The Multiculturalism Program is relevant.

**Canadian Multiculturalism Act (1988)**

Vision of Canada based on the values of equality, and mutual respect with regards to race, national or ethnic origin, color and religion.

**Diversity and Inclusion is a Government of Canada priority**

« Diversity is our strength »

**Policy development exercise**

<table>
<thead>
<tr>
<th>Vision, goals &amp; objectives</th>
<th>Priority Actions</th>
<th>Roles and responsibilities</th>
<th>Expected results</th>
</tr>
</thead>
</table>

**Diversity and Inclusion**

- **Ethnic groups**: 250
- **Foreign born**: 21.9%
- **Visible minority**: 22.3%

Canada is becoming increasingly diverse (Census, 2016)

**Hate crime persists** (Statistics Canada, 2016)

- **Race or ethnic group**: 48%
- **Religious group**: 33%
- **32% of which was towards Blacks**
- **48% of which was towards Jewish**

**Overall Canadians support multiculturalism but…**

- 75% Canadians are positive toward multiculturalism (Association for Canadian Studies, 2017)
- 68% Canadians say minorities should do more to fit into mainstream society (Angus Reid, 2016)

Examining and implementing ways to measure the impact of Program interventions, projects and activities.

**Government of Canada**

- Federal, Provincial, and Territory officials responsible for the Multiculturalism Issues Network

**Program description**

**Objectives**

- **Area of activity**
- **Activities**
- **Some outcomes**

**Build an integrated, social cohesiveness society**

- **Inter-Action**
  - Government of Canada Budget: $5.5 M
  - Events: Gov&Cs Budget: $3 M

**Public Outreach and Promotion**

- **Asian Heritage Month** (AHM)
  - 4,459 visits to AHM website (during AHM 2017)
- **Black History Month** (BHM)
  - 52,762 visitors to BHM website (during BHM 2017)

**Support to federal and other public institutions**

- **MCN**
  - Approximately 140 champions, 35 attended the 2017 meeting
- **FPTROMI**
  - 10 teleconferences (2011-2014-15)

**International engagement**

- **IHRA**
  - Chairmanship in 2013
- **ICERD**
  - Submitted its twenty-first to twenty-third periodic reports (May 2016)

**Efficiency**

- Service standards for notification of the funding decision were not met for the majority of files.
- Total Program expenditures for 2016-17: $10,066,553

**GAPS**

- **REMAIN**

**Some results (2011-12 to 2016-17)**

- Predominant output information
- Promotion activities reached Canadians
- Final activity report narratives on contribution to outcomes

**Strengths performance measurement**

- Include indicators measuring immediate, intermediate and long term program outcomes.
- Review the data collection instruments and mechanisms to ensure that outcome data is collected and analyzed for all elements of the program.

**Effectiveness**

- Limited performance data to show achievement of outcomes
- Lack of evidence on what works

**Design and delivery**

- **Policy**
  - Inter-Action (events/regions)
- **Communications**
  - Inter-Action (projects/national)
- **Collaboration, coordination and shared decision-making**

- **Review the Multiculturalism Program’s structure as well as roles and responsibilities.**
- **Revise Inter-Action eligibility criteria for projects to address systemic regional and local issues.**

**Implementation measures to ensure that the Program service standards are met.**

FPTORMI – Federal Provincial Territorial Officials responsible for the Multiculturalism Issues Network

MCN – Multiculturalism Champion Network

IHRA – International Holocaust Remembrance Alliance

ICERD – International Convention on the Elimination of All Forms of Racial Discrimination