

ANNUAL REPORT  
ON THE OPERATION OF  
**THE CANADIAN  
MULTICULTURALISM ACT**

2011  
2012

PROMOTING INTEGRATION





*Building a stronger Canada: Citizenship and Immigration Canada (CIC) strengthens Canada's economic, social and cultural prosperity, helping ensure Canadian safety and security while managing one of the largest and most generous immigration programs in the world.*

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## FOREWORD FROM THE MINISTER

As Minister of Citizenship, Immigration and Multiculturalism, I am proud to introduce this 24th Annual Report on the Operation of the *Canadian Multiculturalism Act*. The report highlights the initiatives undertaken in 2011–2012 across all institutions of the Government of Canada, including Citizenship and Immigration Canada.

The success of multiculturalism in Canada is contingent on the participation in Canadian society of all citizens – not just newcomers to Canada. That is why we encourage all Canadians to welcome people from diverse backgrounds and to deepen their understanding of the values, history, institutions, rights, and responsibilities that unite us as Canadians.

The Government continues to advance the *Canadian Multiculturalism Act* by focusing on intercultural and interfaith understanding, shared values, civic pride, and our commitment to a peacefully pluralistic society.

Citizenship and Immigration Canada implements the Multiculturalism Act by helping build an integrated, socially cohesive society; supporting institutions to serve a changing population; and engaging in international discussions on multiculturalism.

To build bridges between all Canadians, Citizenship and Immigration Canada continued to provide funding through Inter-Action, Canada's multiculturalism grants and contributions program.

In 2011-2012, we funded projects such as “Multiculturalism and Multimedia: a Mentorship Program to Enhance Belonging.” This three-year project provides ethnocultural youth, particularly at-risk youth, with internships in the media sector. The goal is to make the media more accessible to Canada's diverse ethnocultural communities and to increase the sense of belonging of ethnocultural youth.

Through the Community Historical Recognition Program, we continued to support projects that recognize the experiences of communities affected by wartime measures and immigration restrictions, and that promote these communities' contributions to building our country. Through Citizenship and Immigration Canada, the government approved 15 new projects in communities across Canada to recognize the experiences of Chinese, Jewish, Italian and Indo- Canadian communities.

To increase awareness of the important contributions of Canadians of African descent during Black History Month, Citizenship and Immigration Canada developed educational and promotional tools to commemorate their role in the War of 1812, as part of government-wide efforts to commemorate the bicentennial of this major historical event.



I am proud of the leadership role that Canada is taking to combat anti-Semitism and to further Holocaust education, remembrance and research. In September 2011, Canada was the first signatory to the Ottawa Protocol on Combating Anti-Semitism. The Protocol was the result of the second conference of the Inter-Parliamentary Coalition for Combating Anti-Semitism, which Canada hosted in 2010.

On December 15, 2011, I was pleased to announce that, in 2013, former Member of Parliament Mario Silva will chair the International Task for International Cooperation on Holocaust Education, Remembrance and Research, now known as the International Holocaust Remembrance Alliance, on behalf of Canada.

These are just some highlights of our accomplishments in 2011-2012 with respect to the Multiculturalism Program. Citizenship and Immigration Canada also continues to promote an integrated and cohesive society through our other programs and services, which are described in this report. This is helping us to promote inclusion, civic participation and shared citizenship.

To encourage the integration of newcomers and social cohesion among all Canadians, we also continue to engage all of our partners. These include other federal institutions and all other levels of government across Canada, as well as civil society organizations and communities.

A handwritten signature in black ink, appearing to read "Jason Kenney". The signature is stylized and written in a cursive-like font.

The Honourable Jason Kenney  
Minister of Citizenship, Immigration and Multiculturalism



# INTRODUCTION: OVERVIEW OF MULTICULTURALISM IN CANADA

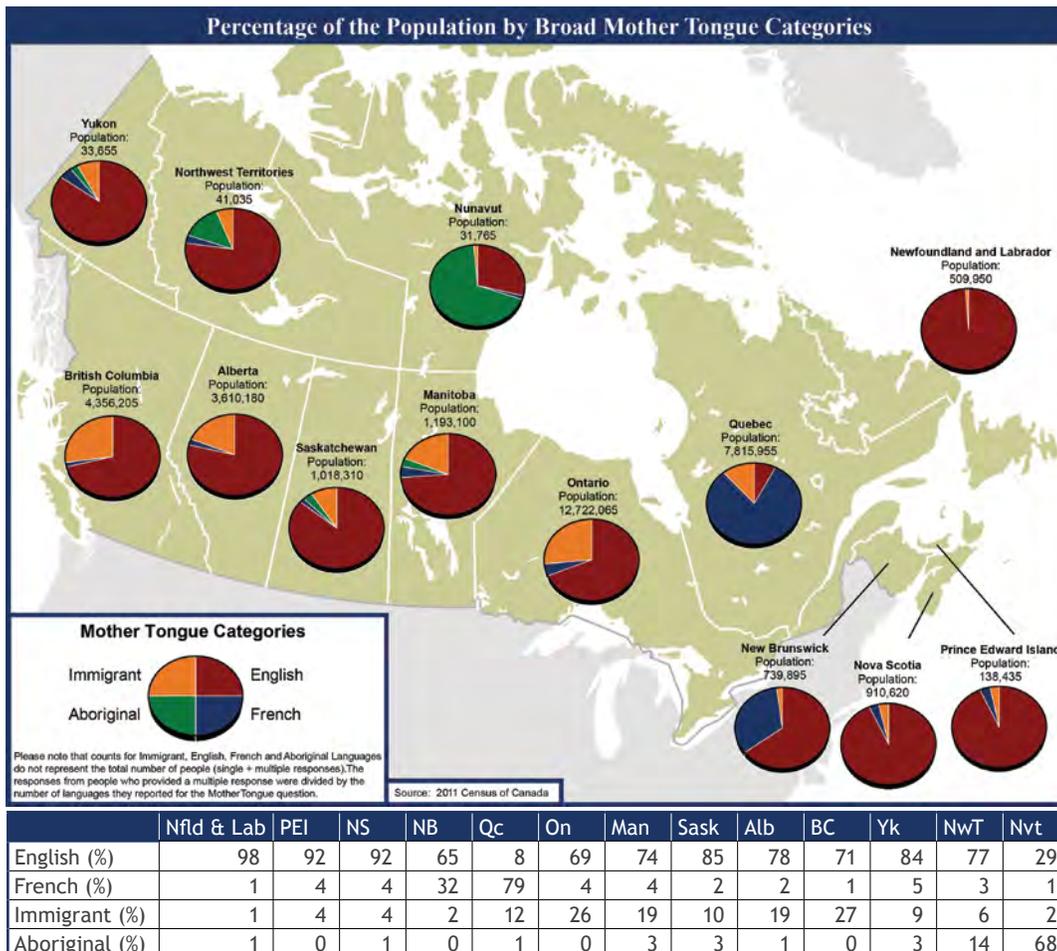
## Canada's Growing Diversity

Canadian society rests upon a solid foundation, one built by the three founding nations, Aboriginal, French and British peoples, with strong institutions, a vibrant national culture and identity, and shared values. Over time, Canada has grown as a nation, in part due to successive waves of newcomers to towns and cities across the country.

While discussions about diversity often revolve around recent immigration, Canadian diversity is inherently more complex and dynamic, with a long history. From Canada's Aboriginal peoples, with a rich tapestry of languages, customs, and experiences to the stories of Black Canadians in Nova Scotia pre-dating Confederation by almost a hundred years to the

most recent newcomers from Asia, Canadians of more than 200 ethnicities and numerous faiths call this country home. Canadians experience this diversity of origins every day, in interactions with neighbours, in the workplace, in the classroom, in their own families, in the media, or at sporting or cultural events. Canada's linguistic landscape is testament to this diversity. For example, 32% of residents of New Brunswick have French as their mother tongue, whereas 27% of the population of British Columbia report a language other than English or French as their mother tongue. Throughout our country, the contributions of Canadians and newcomers of different ethnicities and religions have made this country great.

Figure 1: Percentage of the Population by Broad Mother Tongue Categories



## Multiculturalism

Canada's integration of people from diverse backgrounds continues to shape our society. The lived experience of this process is what Canadians have come to know as "multiculturalism." As set out in the *Canadian Multiculturalism Act* (the Act), multiculturalism is a state-sponsored policy framework supported by a wide range of programming. It recognizes the diversity of Canadians – in terms of race, national or ethnic origin, colour and religion – as a fundamental and historic characteristic of Canadian society.

But multiculturalism is not simply a government program: it is the day-to-day reality of our country, in which Canadians of very different origins live and work side by side, in which new Canadians work hard to learn our languages, our values, and our traditions, and, in turn, are welcomed as equal members of the Canadian family. Canada's peaceful pluralism, which is the envy of so many nations, depends on that welcoming community spirit being multiplied across the country.

For generations, multiculturalism has been a path to integration of newcomers from around the world. It has helped Canadians, regardless of origin or beliefs, to contribute to furthering the growth and prosperity of their new country. Multiculturalism has become a shared value that encourages new Canadians to maintain those family, religious, and cultural traditions that are consistent with Canadian values such as human dignity and equality before the law.

### *The Canadian Multiculturalism Act*

*The Canadian Multiculturalism Act* (1988) is part of a larger legislative framework, including the *Citizenship Act* (1977), the *Canadian Charter of Rights and Freedoms* (1982), the *Canadian Human Rights Act* (1985), the *Employment Equity Act* (1995),

the *Official Languages Act* (1988), the *Broadcasting Act* (1991) and the *Immigration and Refugee Protection Act* (2002). Further, most provincial and territorial governments have enacted legislation or policy frameworks for the promotion of multiculturalism within their jurisdictions.

The *Canadian Multiculturalism Act* recognizes the diversity of Canadians as a fundamental and historic characteristic of Canadian society, and reaffirms the importance of the distinctly Canadian conception of multiculturalism through three broad themes:

- Recognizing diversity;
- Promoting understanding; and,
- Promoting equality of opportunity and eliminating barriers.

The Act gives the Government of Canada a measure of flexibility to develop policies, programs, and services to address changing demographic realities. It gives the Government of Canada and, more particularly, the Minister responsible for multiculturalism, the impetus to engage all Canadians, civil society, the private sector, and foreign institutions and governments to maintain Canada's peacefully pluralist society.

## Multiculturalism Program

The Department of Citizenship and Immigration (CIC) provides strategic direction for implementing the Act through its Multiculturalism Program. The Multiculturalism Program focuses on the following policy objectives:

- Building an integrated, socially cohesive society;
- Supporting institutions to respond to the needs of integrating Canada's diverse population; and,
- Engaging in international discussions on multiculturalism.

