Mainstreaming Multiculturalism

Implementing Diversity and Inclusion

Andrew Griffith

January 2016
Agenda

• Multiculturalism objectives and context
• Data and implications
• History and evolution
• Liberal emphasis and machinery
• Policy agenda
Background

Objectives

- Recognition of cultures and identities
- Equality and participation
- Integration, not assimilation or separation

Context

- Global mobility and identities
- Influence of US, European and Australian debates
- Commonalities and differences with indigenous issues
Demographic

- More complex, varied diversity — ethnic and religious
- Toronto, Vancouver and Calgary, not MTV
- Dispersion to smaller centres
- 2036 Demosim projections likely confirm trends

Implications and Risks

- More debate and discussion regarding “reasonable” accommodation
- More communities and institutions affected
Economic

• Strong participation rates
• Persistence of economic differences
  • But university-educated 25-34 second generation largely comparable
• Quebec outcomes significantly poorer

Implications and Risks

• Weaker inclusion of second-generation non-university educated
• Poorer outcomes for some groups (Black, Latin American)
  • Communities to focus both on external and internal barriers
• Ongoing discrimination in hiring
Social

- Strong education outcomes
- Hate crimes and discrimination persist
- Healthcare and education reasonably representative
- More mixed ‘ethnic enclaves’ than majority ones

Implications and Risks

- Gap between education and economic outcomes
- Challenge in overcoming implicit bias
- Greater prevalence of some groups in support positions
Political

• Immigrant to citizen model at risk
• Under-representation in elected officials and judges
  • But all parties compete for ethnic votes
• Federal public Service largely representative, provincial and municipal less so

Implications and Risks

• Weakened social fabric
  • Increased number of marginalized long-term non-citizens
  • Judicial decisions may not reflect Canada’s diversity
  • DND and RCMP need to address weak representation
## Provincial Comparisons
Visible Minorities compared to non VisMin

<table>
<thead>
<tr>
<th>Economic</th>
<th>CA</th>
<th>BC</th>
<th>AB</th>
<th>SK</th>
<th>MB</th>
<th>ON</th>
<th>QC</th>
<th>ATL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below pre-tax LICO 25-64</td>
<td>10.6%</td>
<td>9.4%</td>
<td>6.8%</td>
<td>10.6%</td>
<td>9.3%</td>
<td>9.7%</td>
<td>19.0%</td>
<td>15.0%</td>
</tr>
<tr>
<td>Participation Rate 2nd Generation 25-34</td>
<td>-1.3%</td>
<td>0.8%</td>
<td>0.9%</td>
<td>-1.9%</td>
<td>-1.0%</td>
<td>-2.1%</td>
<td>-3.0%</td>
<td>-0.9%</td>
</tr>
<tr>
<td>Unemployment 25-64</td>
<td>2.5%</td>
<td>0.8%</td>
<td>1.0%</td>
<td>-0.2%</td>
<td>1.6%</td>
<td>2.9%</td>
<td>6.8%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Unemployment 2nd Generation 25-34</td>
<td>0.9%</td>
<td>-0.2%</td>
<td>-0.7%</td>
<td>-4.5%</td>
<td>1.7%</td>
<td>1.5%</td>
<td>2.2%</td>
<td>-2.3%</td>
</tr>
<tr>
<td>Median Income 25-64</td>
<td>83.4%</td>
<td>78.5%</td>
<td>77.1%</td>
<td>79.1%</td>
<td>80.2%</td>
<td>81.7%</td>
<td>79.1%</td>
<td>93.4%</td>
</tr>
<tr>
<td>Median Income 2nd Generation 25-64</td>
<td>91.0%</td>
<td>93.9%</td>
<td>93.7%</td>
<td>101.5%</td>
<td>88.1%</td>
<td>89.8%</td>
<td>84.6%</td>
<td>101.3%</td>
</tr>
<tr>
<td>Median Income 2nd Generation 25-34 University Diploma</td>
<td>101.1%</td>
<td>104.2%</td>
<td>99.7%</td>
<td>87.4%</td>
<td>94.7%</td>
<td>100.0%</td>
<td>95.2%</td>
<td>99.6%</td>
</tr>
<tr>
<td>Social</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University Graduation 25-64</td>
<td>15.1%</td>
<td>14.0%</td>
<td>18.5%</td>
<td>25.3%</td>
<td>16.3%</td>
<td>12.7%</td>
<td>13.7%</td>
<td>24.8%</td>
</tr>
<tr>
<td>Healthcare Representation compared to LMA</td>
<td>0.5%</td>
<td>0.5%</td>
<td>4.5%</td>
<td>1.5%</td>
<td>4.1%</td>
<td>-0.2%</td>
<td>0.6%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Education Representation compared to LMA</td>
<td>-7.6%</td>
<td>-7.1%</td>
<td>-4.4%</td>
<td>-0.1%</td>
<td>-4.2%</td>
<td>-7.3%</td>
<td>-1.6%</td>
<td>1.2%</td>
</tr>
<tr>
<td>Political</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Naturalization Rate</td>
<td>85.6%</td>
<td>84.3%</td>
<td>83.8%</td>
<td>78.8%</td>
<td>80.8%</td>
<td>87.0%</td>
<td>85.1%</td>
<td>78.5%</td>
</tr>
<tr>
<td>Political Representation compared to citizens</td>
<td>-5.6%</td>
<td>-8.4%</td>
<td>-1.8%</td>
<td>-4.9%</td>
<td>-3.2%</td>
<td>-4.4%</td>
<td>-4.6%</td>
<td>-2.4%</td>
</tr>
<tr>
<td>Public Service Representation compared to LMA</td>
<td>-3.7%</td>
<td>-10.6%</td>
<td>-1.7%</td>
<td>-0.8%</td>
<td>-4.6%</td>
<td>-4.0%</td>
<td>-3.8%</td>
<td>-0.2%</td>
</tr>
</tbody>
</table>
## International Comparisons

