

- In my discussion today I will be talking about the diversity of our society and the fact that it is increasing and more complex than ever (more groups, increasing religious diversity, differences across cities and regionally, different responses by P/Ts, different outcomes/issues for different groups).
- I will also talk about some of the challenges that arise because of this increasing diversity, and about some of the public policy responses to these challenges.

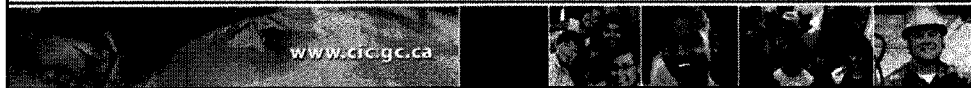
Table of Contents

- Context
- The Settlement Program
- Citizenship and Multiculturalism Programs
- Annex



Canada: An Increasingly Diverse Multicultural Society

- **Three pillars of diversity:**
 - Aboriginal population (3.8% of total population in 2006)
 - Linguistic duality: French (22%) and English (67%)
 - Increasing ethno-cultural and religious diversity
- **Increasing diversity:**
 - 16.2% (5 million) are visible minorities, of whom 67% were born outside Canada
 - 215 ethnic origins and increased multiple origins
 - 47% of Canadians self-identify at least partial origins other than British, French or Canadian
 - One-fifth of Canadians are foreign-born
 - Growth of non-Christian religions
 - Numbers of people in Canada affiliated with Islam, Buddhism, Hinduism and Sikhism doubled or nearly doubled from 1991 to 2001
- **2031 Projections**
 - Between 25% and 28% of population foreign born
 - Between 29% and 32% belong to visible minority group
 - 14% of population expected to belong to a non-Christian religion



•I will just quickly mention the diversity context shaping federal action, as you are likely all aware of it already.

•In 2006, visible minorities accounted for 16.2% of Canada's total population.

•Between 2001 and 2006, Canada's visible minority population increased by 27.2%. This was five times faster than the 5.4% growth rate of the total population. In 2006, 95.9% of the visible minority population lived in a census metropolitan area, compared with 68.1% of the total population.

•Recently released 2031 projections from Statistics Canada indicate that this diversity is likely to continue to increase

- Between 25% and 28% of population foreign born
- Between 29% and 32% belong to visible minority group

•With increased immigration from non-European countries, Canada is also becoming a society that is more religiously diverse, and demographic projections indicate that this trend will continue.


•By 2031, it is projected that non-Christian religious communities will represent about 14% of the total population of Canada (versus 6.3% in 2001).

4

Federal Legislative Framework

<p>Overall Framework</p> <p>1960: <i>Canadian Bill of Rights</i></p> <p>1962: First immigration regulations to eliminate racial discrimination</p> <p>1971: Multiculturalism policy</p> <p>1976: <i>Immigration Act - Non-discrimination</i></p> <p>1977: <i>Citizenship Act</i></p> <p>1982: <i>Canadian Charter of Rights and Freedoms</i> recognizes multicultural character of Canada</p> <p>1988: <i>The Official Languages Act</i></p> <p>1988: <i>Canadian Multiculturalism Act</i></p>	<p>Canadian Constitution Act (1867, 1982)</p> <ul style="list-style-type: none">• Responsibility for immigration, including integration, is shared among the federal government and the provinces and territories.• In the event of a conflict between federal and provincial legislation, federal legislation will prevail <p>Immigration and Refugee Protection Act (IRPA) (2002)</p> <ul style="list-style-type: none">• IRPA affirms the fundamental principles of non-discrimination and universality in immigration (contained in the <i>Immigration Act (1976)</i>) & provides authority for settlement programs. <p>Canadian Multiculturalism Act (1988):</p> <ul style="list-style-type: none">• Recognizes the diversity of Canadians as a fundamental characteristic of Canadian society and makes a commitment to:<ul style="list-style-type: none">• Promote the full and equitable participation of all individuals and communities of all origins;• Eliminate barriers to that participation;• Encourage and assist all Canadian institutions to be both respectful and inclusive of Canada's multicultural character; and also <p>Citizenship Act (1977):</p> <ul style="list-style-type: none">- Lays out inclusive, welcoming requirements for citizenship;- Affirms all citizens have the same rights and obligations, regardless of whether citizens by birth or naturalisation
---	---

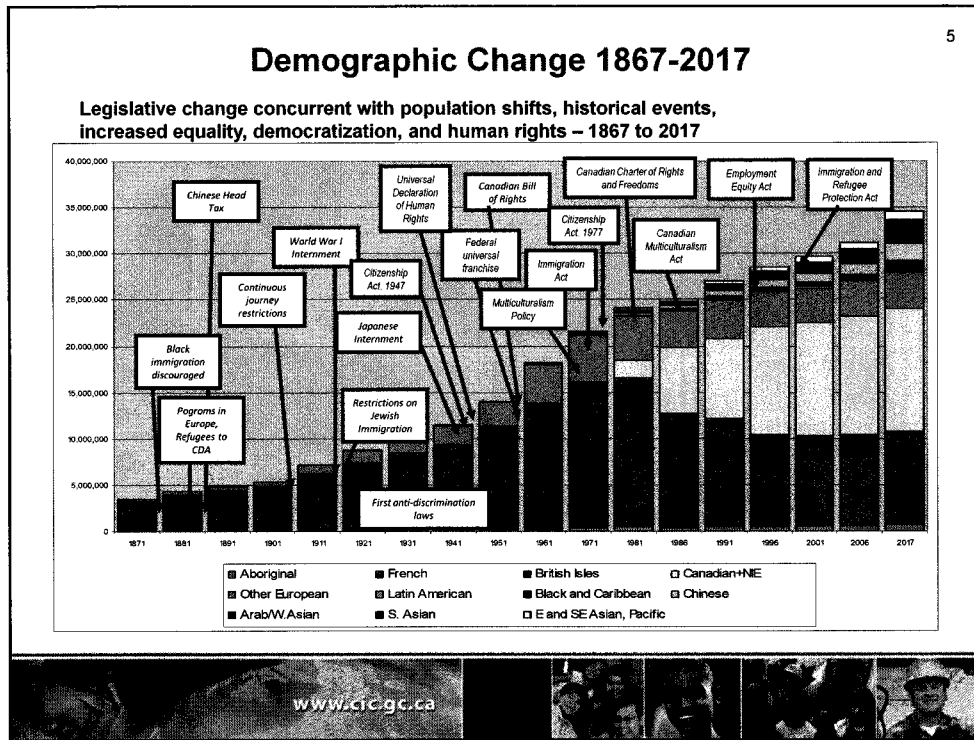
www.cic.gc.ca



Diversity is supported in Canada by a broad framework of laws and policies. Canada has pursued a deliberate social policy of **immigrant integration, multiculturalism and inclusive citizenship over the past 40 years** in order to combat racial and gender-based discrimination and social exclusion of minority groups, to promote equality and respect for diversity and to provide a welcoming environment for newcomers and visitors to Canada. This slide lists various laws that compose this framework.

