

CUPE·SCFP

**The Government of Canada's
Anti-Racism Engagement**

**Submission by the
Canadian Union of Public Employees**

January 2019

The Canadian Union of Public Employees is Canada's largest union, with 680,000 members across the country. CUPE represents workers in health care, emergency services, education, early learning and child care, municipalities, social services, libraries, utilities, transportation, airlines and more.

CUPE welcomes the federal government's consultations on racism and systemic discrimination which will inform the development of a national anti-racism strategy. Racism is deeply embedded in cultural norms, attitudes and institutions in Canada. The impact is real and devastating on racialized and Indigenous workers, who make up approximately 18.5 per cent of CUPE's membership. An effective national anti-racism strategy will be a key step towards ending the daily discrimination thousands of our members face on the job and in their communities.

This submission will offer our recommendations for action against racism in Canada in the three areas outlined in the government's discussion paper: employment, social participation and justice.

I. Employment

In 2016, racialized and Indigenous peoples represented 28% of the total population in Canada compared to 20% in 2006, with the Indigenous population being the fastest growing in the country.¹ A major challenge for Canada is the fact that this growing diversity is not reflected evenly in the workforce.

Racialized and Indigenous peoples earn less than the average worker and are still more likely to be unemployed, hold precarious work and live in poverty.² In 2016, the unemployment rate was 9.2% for racialized workers compared to 7.3% for non-racialized workers.³ The unemployment rate was even higher for people who identified as Arab or Black, and racialized

¹Statistics Canada, Census topic: *Immigration and ethnocultural diversity*, January 2018.

<https://www12.statcan.gc.ca/census-recensement/2016/rt-td/imm-eng.cfm>

²Sheila Block, *Canada's population is changing but income inequality remains a problem*, Canadian Centre for Policy Alternatives, October 2017. <http://behindthenumbers.ca/2017/10/27/population-changing-income-inequality-remains> and

Employment and Social Development Canada, *Snapshot of racialized poverty in Canada*, August 2013. <https://www.canada.ca/en/employment-social-development/programs/communities/reports/poverty-profile-snapshot.html>

³Sheila Block, *Racialized Canadians continue to face barriers to decent work*, Canadian Centre for Policy Alternatives, November 2017. <http://behindthenumbers.ca/2017/11/29/racialized-canadians-barriers-to-work/>

women are 48% more likely to be unemployed than non-racialized men.⁴ The unemployment rate among off reserve First Nations people was 15% in 2016.⁵

Many racialized and Indigenous peoples experience difficulties and barriers that limit their access to the labour market, good jobs and advancement opportunities. For example, Canadian employers tend to discriminate against applicants with names that don't sound English, even unintentionally although data shows that 44% of racialized persons hold a university certificate, a diploma or a degree compared to 25% of non-racialized persons.⁶ In response to labour market exclusion, workers tend to turn to self-employment, which often results in long hours, lack of benefits, and lower incomes.

a) Employment Equity

Employment equity requires employers to proactively implement processes and plans to increase the representation and retention of groups that have been historically exploited and screened out of opportunities in hiring and promotion. The goal is to change representation in the workplace to better reflect the community. Through employment equity programs, designated group members not only get fair access to jobs, they also have a work environment that encourages them to stay and advance within their workplaces. Special measures such as training and career development opportunities for all designated group members, and accommodations for diverse workers, are important.