### 2008 OECD Integration Report

<table>
<thead>
<tr>
<th>Social - Education</th>
<th>Canada</th>
<th>AUS</th>
<th>USA</th>
<th>UK</th>
<th>F</th>
<th>D</th>
<th>NL</th>
</tr>
</thead>
<tbody>
<tr>
<td>PISA G2 compared to native born</td>
<td>1%</td>
<td>19%</td>
<td>8%</td>
<td>-3%</td>
<td>-26%</td>
<td>-23%</td>
<td>-16%</td>
</tr>
<tr>
<td>Post-Secondary 15-64 foreign-born</td>
<td>52.1%</td>
<td>38.1%</td>
<td>34.3%</td>
<td>47.3%</td>
<td>24.3%</td>
<td>18.9%</td>
<td>26.2%</td>
</tr>
</tbody>
</table>

### Economic

| Household poverty rates | 22.9% | 20.2% | 31.2% | 19%  | 21.1% | 13.8% | 24%  |
| Unemployment 15-34 G2 compared to native born | -1.9% | -1.5% | -0.6% | 2%   | 5.5%  | 3.7%  | 6%   |
| PS Employment 15-34 G2 compared to native born | -0.3% | -3.8% | -3.9% | -0.2% | -5.7% | -12.2% | -5.9% |
| Home Ownership | 68% | 70% | 52%  | 48%  | 47%  | 39%  | 45%  |

### Political

| Foreign-born all ages | 19.6% | 26.5% | 12.5% | 11.3% | 11.6% | 12.9% | 11.1% |
| Naturalization 15 or older | 75% | 70% | 49%  | 42%  | 56%  | 33%  | 70%  |
Overall

• Fundamental policy framework — recognition and equality — remains valid

• Getting it right critical to Canada’s overall success

• Canada doing well compared to other countries

• But overall model of integration — from immigrant to citizen — at risk for some groups