These policies have, over the past few generations, **fostered an environment of social inclusion and a high degree of public support for an open and managed immigration program.**

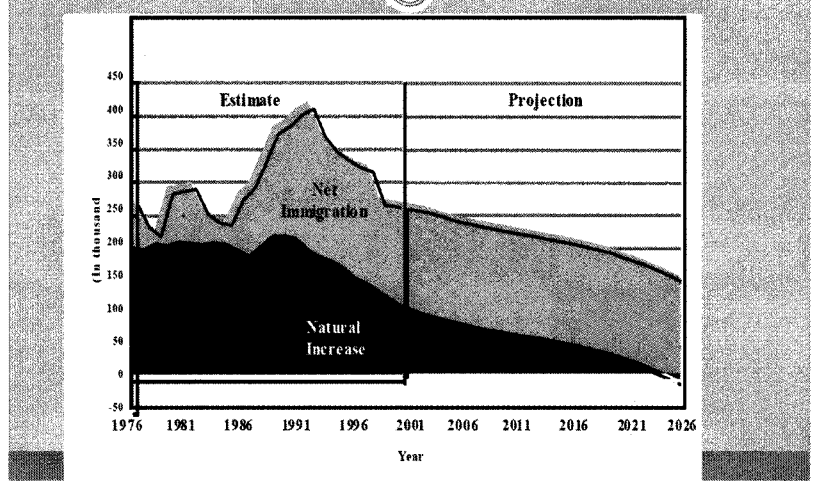
Integration is part of Canada's managed immigration program and, in the Canadian experience, full integration of permanent immigrants also entails access to citizenship.



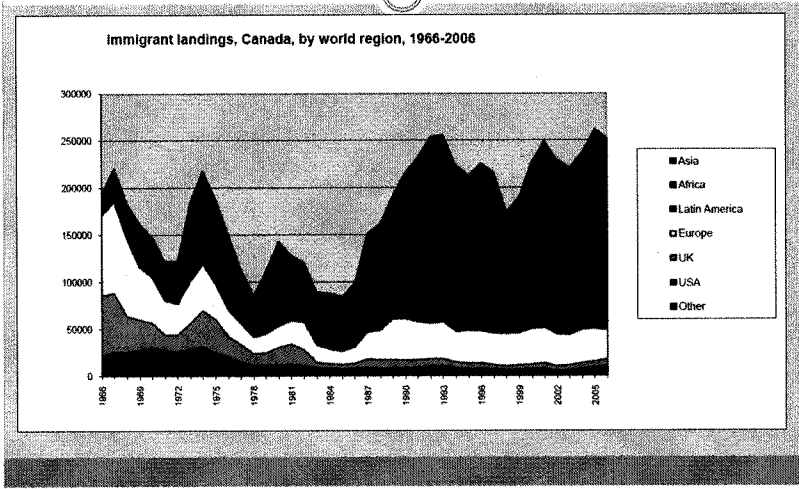
This diagram serves to highlight some key elements in the evolution of Canadian society:

- As diversity has increased, Canada has evolved in terms of legislative responses. We have not always got it right, but we have evolved to incorporate increased equality, democratization and human rights. This can be seen for example in our adoption of the Universal Declaration of Human Rights, the passing of the Canadian Bill of Rights and the Canadian Charter of Rights and Freedoms.
- Although the “flags” that indicate legislative change in this slide essentially end in the 1990’s, it is notable that current challenges that arise due to increasing diversity are putting pressure on our existing legislative framework for multiculturalism. Examples of this includes
 - Debate that occurred in Ontario over sharia law which represented a discussion of the balancing of rights (freedom of religion potentially versus equality rights and equal representation before the law).
 - Reasonable accommodation that has occurred in Quebec which has involved a discussion of whether there are limits to how far a society should go in accommodating religious and cultural minorities.
- Although we in the federal government maintain that our legislative framework is extremely sound, it is constantly being challenged through very high profile and emotionally charged debates such as the ones I have just mentioned.

The demographic structure of Canada



Changing scale and source mix



www.cic.gc.ca

Canadian Immigration System 8

Intake of Permanent Residents by Immigration Category

Category	2008 (Avg. 2004-2008)
Economic Class	139,523
Family Class	67,436
Refugees	27,438
Other Immigrants	10,815

Intake of Permanent Residents by Source Country

Top 10 Source Countries	3 Year Avg. (2004-2008)
China	29,809
India	27,118
Philippines	20,169
United States	10,869
Pakistan	9,975
United Kingdom	7,971
Iran	6,582
Korea	6,430
France	5,608
Colombia	5,214

Intake of Permanent Residents by Immigration Category --1984 to 2008

Canada - Permanent residents by category, 1984 to 2008

Source: CIC Facts and Figures 2008

Intake of Temporary Residents by Category

Category	2008
Temp. Foreign Workers	165,509
Students	73,777

www.cic.gc.ca

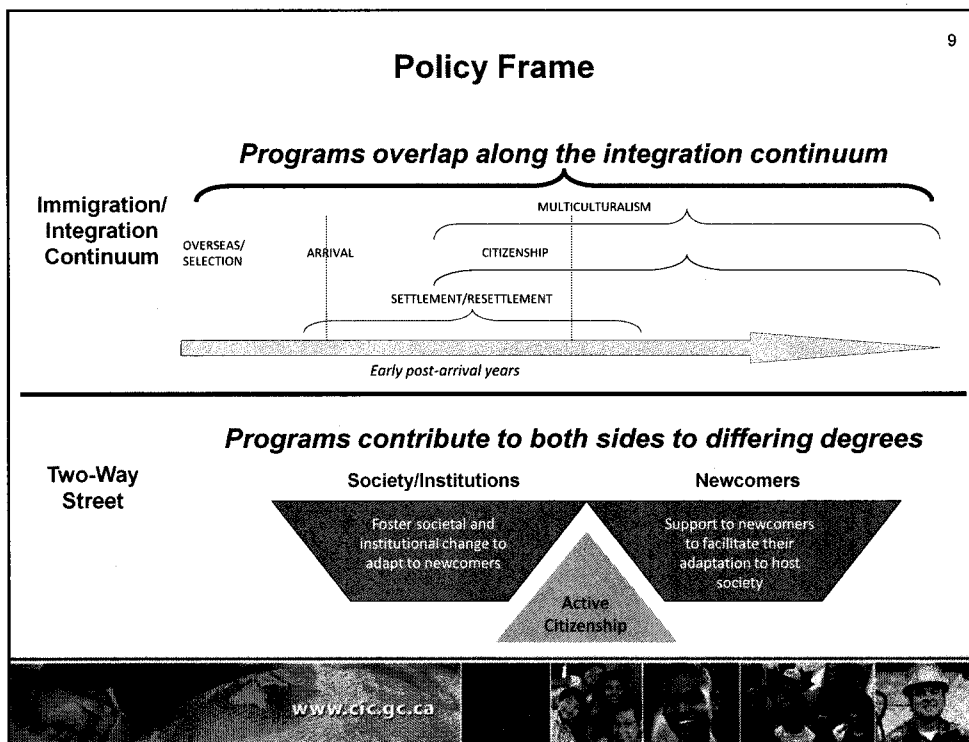
Note: This slide speaks to growth in immigration, including the temporary component as well as source countries. The notes page has definitions and some further data.

