OFFICIAL LANGUAGES POSITIVE MEASURES FOR INCLUSION, EQUITY, DIVERSITY AND ACCESSIBILITY (IDEA)

WHAT IS INCLUSION, EQUITY, DIVERSITY AND ACCESSIBILITY (IDEA)?

Inclusion: Creating an environment and culture where any individual or group can feel welcomed, respected, valued, and supported.

Diversity: The presence of a range of human attributes and qualities, including but not limited to differences in race, colour, place of origin, religion, language, sexual orientation, ability, age, socio-economic status, and geographies (rural or urban).

Equity: The removal of systematic barriers and biases to ensure that all individuals are treated fairly and have equal access to opportunities for education, employment, and advancement. Equity recognizes that some groups have been historically disadvantaged in accessing education and employment, and takes differences into account to ensure fair processes and outcomes.
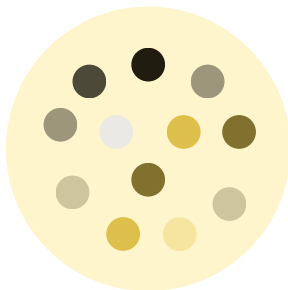
Accessibility: Accessibility can be defined as "a set of solutions that enable the greatest number of people to participate in the activities in question in the most effective way possible".

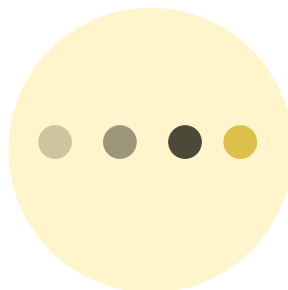## WHAT IS INTERSECTIONALITY AND HOW DOES IT RELATE TO THE CONCEPT OF IDEA?

The term intersectionality is used to understand how the interweaving (or intersections) of different individual characteristics create particular experiences of power relations, oppression and privilege.

According to this definition, it can be argued that the experience of living in a minority language context can represent an individual reality that is detrimental to the individuals who make up these communities. And, if one adds the racial or gender dimension to the intersection, the reality, needs and challenges may be of a different order.
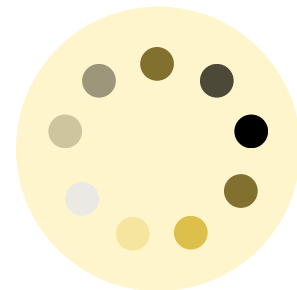
Please note that the positive measures presented are taken from the annual reports submitted by federal institutions under Part VII of the Official Languages Act (OLA), which aims to foster and support the development and vitality of English and French linguistic minority communities in Canada, and to promote the full recognition and use of English and French in Canadian society.

DIVERSITY

EQUITY

INCLUSION

Sources :
https://www.canada.ca/en/parole-board/corporate/publications-and-forms/moving-towards-diversity-equity-inclusion.html
htttps://www.univcan.ca/presidents-practices-and-perspectives-on-edi/
https://frq.gouv.qc.ca/app/uploads/2021/07/frq_strategieedi_en-2.pdf
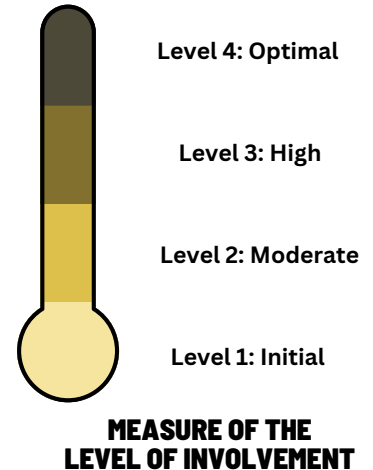
CATEGORIES/DEGREES OF INVOLVEMENT OF POSITIVE MEASURES

Level 1 (Initial) - Exposure/Awareness:
Exposure/Awareness: The actions taken by federal institutions allow for exposure to and awareness of issues related to IDEA.

Various federal institutions: In the fall of 2021, representatives from several federal institutions attended the OLA Section 41 Coordinators Network meeting hosted by the Department of Canadian Heritage. Five presentations were made on best practices in diversity and inclusion, with links made to official languages.

Farm Credit Canada:
The federal institution donated funds to support the Pan-Canadian Youth Forum, which engages more than 100 French-speaking youth from across the country to explore a topic of interest and to develop and expand leadership skills so they may act as responsible, informed, and engaged citizens in their communities. This year, participants will explore the theme of cultural diversity and inclusion by attending speaker presentations and participating in discussions and various cultural activities.

Level 4: Optimal

Level 3: High

Level 2: Moderate

Level 1: Initial

**MEASURE OF THE
LEVEL OF INVOLVEMENT**

Level 2 (Moderate) - Consultations:
Actions are implemented in consultation with community and/or government partners and the Canadian public.

Health Canada: In 2018, in accordance with the Tri-Agency EDI Action Plan, the federal granting agencies–the Natural Sciences and Engineering Research Council (NSERC), the Social Sciences and Humanities Research Council (SSHRC) and the Canadian Institutes of Health Research (CIHR) –implemented a harmonized self-identification questionnaire for applicants and review committee members. The data is used to monitor the performance of their funding programs with an equity perspective.

Infrastructure Canada: In 2021-2022, INFC conducted a public consultation on priorities for the national infrastructure assessment (see Building the Canada We Want in 2050: An Engagement Paper on the National Infrastructure Assessment). The consultation sought input from the public, stakeholders, Aboriginal communities and organizations, various levels of government and reached out to equity and diversity groups. This engagement document is available on their website in both official languages.

