year project involving about 400 young people between 13 and 29 from diverse communities
- Aimed at addressing economic integration barriers, social exclusion, and crime/lifestyle risks faced by immigrant youth
- Key activities include civic education, cross-cultural and volunteer training sessions, and business/employment skills development
- Goal is to build practical skills and knowledge through partnerships so that immigrant and cultural minority youth can contribute to the economic and social health of their communities



www.cfc.gc.ca

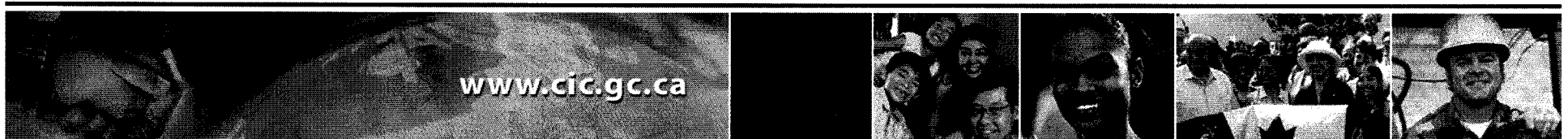
Priority 1: Integration

Support the economic, social, and cultural integration of new Canadians and cultural communities

- Assist new Canadians and cultural communities to gain knowledge and skills for economic, social, and cultural integration and civic engagement
- Provide opportunities and support for the involvement of new Canadians and cultural communities to work in partnerships with various stakeholders towards identifying and resolving issues affecting them (schools, social services, employment, recognition of foreign credentials, justice systems, policing, media, etc)
- Improve the ability of public institutions to respond to, and integrate, ethnic, racial, cultural, and religious diversity by assisting in the identification and removal of barriers to equitable access

Creating a Fair and Equitable Fast Track Assessment Process for Alberta International Medical Graduates

- Proposed by: Alberta International Medical Graduates Association (AIMGA)
- 2 year project affecting more than 600 International Medical Graduates (IMGs)
- Designed to reduce barriers to licensure in Alberta given difficulties integrating and systematic barriers
- AIMGA will collaborate with key stakeholders to develop fast-track assessment model, feasible for Alberta



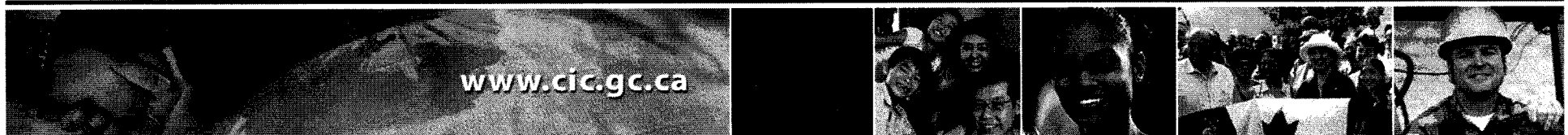
Priority 3: Intercultural Understanding

Promote intercultural understanding and Canadian values (democracy, freedom, human rights and rule of law) through community initiatives with the objective of addressing issues of cultural social exclusion (parallel communities) and radicalization

- Foster interaction between different communities and support cross-sector collaboration in community-based projects to build and shape an inclusive and respectful society
- Facilitate collective community initiatives and responses to combat ethnic, racial, cultural and religious conflicts and hate-motivated activities
- Support community-based initiatives designed to facilitate inter-faith dialogue and increase understanding of the place of religion in Canada in order to combat ignorance and faulty assumptions and foster constructive and informed dialogue about multiculturalism, religions, racism, cultural diversity, and Canadian values
- Encourage activities aimed at reaching society at large to facilitate inter-cultural understanding and address the cultural social exclusion of some communities
- Increase awareness and understanding of racism and discrimination and take action to foster equal opportunities for all people
- Reduce or eliminate factors contributing to exclusion, disenchantment, and radicalization