In 1967 the government introduced the point system for the selection of skilled workers and business immigrants. IRPA defines three basic categories of permanent residents, which correspond to major program objectives: reuniting families, contributing to economic development and protecting refugees.

Definitions, if needed:

- 1) Family class** - foreign nationals sponsored by close relatives or family members in Canada. Includes spouses and partners, dependent children, parents and grandparents.
- 2) Economic immigrants** - selected for their skills & ability to contribute to Canada's economy. Includes skilled workers (FSW), business immigrants, provincial and territorial nominees (PN) and live-in caregivers (LC). **FSW:** immigrants who can demonstrate ability to enter the labour market & successfully establish in Canada by meeting selection criteria that assess factors such as education, English or French language abilities & work experience. **Business immigrants** are those who: invest their money in an approved venture; intend to run their own business; or, intend to be self-employed. **PNs** are permanent residents designated by PTs that have entered into agreements with the federal government to select immigrants who will meet their local economic needs. **PNs** must meet federal health and security admission criteria but are not subject to the FSW selection grid. **LCs** are temporary foreign workers who are granted permanent residence after their participation in the Live-in Caregiver Program. After two years, are eligible to apply for permanent resident status.
- 3) Refugees** include government-assisted refugees, privately sponsored refugees, refugees landed in Canada and dependants of refugees landed in Canada who live abroad.

Immigration for the past two decades has remained at historically high levels & was less subject to peaks and troughs. The temporary component has risen substantially in the past few years. Foreign workers & business people, foreign students and visitors admitted to



IRPA objective: *“To promote the successful integration of permanent residents into Canada, while recognizing that integration involves mutual obligations for new immigrants and Canadian society”*

In Canada, Integration is defined as a process by which newcomers become fully engaged or come to enjoy equal opportunity for participation in the economic, social, political and cultural life of Canada.

Integration is also often defined as a life-long process of mutual accommodation between an individual and society. In Canada, newcomers are responsible for integrating into the broader society, but at the same time the society must change a little to accommodate newcomers. This leads to a constantly evolving society over time.

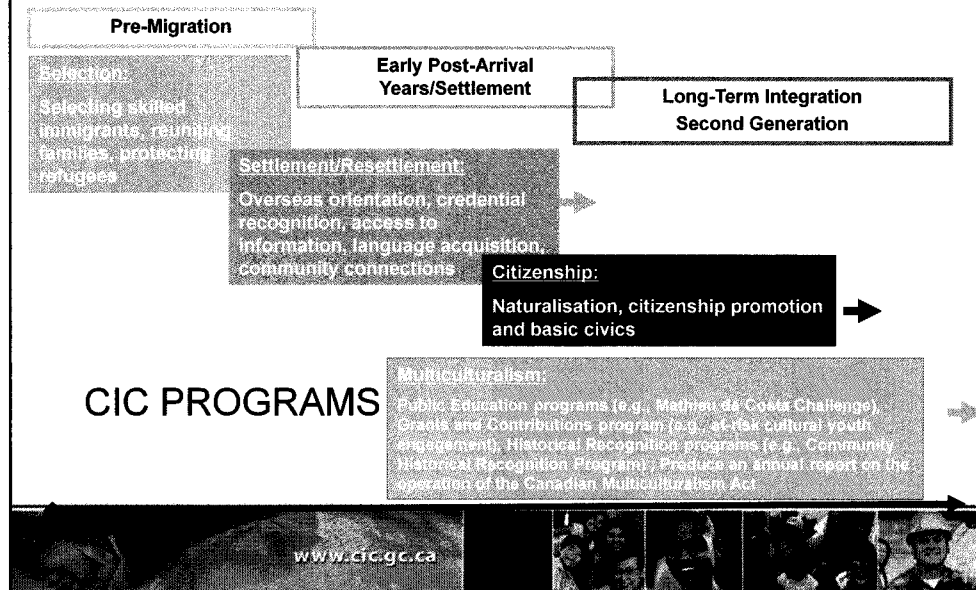
Individuals arrive in Canada and progress through various stages of adaptation and engagement. From an individual perspective, immigrating, settling in a new community, and becoming a full member of the host society are not discrete processes.

However, governments often address immigration, settlement, and citizenship through siloed policies with distinct goals and governance structures.

Canada has been working to develop a more horizontal approach to its policies. Central to these efforts has been a focus on integration as a process that occurs along a continuum. This configuration of immigration, multiculturalism and citizenship points to an inclusive approach regarding the acceptance of newcomers and the accommodation of diversity.

Clearly, in practice integration is a much more complex and multidimensional process than a linear continuum depicted above. But from a policy perspective, the continuum concept is helpful because it provides a simple framework for analysing and designing policy. Operationalising this concept, especially since programs overlap in time, is proving challenging, as we attempt to a more coherent, intra-departmental approach to integration.

Programs Along the Immigration Continuum



CIC's Settlement and Resettlement Programs and the Multiculturalism Program and Citizenship Program are distributed along the immigration continuum, overlapping to some degree in their sequencing and duration.

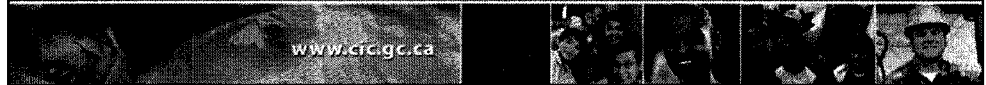
Each box describes some of the activities associated with these programs. These will be examined more closely in the next part of the presentation.

The Settlement Program: Outline

- Settlement Programming in Evolution
- Our Modernised Settlement Program
- Challenges and priorities

www.cfc.gc.ca

Settlement Programming in Evolution		12
1870-1980s <ul style="list-style-type: none"> • Mostly low-skilled labourers • European descent • Low settlement and integration needs 	<ul style="list-style-type: none"> • Pre – 1950s: community and private sector assistance • 1950-1967: The Settlement Service – reception and advice; funding for not-for-profits • 1967: The Department of Manpower and Immigration – focus on needs of employers and employees • Precursors to current settlement programming: ISAP (1974), RAP (1978), Host (1984) 	
1990s - Present <ul style="list-style-type: none"> • Shifting demographics • Declining immigrant outcomes • Complex settlement and integration needs 	<ul style="list-style-type: none"> • Early 1990s: Federal Immigrant Integration Strategy (1990), LINC (1992), Settlement Renewal Consultations (1994-95) • Greater federal willingness to devolve responsibility and growing Provincial-Territorial interest in integration leads to a mixture of settlement delivery models, including an explicit role for municipalities under the Canada Ontario Immigration Agreement • Immigration agreements Quebec (1991), Manitoba (1996), B.C. (1998), Ontario (2005), Alberta (2007) • From 2008: The modernized approach to settlement programming <ul style="list-style-type: none"> – Focus on improved newcomer outcomes – New policy frameworks, performance measurement strategy 	



Settlement refers to the shorter-term transitional issues faced by newcomers.