• Need to address emerging fault lines
Integration, in the broad sense, does not imply the loss of an individual's identity and original characteristics or of his original language and culture. Man is a thinking and sensitive being; severing him from his roots could destroy an aspect of his personality and deprive society of some of the values he can bring to it. Integration is not synonymous with assimilation. Assimilation implies almost total absorption into another linguistic and cultural group. An assimilated individual gives up his cultural identity, and may even go as far as to change his name. Both integration and assimilation occur in Canada, and the individual must be free to choose whichever process suits him, but it seems to us that those of other than French or British origin clearly prefer integration.
Multiculturalism Policy 1971

- To assist cultural groups to *retain and foster their identity*
- To assist cultural groups to *overcome barriers to their full participation* in Canadian society
- To *promote creative exchanges* among all Canadian cultural groups
- To assist immigrants in acquiring at least *one of the official languages*
Charter of Rights and Freedoms (1982)

• Fundamental freedoms
  • (a) freedom of conscience and religion;
  • (b) freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication;
  • (c) freedom of peaceful assembly; and
  • (d) freedom of association.

• Equality:
  • 15. (1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

• Multiculturalism
  • 27. This Charter shall be interpreted in a manner consistent with the preservation and enhancement of the multicultural heritage of Canadians.
Multiculturalism Act 1988

• Recognize and promote diversity
• Fundamental characteristic of Canada
• Full and equitable participation
• Recognize contribution to Canada
• Equal treatment and protection
• Respectful and inclusive institutions
• Promote interaction
• Foster recognition and appreciation
• Preserve and enhance other languages in harmony with official languages
• Responsive federal institutions
## Evolving Multiculturalism

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Celebrating differences</td>
<td>Managing diversity</td>
<td>Constructive engagement</td>
<td>Inclusive citizenship</td>
<td>Social cohesion</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reference Point</th>
<th>Culture</th>
<th>Structure</th>
<th>Society building</th>
<th>Canadian identity</th>
<th>Canadian values</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Ethnicity</th>
<th>Race relations</th>
<th>Citizenship</th>
<th>Integration</th>
<th>Cohesion</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Magnitude</th>
<th>Individual adjustment</th>
<th>Accommodation</th>
<th>Participation</th>
<th>Rights and responsibilities</th>
<th>Responsibilities and rights</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Problem Source</th>
<th>Prejudice</th>
<th>Systemic discrimination</th>
<th>Exclusion</th>
<th>Unequal access, “clash” of cultures</th>
<th>Faith and culture clashes</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Solution</th>
<th>Cultural sensitivity</th>
<th>Employment equity</th>
<th>Inclusiveness</th>
<th>Dialogue/mutual understanding</th>
<th>Shared values</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Key Metaphor</th>
<th>“Mosaic”</th>
<th>“Level playing field”</th>
<th>“Belonging”</th>
<th>“Harmony/jazz”</th>
<th>“Conforming”</th>
</tr>
</thead>
</table>
Conservative Changes

- Re-emphasized integration
- Service delivery, not employment equity
- Antisemitism focus
- Greater politicization and outreach
Liberal Emphasis
Language

- Canadians understand that diversity is our strength. We know that Canada has succeeded—culturally, politically, economically—because of our diversity, not in spite of it. Prime Minister Trudeau, London, 25 November

- This is something that we are able to do in this country because we define a Canadian not by a skin colour or a language or a religion or a background, but by a shared set of values, aspirations, hopes and dreams that not just Canadians but people around the world share. Prime Minister Trudeau, Toronto, 10 December (welcoming Syrian refugees)
Diversity and Inclusion
Cabinet Committee

• Considers issues concerning the social fabric of Canada and the promotion of Canadian pluralism. Examines initiatives designed to strengthen the relationship with Indigenous Canadians, improve the economic performance of immigrants, and promote Canadian diversity, multiculturalism, and linguistic duality.
Mandate Letter Common Language

• Canadians expect us, in our work, to reflect the values we all embrace: inclusion, honesty, hard work, fiscal prudence, and generosity of spirit. We will be a government that governs for all Canadians, and I expect you, in your work, to bring Canadians together.