Diversity is Youth Peer Leaders Project

- Proposed by: Canadian Council for Christians and Jews
- Program geared to high school students and expected to reach approximately 28,650 students over 4 years
- Designed to help them better understand, identify, and respond to discrimination in school environment and community
- Activities include visits to houses of worship or ethno-cultural community centers, educational strategy sessions, and development of peer leaders task forces
- Students will be able to recognize and acknowledge discriminatory behaviour in themselves and their peers



Current Partnerships

There are many areas of close collaboration between the Multiculturalism Program and CIC, bringing the longer-term integration perspective:

Metropolis and Research

- Multiculturalism Program actively collaborates with the CIC research group and is a major partner and investor in the Metropolis project, and has been an important contributor at national and international Metropolis conferences

Immigrant Integration DG Forum (CIC/HRSD co-chaired)

- Multiculturalism Program actively participates in this interdepartmental discussion and coordination forum related to immigrant integration.

Intergovernmental Consultations on Migration, Asylum and Refugees (IGC)

- Multiculturalism Branch is a key participant in the Integration Working Group of the IGC, an informal forum for information exchange and policy debate on issues related to the management of international migratory flows.

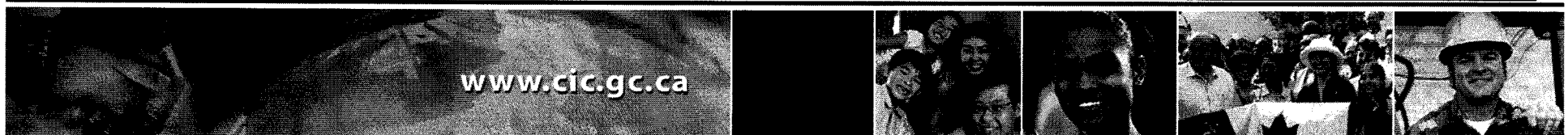
Foreign Credential Recognition

- The Multiculturalism Program has been actively working on projects to remove barriers to participation by Canada's diverse communities. This includes projects related to foreign credential recognition.

CAPAR: Welcoming Communities Initiative

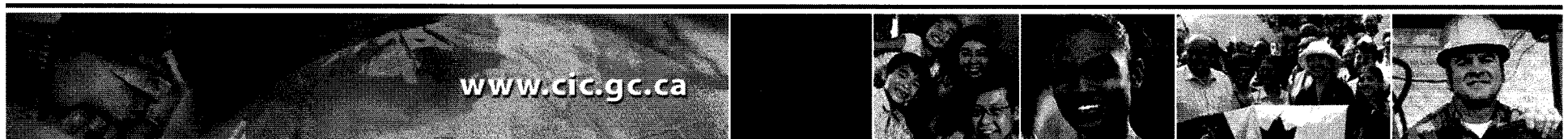
- Welcoming Communities Initiative is CIC's contribution to Canada's Action Plan Against Racism which was developed by the Multiculturalism Program. Main current Multiculturalism Program contribution is the Nationally Standardized Data Collection Strategy on Hate-Motivated Crime with Statistics Canada

Transfer of Multiculturalism Program to CIC provides an opportunity to identify ways to strengthen current partnerships and develop new opportunities for collaboration



The Way Forward

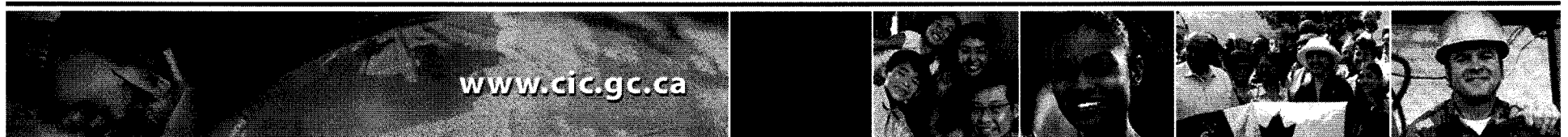
- How can we further leverage current policy and program linkages?
- Are there are upcoming opportunities where new linkages could be forged? For example:
 - ADM level meeting on immigrant integration
 - Proposed MC on future directions for the Multiculturalism program
 - Future initiatives related to civics education
 - Work with Citizenship Branch on way forward for their program (e.g. immigrant obligations and responsibilities)
- How can we ensure policy coherence in a short and longer-term integration agenda?