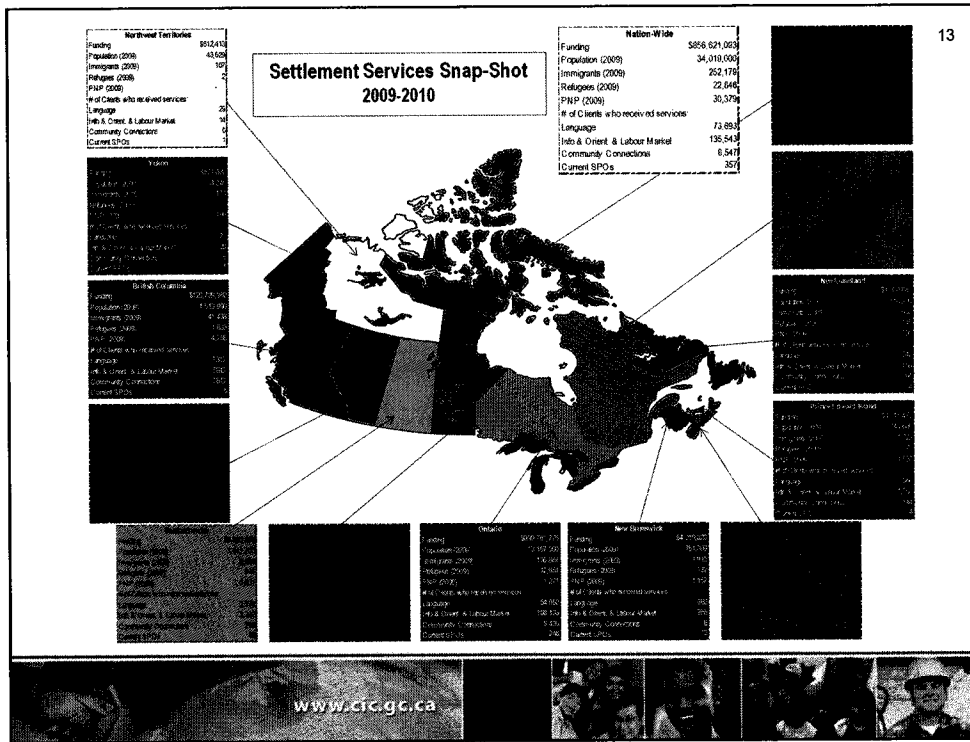
Over the years, CIC's Settlement Program has evolved in its design and focus. Settlement services fluctuated with the changes in overall intake and diversity of immigrants to Canada.

Prior to the 1950s, the settlement needs of newcomers to Canada were largely met by their receiving communities and the private sector.

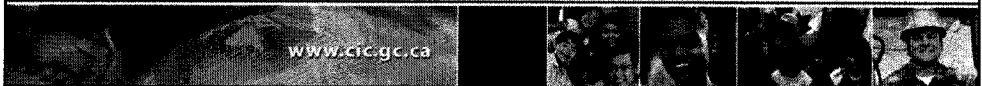
In 1950, the Government of Canada introduced The Settlement Service to offer reception services and information to newcomers as well as to provide funding to non-profit organizations to assist in the process.

In the 1970s and 1980s, the Government introduced a series of programs to meet the demonstrated needs of its growing newcomer population, including the Information Settlement and Adaptation Program, aimed at information and orientation needs, and the Host program, for networking and community involvement. These were later completed by the Language Instruction for Newcomers to Canada program and the Refugee Assistance Program.

I'll also note that from the 1990s there was an interest in devolving settlement services from the federal level to the provincial delivery. Currently, 3 Canadian provinces, Quebec, Manitoba and British Columbia has agreements with CIC which give them responsibility for the design and delivery of programs which achieve comparable outcomes to those across



Modernised Settlement Program		
	...to a single Program using a suite of services that can be combined to achieve outcomes	
In 2008 moved from a suite of programs...	Expected Results	Activity Streams
Language Instruction for Newcomers to Canada (LINC)	A. Orientation Newcomers make informed decisions about their settlement and understand life in Canada B. Language/Skills Newcomers have language/skills needed to function in Canada	Needs Assessment and Referrals Determine eligibility, assess needs, and refer newcomers to other services Information and Awareness Services Provide pre- and post-arrival information Language Learning and Skills Development Language and skills development training
Immigrant Settlement and Adaptation Program (ISAP)	C. Labour Market Access Newcomers obtain the required assistance to find employment commensurate with their skills and education D. Community Connections Newcomers receive help to establish social and professional networks so they are engaged and feel welcomed in their communities	Employment-related Services Search, gain, and retain employment Community Connections Establish a social and professional network
Host Program	E. Policy and Program Development To ensure effective delivery and achieve comparable settlement outcomes across Canada	Support Services Help to access settlement services



As noted, the modernised approach to settlement revolves around 4 main immigrant outcomes. It also introduces certain settlement service delivery themes: needs assessment and referrals; information and awareness; language learning and skills development; employment-related services; community connections ; and, support services .

The outcomes and associated programming are elaborated as follows:

Outcome 1: Orientation and Information: newcomers make informed decisions about their settlement and understand life in Canada. Programming provides accurate settlement-related information, through in-person or online orientation activities and advertising, web sites, and publications, both before and after arrival

Outcome 2: Language and Skills: newcomers have language/skills needed to function in Canada. This is achieved through adult language training so that newcomers have the official language skills needed to function and contribute to Canadian society; provision of life skills to high needs newcomers, including resettled refugees; and, training to enhance skills and knowledge of the Canadian work environment

Outcome 3: Labour market Access: newcomers obtain the required assistance to find and retain employment commensurate with their skills and education. Services include: job search skills, networking, internships, mentorships, and/or work placements. We working to work with employers so they have better support to hire and retain immigrants.

Outcome 4: Community Connections: newcomers receive help to establish social and professional networks so they are engaged and feel welcomed in their communities. Programming focuses on fostering and forming connections within and between communities, particularly between newcomer and host communities. The Community Connections theme recognizes social engagement as an integral aspect of the integration process
Service providers can more easily 'mix and match' a variety of these settlement services to meet the varying needs of their clients.

For example: a program that offers language training in combination with job search workshops and peer mentoring (which previously required separate contribution agreements because they fell under ISAP, LINC, 14 and Host) may now be funded as one project under one contribution agreement.