The federal government, along with Quebec and Nunavut, are the only jurisdictions in Canada with legislation on employment equity. A 2016 study of the Quebec experience highlighted the need for improvements, including the need for increased involvement by workers in developing and implementing employment equity plans.⁷ One of the recommendations calls for the establishment of joint employment equity committees, comprised of employer and

⁴ Sheila Block and Grace-Edward Galabuzi, *Canada's Colour Coded Labour Market*, The Wellesley Institute and Canadian Centre for Policy Alternatives, March 2011.

http://www.wellesleyinstitute.com/wp-content/uploads/2011/03/Colour_Coded_Labour_MarketFINAL.pdf

⁵ Statistics Canada, *Labour Market Experiences of First Nations people living off reserve: Key findings from the 2017 Aboriginal Peoples Survey*, November 2018.

https://www150.statcan.gc.ca/n1/pub/89-653-x/89-653-x2018003_eng.htm

⁶ Philip Oreopoulos, "Why do skilled immigrants struggle in the labor market? A field experiment with thirteen thousand resumes", *American Economic Journal: Economic Policy* 3, November 2011.

<http://oreopoulos.faculty.economics.utoronto.ca/wp-content/uploads/2014/03/Why-Do-Skilled-Immigrants-Struggle-in-the-Labor-Market.pdf>

⁷ Marie-Thérèse Chicha and Éric Charest, *Le Québec et les programmes d'accès à l'égalité: Un rendez-vous manqué?* Centre d'études ethniques des universités montréalaises, 2013.

employee/bargaining agent representatives, with the employer ensuring the necessary training to participate on the committee.

Federal employment equity legislation applies to federally-regulated workplaces, making up six per cent of Canadian workers. The *Employment Equity Act* (EEA) designates four groups to be covered in employment equity plans: persons with disabilities, women, Aboriginal peoples and visible minorities. The Act covers federally-regulated industries, crown corporations and other federal organizations with 100 or more employees. The Federal Contractors Program covers provincially regulated employers that have 100 or more employees and a federal government contract of \$1 million or more.

Of the 680,000 workers CUPE represents across Canada, over 23,000 work in federally regulated industries mainly in the private sector, such as airlines, telecommunications, ground transportation and ports. We also represent employees at the RCMP. 68,000 CUPE members work in universities and colleges which may fall under the Federal Contractors Program.

Weak accountability and enforcement mechanisms means that the EEA lacks teeth. Parliament has not carried out the five-year review required under the EEA since 2002, and the Canadian Human Rights Commission has been unable to carry out proper audits under the EEA for lack of resources.

This has been compounded by the former Conservative government's gutting of the Federal Contractors Program (FCP) in 2012. Now only companies with contracts worth more than \$1 million must have employment equity plans in place; the previous threshold was \$200,000. The Minister of Labour sets the standards for compliance, whereas prior to 2012, standards under the FCP had to be equivalent to those in the Employment Equity Act. Contractors are still required to set goals and collect information, but they have fewer reporting and compliance obligations. In addition, the elimination of regional staff and reductions in Ottawa led to diminished administration and oversight of the FCP.

As of June 2016, only thirteen post-secondary institutions (nine universities and four colleges) were covered by the FCP. This is a significant drop from more than fifty that were covered under the FCP prior to the deregulation in 2012.

In these and other ways, the employment equity framework in Canada requires urgent attention.

Recommendations:

- Immediately begin the much-needed and overdue parliamentary review of the Employment Equity Act, consulting with unions, employers and other experts, and address shortcomings.
- Require the establishment of mandatory joint union-employer employment equity committees as well as training for committee members.
- Allocate sufficient resources to the Canadian Human Rights Commission to meet employment equity obligations.
- Reinstate the \$200,000 government contract threshold and mandatory compliance standards equivalent to those in the Employment Equity Act, for the Federal Contractors Program.
- Establish measurable goals and clear guidelines for employers in both the Act and the FCP.
- Explore the compounded impacts of employment barriers experienced by people who fall within more than one designated group.
- Work with provinces and territories to promote employment equity legislation across jurisdictions.

b) Indigenous Representative Workforce Strategies

Significant gains in employment equity for Indigenous workers were achieved through the Aboriginal Employment Development Program in Saskatchewan, a comprehensive employment and training initiative to improve the recruitment and retention of Indigenous workers in the health care and other sectors in the province, which ran from 1998 to 2010. Under the program, CUPE was the first union to sign an Aboriginal Employment Partnership Agreement in 2000 in the health care sector. We went on to sign twelve other partnership agreements with employers and the provincial government, in many cases alongside other unions. In 2010, the Wall government eliminated the program and cancelled all partnership agreements, claiming that the market would address inequities.