Annex

▪ Demographics

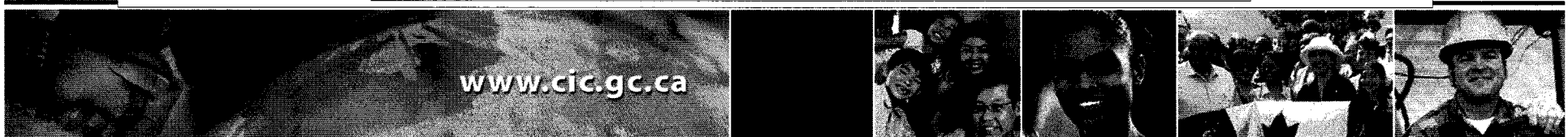
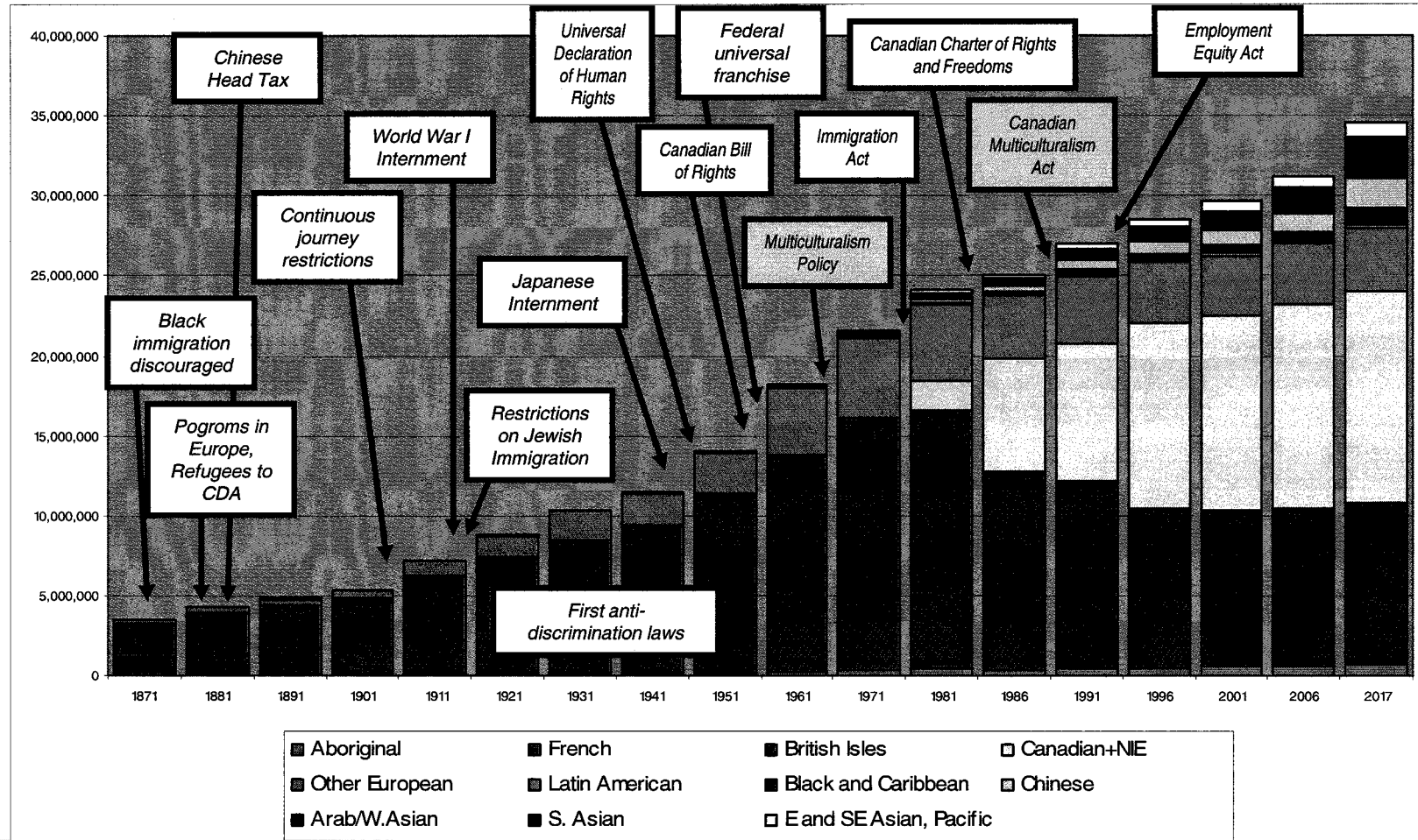
- Timeline
- Visible Minority Population by Province/Territory
- Visible Minority Population by City
- Canada's Religious Makeup
- Income and Education