Program Uptake 2009-10

Information and Orientation	
Number of newcomers who accessed Information and Orientation services	133,397
Language Training	
Number of newcomers who received an initial Language Assessment	26,274
Number of newcomers who received Language Training	55,823
Labour Market Participation	
Number of newcomers who received Settlement Program and employment related services	33,257
Community Connections	
Number of newcomers who participated in Community Connections initiative	8,292

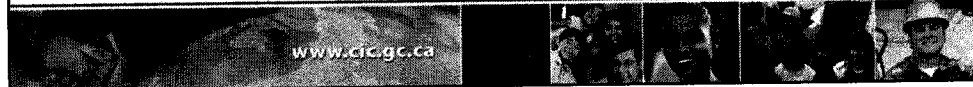
Eligible clients:

Permanent residents of Canada and protected persons as defined in Section 95 of the Immigration and Refugee Protection Act.

Persons in Canada whose applications for Permanent Resident status are being processed in Canada and who have been informed, by a letter from Citizenship and Immigration Canada, of the initial approval of their application subject to an admissibility assessment.

To be eligible for language training, applicants must be of legal school-leaving age within their province or territory.

Canadian citizens, refugee claimants and temporary workers are not eligible for federal settlement services.



For the Canadian Orientation Abroad initiative, an eligible client is a foreign national to whom a permanent resident visa has been issued; or a foreign national who has been informed, through a letter of confirmation from Citizenship and Immigration Canada, of the approval of his or her temporary worker application under the Live-in Caregiver Program.

Current Challenges and Priorities

- **Integrated Society**
 - Understanding links among integration, citizenship and multiculturalism
- **Pre-arrival/overseas services and in-Canada orientation**
 - Expanding pre-arrival services overseas and developing consistent needs assessment approaches in Canada
- **Labour market outcomes**
 - Focus on improving labour market outcomes for immigrants
- **Language**
 - Testing before arrival and developing assessment tools to measure learners' progress
- **Governance and delivery models**
 - Reviewing alternate service delivery models (e.g. vouchers) and the role of municipalities
- **Engagement of stakeholders**
 - Building capacity of existing and new stakeholders to contribute to integration e.g. employers
- **Measuring outcomes**
 - Strengthening accountability, improving reporting on outcomes across Canada and informing national policy and programs



Citizenship and Multiculturalism: Outline

- Policy Shift
- Citizenship Overview
 - Canadian Citizenship Approach and Objectives
 - Paths to Citizenship
 - Citizenship Action Plan
 - Recent Legislative Changes to Strengthen Citizenship
- Multiculturalism Overview
 - Multiculturalism in Evolution
 - Current Challenges
 - New Multiculturalism Objectives
 - Multiculturalism Instruments
- Focusing On Our Commonalities



• Two major changes have taken place in the last year and a half:

- 1) Multiculturalism is now a part of Citizenship and Immigration Canada;
- 2) The Government of Canada has put in place new policy objectives for the Multiculturalism program

• Even though Multiculturalism is now a part of CIC, its focus is not only about immigrants and newcomers, but about Multiculturalism as a social policy framework that is applicable to all Canadians.

• The first section of this part of the presentation begins by establishing the context within which Multiculturalism is situated. It is important to briefly discuss the evolving nature of Canadian society and the responses taken by the Canadian government to these changes.

• From there, we will be able to examine the current context and the resulting policy challenges that the federal multiculturalism program faces.

• This will establish the groundwork to move into a presentation of the new objectives for our program.

Policy Shift Over Last 4 Years

Citizenship

- Meaningful citizenship
 - Citizenship Futures
 - Adoption (C-14)
 - First generation limit (C-37)
 - *Discover Canada* and test
 - New approach on language
 - Revocation, residency, and consultants

Multiculturalism

- Integrated society
 - New program objectives
 - Links to civic values
 - Differentiated approach to racism and discrimination
 - Faith-related issues
 - Interculturalism and multiculturalism blurring

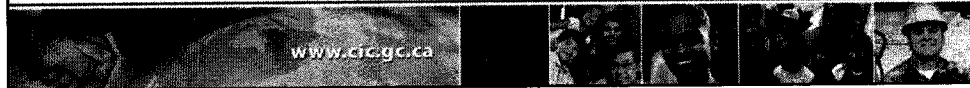
Citizenship and Multiculturalism linked together to create common narrative with a focus on what unites us a society

Also broadens CIC's mandate as part of new SO3 (*Integrated Society*)



Canadian Citizenship Approach and Objectives

- Canada has an inclusive approach to citizenship that encourages newcomers to naturalize
 - High naturalization rate: **85% of eligible PRs apply**
- Since the first Canadian Citizenship Act in 1947 citizenship policy has embodied two distinct objectives:
 - to encourage and facilitate naturalization by permanent residents; and
 - to enhance the meaning of citizenship as a unifying bond for Canadians



-US naturalization rate: 49% in 2005 from a high of 64% in 1970. US lowest naturalization rate: 39% in 1996. (According to Urban Institute estimates based on Census and CPS data:

(http://www.urban.org/UploadedPDF/310847_trends_in_naturalization.pdf).

-However, the total number of naturalizations in the US has almost doubled since 2005 from 604,280 to 1,046,539 in 2008 (IGC USA Country Factsheet data, 2010).

-Divergent naturalization outcomes in both countries may have to do with Canada's more active promotion of citizenship acquisition (based on comparison of US and Canadian IGC citizenship questionnaire responses, 2010). The US has indicated however, that in recent years citizenship promotion activity has increased (IGC data). In recent years, the total number of naturalizations in the US has also increased.

Paths to Citizenship

Automatic acquisition of citizenship (by operation of law)

1. Birth in Canada (by birth on soil)
Exception for children of foreign diplomats

2. Birth outside Canada in the first generation to a Canadian parent (by descent)

Annual proof applications: 58,000

Most proofs for persons born abroad

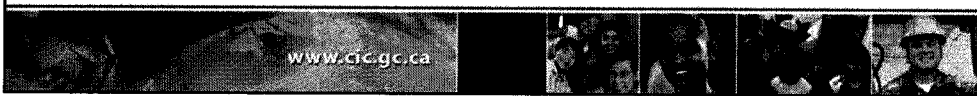
By application (grant of citizenship)

Largest line of business

Five grant types: to qualified PRs, international adoption, stateless descendants, discretionary grant, resumption

Annual naturalizations: 177,500

Top 10 source countries (new citizens): China, India, Philippines, Pakistan, South Korea, Iran, USA, Romania, Colombia, Morocco




- There are generally two ways a person can become a citizen, that is, by automatic acquisition of citizenship and upon application . These two paths are represented by two CIC lines of business: Proofs & Grants.
- For proofs, any Canadian citizen may apply for a citizenship certificate (proof of citizenship). Citizens born outside Canada need a certificate to prove they are Canadian citizens. Citizens born in Canada may use provincial/territorial birth certificate to prove citizenship.
- Canada and the US are exceptions to the norm among high volume immigrant-receiving countries for allowing unconditional ius soli (birthright citizenship).
- Standard requirements for an adult grant of citizenship: age (18+), permanent resident status, residence (3 out of 4 years), language/knowledge and no criminal/security prohibitions.
- Top 10 source countries, new citizens, US, 2009: Mexico, India, Philippines, China, Vietnam, Cuba, Dominican Republic, El Salvador, South Korea, Colombia. Most naturalizations occurred in California and New York state. High influx of migrants from Asia in both countries, Mexico the notable difference in the US. Only one Latin-American country in Canadian top 10 (Colombia) vs. 5 in US top 10 (Mexico, Cuba, Dominican Republic, El Salvador, Colombia).
- Naturalizations 2009 – US: 743,715. Canada: 156,200.

