

Progressing towards a Representative and Inclusive Public Service



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Federal Public Service



National Council of Visible Minorities in the Federal Public Service (NCVVM)

November 28th, 2003

Overview



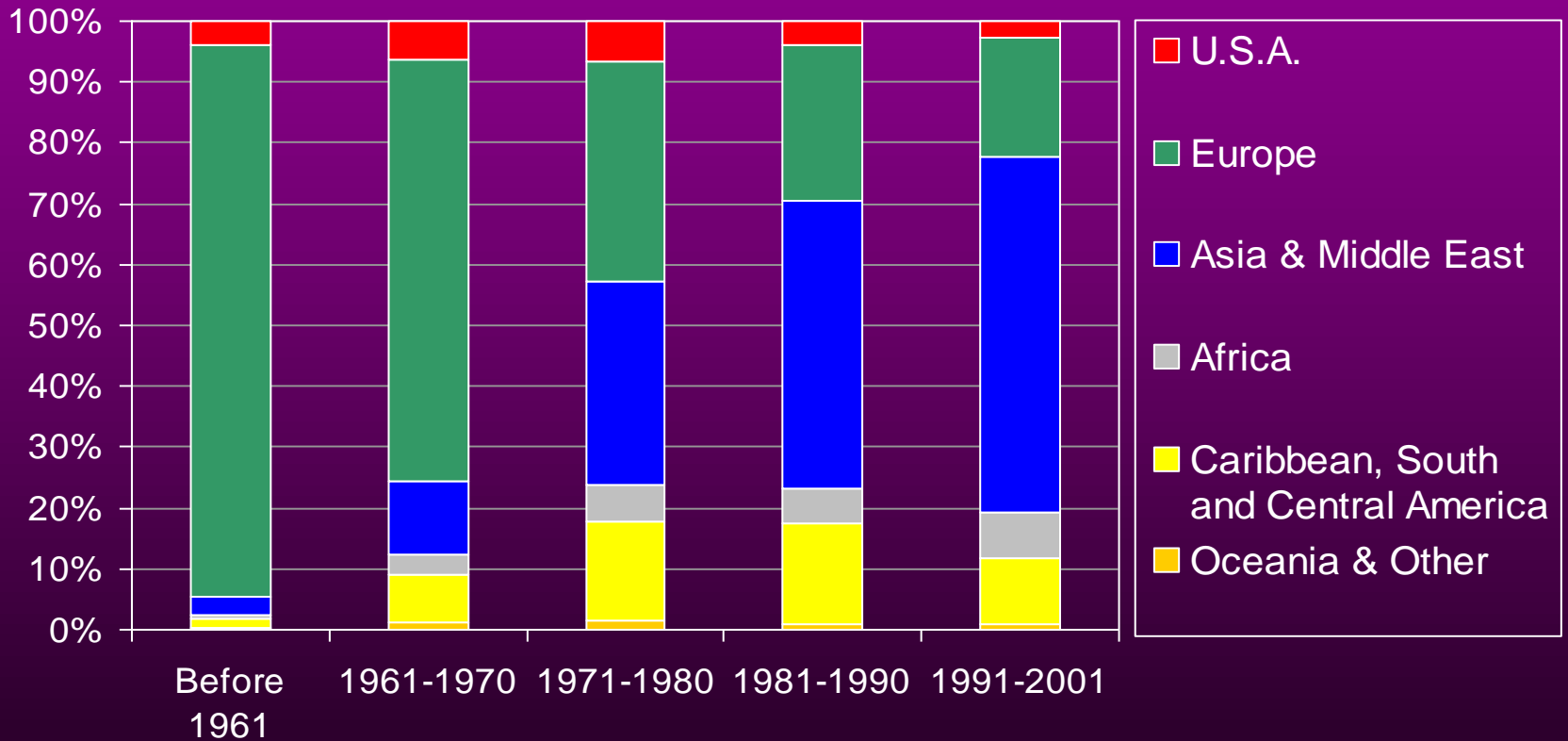
- **Climate of the “Eighties and Nineties”**
- **Key NCVM Initiatives**
- **Reality Check: Continuing Challenges facing visible minority employees in the Federal Public Service**
- **Government’s responsibility to advance the cause of visible minority employees in the Federal Public Service**
- **Conclusion**