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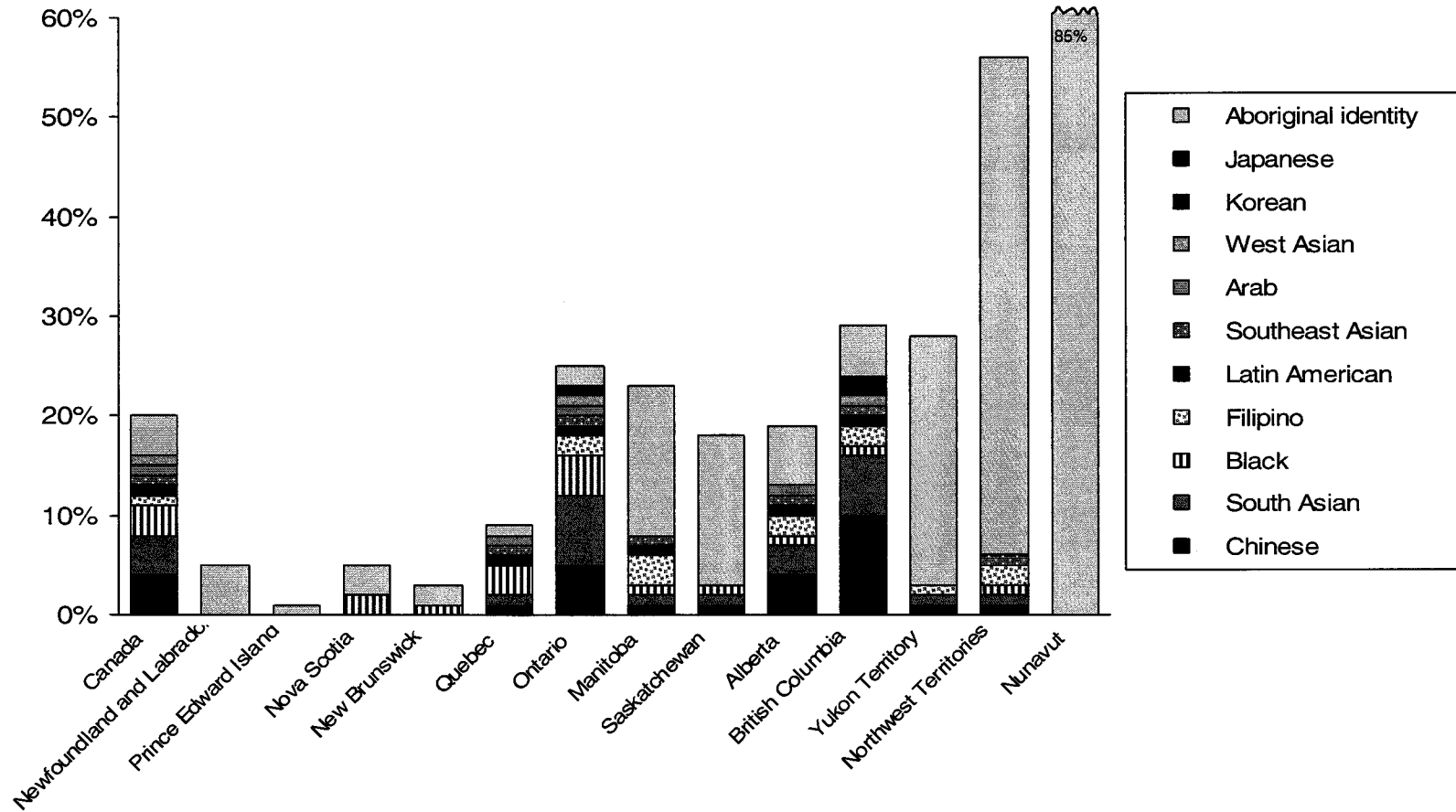
Demographic Change 1867-2017