21

Citizenship Action Plan (CAP)

Strengthening Canadian Citizenship is a key step to having all Canadians understand, value and practice their citizenship – an important pillar of an integrated society.

Objectives	Key Initiatives
Provide access to essential knowledge base for citizenship	<ul style="list-style-type: none">- New citizenship study guide – Discover Canada- Changed citizenship test- Changes to language testing- Making citizenship ceremonies more meaningful- Improving tools for citizenship education and promotion- Improving client service via improved processing times- Measures to address fraud- Streamlined revocation process
Enhance respect for democratic values and status of citizen	
Ensure integrity of naturalization process and promote civic responsibility	



“Integrated society”

Language/approach has evolved over time (Kunz and Fleras, 2001):

Mandate: ethnicity, then to race relations, then to citizenship, now to integration

Focus: celebrating differences, managing diversity, constructive engagement, inclusive citizenship

CAP

-The Citizenship Action Plan (CAP) is a medium-term set of coordinated initiatives to make citizenship a key pillar of an integrated society.

Key activities

-Revising the citizenship study guide to strengthen knowledge and appreciation of Canadian history, values and identity.

-Corresponding changes to the citizenship test and related Regulations.

-Changes to language testing regime, including new assessment tools to ensure consistent assessment of citizenship applicants’ language skills; changes to the Regulations being explored as mid-to-long term options

-Making citizenship ceremonies more meaningful by increasing the visibility of Canadian institutions and symbols.

-Improving tools for citizenship education and promotion.

-Improving client service via improved processing times for proofs.

-Analyzing the extent of fraud in the citizenship program.

-Process for revocation will be streamlined through legislative change.



In line with CAP objectives, recent legislative initiatives enhance respect for democratic values and the status of citizen, and improve the integrity of the naturalization process.

2009 amendments were designed to address inequities in past legislation; the first generation limit removes the possibility of citizenship being passed on to endless generations of Canadians born abroad.

Bill C-37:

If passed, these amendments would strengthen the application process and address fraud.

-Applicants must have three years physical presence out of four years. It is currently possible to become a citizen with less than three years physical presence.

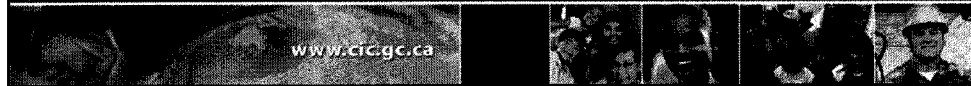
-C-37 would improve the integrity of the citizenship process by enabling the regulation of citizenship consultants for consumer protection and to safeguard against unscrupulous consultants.

-C-37 next step: second reading in the House of Commons and referral to Standing Committee for Citizenship and Immigration for clause-by-clause study.

Multiculturalism in Evolution

	<i>Ethnicity Multiculturalism (1970s)</i>	<i>Equity Multiculturalism (1980s)</i>	<i>Civic Multiculturalism (1990s)</i>	<i>Integrative Multiculturalism (2000s)</i>
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 Floras (2001)



This table is a portrayal by Kunz and Floras of how multiculturalism policy has evolved over time.

As the diversity of Canada has changed, so has the implementation of Canada's Multiculturalism Policy, evolving to become more responsive to emerging needs and challenges.

From the first reference point of ethnicity there was a shift to race relations, then to citizenship and now to integration.

Similarly, the solution has also shifted, from cultural sensitivity, to employment equity, to inclusiveness and to the current focus on dialogue and mutual understanding.

Although the process of managing multicultural diversity evolves as social realities change, the principles of these policies, such as equality, respect for diversity, human rights and full participation remain the corner-stones of inter-ethnic relations in Canada.

Current Challenges

24

Social/Cultural

- Challenges regarding religious diversity - lack of intercultural/faith understanding
- Persistence of racism and hate crimes
- Radicalization, though not widespread, potentially impacts social cohesion
- Perceived vulnerability to flashpoints/international conflicts
- Integration challenges faced by specific groups (e.g. youth, 2nd generation, women)
- Concerns about ethnic neighbourhood concentration (including virtual enclaves)

Economic

- Recent immigrants facing underemployment and limited upward mobility
- Earnings gap between recent immigrants and Canadian-born widening
- Some visible minorities doing worse than others (e.g. from Caribbean, West Africa)

Civic/Political

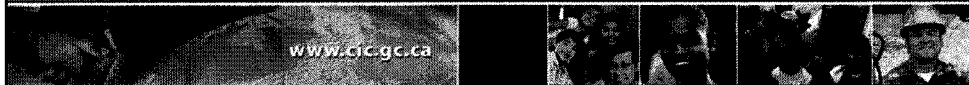
- Declining civic participation
- Lack of knowledge of Canadian history and political institutions amongst all Canadians
- Perceptions of citizenship of convenience
- Elected bodies at all levels do not yet reflect Canada's diversity



- Although, generally, our country is working well there are some challenges that exist which affect our social cohesion. These can be grouped into different categories. The first category is social/cultural and these include:
 - Challenges related to religious diversity and lack of intercultural/faith understanding
 - Persistence of racism and hate crimes
 - Concerns related to social cohesion and the effect of radicalization and international conflicts
 - Integration challenges faced by specific groups like the second generation
 - Concerns about ethnic enclaves both physical and virtual
- In addition, we also talk about economic challenges and civic/political challenges. Economic challenges include:
 - Underemployment and earning gaps amongst recent immigrants
 - Concerns that some visible minority groups are doing worse than others
- In terms of civic/political challenges, these include:
 - Declining civic participation and an overall lack of knowledge of Canadian history and political institutions amongst all Canadians

Multiculturalism New Objectives

- **Build An Integrated, Socially Cohesive Society by:**
 - Building bridges to promote intercultural understanding;
 - Fostering citizenship, civic memory, civic pride, and respect for core democratic values grounded in our history;
 - Promoting equal opportunity for individuals of all origins.
- **Improve the Responsiveness of Institutions to the Needs of a Diverse Population by:**
 - Assisting federal and public institutions to become more responsive to diversity by integrating multiculturalism into their policy and program development and service delivery.
- **Actively Engage in Discussions on Multiculturalism and Diversity at the International Level by:**
 - Promoting Canadian approaches to diversity as a successful model while contributing to an international policy dialogue on issues related to multiculturalism.