These objectives are supported through a range of Multiculturalism Program activities. Details of these activities are described throughout this report.

## **Overview of CIC's Multiculturalism Program activities**

The aims of the *Canadian Multiculturalism Act* are promoted primarily through the Multiculturalism Program and its three policy objectives:

### **A. Build an integrated, socially cohesive society**

Building stronger relationships between individual Canadians and communities can prevent the importation of racism and discrimination to Canada; increase intercultural and interfaith awareness and peaceful coexistence; and foster a sense of citizenship and respect for core Canadian values. The Multiculturalism Program uses a range of tools and strategies to support and promote positive interactions between Canadians and to foster integration and respect for core Canadian values. This includes supporting projects that address the needs of communities across the country through Inter-Action, the Multiculturalism Program's grants and contributions program, and raising awareness of and informing the public discourse on multiculturalism through targeted public education and outreach initiatives. CIC continues to promote equal opportunity for individuals of all origins. **(Activities are outlined in Part Two.)**

### **B. Support institutions to serve a changing population**

Immigration and changing demographics are directly shaping Canadian communities. As our communities change, our institutions naturally change as well to serve the needs of new Canadians. The Government of Canada assists these changes by giving money to institutions to help them integrate and serve new Canadians. This funding promotes the principles of the Act and contributes to strengthening social cohesion. **(Activities are outlined in Part Three.)**

### **C. Actively engage in discussions on multiculturalism at the international level**

Public debates on issues related to Canada's changing demographics – notably the accommodation of different religious values and practices, national identity, and demographic concentration – are increasingly prominent in Canada and elsewhere. Canada's peaceful pluralism continues to be seen as a model of integration and social cohesion. Consequently, foreign governments and international organizations have shown an interest in Canadian multiculturalism and how our experiences can be applied to address challenges and build upon opportunities presented by their own increasingly diverse populations. The Government of Canada actively engages in discussions with other countries and other interested parties on issues of mutual concern related to immigration and increasing diversity, including racism, anti-Semitism, and other forms of discrimination. Through these discussions, the Government also learns from the challenges faced by others. CIC continues to promote Canada's experience of peaceful pluralism as a successful model. **(Activities are outlined in Part One.)**

## Evaluation of the Multiculturalism Program

As part of its evaluation plan, CIC completed an evaluation of the Multiculturalism Program in 2011-2012. The evaluation of the Multiculturalism Program was designed to address three broad themes: relevance, design and delivery, and performance. In keeping with the requirements of the Directive on the Evaluation Function, program relevance was assessed in terms of: (1) continued need; (2) consistency with respect to federal roles and responsibilities; and (3) alignment with government and departmental objectives and priorities. Program performance was assessed by examining program results in terms of: (4) effectiveness; and (5) efficiency and economy. The evaluation was conducted by CIC's Research and Evaluation Branch between April and October 2011.

The evaluation report is an important mechanism to guide CIC's Multiculturalism Program in the future, including improving the reporting on the operation of the Canadian Multiculturalism Act. Currently, the department is considering ways to further improve the quality and focus of the Annual Report and is reducing its length to be more in-line with other CIC reports to Parliament. This review is expected to be implemented for the next Annual Report to Parliament, which will be the 25th Annual Report on the Operation of the Canadian Multiculturalism Act. The evaluation report and management response have been posted on CIC's website: <http://www.cic.gc.ca/english/resources/evaluation/index.asp>.

## PART ONE:

# COMBATING ANTI-SEMITISM IN CANADA AND AROUND THE WORLD

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The Government of Canada encourages and supports intercultural and interfaith dialogue at national and international levels to fight against all forms of racism and unjust discrimination, including anti-Semitism. Citizenship and Immigration Canada (CIC) plays a leading international role in combating anti-Semitism and in the promotion of Holocaust education, remembrance and research, in cooperation with other departments and non-governmental organizations.

### **Government of Canada's Leadership in Combating Anti-Semitism Around the World**

In July 2011, following a two-year investigation into anti-Semitism in Canada, the **Canadian Parliamentary Coalition for Combating Anti-Semitism** (CPCCA) released its final report. The report's recommendations were based on 10 public meetings and nearly 200 written submissions received by the CPCCA in 2009-2010. The report examined the role of law enforcement, social media and post-secondary education in combating anti-Semitism, and its recommendations included: identifying and defining the nature of anti-Semitism; engaging with Canadian institutions; adopting a clear definition of anti-Semitism; and, analyzing the extent of anti-Semitism in Canada with recommendations on how it can be addressed.

In September 2011, Minister Kenney and Foreign Affairs Minister John Baird signed the **Ottawa Protocol on Combating Anti-Semitism**. The Protocol was the result of the second conference of the Inter-Parliamentary Coalition for Combating Anti-Semitism held in Ottawa in November 2010. The Protocol seeks commitments from governments to measure and address hate crimes, counter hate speech, improve anti-Semitism education, uphold the Genocide Convention (1948), and take foreign policy stances on issues related to anti-Semitism when necessary. Canada had the honour of being the first country to officially endorse the Protocol. In addition, Canada boycotted events in 2011 to commemorate the adoption of the Durban Declaration and Programme of Action, also known as Durban III, due to profound concerns about pervasive anti-Semitism at the Conference.

Canada is a member of the **International Holocaust Remembrance Alliance** (IHRA), formerly the **Task Force for International Cooperation on Holocaust Education, Remembrance, and Research** (ITF). In December 2011, it was announced that in 2013, Canada would assume the Chair of the ITF (now IHRA), and Minister Kenney appointed former Member of Parliament, Dr. Mario Silva, to the role of incoming Chair.

Minister Kenney appointed an Advisory Council to support the Chair, co-chaired by Dr. Silva and Senator Linda Frum, with experts from across Canada, including academics, museum directors, CEOs and leaders from within the Jewish community. Canada, as the 2013 IHRA Chair, will host a meeting in October 2013 of the over 30 IHRA member states. In 2011, a Canadian delegation, including government officials and experts from civil society, attended two IHRA conferences in the Netherlands, as part of the Dutch Chair Year. Canada actively contributed to a number of IHRA priorities, including the administration of the IHRA Grant Programme, and the development of the IHRA multi-year workplan. For more information on the IHRA, visit: <http://www.cic.gc.ca/english/multiculturalism/holocaust.asp>.

CIC also supports Holocaust and religious freedom initiatives led by Foreign Affairs and International Trade Canada. The Department of Foreign Affairs and International Trade is leading the development of a National Holocaust Monument, which will be built in the National Capital Region. The monument will bring together Canadians of all faiths and serve as a permanent reminder for us to stand together against intolerance and hatred. Foreign Affairs will also be home to Canada's new Office of Religious Freedom. First announced in the 2011 Speech from the Throne, the Office will promote and protect freedom of religion and beliefs, consistent with core Canadian values such as freedom, democracy, human rights and the rule of law, and it will support the interfaith and multicultural character of Canada.



Citizenship, Immigration and Multiculturalism Minister, Jason Kenney, at the signing of the Ottawa Protocol on Combating Antisemitism.

Ottawa, 2011

## PART TWO: THE MULTICULTURALISM PROGRAM 2011-2012

This section highlights the key activities undertaken by Citizenship and Immigration Canada (CIC) from April 1, 2011 to March 31, 2012 through the Multiculturalism Program and complementary initiatives to promote integration.

### SUPPORTING INTEGRATION AND BUILDING BRIDGES

The *Canadian Multiculturalism Act* (section 3(1)(g)) encourages the Government of Canada to promote interaction between Canadians. By building bridges, Canadians can work together to support integration and strengthen social cohesion.

Inter-Action, Canada's multiculturalism grants and contributions program, supports

initiatives that contribute directly to the objectives of the Multiculturalism Program. Funding is provided through two streams: the Projects stream, and the Events stream.

The **Inter-Action Projects stream** provides funding for long-term, multi-year activities that support building an integrated, socially cohesive society. In 2011–2012, funding was approved for 30 projects, for a total amount of \$7,658,378.

The **Inter-Action Events stream** provides funding for community events that foster intercultural understanding, civic memory and pride, and respect for core democratic values. In 2011–2012, 202 events received approval for funds amounting to \$1,848,601.

Funding for **Inter-Action Projects and Events** in 2011–2012 included the following activities:

#### PROJECTS

##### Discussing Diversity, Multiculturalism and Citizenship Encounters with Canada (EWC) Ottawa, Ontario

EWC is Canada's largest and foremost youth forum, hosting 120-148 students, between the ages of fourteen and seventeen for 26 weeks throughout the academic year. Participants visit Ottawa to discover their country, learn about Canadian institutions, meet famous and accomplished Canadians, explore career options, develop leadership skills and live a bilingual experience. Over 87,500 students have participated since the inception of EWC 29 years ago.

Each week has a different focus, including Politics in Canada, Vimy: Canada's Coming of Age, the Royal

Canadian Mounted Police, International Affairs and Arts and Culture. The program is recognized and endorsed by every provincial and territorial ministry of education and recognized by the Duke of Edinburgh's Award Program. The objectives of the weekly Discussing Diversity workshop are to: 1) Contribute to cross-cultural awareness; 2) Engage young Canadians from different ethnic, religious and racial backgrounds in informed dialogue related to diversity, multiculturalism and citizenship; and 3) Encourage youth to respond to racism and related intolerance at school as well as in their own communities.

### ***The Multicultural Youth Community Connections (MYCC) project***

Gateway Centre for New Canadians (The)  
Mississauga, Ontario

The Multicultural Youth Community Connections (MYCC) project is a two year (24 months) youth based initiative. The aim of the project is to develop intercultural community youth leaders. The project is comprised of the following components: workshops, intercultural leadership training, citizenship education, youth-led community projects, intercultural and interfaith educational activities. The designed intervention provides youth with training on intercultural leadership, intercultural competencies, skills in partnership building, and skills in active citizenship which culminate in the development of youth led community projects. Youth develop further skills in community project design, development and implementation. Approximately 120 ethno-cultural youth, youth at-risk, and immigrant youth, engage through the project. This initiative provides experiential, mutual learning and empathy building opportunities for youth to address social cohesion issues affecting their communities.