Legislative change concurrent with immigration flows, historical events, increased equality, democratization, and human rights

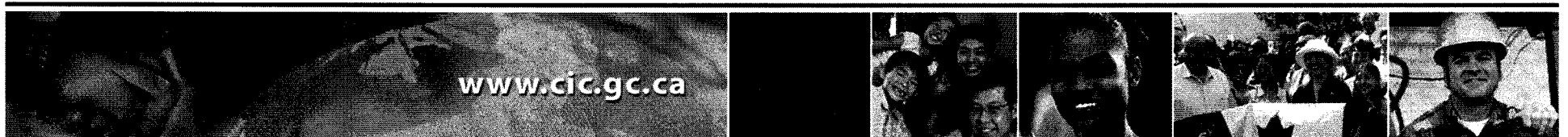


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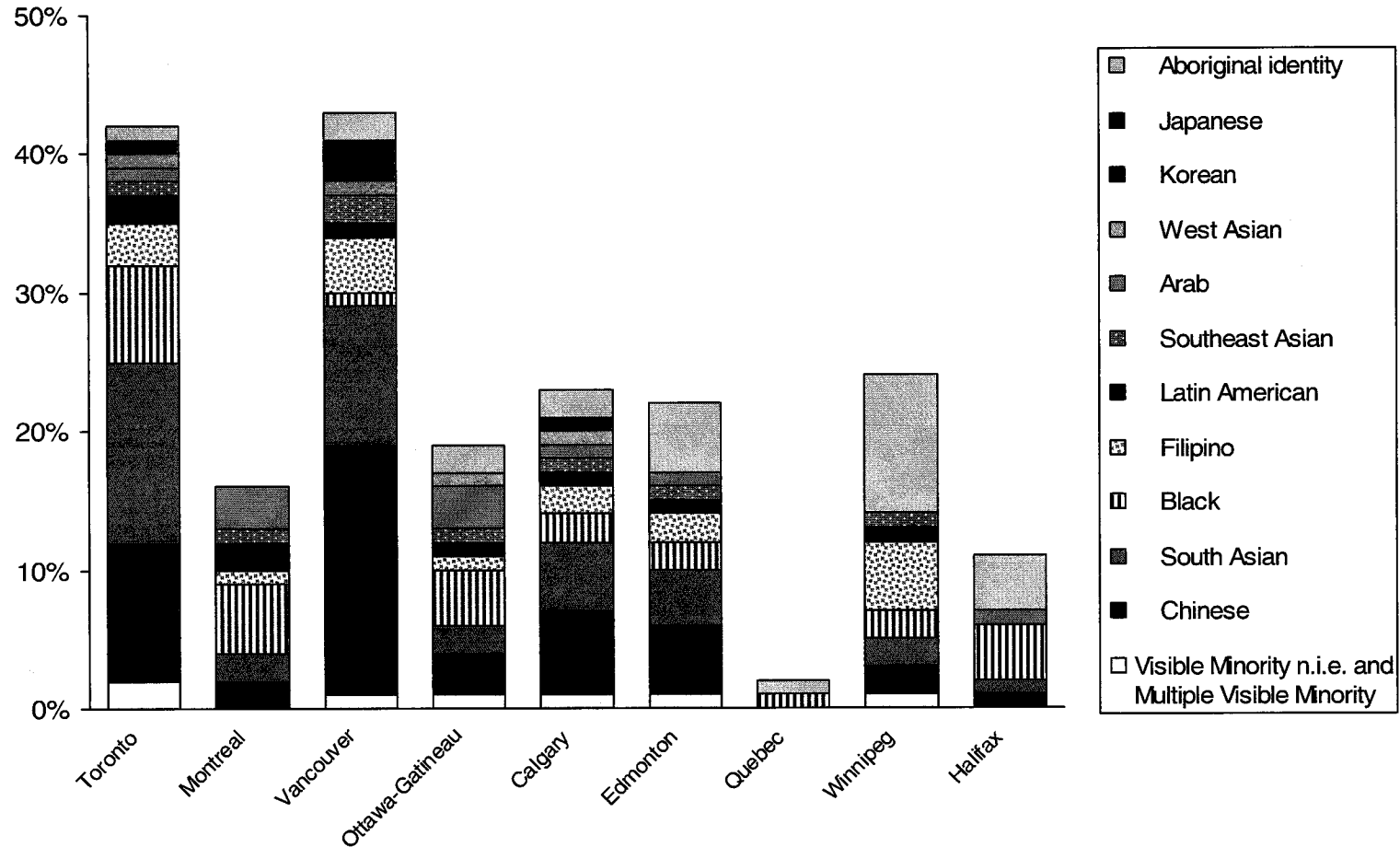
Visible Minority and Aboriginal Population by Province