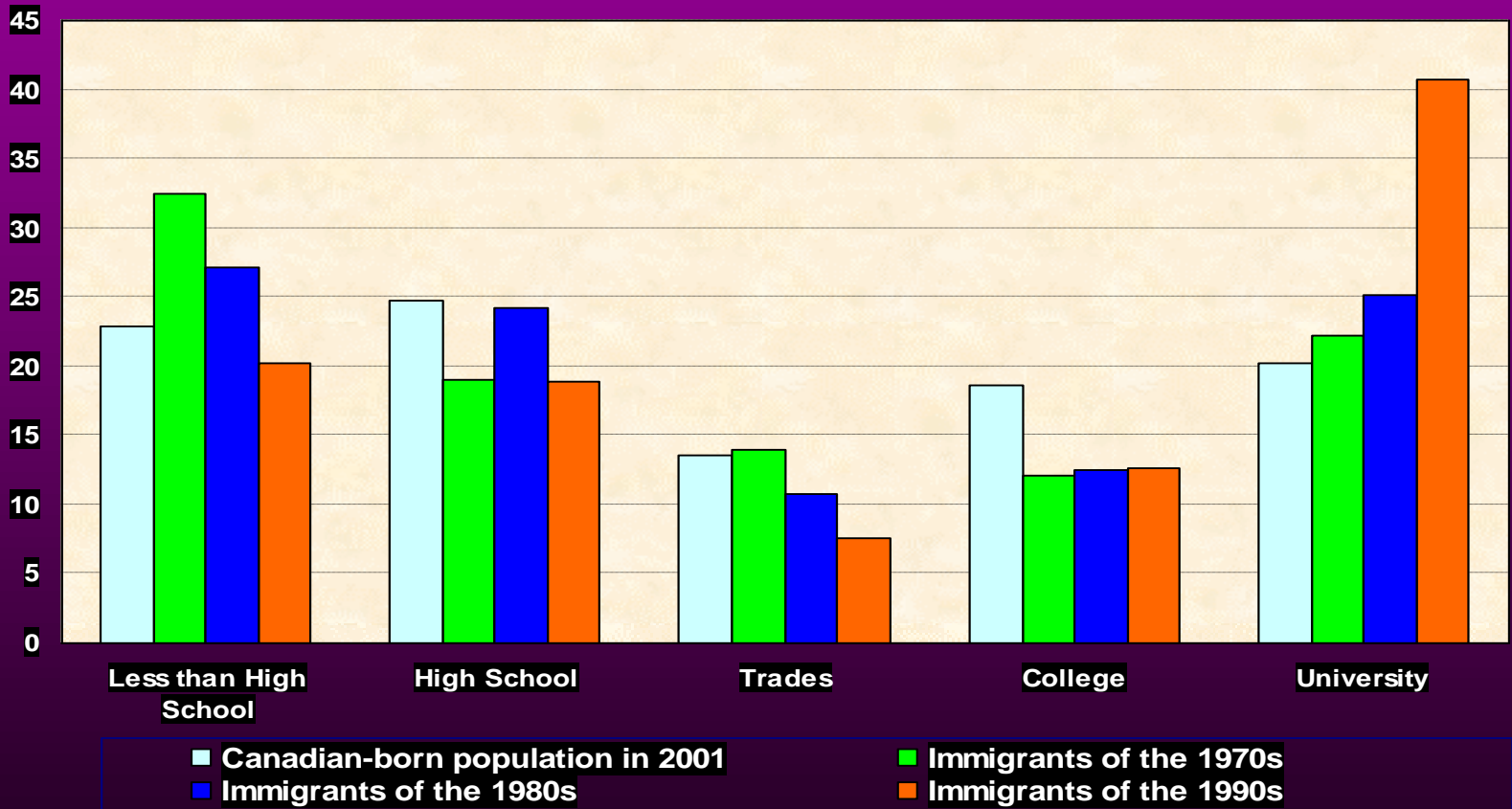
Climate of the “Eighties and Nineties”

- **Public Service 2000**
- **Visible Minority Consultation Group**
- **Employment Equity Act**
- **Canadian Multiculturalism Act**
- **Court Challenges**
- **Federal Task Forces**
- **Employment Equity Positive Measures Program**
- **Canadian Centre for Management Development Initiatives**
- **Legislative Review**