### ***Bleuets émergents: L'immigrant au coeur d'une région (an immigrant integration project of Portes Ouvertes sur le Lac)***

Portes Ouvertes sur le Lac (immigrant reception service for the Lac Saint-Jean region)  
Saint-Felicien, Quebec

The *Bleuets émergents* project arose from a regional process aimed at positive interaction among the various ethnic and religious communities in the Saguenay-Lac-Saint-Jean area. One component of the project will develop the skills of 120 immigrants through two sets of 16 workshops. A second component will get immigrants involved as volunteers and bring communities together through 15 activities for the general public focused on intercultural understanding. These activities will form learning milestones for participants in the workshops. The first year will introduce them to volunteering, the second year will allow them to take on certain responsibilities, and

in the third year, they will be in charge of all aspects of organizing an intercultural activity. Participants will also help develop and disseminate tools to assist the region's public institutions in implementing their newcomer reception and integration policies.

### **Sharing Our Cultures**

St. John's, Newfoundland and Labrador

Sharing Our Cultures (SOC) engages 150 school youth from diverse cultural, linguistic and religious heritage in showcasing their cultures in a public forum to approximately 500 members of the public and 1500 school children from Newfoundland and Labrador. Beneficiaries of SOC are immigrant school youth who meet regularly to prepare their information displays, while learning interpersonal, organization, communication, time management, research, computer technology and presentation skills, with opportunities for intercultural exchange and developing friendships. Grade Six students and their teachers, in St. John's and rural schools, gain a better understanding of cultural diversity while they interact with these youth, thus, enriching their intercultural experiences.

### **EVENTS**

#### **Richmond 75 Year Anniversary of Scouting**

Scouts Canada

Richmond, British Columbia

Scouts Canada's Richmond District commemorated the 75th Anniversary of its presence in the community of Richmond, at Minoru Park in Richmond, BC on June 10-12, 2011. Through the theme of "Celebrating Cultural Diversity and History", and using scouting as a common ground to connect different cultures together, the event attracted fifteen hundred participants from different cultures, ethnic and faith groups. It built bridges amongst the different communities through various interactive planned activities. Such activities included cultural performances and demonstrations, scouting activities, arts and crafts, children's activities, the display of historical archives, as well as interactive information booths on local

programs and services. The event demonstrated the involvement of various groups in the community, and established concrete opportunities for interaction amongst them, while highlighting the rich and diverse make up of the local area.

### **Diversity @ Work - Faith in the Workplace Dialogues**

Skills for Change  
Toronto, Ontario

The event, “Diversity @ Work-Faith in the Workplace Dialogue”, was a public education initiative and nation building activity. The event supported the ongoing commitment to building a future where workplace diversity is the foundation of what makes Canada great. The event also engaged approximately 200 diversity management professionals and faith leaders in a dialogue about the role of faith and culture in the Canadian work environment. Participants had the opportunity to investigate the ways religious traditions and spiritual beliefs shape and inform the workplace. They explored: prosperity and the role of diversity and inclusion; stakeholder interests; and corporate social responsibility. Following the event, Skills for Change documented the findings from these dialogues and included them in social media activities throughout the year.

### **Other People’s Heaven: The Viola Desmond Story**

Pictou Regional Development Agency  
New Glasgow, Nova Scotia

To celebrate Black History Month, Pictou Regional Development Agency, in partnership with the Town of New Glasgow and the Black Educators Association, brought playwright and actor Beau Dixon and the cast of Firebrand Theatre to New Glasgow to perform “Other People’s Heaven: The Viola Desmond Story”. This theatrical, discussion and learning event brought diverse cultures together to celebrate African heritages by enabling dialogue on issues of social justice in a dynamic and interactive way. The audience included

established residents of African, Aboriginal, Scottish, British Isles and European descent, as well as new Canadians from cultures including, Indian, Korean, Iraqi, German, English, Argentinean, African and Russian. This unique performance used live entertainment to educate, and included a topical discussion facilitated by the actors and playwright/director.

### **Multicultural Mosaic Festival**

Canada Pakistan Friendship Association  
Mississauga, Ontario

The Canada Pakistan Friendship Association organized a one day Multicultural festival for the residents of North West Mississauga. The “Multicultural Mosaic Festival” showcased the diversity that exists within Mississauga while providing bridging opportunities amongst residents from Indian, Pakistani, Chinese, Filipino, Polish, Russian, Nepali, Eastern European and African origins. This event inspired and encouraged intercultural understanding by showcasing multiple musical and culinary traditions, conducting Q & A sessions throughout the day, hosting a multicultural youth and senior talent show and various other games and activities. The event outcomes established concrete opportunities for positive interaction among participants. The event also helped foster intercultural and interfaith understanding amongst ethno-culturally and religiously diverse community members.

### **Connaissez-vous vos obligations? (Do you know your duties?)**

Regroupement des femmes immigrantes francophones (Le) (French-speaking immigrant women’s group)  
Toronto, Ontario

An activity, *Journée Civique* (Civics Day), was organized as a discussion forum on the rights and duties of Francophones in Canada. The event was open to the general public. Over 100 Francophones, including students, youth, seniors, families from Congo, Haiti, Cameroon, Ivory Coast, France, Morocco, etc., as well as Franco-Ontarians, participated in the one day event.



Minister Kenney and Mrs. Baljit Sethi, 2011 recipient of the Paul Yuzyk Award for Multiculturalism

Ottawa, 2011

## RECOGNIZING CANADA'S HISTORIC DIVERSITY

The **Paul Yuzyk Award for Multiculturalism** was launched in 2009 to recognize people dedicated to promoting multiculturalism and the integration of newcomers in Canada. The 2011 Award was presented to an outstanding individual in the Lifetime Achievement category, Baljit Sethi. Baljit Sethi, born in India in 1933, came to Canada in 1972. In 1976, she founded the Immigrant Services Society of Prince George, now known as the Immigrant and Multicultural Services Society (IMSS). Through her work with the IMSS, Mrs. Sethi identified that the integration of newcomers into the community could be better supported through multicultural programs and the promotion of racial harmony. An activist and an advocate for immigrant women, Mrs. Sethi has become a source of inspiration to the community at large. Through almost 40 years of dedicated service to the integration of newcomers and the promotion of multiculturalism, Mrs. Sethi has made exceptional contributions to multiculturalism and integration of newcomers.

### Public Education and Outreach

Each May, the valuable contributions of Canadians of Asian descent to the development of Canadian history, identity, and society is recognized. As part of **Asian Heritage Month** CIC partnered with the Vietnamese Canadian Federation, in collaboration with the Vietnamese Canadian Centre (VCC), for a book reading by author Kim Thúy. Born in Saigon in 1968, Ms. Thúy left her native Vietnam 10 years later with her parents and two brothers to flee from a repressive communist regime. Their journey began in the nauseating hold of a fishing boat

followed by a painful stay in a Malaysian refugee camp before eventually ending in Quebec, where her family learned to adapt to an extremely different lifestyle. Her incredible journey is the narrative of her debut novel "Ru". The book received a Governor General Award in 2010. Approximately 200 distinguished guests attended the event and were honoured to have an opportunity to meet Ms. Thúy as she signed books.

Asian Heritage Month also included screening of the acclaimed film *Mao's Last Dancer*, which follows the story of a small boy's extraordinary journey from poverty, oppression, and a gruelling apprenticeship as a classical ballet dancer in communist China to international stardom and creative freedom in America. The film was a runner-up for the People's Choice Award at the Toronto International Film Festival in 2009.

Founded in 1987, the Vietnamese Canadian Centre was established to primarily serve as a resource centre on Vietnamese culture and on issues related to the resettlement and integration of Vietnamese refugees and immigrants in Canada. It provides a focal point for Vietnamese community activities in the National Capital Region and acts as a national office for the Vietnamese Canadian Federation, an umbrella organization of the Vietnamese community. Paul Nguyen, the 2010 Paul Yuzyk Award recipient, chose to donate the \$20,000 grant that came with his award to the VCC.

In February 2012, as part of the annual celebrations for **Black History Month**, the Department partnered with various organizations, such as the Canadian

War Museum, to set the stage for an exceptional month of a broad range of commemorative activities. Reflecting the broader Government of Canada commemorative activities for the

bicentennial anniversary of the War of 1812, this year's theme for Black History Month was "The War of 1812: The Contribution of Black Soldiers in the Fight for Canada."

## Black History Month 2012 The War of 1812: The Contribution of Black Soldiers in the Fight for Canada

On February 1, 2012, the Department launched Black History Month with a special evening reception at the Canadian War Museum in Ottawa. Nearly 300 distinguished guests were given an opportunity to hear local artist Ms. Nambuusi "Rita Carter" Kyeyune sing the national anthem. Master of ceremonies Senator Don Meredith led the event with great pride and introduced various guest speakers such as Minister Kenney, Canada Post Corporation President and CEO Deepak Chopra, and Canadian Museum of Civilization Corporation CEO Mark O'Neill. A special unveiling of stamps by the Canada Post Corporation, with the help of the Ontario Black History Society and the Ottawa Black History Month Society, was also held. Audience members also had the pleasure of watching a special re-enactment of the life of Richard Pierpoint, a Canadian soldier of African descent who fought during the War of 1812. His contributions eventually led to the formation of what was known as the "Coloured Corps." To further support this year's theme, a video of this re-enactment was produced and posted on the CIC website.

To engage the general public and raise awareness of the important contributions Canadians of African descent have made to the fight for Canada, CIC developed educational and promotional tools on Black History Month and the War of 1812. Richard Pierpoint and the overall contributions of Black Canadian soldiers were featured on this year's poster series.

To further publicize the War of 1812 theme and Black History Month, CIC partnered with the National Capital Commission during this year's Winterlude at the Jacques-Cartier Park in Gatineau, Quebec in February to provide re-enactments of the role of Richard Pierpoint as a Black Loyalist.

In partnership with the Canadian War Museum and Parks Canada, CIC added a new room on the War of 1812 and the contributions of Canadians of African descent to the Black History Virtual Museum featured on the CIC Teachers and Youth Web Corner. Along the same lines, a lesson plan was developed to provide teachers and students with greater knowledge of Canadian Black History, the War of 1812 and slavery in general.



Black History Month festivities and events honour the legacy of black Canadians, past and present. Black History Month 2012 recognized the bicentennial anniversary of the War of 1812 and the contributions of black soldiers.



Actor Marcel Joseph re-enacts the life of Richard Pierpoint, a Canadian hero of the War of 1812.

## Commemorating Communities

The **Community Historical Recognition Program (CHRP)** funds community based educational and commemorative projects to recognize the experiences of communities affected by wartime measures and invidious immigration restrictions applied in Canada. In 2011-2012, 15 new projects worth more than \$4.6 million were approved for funding.

These projects are located in communities across Canada and recognize the experiences of Chinese-, Jewish-, Italian-, and Indo-Canadian communities. To date, 69 projects have been funded through CHRP. For more information on the Community Historical Recognition Program, visit <http://www.cic.gc.ca/english/multiculturalism/programs/community.asp>.