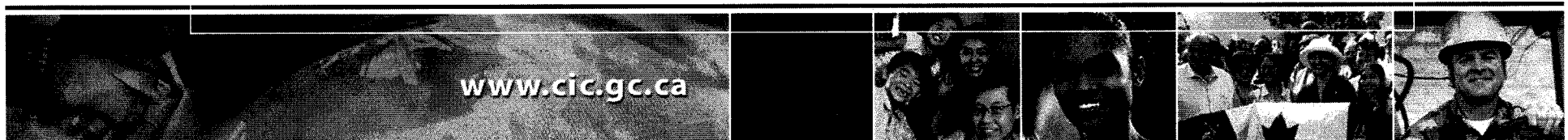
Source: Census, 2006



Visible Minority and Aboriginal Population by City

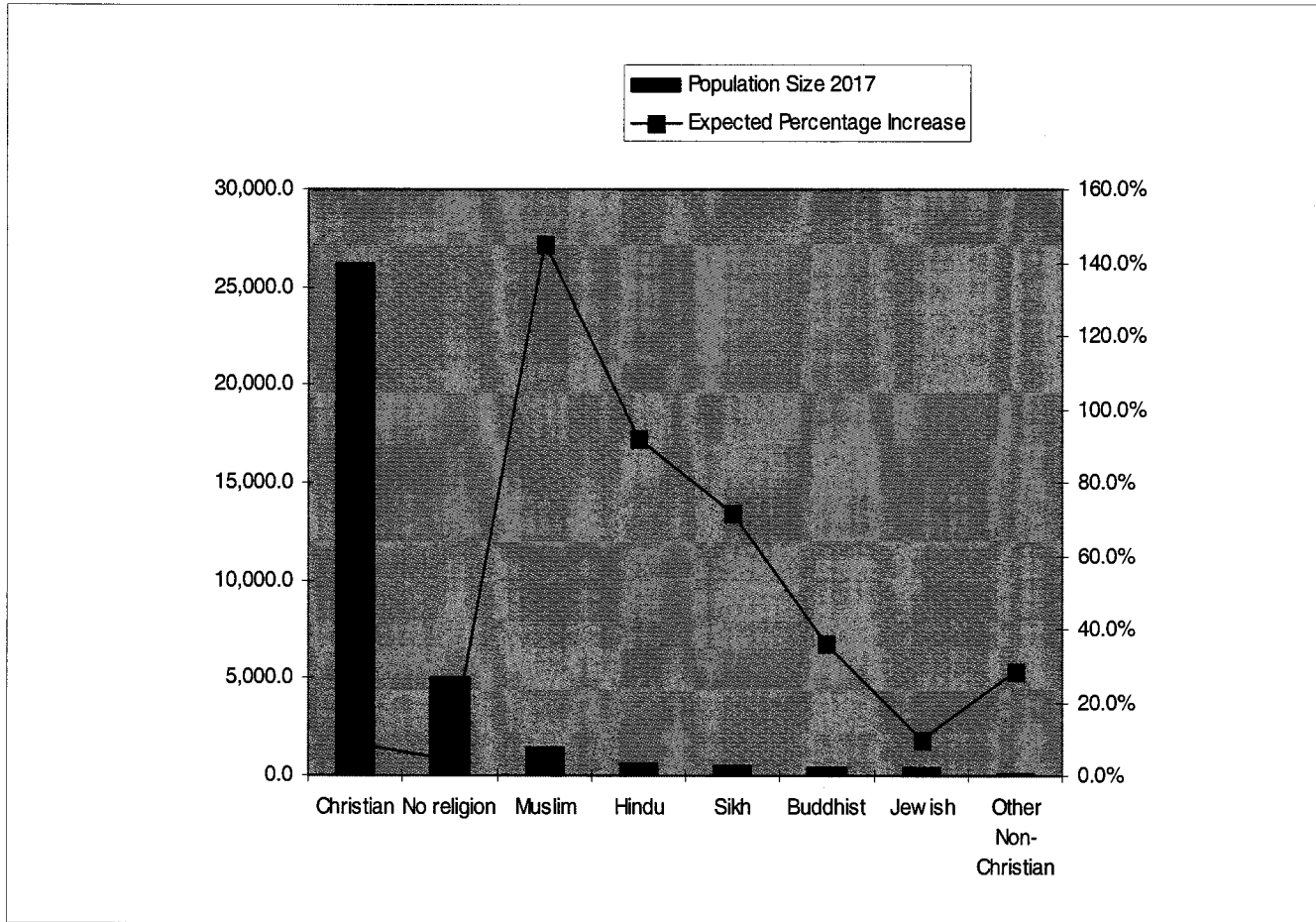


Source: Census, 2006; visible minority data are collected by STC for the above categories for the purposes of the Employment Equity Act