Despite its cancellation, this program should be examined as a best practice in employment equity. The program facilitated over 98 partnership agreements in the province, which led to 4,465 Aboriginal hires and almost 2,000 Aboriginal employees who received work-based skills training.⁸ Before 1995, one percent of Saskatchewan's health care workforce was Aboriginal;

⁸ CUPE, *Creating a Representative Workforce: An Overview of Partnership Agreements and Equity Plans in CUPE Workplaces in Saskatchewan*, 2017.

by 2008, this had increased to six percent. Some health regions made significant progress. For example, Aboriginal employees in the Prince Albert Parkland region increased from nine percent in 2000 to twenty percent in 2008. In Regina Qu'Appelle, 91 percent of the region's employees have taken Indigenous awareness training.

In addition to targeted, skills-based training of Indigenous employees, Indigenous awareness training for existing employees in the workplace was key to the program. The province-wide partnership agreement in health care oversaw the training of 21,000 health care workers between 2003 and 2008. The training dispelled myths and misconceptions about Indigenous peoples and helped create a welcoming work environment for new Indigenous hires.

The participation of unions was also crucial to the success of the program and to its ongoing legacy. After the government cancelled partnership agreements in 2010, a representative workforce program in health care continued due to strong collective agreement language and dedicated resources that had been negotiated in the context of program.

Recommendation:

- Work with Indigenous organizations, employers, governments and unions to explore the development of representative workforce strategies.

c) Addressing Precarious Work and Wage Discrimination

The national anti-racism strategy should include a detailed plan to address precarious work in Canada. This should include measures to reduce the reliance on precarious jobs and ensure that workers in those jobs receive equal pay, pensions plans, health benefits, sick leave and other crucial workplace benefits. Precarious work includes part-time, temporary, contract, casual, and low-wage employment which lacks benefits and workplace pensions. Precarious forms of employment have significantly increased over the last decade and this particularly affects racialized and Indigenous workers.⁹

In the public sector, precarious work is pronounced in sectors such as health care and long-term care, where racialized workers are over-represented in occupations such as personal support

⁹ Library of Parliament, *Precarious work in Canada: An Overview*, November 2018. <https://hillnotes.ca/2018/11/21/precarious-employment-in-canada-an-overview/> and Law Commission of Ontario, *Vulnerable workers and precarious work: Final report*, December 2012. <https://www.lco-cdo.org/en/our-current-projects/vulnerable-workers-and-precarious-work/vulnerable-workers-and-precarious-work-final-report-december-2012/>

workers, care aides, porters, laundry aides and food service workers, occupations which are undervalued based on longstanding discrimination.¹⁰ Indigenous workers are also more likely to be in precarious employment. Between 2007 and 2015, 13.7% Indigenous workers were employed on a temporary basis compared to 9.7% of non-Indigenous workers. This has significant implications for the pay gap in Canada, with earnings for racialized and Indigenous workers being much less than earnings for other groups.¹¹

Equal Pay for Equal Work

In many instances, part-time and temporary workers are paid a lower rate than full-time workers doing the same job. This practice should be outlawed and CUPE was pleased with the previous Ontario government's amendments to its Employment Standards Act requiring employers to pay part-time and casual workers the same rate as full-time employees doing the same work.