The Italian Canadian Community Centre of the National Capital Region installed “Piazza Dante Memorial Wall” in Ottawa’s Dante Park, as a testament to Italian-Canadians for their courage and loyalty to Canada during World War II.

## Description of Selected Community Historical Recognition Program (CHRP) Projects

### Lost Years: The Chinese Canadian Struggle for Justice

Chinese Graduates Association of Alberta  
Edmonton, Alberta

The Chinese Graduates Association of Alberta (CGAA), in partnership with Lost Years Production Inc., created a two-part documentary mini-series entitled “Lost Years: The Chinese Canadian Struggle for Justice” for national television distribution. The mini-series in English and Chinese subtitles is comprised of two 42-minute episodes. The first episode traces the history of the Head Tax in Alberta and Western Canada and its impact on the early Chinese migrants through the stories and recollections of the outgoing Lieutenant Governor of Alberta, Norman L. Kwong. The stories of prominent Chinese-Canadian personalities are interwoven with those of community pioneers. In the second episode, the story turns to the present day journey for redress by the Chinese-Canadian community, the Prime Minister’s apology on June 22, 2006, the contributions made by various Chinese-Canadians to their country and the commitment to justice that will be their legacy for future generations. The film premiered on December 5, 2011 at the Guangzhou International Documentary Film Festival. It has also been shown as a two part television mini-series for CBC, and on regional and specialty channels. It has been nominated for numerous awards. To promote the documentary both as a suitable educational and popular history resource, Lost Years Production Inc. also released a DVD/VHS version of the film for distribution to community groups, schools and the general public. It is hoped that the documentary will be adopted by educators for use in social studies courses and serve as a historic reminder of the sacrifices and contributions of the Chinese-Canadian community.

### Italian Canadians During World War II

Columbus Centre  
Toronto, Ontario

The Columbus Centre acknowledges, commemorates, and increases knowledge about the Italian Canadian WWII experience. The project included the following main components: 1) Recording of 86 testimonials from individuals affected by the internment across Canada; 2) Development of a user-friendly, comprehensive online inventory of print, audio, visual and electronic resources on the internment for use by students, researchers and the general public; 3) Creation of a permanent exhibit on the internment at Columbus Centre, and of an online version of the exhibit; 4) Creation of a commemorative wall featuring a complete list of the names of internees for inclusion in the exhibit and; 5) Publication of an academic paper on the project findings that will serve as both a legacy piece and an incentive to secure the crucial participation of academia to the project. The products have been widely promoted to the Italian-Canadian community, school boards and the general public through a major media campaign and a launch event.

### OCCSC Historical Project

Ottawa Chinese Community Service Centre  
Ottawa, Ontario

The Ottawa Chinese Community Service Centre (OCCSC) was funded for an 18-month project to digitally publish the stories of Chinese-Canadian families and communities affected by the Chinese Head Tax and Exclusion Act in Ottawa and surrounding areas. Family members of Head Tax payers were interviewed, and where possible, historical documents (photographs, letters, etc.) were provided. Digitized stories and copies of historical documents were donated to a repository available to the public at the University of British Columbia’s Digital Library. The OCCSC also hosted all of the stories, historical documents and interviews online at <http://LivesOfTheFamily.com>. The digitized stories describe the monumental challenges and invaluable achievements of Chinese pioneers and will serve as an educational resource for future generations and researchers.

## Komagata Maru Monument

Khalsa Diwan Society  
Vancouver, British Columbia

The Khalsa Diwan Society received funding for two separate projects, a museum and monument, intended to commemorate the Komagata Maru incident of 1914. The goal of the projects was to provide a visible and powerful symbol of recognition and healing for Indo-Canadians and other South Asian communities while educating Canadians about the incident and the contributions of the Indo-Canadian community to building Canada.

## The St. Louis Ship of Fate

Atlantic Jewish Council  
Halifax, Nova Scotia

A travelling version of the successful exhibit *St. Louis Ship of Fate* (a German ocean liner whose 937 German Jewish passengers were denied entry to Canada in 1939) has been developed and will tour across Canada. This bilingual exhibit has an accompanying website featuring educational resources for teachers, marketing and evaluation materials, and an exhibit set-up manual for host museums. The Atlantic Jewish Council will be touring this exhibit for at least the next decade.

### Key Partners

The Department of Citizenship and Immigration encourages and supports the social, cultural, economic and political institutions of Canada to be both respectful and inclusive of Canada's multicultural character.

In addition, the Government of Canada provides significant contributions to and works in partnership with a number of key non-profit organizations that commemorate and promote multiculturalism in Canada and internationally.

The **Canadian Race Relations Foundation** (CRRF) was founded in 1997 with a \$24 million endowment from the Government of Canada as a national centre of expertise and an active promoter of anti-racism issues in Canada. In 2011, the CRRF created a nationwide interfaith network of over 20 faith-based and cultural communities that will serve as a forum for promoting inter-religious discussion, with support from CIC. In addition, the CRRF hosted roundtable discussions for students, NGO communities, governments and Canadians at large on a variety of issues, such as fundamental human rights, demographics and integration, and honour crimes. The 2011 annual Canadian Lecture, delivered by Keith

Conn, Chief Operating Officer at the First Nations Statistical Institute, highlighted some of the many challenges faced by Canadian First Nations in health, education, and housing. For more information, visit the CRRF website at <http://www.crr.ca>.

The **Global Centre for Pluralism** (GCP) was founded in Ottawa in 2006 by His Highness the Aga Khan, who was inspired by Canada's approach to pluralism, with a \$30 million grant from the Government of Canada and another \$30 million committed by His Highness the Aga Khan. The purpose of the GCP is to promote pluralism as a fundamental human value and to serve as a cornerstone of international peace, stability and development internationally. In 2011–2012, the GCP engaged in a variety of initiatives to promote multiculturalism. In September 2011, John McNee, Canada's former permanent representative to the United Nations, was appointed as the GCP's inaugural secretary-general, putting the GCP in a position to strengthen its international promotion of peaceful pluralism as a solution to the challenges faced by increasingly multi-ethnic societies. Consultations were undertaken with stakeholders in Canada and internationally to inform the

development of a three-year strategic plan. The GCP, which will eventually occupy Canada's former War Museum in Ottawa, has developed a site master plan encompassing the Centre, the National Gallery of Canada and the Royal Canadian Mint. For more information, visit the GCP at <http://www.pluralism.ca>.

- A national advertising campaign, What's in your Trunk?, that was launched in an effort to locate artefacts from Canada's internment operations from 1914–1920.

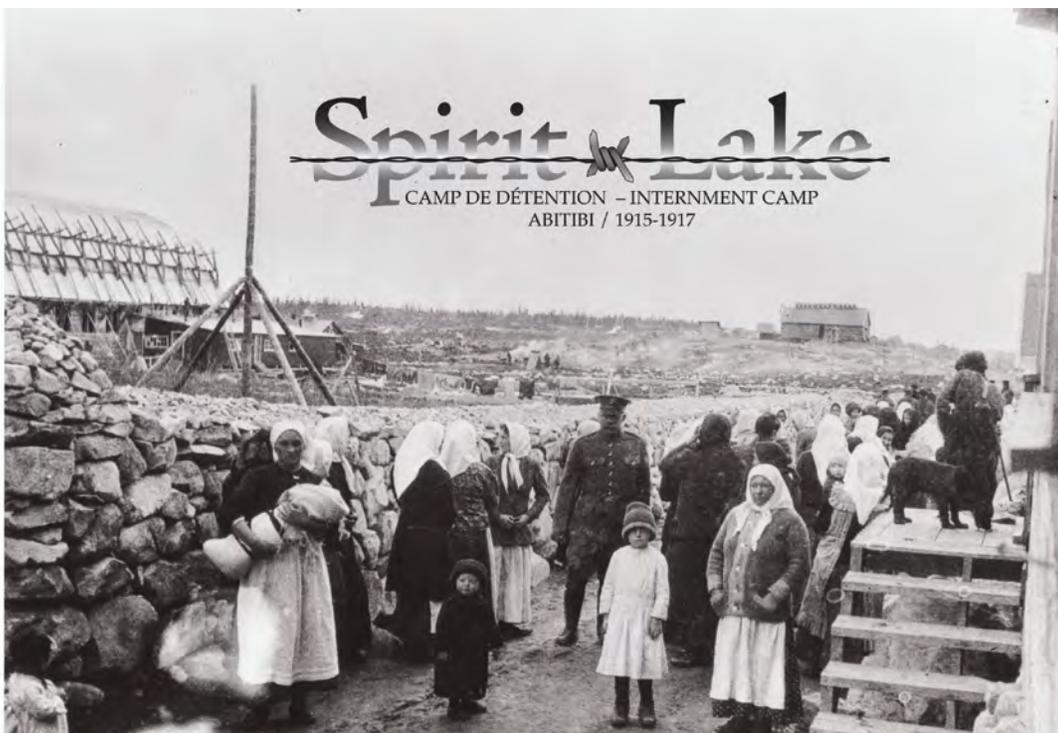
For more information, visit the website of the Canadian First World War Internment Fund at <http://www.internmentcanada.ca>.

The **Canadian First World War Internment Recognition Fund** was created in 2008 by the Ukrainian Canadian Foundation of Taras Shevchenko with a \$10 million endowment from the Government of Canada. In 2011–2012, funding was provided for initiatives including:

- The Spirit Lake Internment Interpretive Centre, which opened at La Ferme, Quebec. The Centre was built on the site of Canada's second largest internment camp and is a permanent memorial to the experiences of the 1,200 internees.
- The Kapuskasing cemetery restoration project, which included the reconstruction of the cemetery monument created by the internees, the identification of all internees buried at the cemetery, and the replacement and installation all 28 headstones.

## International Engagement

Canada plays an active role in international fora on issues related to multiculturalism, changing demographics, discrimination, racism, and fundamental human rights. The Multiculturalism Program hosts representatives from a number of other countries and from international organizations to discuss Canadian models of multiculturalism and integration, and to share best practices. Meetings are often organized in cooperation with staff from other CIC branches and from other government departments touched by the subject matter, such as the departments of Justice, Canadian Heritage, and Foreign Affairs and International Trade.



The interpretation centre at Camp Spirit Lake, Quebec, serves as a permanent memorial of the experiences of some 1,200 detainees who were interned there during the First World War, the majority of whom were of Ukrainian origin.

## Supporting Federal and Public Institutions

The *Canadian Multiculturalism Act* requires the encouragement and promotion of a coordinated approach to implementing multiculturalism policy. During 2011–2012, CIC continued to provide guidance to federal institutions on the implementation of the Act.

