



PROPOSED FRAMEWORK FOR A NATIONAL ANTI-RACISM STRATEGY

In June 2019, the Government of Canada announced its new National Anti-Racism Strategy following a series of 22 in-person forums with community organizations and the public, including a forum organized by COP-COC in January 2019. The strategy report, while highlighting \$45 million of various existing, redirected, and new federal funding under the banner of anti-racism, fails to specifically outline the strategy's concrete timelines, actions, and goals.

COP-COC is committed to ensuring the vision for a robust and impactful national Anti-Racism Strategy shared by Indigenous communities, people of colour, and local grassroots organizations across Canada is implemented and withstands any changes in political power moving forward. The following is a snapshot of only some of the key components and recommendations outlined in the "Proposed Framework for a New Anti-Racism Strategy for Canada" submitted by COP-COC in 2019, which are absent from the federal strategy report released in June.

STRUCTURAL/INSTITUTIONAL FRAMEWORK

- Development of Anti-Racism legislation
- Development of Racial Impact Analysis for all government policies and laws
- Mandated collection and tracking of disaggregated data in a way that enables analysis of intersecting effects of ethno-racial background with gender identity, sexual orientation, socioeconomic status, immigration status, age, (dis)ability and religious or faith identity to develop effective strategies for addressing systemic racism.



KEY COMPONENTS & CONCRETE ACTION

LABOUR MARKET

- Reinstate mandatory compliance with employment equity for federal contractors and effectively enforce that regime
- Work with provinces and territories to introduce, implement and effectively enforce employment equity legislation
- Broaden eligibility criteria beyond permanent residence for federally funded immigrant settlement services to provide access on the basis of need rather than immigration status
- Increase protection for vulnerable migrant workers, including (but not limited to): providing permanent residency upon arrival and providing access to social entitlements

RACIALIZATION OF POVERTY

- Adopt a racial equity and gender equity lens to evaluate the impacts of all economic and social policies on racialized communities
- Adopt a "targeted universalism" approach to poverty reduction and eradication that:
 - Incorporates effective measures to address at a minimum the disproportionate rates of poverty among First Peoples, peoples of colour, single mothers, persons with (dis)abilities and racialized newcomers; and
 - Takes into account the intersectionality of marginalization of race (and ethnicity) with gender, age, disability, sexual and gender identity, religious or faith identity and immigration status.
- Review the refugee, immigration and citizenship program to identify/address areas of disproportionate inequities, including but not limited to the following priorities:
 - Forgive all transportation loans for sponsored refugees and interest on these loans
 - Remove the Minimum Necessary Income for the sponsorship of parents and grandparents
 - Expand eligibility for immigrant settlement services, employment services, healthcare, housing and any economic, social and health services to include migrant workers and others with precarious immigration status

EDUCATION & HEALTH

- Inject new funding in post-secondary education through federal grant and scholarship programs to enable fair and equitable access for racialized and other marginalized communities
- Expedite full transfer of educational matters from pre-school to post-secondary education to local Indigenous authorities.
- Require the Canadian Institute for Health Information (CIHI) to collect and analyze ethno-racially disaggregated data on health outcomes and experiences across the health care system, incorporate a racial equity impact analysis on all of its research projects and budget allocations, identify research gaps on health matters that disproportionately affect racialized populations and develop and implement a plan of remedial action

REMAINING QUESTIONS & NEXT STEPS

- Following the release of the national Anti-Racism Strategy, questions remain regarding its implementation, structure, goals, and related policies, including: **"What specific legislation will be developed through this strategy?"** and **"What is the specific mandate of the Anti-Racism Secretariat?"**
- Between October 2019 - March 2020, COP-COC is holding strategy sessions with community partners across Ontario to identify ways to ensure that the federal government strengthens its national Anti-Racism Strategy with specific goals, legislation, and a framework in line with recommendations for concrete action proposed during public forums.