Equal Pay for Work of Equal Value

The federal government's new *Pay Equity Act* aims to achieve equal pay for work of equal value in the federal sector. This ensures that traditionally undervalued female occupations such as those in the care sectors are paid the same as traditionally male occupations with equivalent skills, responsibilities and working conditions. However, the federal pay equity legislation does not address pay inequity faced by groups on grounds of discrimination other than gender. The Federal Pay Equity Task Force, which reported in 2004, clearly recommended that federal legislation contain specific provisions for a process to address violations of the principle of equal for equal work on the grounds of membership in a visible minority, Aboriginal ancestry or disability as well as gender.¹²

Minimum Wages

A minimum wage is the lowest wage employers can legally pay workers according to legislation or contract. Minimum wages across Canada have not kept pace with inflation. The average remains below what it was in 1976, after adjusting for inflation. One in 14 workers receive only the minimum wage, with women, young, racialized and part-time workers much more likely to be paid the minimum wage.¹³

¹⁰ Canadian scholars, *Troubling care, Critical perspectives on research and practices*, 2013.

<https://www.canadianscholars.ca/books/troubling-care>

¹¹ Statistics Canada, *Data Tables, 2016 Census*

¹² Government of Canada Pay Equity Task Force, *Pay Equity: A New Approach to a Fundamental Right, Final Report of the Pay Equity Task (Bilson Report)*, 2004.

¹³ CUPE, "Minimum, Living and Fair Wages: What's the Difference?" *Economy at Work*, 2016.

<https://cupe.ca/minimum-living-and-fair-wages-whats-difference>

Recommendations:

- Work with provinces, territories and trade unions to develop a strategy to address precarious work in Canada, by ensuring fair labour standards, pay equity and minimum wages that people can live on.
- Establish a federal minimum wage of \$15 per hour.
- Direct the Canadian Human Rights Commission to conduct an investigation and research into systemic patterns of wage discrimination against racialized workers, Indigenous peoples and persons with disabilities, and make recommendations to correct such discrimination.

d) Creating Inclusive Workplaces

CUPE is dedicated to promoting and negotiating specific initiatives and practices to foster inclusive workplaces that accommodate differences and ensure the retention of racialized and Indigenous workers and ongoing productivity. We recognize that this is beneficial for both workers and employers.

Duty to Accommodate

CUPE frequently works with employers to develop individual accommodations for racialized and Indigenous workers. This might include the creation of a smudging room for Indigenous workers, or the implementation of a flexible schedule for a worker to observe religious practices like Ramadan. Accommodations are based on the concept of the 'duty to accommodate' which ensures workers do not face discrimination based on protected grounds. We also negotiate contract language to ensure our Indigenous and racialized members have access to leaves to practice their traditions and cultures without undue hardship (e.g. loss of pay, loss of vacation/annual leave, loss of seniority).

Leaves of Absence

CUPE was pleased that the federal government's changes to the Canada Labour Code provided leave for Indigenous workers to conduct traditional practices. Indigenous peoples have the right to practice their traditions and cultures without discrimination as recognized in the Constitution Act, 1982 and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Similar provisions should be included in labour legislation across Canada, in consultation with Indigenous governments and representative organizations. Employers across Canada should be required to provide leave for Indigenous workers to participate in traditional ceremonies, fulfill

cultural responsibilities within their communities, to vote in band and community elections, and other traditional or cultural practices important to their nations and communities.

Workplace Diversity Training

Education and training is key to tackling racism in the labour market. As mentioned above, Indigenous awareness training for non-Indigenous workers was a crucial aspect of the success of the Saskatchewan Representative Workforce Strategy. CUPE frequently partners with employers to offer diversity training to workers. This is also important to combat the disproportionate level of workplace harassment experienced by racialized and Indigenous peoples.¹⁴ Significant government funds for diversity and Indigenous awareness training programs are needed, and the latter will form a significant part of Canada's commitment to reconciliation.