One mechanism for providing this support is the **Multiculturalism Champions Network**. In 2011–2012, the Network continued to address its short- and medium-term priorities for implementing multiculturalism and addressing federal institution challenges. The Multiculturalism Gateway, an online portal to foster greater collaboration and information sharing between federal institutions, was launched in February 2012. Champions also addressed ways to overcome challenges and to advance multiculturalism in their respective institutions. They identified common and sector-specific challenges and discussed potential solutions. There are currently over 90 champions across the Government of Canada.

Another mechanism for supporting federal institutions in their institutional responsiveness to multiculturalism is through training and knowledge sharing. An e-handbook was created in October 2011 as a “one-stop” reference tool for both seasoned and new champions. CIC delivered presentations on multiculturalism to various federal institutions in support of their activities. Further, for the fifth consecutive year, CIC supported federal institutions in preparing their annual submission of the activities, events and initiatives undertaken to implement the *Canadian Multiculturalism Act*.

The **Federal-Provincial-Territorial Network of Officials Responsible for Multiculturalism Issues** (FPTORMI) serves as an ongoing forum for federal, provincial and territorial government representatives to share information and engage in policy dialogue on programs, research and other issues concerning multiculturalism, diversity and anti-racism. In early 2011, a forward agenda was developed for guiding its future work. The priority areas identified for action included carrying out a comparative analysis of each jurisdiction’s legislation and obligations, reviewing how legislation is implemented, sharing research and other data, and tracking trends and issues. These activities will assist in providing a clearer picture of multiculturalism activities across Canada and in sharing best practices between institutions.

## COMPLEMENTARY EFFORTS TOWARDS MULTICULTURALISM

The Department of Citizenship and Immigration continues to promote the integration of individuals and communities into Canadian society by supporting **complementary policies, programs and services** that contribute to an integrated and socially cohesive society.

### Citizenship

Citizenship is an important milestone in the long-term integration of newcomers. The purpose of the Citizenship Program is to administer citizenship legislation and to promote the rights and responsibilities of Canadian citizenship to newcomers and all Canadians. In 2011, CIC continued to focus on improving program integrity and strengthening the value of Canadian citizenship by reviewing the current

language regulations to better assess the language proficiency of newcomers. CIC conducted a review of citizenship operations that resulted in a departmental action plan to modernize the process of granting citizenship. CIC implemented and introduced policies and procedures to improve efficiency and program integrity and prioritized addressing citizenship fraud. Further, CIC continues to promote civic participation and the value of citizenship to both newcomers and longstanding Canadians, with a focus on Canadian values, history, symbols and institutions, as well as the rights and responsibilities of citizenship.

Strengthening the essential knowledge base for citizenship is a key activity of the Citizenship Program. This is accomplished through the publication of the citizenship study guide, *Discover Canada: The Rights and Responsibilities of Citizenship*. Between April 2011 and March 2012, approximately 307,000 printed copies of *Discover Canada* were distributed. In addition, *Discover Canada* was downloaded from the CIC website more than 200,000 times, and the audio version of the guide was accessed approximately 526,000 times. In October 2011, to increase accessibility for readers, CIC launched mobile applications and an e-book version of *Discover Canada*. During this period, there were approximately 14,000 downloads of the mobile applications and over 26,000 downloads of the e-book. Almost a quarter of visits/hits to the Citizenship section of the CIC website can be attributed to *Discover Canada*-related content.

As part of the Citizenship Program's modernization initiative, in October 2011, CIC consulted on a proposal to amend the *Citizenship Regulations* to require citizenship applicants to provide objective evidence of their official language ability upfront with their application. The changes would not increase the level of language proficiency required for citizenship purposes, but would require applicants to provide objective evidence of their official language proficiency in speaking and listening – skills that are critical for successful integration. By placing a greater emphasis on official language acquisition and improvement, CIC is encouraging applicants to obtain skills that contribute to stronger social integration and that have been linked to improved employability and greater earnings, among other benefits.

In 2011–2012, 18% of the citizenship ceremonies conducted by CIC were delivered in communities across the country through partnerships with various organizations and government partners. Through these ceremonies, Canadians have the opportunity to reaffirm their citizenship alongside those receiving Canadian citizenship. CIC held various events related to Government of Canada commemorations such as the Diamond Jubilee, and developed and distributed promotional items for the Bicentennial Celebration of the War of 1812. CIC continues to ensure a citizenship model that fosters a shared sense of belonging based on core Canadian values.

## Integration

CIC's Settlement Program funds projects to assist newcomers in making linkages with Canadians and their local communities in support of an integrated society.

In 2011–2012, new **Local Immigration Partnerships (LIPs)** were developed in rural communities in Ontario, bringing the total number of Ontario LIPs to 45. These LIP councils have received funding through the Settlement Program to conduct extensive consultations with community organizations and stakeholders. This allowed them to gather detailed information about the needs of newcomers and communities and to address local barriers to integration. CIC will be using these plans to inform processes and to set its local, regional and national priorities. CIC is also taking steps to pilot LIPs in the Prairies and has undertaken preliminary discussions with stakeholders interested in creating LIPs in the Atlantic provinces.

By improving social connections between newcomers, Canadians, communities and public institutions, the **Community**

**Connections stream** of the Settlement Program directly contributes to the objectives of building intercultural understanding. This stream supports a variety of activities providing opportunities for cross-cultural interaction between newcomers and their local community and connecting various groups of newcomers (youth, seniors, refugees, women, newcomers with disabilities, etc.) with local support networks.

In 2011–2012, CIC collaborated with provincial and territorial governments to undertake a nationwide survey on settlement outcomes. The goal of the **Settlement Outcomes Survey** is to collect information across the country on how newcomers are faring, as well as to identify areas that have the greatest impact on overall settlement. Plans are under way to administer the survey in 2012–2013.

The **Federal Internship for Newcomers (FIN) Program** provides newcomers with Canadian work experience that aligns with their skills and experience in participating federal departments and agencies. The Program was created to respond to a key

Minister Kenney attends a special citizenship ceremony to mark Her Majesty Queen Elizabeth II's Diamond Jubilee. Accompanied by Raylene Baker, Registrar of Canadian Citizenship, Major Peter Saunders, Royal Canadian Air Force, Deborah Corry, ceremony clerk, Renata Brum Bozzi, Citizenship Judge, and Kevin Stewart MacLeod, Canadian Secretary to the Queen of Canada and Usher of the Black Rod for the Canadian Senate.

Ottawa, 2012



barrier to labour market participation for newcomers – a lack of Canadian work experience. In 2011–2012, 20 federal departments and agencies participated in the program, offering 63 work placements. CIC hosted a total of 25 interns: 14 in Ottawa and 11 in the regional offices. The Program is currently available in Ottawa/Gatineau, Toronto and Vancouver/Victoria. In late March 2012, a survey was sent to program graduates to assess their employment outcomes upon completion of the internships; the results will be available by March 2013.

The **Public Service Mentorship Pilot for Newcomers** began in fall 2011 and links newcomers with federal public service employees in their communities to help them gain insight into their work in Canada and develop professional networks. The pilot initiative is delivered in partnership with regional immigrant service organizations that are often the first point of contact and a key resource for many newcomers. In 2011–2012, a total of 25 mentor/mentee matches were made and piloted in Ottawa,

Toronto, and Calgary. Rapid integration into the labour market is a key step in the process for newcomers to participate more fully in Canadian society.

## Research

CIC continues to carry out a number of research initiatives that promote the understanding of immigration, settlement, citizenship and multiculturalism in Canada. Research reports released in 2011–2012 with a key focus on multiculturalism have contributed knowledge in the area of collective identities, public attitudes, and a better understanding of the residential geography of ethnocultural groups in Canada (e.g. to what extent recent and earlier immigrants and the Canadian-born identify with various collective identities; public opinion on major issues of multiculturalism and immigration; and trends in the residential geography of ethnocultural groups living in Montreal, Toronto and Vancouver ). A number of CIC's research products and statistics are available on its website at <http://www.cic.gc.ca/english/resources/menu-research-stats.asp>.



Minister Kenney attends the graduation ceremony for the Federal Internship for Newcomers (FIN) Program

Ottawa, 2012

## PART THREE:

# IMPLEMENTATION OF THE *CANADIAN MULTICULTURALISM ACT* ACROSS FEDERAL INSTITUTIONS

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The *Canadian Multiculturalism Act* is applicable to all federal institutions, including departments, departmental corporations or Crown corporations, boards, commissions or councils, or other body or office established to perform a governmental function by or pursuant to an Act of Parliament or by under the authority of the Governor in Council.

This part focuses on activities undertaken by federal institutions to implement the Act, specifically, in response to section 3(2), which states that all federal institutions (defined as a department, board, commission or council, or departmental corporation) shall:

- a) ensure that Canadians of all origins have an equal opportunity to obtain employment and advancement in those institutions;
- b) promote policies, programs and practices that enhance the ability of individuals and communities of all origins to contribute to the continuing evolution of Canada;
- c) promote policies, programs and practices that enhance the understanding of and respect for the diversity of the members of Canadian society;
- d) collect statistical data in order to enable the development of policies programs and practices that are sensitive and responsive to the multicultural reality of Canada;

- e) make use, as appropriate, of the language skills and cultural understanding of individuals of all origins; and
- f) generally, carry on their activities in a manner that is sensitive and responsive to the multicultural realities of Canada.

Every year, federal institutions report on the implementation of the Act. This year, as in previous years, close to 80% of federal institutions submitted specific activities, initiatives and events undertaken during the reporting period related to multiculturalism. A full list of these institutions can be found in Annex A. Submissions included the institution's responses to a survey of questions related to the operationalization of the Act. Generally, based on survey responses received, federal institutions are effectively establishing and implementing their plans.

The activities highlighted below are categorized as follows: Engaging Partnerships with external organizations; Promoting Intercultural Understanding; Integrating Public Education and Outreach into programs and activities that directly respond to institutional mandate; and Supporting Research and Dissemination on the increasing demographic changes in Canadian society. These categories are directly related to the requirements outlined in the Act.

## ENGAGING PARTNERSHIPS

Federal institutions provided information on how they promote exchanges and cooperation between diverse communities of Canada and reported on initiatives that are either internal within the federal institution or external in cooperation with other partners and stakeholders. Institutions were encouraged to report on activities that assisted in ensuring the full participation of individuals of all origins and their communities. This category may include consulting, collaborating or partnering with community organizations to help deliver or promote federal programs.