• You are expected to do your part to fulfill our government’s commitment to transparent, merit-based appointments, to help ensure gender parity and that Indigenous Canadians and minority groups are better reflected in positions of leadership.
Machinery

- Few changes given ambitious agenda

- Multiculturalism ‘returned’ to Canadian Heritage after 8 years at CIC/IRCC
  - Political responsibility followed former Minister Kenney
  - Resources cut and/or reallocated: from 73 to 29 FTEs, from $13 m to 10 m
  - Rebuilding required

- No specific commitment in Minister Joly’s mandate letter but identity focus
Liberal Platform and Commitments

- No specific references
- But meaningful shared commitments in terms of appointments
- Other: restoration of Census, review of litigation etc
Cabinet and Critics

Visible Minority
- Liberal Cabinet: 17%
- Liberal PS or Equiv: 9%
- NDP Critics: 13%
- NDP Dep Critics: 3%
- CPC Critics: 0%
- CPC Dep Critics: 0%

Women
- Liberal Cabinet: 50%
- Liberal PS or Equiv: 34%
- CPC Critics: 35%
- CPC Dep Critics: 45%
- NDP Critics: 13%
- NDP Dep Critics: 13%
Policy Agenda
Suggested changes

Incremental

• Revisit objectives and align to diversity and inclusion agenda

• Revert to broader anti-racism and discrimination messaging along with community-specific targeting (e.g., antisemitism, anti-Muslim), link to indigenous issues

• Strengthen evidence-base in *Annual Report*, not just departmental self-reporting

• Review effectiveness of Canadian Race Relations Foundation and Global Centre for Pluralism

• Return International Holocaust Awareness Alliance from Global Affairs

• Maintain police-reported hate crimes StatsCan reporting

More ambitious

• Consider new Ethnic Diversity Survey for 2021 Census

• Review and update if necessary *Canadian Multiculturalism Act*

• Higher-level and more meaningful multiculturalism/inclusion FPT forum
GBA+ or Diversity and Inclusion Lens

• GBA+ and Diversity: GBA+ starts with gender and goes further, looking at a range of other diversity issues and aspects of identity such as age, education, language, culture, ethnicity, geography, income, sexual orientation, ability and Aboriginal identity, to name a few. A systematic application of GBA+ can build on existing practices, focusing on key gender considerations among diverse groups of women and men. (SWC)

• How well has this been implemented? Reported on?

• Is gender more fundamental than other aspects?

• SWC Mandate letter: “Work with the PCO to ensure that a GBA is applied to proposals before they arrive at Cabinet for decision making” (absence in PCH Mandate letter)

• Other models:
  • Equity and Inclusion Lens (Ottawa, Status of Women, for broader policy and program development)
  • Outsmarting our brains: Overcoming hidden Biases (RBC/EY Report for hiring)
Aims

• Become more aware of diversity around you

• Incorporate a diversity of perspectives to strengthen the capacity of work teams

• Create a positive and respectful work environment

• Create a workforce and services representative of the community

• Address systemic barriers and inequities people face
Examples

• Toronto public schools
• Toronto children’s aid
• Ontario Police carding practices
• Ontario sex education roll-out
• Vancouver 2010 Opening and Closing Ceremonies
• Citizenship test pass results
• CRA and Service Canada ethnic outreach
• CSIS and RCMP outreach and engagement
Discussion

• Reactions to the data and findings?

• Impact of diversity and inclusion agenda in your workplace?

• GBA/GBA+ practice and influence?
Andrew Griffith

Email: agriffith232@gmail.com
Twitter: @andrew_griffith
LinkedIn: andrewlgriffith
Facebook: Andrew Griffith C&M
Blog: www.multiculturalmeanderings.wordpress.com
Books: lulu.com