Recommendations:

- Ensure the employment initiatives in the national anti-racism strategy promote the duty to accommodate, the need for paid leaves of absence for cultural and religious purposes and funding for workplace diversity training.

e) Migrant Workers

Canada has a long history of exclusionary, racist immigration policies. Today's temporary worker policies and programs do not explicitly discriminate against non-whites, but structurally they discriminate based on race and class. Workers under these programs typically come from poor, racialized countries which rely on migrant workers' wages to support families back home, while employers in Canada benefit from the exploitation of this labour. Migrant workers who come to Canada to work in low-wage, "unskilled" jobs are almost all racialized and most are restricted to temporary work permits and precarious immigration status despite working in jobs deemed permanent.

It is well documented that migrant workers face an array of hardships and human and labour rights violations while employed in Canada.¹⁵ Their jobs are often tied to a single employer as a condition of their work permit, they have education credentials that are not recognized, and families (including young children) are left behind in their home country. Due to the temporary nature of their work and immigration status, they are rendered insecure and vulnerable to abuse and exploitation. They experience unequal access to social services and access to

¹⁴ CUPE, *Workplace Harassment and Mental Injuries: Examining Root Causes*, 2014.

¹⁵ Canadian council for refugees, *Migrant workers – the issues*

<http://ccrweb.ca/en/migrant-workers-issues>

Canadian labour rights and standards is undermined because of the fear of job loss and deportation if they try to exert their rights.

Vulnerability faced by migrant workers when they arrive in Canada is rooted in their precarious immigration status. The best way to ensure protection for foreign workers is to allow them access to permanent residency status upon arrival.

Recommendations:

- Provide permanent residency upon arrival for migrant workers
- Ensure migrant workers have open permits so that they are not tied to a single employer.

II. Social Participation and Quality Public Services

The provision of quality public services is crucial to support peoples' participation both in the labour market and their communities. CUPE has been a leading advocate for quality public services and equity since our inception over 55 years ago. We represent home support workers, personal support workers, affordable housing and shelter workers, bus drivers, water and wastewater operators, education assistants, early childhood educators, workers in group homes, day programs and other social services agencies, and workers in libraries, community centres and other municipal facilities.

Racialized and Indigenous peoples face barriers to social participation as a result of inadequate employment opportunities, disproportionately low incomes and lack of public services. They are often geographically marginalized in communities which lack health care, education and training, social services, child care and community-based sports and recreational services. Many Indigenous communities lack basic services and infrastructure such as facilities for clean drinking water, adequate housing and properly funded schools.

Privatization, cutbacks, underfunding and government austerity agendas significantly reduce the ability of racialized and Indigenous peoples in Canada to participate in the labour market and their communities. Private sector involvement in education, health care, child care and other public services and infrastructure projects entrenches inequalities. The national anti-racism strategy must include increased funding from federal and provincial and territorial governments for these crucial public services.

Programs to assist racialized, Indigenous and other equity-seeking people in Canada should remain publicly funded and publicly delivered and should not become a vehicle for private

profit. All social infrastructure and physical infrastructure projects should be publicly owned and operated.

Recommendations:

CUPE has called upon the federal government to ensure high quality public services for all, and we urge the government to ensure a strong public service focus in the national anti-racism strategy. Our recent recommendations to the government include:

- Implement a high-quality, universal non-profit child care system that families across Canada can afford.
- All levels of government to make major investments in child care—starting in 2019 and increasing each year until Canada meets the accepted international child care spending benchmark of 1 percent of GDP.
- Create a single-payer, universal, national drug program; create a continuing care strategy and recognize the right to home care, long-term care and palliative care; invest in community health centres, and bring oral health under the Canada Health Act.
- Invest in post-secondary education to make it more accessible.

[Indigenous Communities](#)

Access to quality public services is vital to improving the lives of Indigenous peoples in Canada. Canadian governments have a history of chronic underfunding of services and infrastructure for Indigenous peoples. As a result of the historical and on-going harmful effects of colonialism, including discrimination and racism, Indigenous peoples are persistently behind in virtually all indicators of well-being. They are more likely to have inadequate housing, be without safe drinking water or reliable wastewater systems, and have less access to health care, educational and social services. Indigenous women, children, two-spirited/LGBTQ2+ and Indigenous persons with disabilities are particularly affected.