The **Canadian International Development Agency** partnered with Simon Fraser University to carry out a project: Engaging Diaspora in Development: Tapping Our Trans-Local Potential for Change. Project activities engaged leaders of diasporic communities across Vancouver through a five-part public dialogue and collaborative learning series. By sharing their stories and examining the impacts of their work and development efforts both in Canada and internationally, participants explored the great potential of diasporic-driven development. These public dialogues covered topics such as poverty reduction, health, education, human security and peace building. In addition, this learning series provided space to share experiences and to engage theory and practice with the aim of creating resources and tools that will support the work of diasporic-driven development.

The Southern Ontario regional office of the **Canada Border Services Agency** participated in the Arab Anti-Discrimination Committee, which is comprised of law enforcement representatives from many

departments and agencies and focuses on training issues and on improving perceptions in law enforcement.

The Outreach to Newcomer Professionals in Agriculture initiative at **Agriculture and Agri-food Canada** (AAFC) began as a result of a meeting with the main newcomer service providers in Saskatoon. The settlement community expressed the need for expertise in reviewing resumés from newcomer candidates in the agriculture field and for support with providing mentorship opportunities for participants in employment training programs. Through these interactions, AAFC recognized that employees could share knowledge and skills with the settlement community.

The **Canada Mortgage and Housing Corporation** (CMHC) prepares Affordable Housing Project Profiles descriptions of affordable housing solutions that have worked in communities across Canada. These project profiles provide information to support the development of similar partnerships and initiatives among non-profit housing organizations, community groups, the private sector and municipalities. By the end of 2011, more than 300 project profiles and success stories, as well as 21 videos demonstrating the various approaches and the impacts on the lives of Canadians, were available on CMHC's website. The project profiles included the contribution of faith groups, and support for seniors, aboriginal peoples, women and persons with disabilities. For more information, visit <http://www.cmhc-schl.gc.ca/en/inpr/afhoce/index.cfm>.

**Parks Canada**, partnering with the Institute for Canadian Citizenship, offers the Cultural Access Pass Program, which offers access to national parks, historic sites and marine conservation areas in every province and territory. By participating in the program, Parks Canada gives new Canadian citizens who show their Cultural Access Pass and up to four dependent minors free access to over 100 Parks Canada locations for one full year starting the day they receive their citizenship.

In February 2012, the Canadian Commission for UNESCO, which operates under the general authority of the **Canada Council for the Arts**, launched a toolkit that provides practical information to support the work of municipalities and their partners in strengthening their local initiatives and policies against racism and unjust discrimination. The Toolkit is available at <http://www.unesco.ca/en/home-accueil/ccmard-cmrd.aspx>.

The **Financial Consumer Agency of Canada** (FCAC)'s Financial Literacy program aims to help all Canadians acquire financial literacy skills they can use throughout their lives. The FCAC works with partners from the public, private and not-for-profit sectors to improve the financial literacy of all Canadians. The FCAC provides training to community educators, who then teach these skills in workshops across Canada, reaching Canadians from various cultural backgrounds, Aboriginal communities, newcomers and low-income individuals. Collaboration with not-for-profit organizations and other key stakeholders helps the FCAC reach and better understand the needs and reality of ethnocultural communities and newcomers. The FCAC is currently working with Arctic Co-operatives Limited and the Canadian Co-operative Association to develop a modular-based financial education workshop for Aboriginal communities in Canada's North. Additionally, the FCAC will be launching a new financial literacy program for adults, which could be used by not-for-profit organizations working with various ethnocultural communities and newcomers.





Ralph Chiodo Family Immigrant Reception Centre, Toronto. Photo courtesy of Infrastructure Canada.

## PROMOTING INTERCULTURAL UNDERSTANDING

To further improve the ability of individuals and communities of all origins to contribute to Canadian society, the *Canadian Multiculturalism Act* includes a provision for the preservation and use of languages other than English and French. Federal institutions support the use of such languages, where appropriate, and promote intercultural understanding by making use of their employees' cultural insights to improve federal service delivery.

For the first time in a general election, during the 41st general election (May 2, 2011), **Elections Canada** hired 300 community relations officers to provide information at seniors' residences and long-term care facilities and to explain the new initiative to accept the voter information card (VIC) as proof of identity and address. In addition, Elections Canada increased the number of community relations officers hired throughout the country to help reach out to populations who may encounter barriers to voting and to ensure that these groups are aware of their right to vote and how to exercise it. Community relations officers provide information to specific target groups – youth, ethnocultural communities, homeless electors, Aboriginal electors, and seniors living in residences and in long-term care facilities. Officers deliver their messages by setting up information kiosks, making presentations, hosting discussion groups and distributing communications material. Outreach to Aboriginal communities also included the hiring of 303 Aboriginal Elders and youth, who worked on polling day to assist voters by explaining the voting process, answering general questions and providing translation services. Further, the Elections Canada call centre provided linguistic services in 127 languages.

The Ralph Chiodo Family Immigrant Reception Centre in Toronto has a longstanding commitment to supporting the contributions of immigrants to Canada. It offers temporary shelter and settlement services to approximately 1,000 refugees each year. Over 90 years old, the building that houses this important facility needed significant renovations. The improvements, made with money from **Infrastructure Canada**, have allowed the organization to provide a more modern, welcoming environment to some of the most vulnerable newcomers entering the country.

**Library and Archives Canada** (LAC) has developed an e-learning tool that focuses on ethnocultural immigrants in Canada. Twenty-four immigrant groups were chosen to illustrate the diversity of Canadian society. The toolkits, accessible to everyone via the Internet, contain materials such as documents, photographs, art and maps, and provide a “window” into the collection for anyone wishing to learn more about the history of Canadian immigration. LAC is working in collaboration with cultural communities and associations to ensure that these online resources meet the needs of all of Canada's communities. Each kit contains information specific to one ethnocultural community group, allowing access to photographs, art, texts, music, and any other material that is available and associated with that group. The first four toolkits are now available:

- a. Chinese: Heritage Online Kit - <http://www.bac-lac.gc.ca/eng/immigration/Pages/chinese.aspx>
- b. Japanese: Heritage Online Kit - <http://www.bac-lac.gc.ca/eng/immigration/Pages/japanese.aspx>

- c. East Indian: Heritage Online Kit - <http://www.bac-lac.gc.ca/eng/immigration/Pages/east-indian.aspx>
- d. Ukrainian: Heritage Online Kit - <http://www.bac-lac.gc.ca/eng/immigration/Pages/ukrainian.aspx>

In July 2011, **VIA Rail Canada** sponsored a special train to recognize the 120th anniversary of Ukrainians in Canada. The Historical Train of Ukrainian Pioneers travelled from Halifax to Edmonton, stopping at various points in between, bringing participants to a number of Ukrainian and Canadian events, celebrations and ceremonies along the way. Participants of the Historical Train of Ukrainian Pioneers included Canadian and Ukrainian government representatives, media members, performers, artists, and cultural and business leaders.

In October 2011, with the support of the Canadian Commission for UNESCO, which operates under the general authority of the **Canada Council for the Arts**, the Essex County Black Historical Research Society and the Detroit River Project partnered to celebrate the International Year for People of African Descent and the 10th Anniversary of the International Memorial to the Underground Railroad. The two parts of the monument, situated in Windsor and Detroit, face each other across the Detroit River and were created by Denver-based sculptor Ed Dwight. The Year aimed at strengthening national actions and regional and international cooperation for the benefit of people of African descent in their participation and integration in all political, economic, social and cultural aspects of society, and the promotion of a greater knowledge of and respect for their history.

In 2011, the **Royal Canadian Mint (RCM)** issued the Chinese Lunar Coin representing the Year of the Dragon. The design featured a classic Asian interpretation of the mythical dragon, enhanced with auspicious lotus flowers and clouds of good fortune. This product and marketing efforts demonstrate how the RCM can leverage the expertise of artists from various regions and ethnocultural backgrounds to ensure that its products reflect the country's rich multifaceted cultural reality.

In September 2011, the Honourable Peter Kent, Canada's Minister of the Environment and Minister responsible for **Parks Canada**, along with Brad Trost, Member of Parliament for Saskatoon-Humboldt, unveiled a Historic Sites and Monuments Board of Canada plaque commemorating the foundation of the Petro Mohyla Institute as a national historic event. As a private student residence, a *bursa*, the Petro Mohyla Institute was established to help rural Ukrainians attend high school and university; to provide instruction in Ukrainian language, literature and history; and to encourage students to pursue careers in teaching and liberal professions. Notably, from the outset, the Petro Mohyla Institute promoted the education of women. Through the years, the Institute provided the impetus for the founding of a range of Ukrainian Canadian organizations and, consequently, is broadly associated with helping to build the foundation of Ukrainian community life and identity in Canada. The Petro Mohyla Institute continues to serve as a residence for students.



Year of the Dragon \$50 coin, 1 oz Fine Gold, 2012  
Photo courtesy of Royal Canadian Mint.

## The Royal Canadian Mounted Police An example of incorporating multiculturalism into policies, services and practices throughout the institution

- The **Royal Canadian Mounted Police (RCMP)** Bias-Free Policing policy, revised in September 2011, ensures the equitable treatment of all persons by all RCMP employees in the performance of their duties, in accordance with the law.
- **Community outreach programs** have been put in place across the country to build positive relations with all communities in Canada, increase understanding and trust, ensure all people are treated equally and respectfully, identify/remove barriers, and ensure the protection of all Canadian communities.
- In addition to the Aboriginal Advisory Committee and the National Advisory Committee for Visible Minorities, the Vancouver detachment of the RCMP has created the Cultural Diversity Advisory Committee.
- RCMP recruiters attended the Calgary Stampede in July 2011. This event attracted thousands of people with various cultural backgrounds from all over Canada. Recruiters established a rapport with members and leaders of Edmonton's Chinese community. Following this event, the RCMP was invited to speak at three career fairs hosted by the Chinese community. The RCMP prepared a customized career presentation, which was offered by an RCMP Regular Member of Chinese descent.



RCMP recruitment, Calgary, 2011, Photo courtesy of Royal Canadian Mounted Police

## INTEGRATING PUBLIC EDUCATION AND OUTREACH

Public education and outreach activities are undertaken by federal institutions to reinforce and increase the participation of all Canadians in civic society. Outreach and educational activities, such as advertising or communications in non-official languages and monitoring of ethnic media, are among the initiatives that were undertaken by federal institutions in the past year.

**Veterans Affairs Canada** provides opportunities to Canadians to highlight multiculturalism and engage all Canadians in remembrance. For example, in 2011–2012, a new online feature, “Women and war,” was created and includes information about Black, Aboriginal and Asian women, such as Private Roy and nurses Edith Anderson and Peggy Lee.