Copyright Board of Canada: Over the next three to five years, the Board has plans to deepen its understanding of the Canadian copyright marketplace, in order to better position itself to meet the diverse needs and interests of Canadians who create and use copyrighted content. As they develop their consultation strategy, they will explore ways to reach a variety of equity and diversity groups, including official language minority communities. Performance measures will be developed as part of the strategy to monitor the reach and success of these commitments.

Statistics Canada:
The agency released the first results of the Postsecondary Faculty and Researchers Survey (PFRS) on September 22, 2020, with data collected from October through December 2019. The purpose of this survey was to fill data gaps on equity, diversity, and inclusion (gender, visible minority status, Indigenous identity, self-reported disability, sexual orientation, first official language spoken among those who teach or conduct research at the Canadian postsecondary level, and to provide insight into career experiences and barriers to career advancement. The survey examined a variety of topics including equity and inclusion, job security, job duties and other employment, learning and development opportunities, access to research funding, harassment, and discrimination.

<u>Third level (High) - Participation/Collaboration:</u> ●
The measures deployed by federal institutions allow for greater involvement, in material or human form. Concrete actions related to IDEA are taken.

Royal Canadian Mounted Police (RCMP):
Each year, the RCMP helps recognize college and university students who have made significant efforts to prevent bullying and harassment, and who encourage inclusion in their school or community by awarding up to five $1,000 Troop 17 scholarships. The scholarship was named after the first troop of women who trained at the RCMP Academy in Regina, Saskatchewan and were subsequently hired as regular members of the RCMP. The women of Troop 17 rose to the challenges of a traditionally male-dominated career, helped to break barriers and paved the way for the many other women who followed in their footsteps. Five $1,000 scholarships were awarded to English and French college and university students in Canada in 2020.

Correctional Service Canada:

- The Metropolitan Montreal District has a partnership with the English-speaking minority community of Kanawaki. The goal is to provide culturally appropriate services to the Indigenous communities. Metro Montreal District provides community assessment services and support for offender supervision and intervention. A partnership is being established with Makivik to better serve English-speaking Inuit offenders. The district also plans to enhance the partnership with Open Doors which supports the reintegration of English-speaking offenders, and more specifically Indigenous persons.

- The Maisonneuve sector is currently working with the Pavillon Emmanuel-Grégoire Community Residential Centre, which plans to improve its capacity to intervene with English-speaking offenders with the planned implementation of a specialized program for Inuit.

- In the Prairie Region, the Official Languages Group Committee, created in 2020 at the Edmonton Institution for Women, meets twice a year with North Central to discuss priorities and planned events and projects. The Edmonton Institution also works with North Central to provide outreach to Francophone communities. In October 2021, the two institutions established a partnership with the Association canadienne-française de l'Alberta. The Manitoba, Saskatchewan and Northwestern Ontario District has participated in outreach presentations to local schools and universities. The Stony Mountain Settlement Official Languages Committee has initiated preliminary plans to reach out to three francophone schools in the Winnipeg area.

Level 4 (Optimal) - Creation: ●
Positive measures include the creation of programs or policies, that may be accompanied by financial support, and that directly address the concept of IDEA.

Canadian Radio-television and Telecommunications Commission (CRTC): The CRTC approved a license application from Mohawk Multi Media, a radio station serving the English-speaking and Mohawk communities of Kanesatake/Oka, Quebec. This CRTC decision provides greater oversight of the radio station, while allowing the station to continue operating. Mohawk Multi Media offers programming that promotes the Mohawk identity in this region by providing original content to the community.

Canadian Heritage (PCH) :

PCH is responsible for implementing programs that support diversity and inclusion in Canadian society, such as the Community Support, Multiculturalism, and Anti-Racism Initiatives Program[JA1] . For example, to ensure an adapted program, Program Advisors communicate regularly with clients and stakeholders to better support them and to keep abreast of the concerns of the Western Region's racialized Francophone community with respect to multiculturalism and anti-racism issues. These stakeholders include the Alliance Jeunesse-Famille de l'Alberta Society in Edmonton, the Immigrant Association Portal in Calgary, the Association Francophone de Brooks, and the African Art and Culture Community Centre of Victoria. Collaboration between all these stakeholders fosters links between official language minority communities and cultural communities.

Link to the GcCollab group:
National Network of Resource Persons for Section 41 of the Official Languages Act - Part VII

Gateway 41 generic email:
portail41-gateway41@pch.gc.ca

Women and Gender Equality Canada (WAGE):

The department is responsible for ensuring that a GBA+ lens is applied in programs affecting gender diversity. Through its funding programs, WAGE interacts with various communities and stakeholders including the official languague minority communities. The Women's Program, the Gender-Based Violence Funding Program and the Gender Equality, Sexual Orientation, Gender Identity and Expression Program provide grant and contribution funding to support community action at the local, regional and national levels.

National Arts Centre (NAC):

The primary goal of the NAC's Indigenous Theatre is to showcase Indigenous languages and cultures in its programming. To ensure that the cultural diversity of Canada's Indigenous Peoples is represented, the NAC's Indigenous Theatre team relies on an advisory group of artists and artistic companies from a wide variety of backgrounds and from both English and French speaking communities. This year, the Indigenous Theatre called upon the expertise of Ondinnok, Menuentakuan, Onishka and Théâtre Cercle Molière to create, produce and present works in French, as well as adapting existing content into French. The team also sought the advice of the NAC English Theatre and the Professional Association of Canadian Theatres, many of whose members work in English-speaking communities in Quebec, and once again relied on the support of the NAC French Theatre, drawing on its vast network of contacts, including in the francophone world outside Quebec. The Indigenous Theatre and French Theatre also teamed up for the Zones Théâtrales series.