Indigenous peoples have the right to be free from discrimination and have the right to the improvement of their social and economic conditions, as recognized by the United Declaration on the Rights of Indigenous Peoples (UNDRIP). The Declaration requires effective measures be taken to improve social and economic conditions of Indigenous peoples.

Recommendations:

- Fully adopt and implement UNDRIP into Canadian law, as recommended by the Truth and Reconciliation Commission.

- Work in partnership with Indigenous governments on a nation-to-nation basis to provide adequate and stable long-term funding for community-controlled public services and infrastructure.
- Fully acknowledge and recognize the rights of Indigenous peoples to have free informed prior consent on all federal legislation and policies that effect their lives.

III. Justice

The history of colonialism in Canada has overseen grave injustices towards racialized and Indigenous peoples and is reflected in entrenched systemic racism in the justice system. The enslavement of Black and Indigenous peoples and the exploitation of racialized and Indigenous workers forms a large part of the history of Canada’s development. The report of the Truth and Reconciliation Commission makes it clear that Indigenous peoples in Canada were subjected to attempted genocide. A national anti-racism strategy must be situated within this context and include a clear recognition of Canada’s racist colonial legacy and the need for justice for racialized and Indigenous peoples in Canada.

There are several recent reports which provide much-needed guidance to work toward justice. For example, in 2017, the UN Working Group of Experts on People of African Descent reported on its mission to Canada and called for a number of actions, including for the federal government to “issue an apology and consider providing reparations to African Canadians for enslavement and historical injustices”.¹⁶ In 2014, the Truth and Reconciliation Commission made 94 calls to action directed at all levels of government.

In recognition of Canada’s history of slavery, a Bill was recently introduced into the Canadian Senate to designate August 1st as Emancipation Day. The British Parliament abolished slavery in the British Empire as of August 1, 1834, providing some justice to the thousands of people who had been enslaved in Canada. Ontario designated August 1st as Emancipation Day in 2008.

Truth and Reconciliation

The discrimination and racism experienced by Indigenous peoples is rooted in colonialism, and the historical and on-going policies and practices of Canadian governments to control, displace, and assimilate Indigenous peoples. The federal government must fulfill its responsibilities in implementing the Calls to Action of the Truth and Reconciliation Commission. In particular,

¹⁶ United Nations, *Report of the Working Group of Experts on People of African Descent on its mission to Canada*, Human Rights Council, United National General Assembly, September 2017. <https://ansa.novascotia.ca/sites/default/files/files/report-of-the-working-group-of-experts-on-people-of-african-descent-on-its-mission-to-canada.pdf>

education on the legacy of Residential Schools, the attempted assimilation of Indigenous peoples by colonial and Canadian governments, and the on-going harm of colonialism must be a priority for all Canadians at all levels of education, in all workplaces, and in the general public.

Recommendations:

- The federal government must fulfill its responsibilities in implementing the Calls to Action of the Truth and Reconciliation Commission.
- The national anti-racism strategy should prioritize education programs, resources and curriculums to promote understanding of Indigenous peoples at all levels of education, in all workplaces, among law enforcement agencies, in the criminal justice system and in the general public.

Racial Profiling

Racialized and Indigenous peoples in Canada endure disproportionate surveillance by state sanctioned groups and law enforcement agencies. According to the *2018 Corrections and conditional release statistical overview*, Indigenous peoples represented 23% of Federal inmates in 2017, although they represented only 4% of the total population.¹⁷ Racialized people represented about 14% of inmates. Recent reports in Canada have shown that racialized, particularly Black and Muslim, people, and Indigenous peoples are far more likely to be stopped and questioned by the police. They often suffer police violence and endure unjust incarceration. There is much work for the federal government to do in this area, including taking leadership on eliminating practices of racial profiling among federal law enforcement.