**VIA Rail Canada** continues to offer programs to enhance passengers’ on-board cultural experience through on-board Learning Coordinators. These employees showcase Canada’s history and culture by providing passengers with interesting historical, geographical and cultural information and entertainment as trains travel through Quebec, New Brunswick and Nova Scotia. Examples of subjects covered include Acadian culture and cuisine, as well as Atlantic Canadian and Quebec history and identity.

The **Canadian International Development Agency (CIDA)** redesigned its Global Citizens Program in order to achieve wider engagement with the public, more targeted education and greater youth participation in international development. Under this program, CIDA strengthened the International Youth Internship Program (IYIP) and launched the Aboriginal Youth Internship Program (AYIP) and the International School Twinning Initiative (ISTI). These initiatives actively seek out participants from diverse Canadian, Aboriginal (Native and Inuit) and cultural diasporas and linguistic communities across Canada. The AYIP and ISTI were launched on a pilot basis and have increased participation of the target audiences.

**Status of Women Canada (SWC)** recognizes the need for strategies that specifically address issues pertaining to women from diverse backgrounds. Through the Women’s Program, funding has supported projects that demonstrate the integration of women of diverse backgrounds. In 2011–2012, SWC funded, among others, the Collectif des femmes immigrantes du Québec in Montréal, Québec and PRUDE Inc. in St. John, New Brunswick. These projects performed charitable work for women of various backgrounds living in poverty in Montréal, Quebec and St. John, New

“Given the increasingly diverse environment in which we all live, multiculturalism is being embedded into our daily business and personal lives, and no longer exists as a standalone concept.”

**Export Development Canada**



“Women and war”. Courtesy of Veterans Affairs Canada.



The raising of the Haida totem pole, the “Two Brothers Totem Pole”, Jasper National Park, July 2011. Photo courtesy of Parks Canada

Brunswick. The women who participated acquired knowledge to alleviate their poverty, illiteracy, unemployment, and abuse. They also developed skills to increase their engagement within their communities.

Under the auspices of the Federal Family Violence Initiative, **Justice Canada** and **Status of Women Canada** co-chaired an interdepartmental working group on forced marriage and “honour” based violence. The working group is a collective of 15 federal departments and agencies. It works to advance collaborative projects and works with community organisations, service providers and justice system officials to prevent and address these particular forms of family violence. In 2011–2012, Justice Canada hosted two workshops on the issues of forced marriage and “honour”-based violence in order to identify training needs – one with Crown prosecutors and police, and another with front-line workers.

In 2011, the **Canadian Nuclear Safety Commission** (CNSC) implemented the Participant Funding Program. This program gives members of the public, Aboriginal groups and other stakeholders the opportunity to request funding in support of their participation in the CNSC regulatory decision-making process and to participate in environmental assessments and/or licensing action for major nuclear facilities.

In its first year, participant funding was made available for six specific projects. CNSC gave \$87,000 to four Aboriginal community groups to support their involvement in the CNSC’s hearing process for regulatory and environmental assessment matters. As an outcome, the Serpent River Nation’s recommendations resulted in a nuclear facility licensee making its environmental monitoring reports more understandable for the general public.

**Parks Canada** commissioned a totem pole from the Council of the Haida Nation to replace the deteriorated 140-year-old Raven Pole. The raising of the new Haida totem pole, the Two Brothers Totem Pole, carved by Jaalen and Gwaii Edenshaw, in Jasper National Park in July 2011 was cause for the largest celebration of Aboriginal culture ever held in Jasper. To commemorate this event, Parks Canada published *The Two Brothers – A Haida Story*. Illustrated by carvers Jaalen and Gwaii Edenshaw, the book tells the Haida story behind the Two Brothers Totem Pole: a story of a journey long ago from the west coast islands of Haida Gwaii to the Rocky Mountains and of an unusual connection between two very different places. The trilingual (Haida, English and French) book promotes the modern living culture of the Haida and tells the story through illustrations and the written word.

The **Department of Canadian Heritage** provides grants and contributions for local arts and heritage events, such as festivals and commemorative activities that enrich local community life and give Canadians the opportunity to engage in their community.

As part of its outreach activities, the program creates tools that are available to all communities, including ethno-cultural communities. In 2011-2012, the program supported 896 events in 561 communities across the country that celebrated and reflected Canada’s diverse cultural and historical heritage.

The **Immigration and Refugee Board of Canada** (IRB) continues to incorporate multicultural training for new Governor-in-Council appointees. The Cultural-Competency Training addresses the cross-cultural challenges inherent in questioning refugee claimants. The purpose of the training is to inform members and tribunal officers to the cultural differences of individuals from other countries when questioning them, assessing their credibility or otherwise dealing with them in the context of their work as tribunal participants. As well, the Immigration Appeal Division has a session on Cultural Competence, which focuses on assessing evidence and credibility in a cross-cultural context. Finally, used as part of their training, country conditions information and Geographic Team discussions give decision-makers insight into the cultural context of the countries they deal with. Cultural competency is one of the required competencies that every successful candidate must pass in order to be considered for the pool for appointment to the IRB. The Selection Advisory Board asks specific questions during all interviews to assess the cultural competence of candidates.

The **Canadian Human Rights Commission** officially launched the Human Rights Maturity Model (HRMM) in fall 2011 to give federally regulated organizations the tools and information needed to ensure equality under the law. The HRMM offers a roadmap to help employers meet their legislative requirements while maintaining a productive workforce. Six federally regulated

organizations, including Canada Post and Farm Credit Canada, piloted the Model.

The **Canadian Security Intelligence Service** has twenty-three volunteer diversity champions, whose role is to help promote and foster a welcoming and accepting workplace. Diversity champions assist employees by being the liaison with the Diversity Management Section, as well as the Advisory Committee on Diversity, and by sharing all diversity related messages and upcoming events.

The **Canada School of Public Service** continues to encourage participation at all levels in work-related activities and learning opportunities related to equal opportunity, diversity, and preventing and resolving harassment in the workplace. In 2011–2012, through the School’s Armchair Discussions, the School continued its efforts to raise awareness of issues, allowing employees to develop better practices and to better meet their responsibilities in terms of service provision within the federal government, as required by the *Canadian Multiculturalism Act*. Armchair Discussions included:

- The Importance of Economic Integration of the Immigrants in British Columbia.
- Discover Canada’s Inuit – This interactive presentation and discussion allowed participants to learn about Canada’s main Arctic inhabitants, the Inuit, including their politics, demographics, language, culture and relationship with the federal government.

“It is to the benefit of all Canadians to foster the full participation of all the highly trained and skilled scientists and agricultural specialists who come to Canada every day. In reaching out and inviting the community in, we create a welcoming environment where Settlement Agency representatives and newcomers feel comfortable to ‘walk through the AAFC doors.’” **Agriculture and Agri-food Canada**

Border services officers of the **Canada Border Services Agency** are given cultural and post conflict sensitivity training to engage refugees entering ports of entry who may have experienced trauma, torture or trafficking. The training is intended to equip border services officers with cultural knowledge in order to better engage refugees who are unwilling or unable to address police or authoritarian figures due to fear of authoritative oppression.

The **Canadian Forces** (CF) continue to respond to requests for new service dress, operational dress and personal protective equipment requirements. Recently, CF uniforms for females have been updated to accommodate requirements of the Muslim faith for modesty of dress and there is a selection of patterns available for religious requirements. Product improvement is being made to the current Hijabs as well as review of colour selection. Fire resistant versions are also being investigated.

### Implementing the *Canadian Multiculturalism Act*

In the Ontario Regional office of the **Department of Canadian Heritage**, the underlying management philosophy is that increasing awareness and understanding means going beyond the individual attributes of any employee's identity or heritage and striving to ensure that all employees feel respected and believe their perspectives are meaningfully considered by decision-makers. Good management and inclusive practices mean that all employees:

- have a common understanding of what is considered appropriate workplace behaviour;
- feel confident that they can raise issues when values-based or ethical breaches happen; and
- foster a corporate culture that:
  - recognizes and solicits staff expertise to anticipate/address/respond/inform decisions that raise issues of access, inclusion and diversity – both in the workplace and with clients;
  - offers employees a prayer room for multi-faith use and creates a workplace where employees and colleagues feel comfortable with observations of different faiths; and
  - encourages staff to organize events that recognize cultural holidays and events that are meaningful to them (e.g. Christmas, Chinese New Year, Black History Month, Eid).

### Canadian Transportation Agency: Implementation in a Small Agency

The Canadian Transportation Agency (CTA), with 250 FTEs, provides a flexible work environment, for example, by making a prayer room available all day for employees with religious beliefs or obligations.

Recently, the Champion of Employment Equity, Diversity and Multiculturalism created a working group under the theme “Celebrating our Differences.” The three main strategic actions of the Employment Equity, Diversity and Multiculturalism Working Group are:

- develop a diagnostic of the CTA's situation with respect to employment equity, diversity and multiculturalism;
- ensure that all legal responsibilities of the CTA are met;
- promote a corporate culture where individual differences are respected, accommodated and seen as a source of strength.

This working group has developed a three-year strategic action plan with the overall objective of fostering an inclusive, representative and accommodating workplace where individual differences are respected and seen as a source of strength.

## SUPPORTING RESEARCH AND DISSEMINATION

Federal institutions have long been providing support for the purpose of preserving, enhancing, sharing and promoting multiculturalism in Canada.

The Canadian Studies Program (CSP) of the **Department of Canadian Heritage** encourages Canadians to learn about Canada's history, civic life and public policy. In 2011–2012, the CSP provided support for the Association for Canadian Studies' publication *Canadian Issues/Thèmes canadiens*, which dedicated one thematic issue to multiculturalism. The spring 2011 issue, "Diversity and Education for Liberation: Realities, Possibilities and Problems," featured 15 papers on the topics of multiculturalism, diversity and citizenship, such as "Conceptual Perspectives on Multiculturalism and Multicultural Education: A Survey of the Field," "The Challenges of Teaching National History in the Canadian Multicultural Context," and "Making Multicultural Education Work: A Proposal for a Transnational Multicultural Education."

**Department of National Defence** (DND) and the **Canadian Forces** (CF) completed a study entitled "Attracting and Recruiting Aboriginal Peoples," which was published in March 2012. The aim of the Aboriginal Recruitment Project was to obtain the opinions of Aboriginal peoples on their recruitment experiences. Specifically, this report summarizes focus group findings on Aboriginal Peoples' reasons for joining or not joining the CF, their views on attraction mechanisms, as well as their perceptions and expectations of the CF.

In 2011–2012, **Status of Women Canada** (SWC), along with 18 other federal organizations, supported the production of the 2010–2011 **Statistics Canada** publication *Women in Canada: a Gender-based Statistics Report*, which includes chapters on immigrant and visible minority women.

