

PROGRESS REPORT CARD 2021-23

Correctional Service Canada (CSC) has been working hard to advance anti-racism, diversity, equity and inclusion efforts within the Service and fostering a more inclusive workplace and culture for all. For example, in 2021, we created an entirely new directorate within CSC dedicated to advancing this important work. While we have taken concrete actions towards real, systemic change, there is more work to be done. Our overall efforts are ongoing but you can read highlights of our progress below:

FOR EMPLOYEES:

- ▶ Launched the Comprehensive Plan on Employment Equity, Diversity and Inclusion for 2022-25 to remove barriers and ensure equal opportunities for employees
- ▶ Launched sponsorship program for underrepresented groups who aspire to leadership and management positions
- ▶ Reviewed Correctional Officer assessment and recruitment tools in order to provide anti-racism and cultural sensitivity training to all recruitment and staffing employees
- ▶ Launched a Black Employee Network to provide a safe space for discussing and preventing racism and discrimination
- ▶ Launched an Ombuds Office for Workplace Well-Being
- ▶ Established 4 year-hiring objectives for women and persons with disabilities, and set location-based representation objectives for Indigenous peoples and racialized persons
- ▶ Launched the 2022-2025 Accessibility Plan to create an inclusive and accessible workplace where staff but also offenders, victims and members of the public can contribute while feeling safe and respected
- ▶ Implemented the Tiger Team action plan for Indigenous recruitment and retention towards increasing the number of Indigenous staff and implementing retention strategies to support a greater Indigenous workforce presence at all levels of the organization

FOR OFFENDERS:

- ▶ Appointed first-ever Deputy Commissioner for Indigenous Corrections
- ▶ Launched Ethnocultural Action Framework to enhancing organizational capacity to respond to needs of ethnocultural offenders
- ▶ Implemented a new Commissioner's Directive to provide policy direction on gender-diverse offenders
- ▶ Created a new Gender Considerations Secretariat to be the centre of expertise on gender diverse offenders
- ▶ Announced the development of a Black Offender Strategy to address overrepresentation of Black Canadians sentenced to serve time in federal corrections
- ▶ Conducting research to better understand the experience of ethnocultural offenders, including Black offenders
- ▶ Piloted a new African Canadian Reintegration Officer position to assist the Black offender population

FOR STAKEHOLDERS:

- ▶ Launched an Expression of Interest to identify community groups and professionals to work with CSC to support Black, racialized and ethnocultural offenders in our care and custody
- ▶ Renewed Memorandum of Understanding with the Native Women's Association of Canada to support more Indigenous women and gender diverse people in the Correctional Officer Training Program
- ▶ Worked with Indigenous partners, Indigenous communities, and academic partners such as the University of Regina to support an Indigenous approach to corrections
- ▶ Working with Indigenous-led organizations on healing lodges such as Native Counselling Services of Alberta and Indigenous Women's Healing Lodge
- ▶ Working with Indigenous communities and organizations to increase employment and employment training opportunities
- ▶ Collaborating with other victim services to ensure Indigenous, Black and other racialized victims and survivors of crime are aware of their rights and CSC's services
- ▶ Working to increase diversity of CSC volunteers to ensure they reflect the diversity of the community as well as the population of incarcerated individuals

WHAT WE'VE DONE	WHAT WE'RE DOING
✔ Completed	●
●	✔ Ongoing
●	✔ Ongoing
●	✔ Ongoing
✔ Completed	●
●	✔ Ongoing
●	✔ Ongoing
●	✔ Ongoing
✔ Completed	●
✔ Completed	●
✔ Completed	●
●	✔ Ongoing

Read the full report to learn more about all of the concrete actions we've taken from 2021-23:
<https://www.canada.ca/en/correctional-service.html>