Recommendation:

- The federal government should investigate and report on policies and practices of racial profiling by law enforcement agencies such as local and provincial police forces, the RCMP, CSIS, border agencies, and private security firms and work with provincial and municipal governments to eliminate racial profiling policies and practices.

The Rise of Hate

The rise of racist and white supremacist discourse in Canada and elsewhere requires urgent attention by the federal government. The devastating shooting at the Centre Culturel Islamique de Québec on January 29, 2016, where six Muslim men lost their lives, must be situated within this context. According to a 2018 report by Statistics Canada, hate crimes increased by 47

¹⁷ Public Safety Canada Portfolio Corrections Statistics Committee, *Corrections and Conditional Release Statistical Overview*, 2017. <https://www.publicsafety.gc.ca/cnt/rsrscs/pblctns/ccrso-2017/index-en.aspx#sectionc11>

percent in 2017.¹⁸ 43 percent of hate crimes were motivated by race or ethnicity and 41 percent were motivated by the hate of religion. Those targeting Muslims increased by an alarming 151 percent, and Black and Jewish communities also saw disturbing increases of 50 percent and 63 percent respectively. In Ontario, hate crimes specifically targeting Muslims increased by 207 percent and in Quebec by 185 percent.

Recommendations:

- The national anti-racism strategy should urgently address the rise of hate in Canada, including right-wing extremism, white nationalism, anti-Semitism and Islamophobia.
- The federal government should designate January 29th a National Day of Action against Hate and Intolerance.
- The federal government should recognize August 1st as Emancipation Day in Canada.

Environmental Racism and Climate Justice

Climate change is front and centre as the world's most pressing environmental issue. Climate justice needs to ensure that the climate is stabilized for future generations and that those least able to protect themselves from the impact of climate change do not bear the brunt of the burden.

From an equality perspective, global warming is not occurring in a gradual, uniform manner across the planet and its effects are not experienced the same by all sectors of society, affecting more vulnerable communities worse than others. Secondary impacts such as rising food prices make this disproportionate impact worse. Marginalized communities are also more exposed to unhealthy policies and practices such as deforestation, pollution, the release of toxins and garbage dumping.¹⁹

Indigenous peoples in Canada have long pointed out the impact of environmental racism on their communities. A recent initiative supported by the Social Science and Humanities Research Council of Canada is currently conducting much-needed research into the impact of climate change on racialized communities in Canada.²⁰

¹⁸ Statistics Canada, *Police-reported hate crime, 2017*, November 2018.

<https://www150.statcan.gc.ca/n1/daily-quotidien/181129/dq181129a-eng.htm>

¹⁹ L. Anders Sandberg and Tor Sandberg, eds. *Climate Change, Who's Carrying the Burden? The Chilly climates of the global environmental dilemma*, Canadian Centre of Policy Alternatives, 2010.

²⁰ See <http://www.adaptincanadianwork.ca/environmental-racism-adding-african-canadians-voices-to-the-climate-change-debate/>.

Recommendations:

- The national anti-racism strategy should include a focus on environmental racism in Canada and provide measures to eliminate it, including the removal of toxins and waste in marginalized communities.
- Canada's transition to a low carbon economy must include measures to address environmental racism, a strong commitment to the rights of Indigenous peoples, and the implementation of employment equity measures in the creation of green jobs.

IV. Conclusion

In order to achieve equality and the full realization of human rights, the federal government must include progressive measures to eliminate systemic racism in Canada's anti-racism strategy. A strong commitment to employment equity, the creation of inclusive workplaces and measures to address precarious work are crucial. Quality public services and public infrastructure are also vital for racialized and Indigenous communities to achieve equality. The strategy must also promote much-needed justice for these communities in light of Canada's racist, colonial history and ongoing racist policies and practices, and ensure that racialized and Indigenous communities are no longer subjected to unjust discrimination, incarceration and other limits to their freedom.

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