The Research and Statistics Division of **Justice Canada** has contracted with Prairie Research Associates (PRA) to conduct interviews with minority language youth (English in Quebec and French in other jurisdictions) in conflict with the law.

The Service Canada College of **Human Resources and Skills Development Canada** introduced a strategy in 2011–2012 to support northern learning needs by implementing the Northern Learning and Leadership Development Strategy.

The Racism-Free Workplace Strategy (RFWS) of the Labour Program of **Human Resources and Skills Development Canada** works with employers, unions, community organizations and other federal departments to address barriers that some members of visible minorities and Aboriginal peoples may face through education and awareness.

## National Film Board

Providing a perspective on Canadian richness and diversity is a priority for National Film Board (NFB). Here are a few of the works produced in 2011–2012 in accordance with the principles of the *Canadian Multiculturalism Act*:

- *The Boxing Girls of Kabul*, directed by Ariel Nasr, a Canadian of Afghan origin, was entirely produced by the NFB. The film had its world premiere at the International Documentary Film Festival Amsterdam (IDFA). The *Boxing Girls of Kabul* follows a group of young Afghan women who are striving to become world-class boxers and represent their country in boxing at the 2012 Olympics. The young women undergo a journey of personal and political transformation. The film was awarded the Inspirit Foundation Pluralism Prize at the 2012 Hot Docs Canadian International Documentary Festival in Toronto.
- *Mighty Jerome*, directed by Charles Officer, is a 100% NFB production that had its world premiere at the 2010 Vancouver International Film Festival. It has since been shown at the 2011 Hot Docs Documentary Festival and the Festival international de cinéma Vues d’Afrique 2011. The film won Leo Awards for Best Feature, Best Picture Editing, Best Sound and Best Musical Score in the Documentary Program or Series category. *Mighty Jerome* recounts the life of Harry Jerome, an exceptional

sprinter and one of Canada’s greatest athletes, from his early days in Vancouver, through his three Olympics, to his sudden collapse and untimely death.

- *On me prend pour une chinoise!*, by Nicole Giguère (VF Productions and NFB), had its world premiere at the Montreal World Film Festival in the Documentaries of the World category. The film focuses on the lives and observations of five Chinese-born girls adopted in Quebec who are now in their teens. The filmmaker accompanied them through their quest for identity.

Also, the National Film Board of Canada – in collaboration with the Inuit Relations Secretariat of **Aboriginal Affairs and Northern Development Canada** and the Government of Nunavut (Department of Education), and with the support of Inuit organizations – has gathered 24 films from its collection that represent all four Canadian Inuit regions (Nunatsiavut, Nunavik, Nunavut and Inuvialuit) to create a DVD box set entitled *Unikkausivut: Sharing Our Stories*. Copies of the box set were distributed to the 53 Inuit communities in Canada and to Inuit in certain urban centres (Ottawa, Winnipeg, Toronto, Montreal and St. John’s) and are on sale for purchase. The films are also available online at <http://www.nfb.ca/playlist/unikkausivut-sharing-our-stories>.

## CONCLUSION

Throughout Canada's history – even before the word was popularised by Paul Yuzyk – multiculturalism has been something that has happened organically, not merely something imposed by government. It is the mark of a healthy society that our communities naturally welcome new Canadians who work hard and play by the rules, and that new Canadians, in turn, are eager to learn about their new country, its history, traditions, and values. Because of this welcoming attitude and willingness on

the part of newcomers to integrate socially and economically, Canada's historic experience multiculturalism will continue to be a vital part of our future. The range and breadth of policies, programs, initiatives, and services highlighted in this Annual Report on the Operation of the Canadian Multiculturalism Act demonstrate the Government of Canada's commitment to maintaining our peacefully pluralist society as it continues to welcome and integrate new Canadians from diverse backgrounds.

## ANNEX A: FEDERAL INSTITUTIONS THAT PROVIDED A SUBMISSION

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Aboriginal Affairs and Northern Development Canada	Canadian Radio-television and Telecommunications Commission
Agriculture and Agri-Food Canada	Canadian Securities Transition Office
Atlantic Canada Opportunities Agency	Canadian Security Intelligence Service
Atlantic Pilotage Authority	Canadian Space Agency
Bank of Canada	Canadian Tourism Commission
Blue Water Bridge Canada	Canadian Transportation Agency
Business Development Bank of Canada	Canadian Wheat Board
Canada Border Services Agency	Citizenship and Immigration Canada
Canada Council for the Arts	Citizenship Commission
Canada Deposit Insurance Corporation	Communications Security Establishment Canada
Canada Development Investment Corporation	Correctional Service Canada
Canada Employment Insurance Financing Board	Courts Administration Service
Canada Industrial Relations Board	Defence Construction Canada
Canada Lands Company Limited	Justice Canada
Canada Mortgage and Housing Corporation	National Defence and the Canadian Forces
Canada Pension Plan Investment Board	Economic Development Agency of Canada for the Regions of Quebec
Canada Post Corporation	Elections Canada
Canada Revenue Agency	Enterprise Cape Breton Corporation
Canada School of Public Service	Export Development Canada
Canada Science and Technology Museums Corporation	Farm Credit Canada
Canada-Newfoundland and Labrador Offshore Petroleum Board	Farm Products Council of Canada
Canadian Air Transport Security Authority	Federal Bridge Corporation Limited
Canadian Artists and Producers Professional Relations Tribunal	Federal Economic Development Agency for Southern Ontario
Canadian Broadcasting Corporation	Financial Consumer Agency of Canada
Canadian Centre for Occupational Health and Safety	Financial Transactions and Reports Analysis Centre of Canada
Canadian Commercial Corporation	First Nations Statistical Institute
Canadian Cultural Property Export Review Board	First Nations Tax Commission
Canadian Dairy Commission	Fisheries and Oceans Canada
Canadian Environmental Assessment Agency	Foreign Affairs and International Trade Canada
Canadian Food Inspection Agency	Freshwater Fish Marketing Corporation
Canadian Forces Grievance Board	Great Lakes Pilotage Authority
Canadian Grain Commission	Hazardous Materials Information Review Commission
Canadian Heritage	Health Canada
Canadian Human Rights Commission	Human Resources and Skills Development Canada
Canadian Human Rights Tribunal	Immigration and Refugee Board Canada
Canadian Institutes of Health Research	Industry Canada
Canadian Intergovernmental Conference Secretariat	International Development Research Centre
Canadian International Development Agency	Labour Program (Under HRSDC)
Canadian International Trade Tribunal	Library and Archives Canada
Canadian Museum of Civilization Corporation	Military Police Complaints Commission
Canadian Museum of Nature	National Arts Centre
Canadian Northern Economic Development Agency	National Battlefields Commission
Canadian Nuclear Safety Commission	National Capital Commission
Canadian Race Relations Foundation	

National Energy Board  
 National Film Board of Canada  
 National Gallery of Canada  
 National Research Council Canada  
 National Round Table on the Environment  
 and the Economy  
 Natural Resources Canada  
 Natural Sciences and Engineering Research  
 Council of Canada  
 Northern Pipeline Agency  
 Office of the Auditor General of Canada  
 Office of the Commissioner for Federal  
 Judicial Affairs Canada  
 Office of the Commissioner of Lobbying  
 of Canada  
 Office of the Commissioner of Official  
 Languages  
 Office of the Coordinator, Status of Women  
 Canada  
 Office of the Correctional Investigator  
 Office of the Federal Ombudsman for  
 Victims of Crime  
 Office of the Information Commissioner  
 of Canada  
 Office of Infrastructure of Canada  
 Office of the Privacy Commissioner of  
 Canada  
 Office of the Public Sector Integrity  
 Commissioner  
 Office of the Superintendent of Financial  
 Institutions Canada  
 Pacific Pilotage Authority Canada  
 Parc Downsview Park Inc.  
 Parks Canada Agency

Parole Board of Canada  
 Patented Medicine Prices Review Board  
 Privy Council Office  
 Public Health Agency of Canada  
 Public Prosecution Service of Canada  
 Public Safety Canada  
 Public Sector Pension Investment Board  
 Public Service Commission of Canada  
 Public Service Labour Relations Board  
 Public Service Staffing Tribunal  
 Public Works and Government Services Canada  
 Registry of the Competition Tribunal  
 Registry of the Public Servants Disclosure  
 Protection Tribunal  
 Registry of the Specific Claims Tribunal Canada  
 Royal Canadian Mint  
 Royal Canadian Mounted Police  
 Royal Canadian Mounted Police External  
 Review Committee  
 Royal Canadian Mounted Police Public  
 Complaints Commission  
 Security Intelligence Review Committee  
 Social Sciences and Humanities Research  
 Council  
 Standards Council of Canada  
 Statistics Canada  
 Telefilm Canada  
 Transport Canada  
 Transportation Safety Board of Canada  
 Treasury Board of Canada Secretariat  
 Veterans Affairs Canada  
 Veterans Review and Appeal Board  
 VIA Rail Canada Inc  
 Western Economic Diversification Canada

## ANNEX B: RELEVANT WEBSITES

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Multiculturalism at the Department of Citizenship and Immigration  
<http://www.cic.gc.ca/multiculturalism>

Annual Report on the Operation of the Canadian Multiculturalism Act  
<http://www.cic.gc.ca/english/resources/publications/index.asp#multi>

Department of Citizenship and Immigration – Program Evaluations  
<http://www.cic.gc.ca/english/resources/evaluation/index.asp>

Task Force for International Cooperation on Holocaust Education, Remembrance, and Research (ITF)  
<http://www.cic.gc.ca/english/multiculturalism/holocaust.asp>

Department of Citizenship and Immigration – Community Historical Recognition Program  
<http://www.cic.gc.ca/english/multiculturalism/programs/community.asp>

Canadian Race Relations Foundation (CRRF)  
<http://www.crr.ca>

Global Centre for Pluralism (GCP)  
<http://www.pluralism.ca>

Department of Citizenship and Immigration – Research and Statistics  
<http://www.cic.gc.ca/english/resources/menu-research-stats.asp>

Canada Mortgage and Housing Corporation (CMHC)  
<http://www.cmhc-schl.gc.ca/en/inpr/afhoce/index.cfm>

Canadian Commission for UNESCO  
<http://www.unesco.ca/en/home-accueil/ccmard-cmrdr.aspx>

Library and Archives Canada (LAC)  
<http://www.bac-lac.gc.ca>

Veterans Affairs Canada (VAC) – Women and War  
<http://www.veterans.gc.ca/eng/feature/women>