

CSC anti-racism framework and actions

Vision Statement & Purpose:



We must work to **understand** and **identify** systemic **barriers** embedded within our structures to make improvements to the correctional system. Our goal is to create an anti-racist organization that is more **inclusive, diverse and equitable**.

This framework outlines **proposed actions** in a number of areas, which will be part of ongoing discussions and validation with stakeholders.

Guiding principles:

- **Working to eliminate discrimination** within CSC, be it based on race, colour, religion, sexual orientation - it has no place at CSC.
- Requires a **coordinated**, whole-of-department effort for CSC.
- **Listen, learn and identify gaps** and agree, with our partners, on realistic actions we can take to make tangible impacts.
- Continuous **engagement** and **communication** embedded into the process.

Three-pronged approach involving working with key partners:

1. Focus on **staff** - building a diverse, representative, inclusive and respectful workforce
2. Focus on **offenders** - evaluating tools and practices for offender assessments, engaging with inmates and supporting safe and respectful environments
3. Focus on **stakeholders**, Indigenous peoples, and external experts - listening to external voices, input & lived experience, and evidence to inform our way forward

GOVERNANCE & SET-UP:

- Conducted an **inventory** of all of our Indigenous and ethnocultural initiatives to help identify gaps.
- **Consulted** with our National Ethnocultural Advisory Committee and partners on barriers & ideas.

ACTIONS:

- Establish an **Anti-Racism Action Team**, including external partners.
- **Engage** a diversity, equity and inclusion expert to help design the engagement related to the activities identified in its anti-racism framework and action plan.

Workforce



- CSC is proud to have a diverse workforce and is the largest public sector employer of Indigenous peoples.
- We have 17,670 employees representing four Employment Equity groups:

Women **52.2%** while the Canadian workforce availability (WFA) estimate is **52.6%**.

Indigenous **9.9%** which is **above** the WFA estimate of **7.5%**.

Visible minorities **10.8%** which is **above** the WFA estimate of **9.2%**.

Persons with disabilities **6.0%** while the WFA estimate is **9.4%**.

ACTIONS:

- Implement a National Employment Equity and Diversity Committee Strategic Plan (2020-2023), guided by four pillars:



- Review correctional officer **assessment** and **recruitment** tools to:
 - Increase diversity and representation on hiring assessment boards.
 - Provide anti-racism and cultural sensitivity training to all recruitment and staffing employees.
 - Conduct a fairness review of the situational judgement test.
- Increase **Indigenous awareness** training through the new Introduction to Indigenous Corrections.
- Target efforts to **recruit** and **retain** visible minority and ethnically diverse employees by working with the ethnocultural advisory committees.
- Increase the **cultural responsiveness** of staff through training, toolkits, activities and events on cultural issues.
- Direct the Executive Committee to engage their employees through the Statement on Diversity, Equity and Inclusion.
- Include specific outcome **measures** in all executives' performance assessments and make committing to a diverse and inclusive workplace an objective for all CSC employees.
- Evaluate the workplace environment in terms of the Diversity and Inclusion in the Workplace Climate and Employee Wellbeing Annual Report for 2020-2021.
- Develop a comprehensive anti-racism **communications plan**.

Offenders



We have approximately 12,400 inmates in our custody in institutions across the country.

Ethnic grouping and race of **in-custody** offenders:

- ASIAN **5%**
- BLACK **9%**
- CAUCASIAN **47%**
- HISPANIC **1%**
- INDIGENOUS **32%**
- MULTIRACIAL/ETHNIC & OTHER **7%**

ACTIONS:

- Develop Indigenous-informed **risk assessment processes** and tools, from the ground up, in partnership with universities and with Indigenous peoples.
- **Finalize research**, in collaboration with Nipissing University, to better understand the experience of ethnocultural offenders, including Black offenders. This study will provide critical information for evidence-informed services, programs and interventions by looking at:
 1. Diversity trends
 2. Admission profiles
 3. In-custody experiences
 4. Release outcomes
- Explore opportunities with subject matter experts, on the development of more **training sessions regarding the assessment, classification, management and rehabilitation of Adjudicated Persons of African Descent** through Parole Officer Continuous Development training (Atlantic Region).
- Enhance organizational capacity to respond with agility and inclusivity to the needs of ethnocultural offenders through the newly launched the Ethnocultural Action Framework (EAF). CSC has identified over 60 staff members to perform the role of Ethnocultural Site Coordinator (ESC), to provide key support in meeting the needs of ethnocultural offenders at the site level.
- Expand the Ontario region pilot of the **Black Offender Social History (BOSH)** case management tool to all community sites and the Joyceville Assessment Unit. BOSH provides guidance to parole officers in how they consider the needs and cultural interests of Black offenders in correctional planning.
- Roll out a **questionnaire** to equip Citizen Advisory Committee and ethnocultural advisory committee members with a tool to consult with ethnocultural offenders, and **gather data** on their experiences.
- **Regional Ethnocultural Reintegration Committee (RERC)** has been established to review internal strategies, with the aim of reintegrating Ethnocultural offenders at the earliest and best time (Atlantic Region).

Stakeholders



CSC works with established external networks, partners and advisory committees with knowledge and experience to draw from, including:

- A National Indigenous Advisory Committee
- A National Ethnocultural Advisory Committee, with Chairs in each region
- Citizen Advisory Committees
- National Associations Active in Criminal Justice
- A network of over 4500 volunteers

ACTIONS:

- Develop a **stakeholder engagement strategy** to support the work of the task force.
- Increase **horizontal collaboration** with Indigenous, Black and other racialized communities and organizations, with other federal government departments and provinces/territories to address the overrepresentation of Indigenous and Black offenders in the criminal justice system.
- Work with partners to explore **offender release & reintegration barriers and solutions**.
- Develop an **outreach strategy** to reach **victims** of crime in Black, Indigenous and other racialized communities. This aligns with CSC's mandate related to victims.
 - Black and Indigenous people are statistically more likely to be victims of crime. The Indigenous murder rate in Canada is 7 to 8 times higher than the overall rate. In Toronto, where Black people are 4% of the population, they account for as many as 40% of murder victims¹.

¹Evidence from (2014) book chapter on inequalities in the Canadian justice system. The article, by Akwasi Owusu-Bempah and Scot Wortley, both at the University of Toronto, appeared in the Oxford Handbook on Ethnicity, Crime and Immigration.

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