

# Committee Report No. 10 - CHPC (42-1)

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## LIST OF RECOMMENDATIONS

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*As a result of their deliberations, committees may make recommendations which they include in their reports for the consideration of the House of Commons or the Government. Recommendations related to this study are listed below.*

### NATIONAL ACTION PLAN

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#### Recommendation 1

Recommends updating and reinstating the previous Canadian Action Plan Against Racism and broadening it to include religious discrimination through consultations with civil society, grassroots organizations, and interfaith groups.

#### Recommendation 2

Recommends the creation of a directorate at the Department of Canadian Heritage which will develop, implement and monitor this National Action Plan.

#### Recommendation 3

Recommends the Plan has measurable targets, deadlines and reporting mechanisms, dedicated resources, and adequate monitoring be implemented to ensure that the plan is sustainable and accountable.

#### Recommendation 4

Recommends that the Government of Canada collect disaggregated data in all relevant ministries and departments to improve monitoring and evaluation of the implementation and impact of policies to eliminate racial discrimination, inequality, and the racialization of poverty.

### DATA COLLECTION

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#### Recommendation 5

Recommends that the Government of Canada establish uniform pan-Canadian guidelines and standards for the collection and handling of hate crime data and hate incident data; this would include efforts to standardize the definition and the interpretation, by law enforcement, of hate crimes.

#### Recommendation 6

Recommends that the Government of Canada create a national database to retain and analyze hate crime and hate incident data.

#### Recommendation 7

Recommends working with Statistics Canada to enable access to increased information on hate crime offenders and their motivations.

## REPORTING OF HATE CRIMES

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### Recommendation 8

Recommends that the Government of Canada mandate relevant departments and encourage partners at the provincial and municipal levels and within civil society to create additional reporting options for victims of hate crimes and hate incidents, in addition to reporting to law enforcement.

## EMPLOYMENT AND SERVICES

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### Recommendation 9

Recommends that the Government of Canada develop and implement public policies and tools to assist individuals who face barriers to equitable access to services and employment and to eliminate these barriers, such as the racialization of poverty.

### Recommendation 10

Recommends the Government of Canada develop and implement tools that foster diverse and equitable hiring within the Federal Public Service.

### Recommendation 11

Recommends that the Government of Canada, working with the provinces and territories, establish a task force to assess the comparability of education and credentials obtained outside of Canada.

## EQUITY LENS

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### Recommendation 12

Recommends that the Government of Canada implements an equity lens towards public policy, similar to the Gender Based Analysis lens, taking into account intersectionality. This lens should include but not be limited to different racial, Indigenous, ethnic, linguistic, sexual orientation, gender identity, and religious groups.

## GOVERNMENT POLICY MAKING

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### Recommendation 13

Recommends the Government of Canada develops an anti-racism impact assessment framework to help anticipate and remove unconscious bias in proposed policies, programs, and decisions.

## INDIGENOUS AFFAIRS

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### Recommendation 14

Recommends that the Government of Canada complete the Truth and Reconciliation Commission's Calls to Action.

#### Recommendation 15

Recommends that the Government of Canada conducts a review of existing legislation, and ensure that all new legislation complies with the United Nations Declaration on the Rights of Indigenous People.

#### Recommendation 16

Recommends that the Government of Canada implement Jordan's Principle, to ensure that Indigenous children receive the health care that they require in a timely and efficient manner.

#### Recommendation 17

Recommends that the Government of Canada work with Indigenous Peoples across Canada to increase the number of education partnerships and agreements, respecting the principle that Indigenous Peoples control Indigenous education.

## INTERFAITH AND INTERCULTURAL DIALOGUE

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#### Recommendation 18

Recommends that the Government of Canada facilitate, support, and fund efforts across Canada to initiate interfaith and intercultural dialogue to promote better understanding between different communities.

#### Recommendation 19

Recommends that relevant federal government departments create a mechanism for organizations and communities to share best practices with the federal government.

## COMMUNITY CAPACITY BUILDING

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#### Recommendation 20

Recommends that the Government of Canada facilitate, support, and fund efforts across Canada dedicated to capacity building for communities; to strengthen community involvement, civic inclusion, and leadership development.

#### Recommendation 21

Recommends the Government of Canada increase multiculturalism funding dedicated to eradicating systemic racism and religious discrimination and to promote greater intercultural understanding and awareness. In particular funding should be dedicated to groups whose statistics demonstrate are the most acutely affected by systemic racism and religious discrimination.

## EDUCATION AND TRAINING

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#### Recommendation 22

Recommends the Government of Canada take a strong leadership role to actively condemn systemic racism and religious discrimination including Islamophobia.

#### Recommendation 23

Recommends that the Government of Canada develop a public awareness campaign to promote diversity

and inclusion.

#### Recommendation 24

Recommends that the Government of Canada develop an education campaign to promote media literacy.

#### Recommendation 25

Recommends that the Government of Canada work in collaboration with the provinces and territories to develop educational materials about different religious and cultural practices as a means to foster cross-cultural and inter-faith awareness and understanding.

#### Recommendation 26

Recommends that the Government of Canada, working in collaboration with the provinces and territories, institute cultural competency training to combat systemic racism and discrimination and religious discrimination that may be embedded or perceived to be embedded within a number of professions, giving professionals the opportunity to immerse themselves in other cultures to ultimately learn from and connect with these cultures.

#### Recommendation 27

Recommends that the Government of Canada provide grants; and that they be given to academic experts in Canadian universities to support the creation of research on systemic racism and religious discrimination, which can be used to inform public policy.

## LAW ENFORCEMENT

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#### Recommendation 28

Recommends that the Government of Canada work with the Canadian Association of Police Chiefs to incorporate racial and cultural sensitivity training as well as specific training for the handling of hate crime cases for officers and other members of law enforcement.

#### Recommendation 29

Recommends that the Government of Canada increase funding for law enforcement and security agencies to investigate hate speech on the Internet and to enforce existing laws.

## NATIONAL DAY OF REMEMBRANCE AND ACTION

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#### Recommendation 30

That January 29<sup>th</sup> be designated as a National Day of Remembrance and Action on Islamophobia, and other forms of religious discrimination.