

# Summary of the Grouped Evaluation of the **Multiculturalism and Anti-Racism Program** and **Canada's Anti-Racism Strategy**, 2017-18 to 2021-22

## Overview

The **Multiculturalism and Anti-Racism Program (MARP)** supports the objectives set out in the Government of Canada's *Multiculturalism Policy* (1971) and the *Canadian Multiculturalism Act* (1988). Since its launch in 1988, its activities have aimed at building an inclusive society that is open to, and respectful of, all Canadians.



Building a Foundation for Changes: **Canada's Anti-Racism Strategy 2019-2022 (CARS)** addresses systemic racism and discrimination through concrete coordinated actions that **promote** equitable access to and participation in economic, cultural, social and political spheres for Indigenous peoples and racialized and religious minority communities.

**Community investments** are made through two grants and contributions (Gs&Cs) **programs**:

- **Community Support, Multiculturalism and Anti-Racism Initiatives (CSMARI)** support a diverse and inclusive society through three funding components: Events, Projects, and Community Capacity Building. During the evaluation period, there were also two special initiatives: Paul Yuzyk Youth Initiative for Multiculturalism, and Community Support for Black Canadian Youth Initiative.
- The **Anti-Racism Action Program (ARAP)** addresses barriers to employment, justice, and social participation among Indigenous peoples, racialized communities, and religious minorities.

**Other activities include** public outreach and promotion, research, support to federal and public institutions, and domestic and international engagement:

- The **Federal Anti-Racism Secretariat (ARSEC)**, established in 2019, leads and coordinates a whole-of-government approach across federal institutions. It also works with other levels of government, communities, academics, private and not-for-profit sectors. It aims to identify systemic racial barriers and gaps, develop anti-racism initiatives and consider the impacts of new and existing policies, services and programs on Indigenous peoples, racialized groups, and religious minority communities.
- The **Policy Directorate\*** led policy development, provided advice, supported CARS data management, and conducted performance measurement and reporting activities.

\* In 2022, it was reorganized into a Planning, Results and Operational Policy Directorate and a Strategic Policy Directorate.

## Relevance

**Overall, there is strong relevance in terms of needs and alignment with government priorities. However, there is some overlap and duplication, particularly between the funding programs CSMARI and ARAP.**



- MARP & CARS are responding to important, complex, and changing needs related to both multiculturalism and anti-racism.
- During the evaluation period, several drivers brought increased attention on addressing racism - including a series of reported hate crimes and incidents of racism.
- MARP & CARS objectives and activities are aligned with government roles, responsibilities and priorities pertaining to multiculturalism and anti-racism. They support equity, diversity and inclusion priorities, as well as reconciliation with Indigenous peoples.



- The greater attention on anti-racism, the growing complexity of related issues and the rapid expansion of the programming scope poses risks to its ability to respond to diverse and emerging needs. The demand for program funding and other supports is much greater than available resources.
- Barriers exist to accessing funding through CSMARI and ARAP, particularly for equity communities and community organizations.



- MARP and CARS are complementary to other initiatives. However, the two funding programs, CSMARI and ARAP, overlap on their objectives, results and project eligibility criteria.
- There is also a duplication of efforts within headquarters as well as with regional offices which stems from a lack of communication and coordination.

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## Effectiveness

**MARP and CARS made progress towards achieving expected immediate outcomes. There are opportunities to address certain barriers and improve performance measurement.**

**\$87M**  
to support  
**1,708**  
projects

To promote multiculturalism and combat racism, **MARP** supported diverse workshops, festivals, townhalls, conferences and other activities to foster awareness and mutual understanding between participants and communities.



**ARSEC supported** coordination across federal departments and community outreach to address issues of racism and discrimination.



**Barriers** to the achievement of outcomes: complexities related to the implementation of CARS; tight timelines; the pandemic; increased needs and demands; lack of clarity of CSMARI and ARAP objectives and priorities; and, project approval delays.



**Gaps remain in performance measurement** which hinder the tracking and the reporting on the achievement of results including a lack of disaggregated data.

## Efficiency

**There are opportunities to improve efficient delivery for the achievement of results and client service.**



**MARP underwent complex changes with the addition of CARS and faced** high demand, unstable resources and an absence of delegation of authority.

These challenges posed risks to strong resource management, achievement of results and client service. It led to **heavy staff workload, delays in approvals and reprofiling of funds.**



While most service standards were met, client service was negatively affected by delays in the approval of funding decisions.



An **information management system** was put in place and the **Policy Directorate was reorganized** to improve efficiency.



**Opportunities for further improvements:**

- Reduce duplication between CSMARI and ARAP by clarifying their objectives, priorities and criteria to reduce:
  - oversubscription
  - overlap
  - staff workload
  - delays in funding decisions
- Simplify application process and language;
- Expand program capacity to assist applicants and recipients;
- Better coordinate between HQ and regional offices;
- Increase the duration of funding; and
- Consider risk-based financial delegation.

## Recommendations

The evaluation recommends that the Assistant Deputy Minister, Anti-Racism Strategy and Action Plan on Combatting Hate in collaboration with the Assistant Deputy Minister, Official Languages, Heritage, and Regions, improve the efficient achievement of results and client service by:

- 1
  - clarifying funding objectives and priorities for ARAP and CSMARI programs; and
  - improving coordination and communication among headquarters directorates and regional offices.



The evaluation recommends that the Assistant Deputy Minister, Anti-Racism Strategy and Action Plan on Combatting Hate, reinforce whole-of-government coordination on CARS by working with internal and external partners to:

- 2
  - further identify clear priorities, roles and responsibilities; and
  - develop a performance strategy to support measuring and reporting progress.



The evaluation recommends that the Assistant Deputy Minister, Anti-Racism Strategy and Action Plan on Combatting Hate, in collaboration with the Assistant Deputy Minister, Official Languages, Heritage and Regions improve access and results for equity groups by identifying and mitigating barriers, including, but not limited to, enhancing program capacity to engage and support more directly with communities, project applicants and recipients.



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The evaluation recommends that the Assistant Deputy Minister, Anti-Racism Strategy and Action Plan on Combatting Hate, work with internal partners to strengthen performance measurement for stronger program management and reporting on results by:

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  - updating the logic model and Performance Information Profile (PIP) to reflect all activities and expected outcomes; and
  - improving the availability of reliable and disaggregated data.