New Multiculturalism Program objectives are to:

- **Build An Integrated, Socially Cohesive Society by:**
 - Building bridges to promote intercultural understanding;
 - Fostering citizenship, civic memory, civic pride, and respect for core democratic values grounded in our history;
 - Promoting equal opportunity for individuals of all origins.
- **Improve the Responsiveness of Institutions to the Needs of a Diverse Population by:**
 - Assisting federal and public institutions to become more responsive to diversity by integrating multiculturalism into their policy and program development and service delivery.
- **Actively Engage in Discussions on Multiculturalism and Diversity at the International Level by:**
 - Promoting Canadian approaches to diversity as a successful model while contributing to an international policy dialogue on issues related to multiculturalism.

Multiculturalism Instruments

Building An Integrated Society:

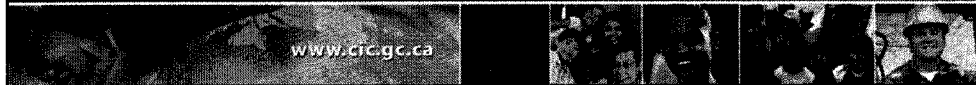
- Ministerial outreach to communities, Proposed Advisory Committee to the Minister
- Public Education programs (e.g., Mathieu da Costa Challenge)
- Multiculturalism Grants and Contributions Program
- Historical Recognition Programs
- Canada's Action Plan Against Racism
- Metropolis
- Research

Working with Public Institutions:

- Annual Report on the Operation of the *Canadian Multiculturalism Act*
- Interdepartmental collaboration and the Multiculturalism Champions Network
- Federal-Provincial-Territorial meetings
- Canadian Race Relations Foundation

Canada and the World:

- International Task Force on Holocaust Education, Remembrance, and Research
- Positioning in Global forums (e.g., UN, OSCE)
- Global Centre for Pluralism
- Ongoing international research (e.g., Metropolis) and policy discussions



Instruments or tool at the disposal of the Program can be grouped into three categories:

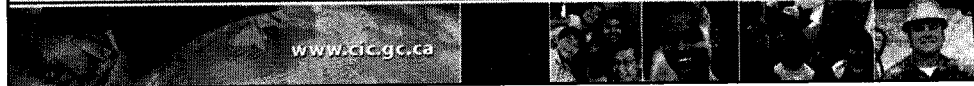
- Public instruments that help in building an integrated society such as grants and contributions and public education programs
- Tools related to public institutions that help to make government more responsive to diversity and foster collaboration between different levels of government
- Instruments related to international discussions and forums

Policy Responses Focusing on Our Commonalities

- Has been a shift in emphasis amongst policy makers and some academics
- Still see support of multiculturalism and traditional integration/accommodation dynamic but others are arguing for shift in emphasis towards commonalities
- Specific issues can be dealt with on a one off basis but other issues have far reaching implications for how we live together (e.g. reasonable accommodation)
- In this context we need a common narrative with a focus on what unites us as country
- Citizenship Action Plan and new Multiculturalism Program objectives are concrete examples of shift in emphasis towards commonalities

"There was agreement that host communities will have to resign themselves to making changes to accommodate newcomers but at the same time, a consensus formed around the argument that nation-states should not shy away from laying down some expression of the minimum commitments they expect of their newcomers. They called these the non-negotiables, commitments which might be required of newcomers in order to gain access to legitimacy status or even citizenship in their country of adoption.

Robin Higham, Who Do We Think We Are? 2010 (speaking about discussions at Canada/EU diversity conferences)



- Given this increasing diversity, what can we do to ensure continued social cohesion?
- Recently, there has been a shift in emphasis by policy makers and some academics.
- While we still see a great deal of support for multiculturalism and its traditional focus on the integration/accommodation dynamic (e.g. Will Kymlicka, Michael Adams, Phil Ryan), others are arguing that we need a shift in emphasis towards commonalities (e.g. Robin Higham, Andrew Cohen).
- While specific issues without huge consequences can be dealt with on a one off basis (e.g. Photo for security ID purposes) other issues have far reaching societal implications for how we live together (e.g. Reasonable accommodation, sharia law etc.).
- In this context we need to have a common narrative as a society-with a focus on what unites us a country.

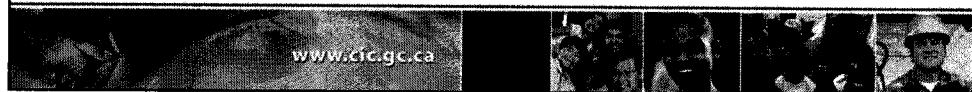
Annexes

28

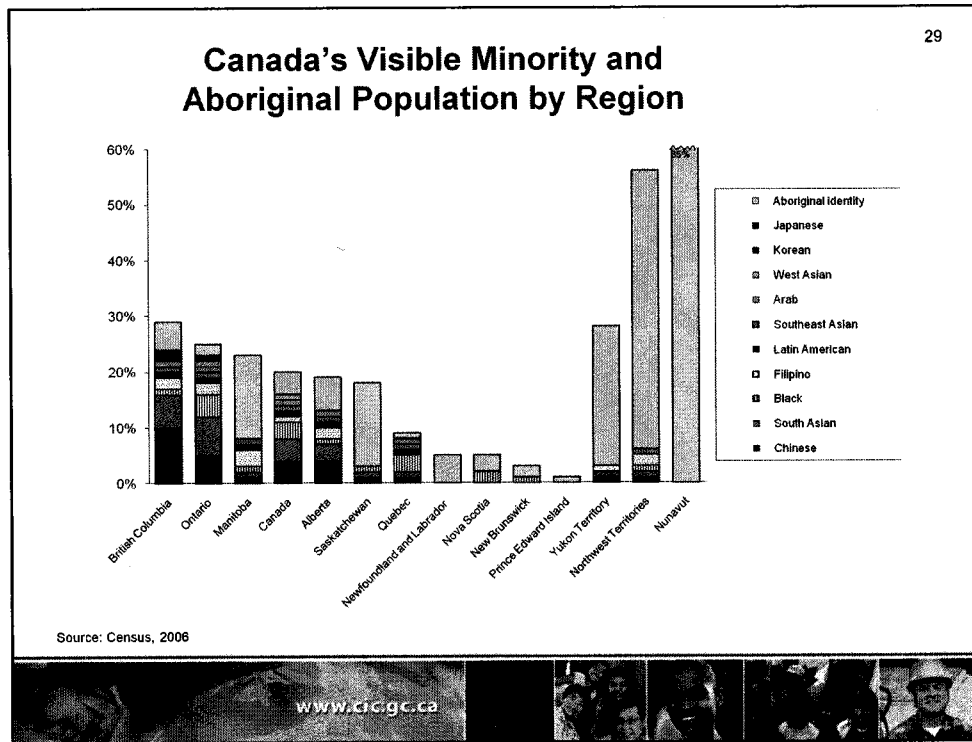
Annex 1: Canada's Visible Minority and Aboriginal Population by Region