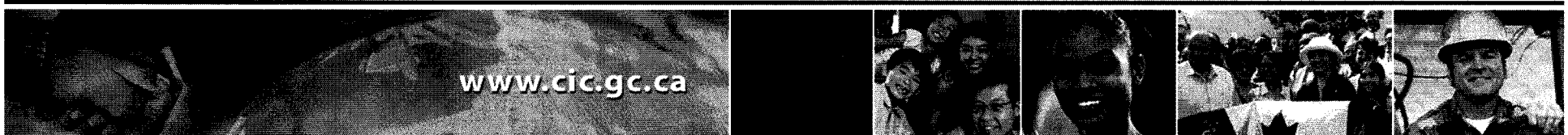
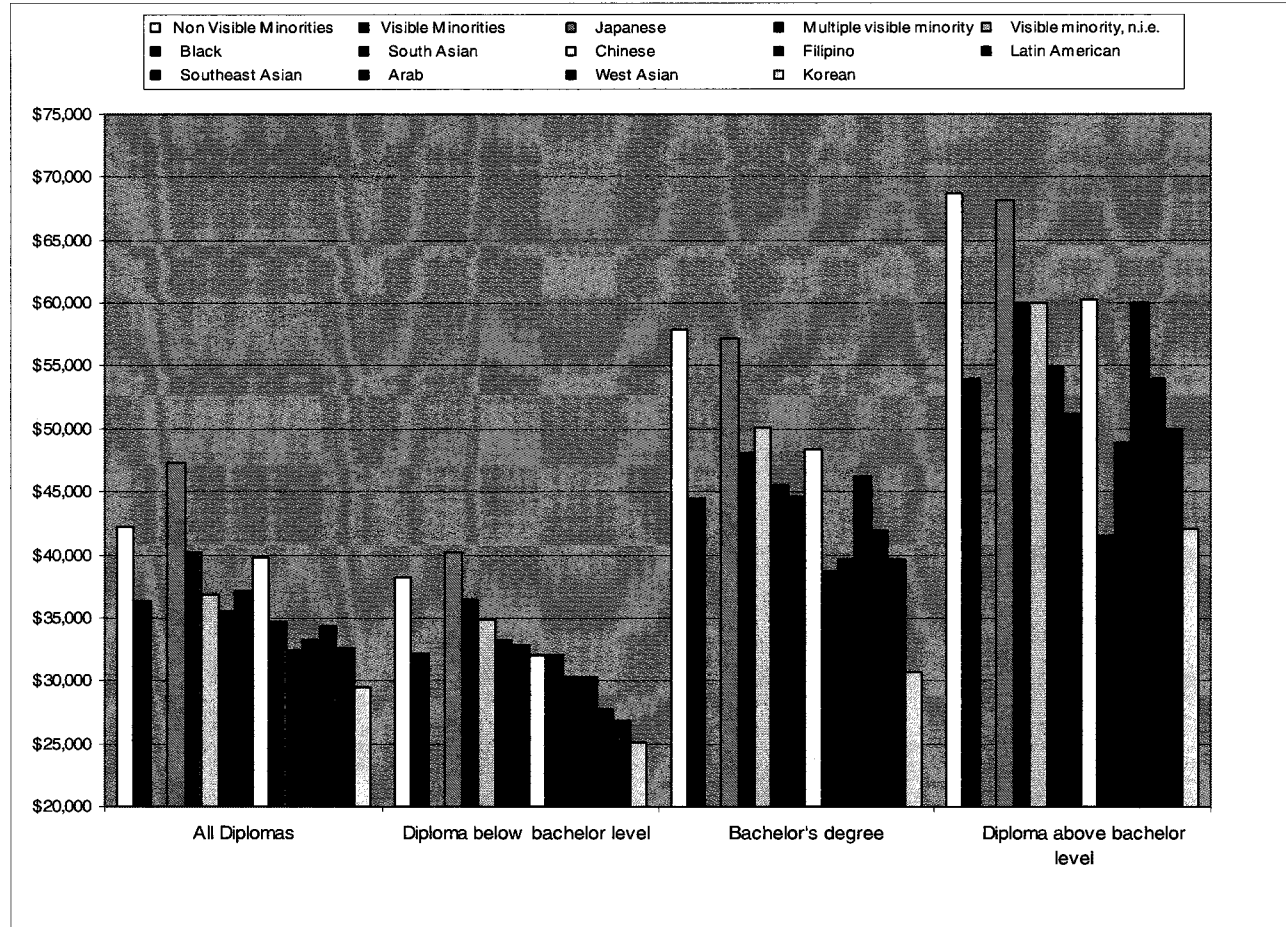
Religious Diversity is Growing

Volumes (in thousands) and Percentage Increases 2001-2017 for Christian and Non Christian Denominations



Income and Education

Median Employment Income (Constant \$2005 dollars) by Visible Minority Status and Type of Diploma, full-year-full-time workers aged 15 years old and over, Canada 2005





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Thank You · Merci

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