Annex 2: Canada's Visible Minority and Aboriginal Population by City

Annex 3: Examples of Multiculturalism Projects Addressing Radicalization



- In addition, we also talk about economic challenges and civic/political challenges. Economic challenges include:
 - Underemployment and earning gaps amongst recent immigrants
 - Concerns that some visible minority groups are doing worse than others
- In terms of civic/political challenges, these include:
 - Declining civic participation and an overall lack of knowledge of Canadian history and political institutions amongst all Canadians
 - Perceptions of citizens of convenience
 - Concerns that elected bodies do not reflect Canada's diversity
- Many of these challenges are government-wide and CIC only holds some of the tools necessary to address them.
- As such, it is important to work in a horizontal manner across levels of governments and with other departments and agencies, public and private institutions, and civil society on new initiatives and long-term solutions.



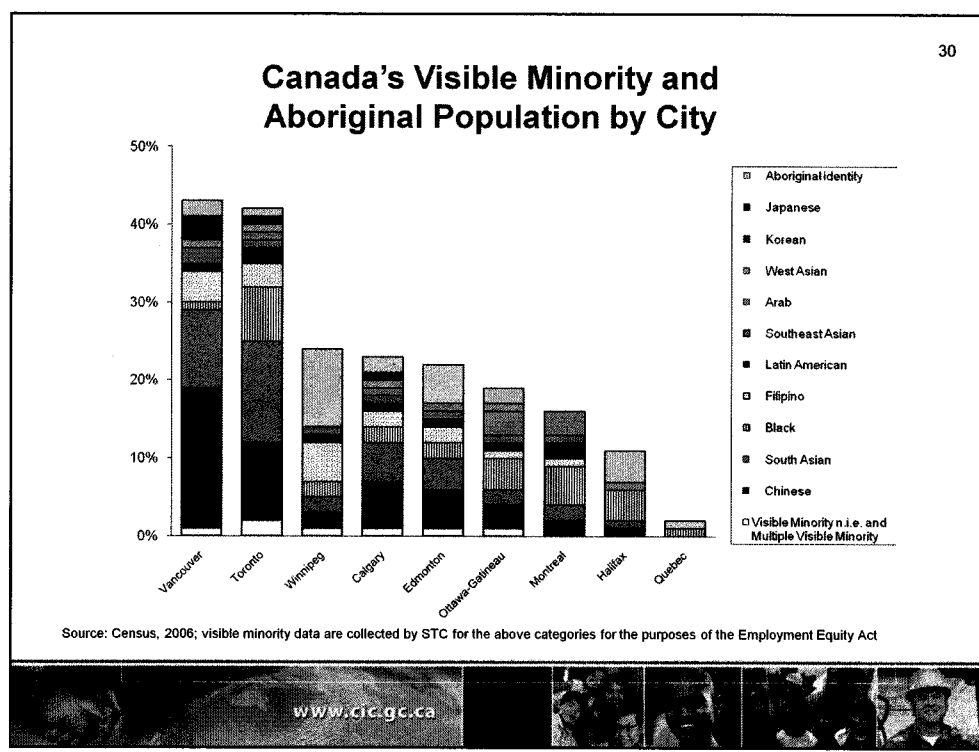
- I am now going to talk about diversity at a regional level and how many of these issues play out in very different ways across the country, which makes things even more complicated.

- In thinking about the distribution of diversity across the country there are some stark differences.

- Overall, we see increasingly diverse populations in provinces like British Columbia and Alberta and a relative lack of diversity in other provinces (e.g. Atlantic).

- What is also striking is the different kinds of diversity. For instance, larger Black populations in Nova Scotia and Quebec, to South Asian and Chinese populations in Ontario and British Columbia to large Aboriginal populations in Manitoba and Saskatchewan.

- It is also interesting to note the growing diversity in provinces like Alberta and Manitoba-partly attributable to large Aboriginal populations but also due to increasing visible minority populations.



- We can see a similar situation playing out in major cities across Canada.
- Each city has its own unique type of diversity.
- Usually when we think of diversity in major cities the focus is on Montreal, Toronto and Vancouver.
- However, in reality other cities like Calgary and Winnipeg are more diverse than Montreal. In fact it is in a city like Calgary where large increases in diversity are occurring where some of the real challenges exist.

Examples of Multiculturalism Projects Addressing Radicalization

Somali – Jewish Canadian Mentorship Project (2009-2011)

An interfaith pilot program in Toronto that matches Somali teens who are new to workforce with community businesses, and facilitates creation of internships and mentoring relationships for teens with professionals from Jewish community.

Intended Result: Build long-term community cohesion and create successful cadre of young Somali-Canadian professionals who can assume leadership roles in their own community and contribute to Canadian society at large

Multiculturalism Program Contribution: \$473,640

MY CANADA - Canadian Council of Muslim Women (2009-2011)

Multi-pronged approach to preventing radicalization in Canada which provides necessary tools and skills to address concerns young Muslim Canadians are facing.

Intended Result: Youth who have a better understanding of the rule of law, Canadian identity, dealing with local challenges, and learning how to prevent radicalization

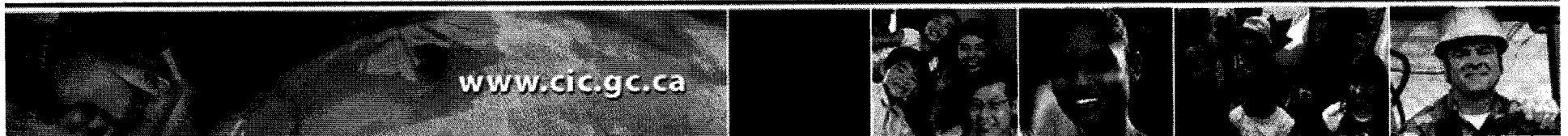
Multiculturalism Program Contribution: \$441,476

Diversity is Youth Peer Leaders: Canadian Centre for Diversity (2009-2013)

Combination of training and peer leadership in 300 schools across Canada

Intended Result: Build a network of skilled and trained young leaders focused on preventing and responding to conflicts effectively; provide a community of support within high schools and communities to reinforce social cohesion and inclusion within Canadian society, while strengthening the resiliency of communities in Canada

Multiculturalism Program Contribution: \$1,198,000



Questions?

Deborah Tunis

Director General
Integration Branch
Citizenship and Immigration Canada
(613) 957-3257

Deborah.Tunis@cic.gc.ca

Andrew Griffith

Director General
Citizenship and Multiculturalism Branch
Citizenship and Immigration Canada
(613) 998-1579

Andrew.Griffith@cic.gc.ca