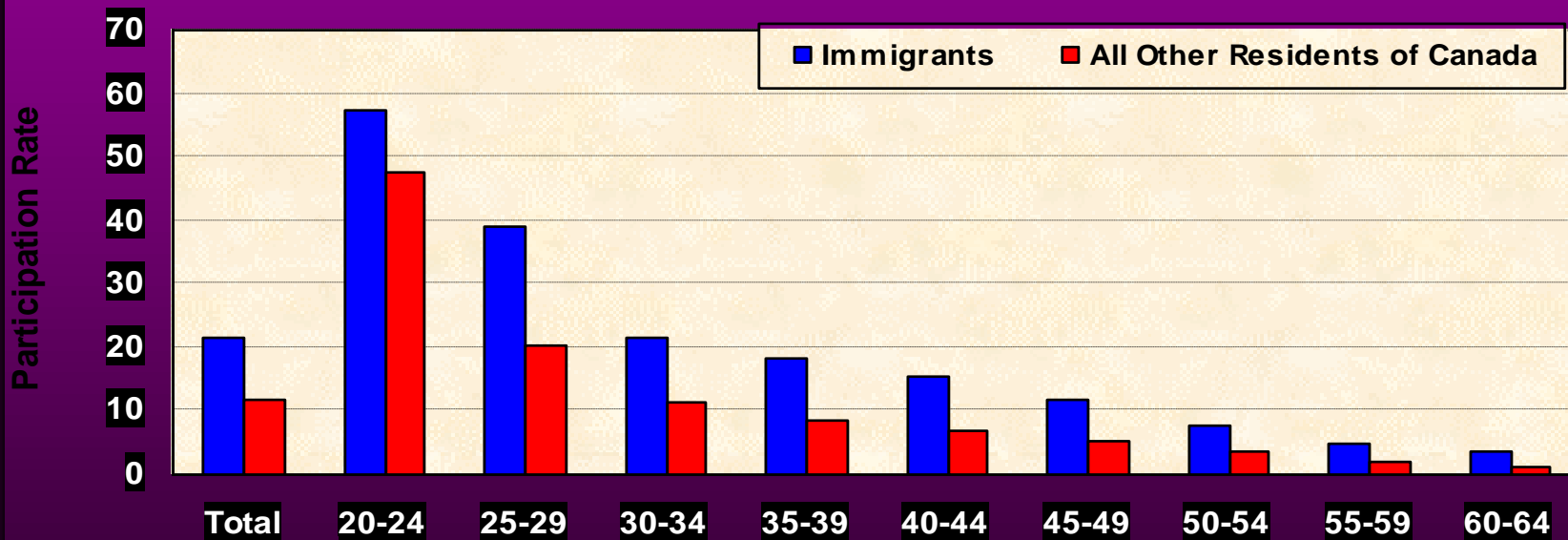
Immigrants to Canada are increasingly from Asia and the Middle East



A very high proportion of immigrants who arrived during the 90's had a university diploma.



Immigrants of the 90's participate in full-time education at greater rates - at all ages - relative to the rest of the population



Other independent statistics



- Canadian Labour Congress (CLC) statistics
- Virtually all of the growth of the Canadian labour force now comes from immigration
- Previous generations of immigrants, predominantly white, quickly closed the wage gap between themselves and native-born Canadians -- but people of colour who came to Canada 20 years ago "have still not caught up,"
- CLC report concludes - racial background also has a lot to do with why - recent immigrants are having a lot more difficulty than the previous waves of white European immigrants

Further statistical evidence



- **CLC research points to racism as a major factor in the growing income and job security gap between workers of colour and other workers in this country**
- **ugly thing to say, but the facts speak for themselves. The time for denial is over**
- **"Advocates of the 'catch-up' theory say that economic differences based on race will disappear as immigrants gain more Canadian job experience and move into the mainstream, just like previous white European immigrants.**

Speak Truth



- **"But the fact of the matter is that economic gaps between immigrants and all other Canadians have widened as immigrants have been increasingly drawn from racialized groups."**
- **And the differences cannot be explained away on the basis of educational attainment, because the most recent immigrants to Canada "are more highly educated than other Canadians, and more highly educated than previous immigrants."**

The Creation of the NCVM



- **1990's: beginnings of formal and informal Visible Minority Departmental Networks**
- **1999: Pivotal Annual Meeting of Committee for Equal Access and Participation (CEAP)**
- **1999: Spring Meeting of three Network Chairs**
- **1999: Planning Meeting hosted by DIAND**
- **1999: Fall National Symposium creates a national voice for visible minorities in the Federal Public Service**



NCVM Champions

- **First NCVM Deputy Minister Champions:**
Alex Himelfarb, Canadian Heritage
Janice Cochrane, Immigration and Citizenship
Frank Claydon, Agriculture and Agri-Food
- **Visible Minority Departmental Networks**
Bold first steps from:
 - **Agriculture and Agri-Food**
 - **Canadian Heritage**
 - **DIAND**
- **Courageous Individuals**

Key NCVM Activities



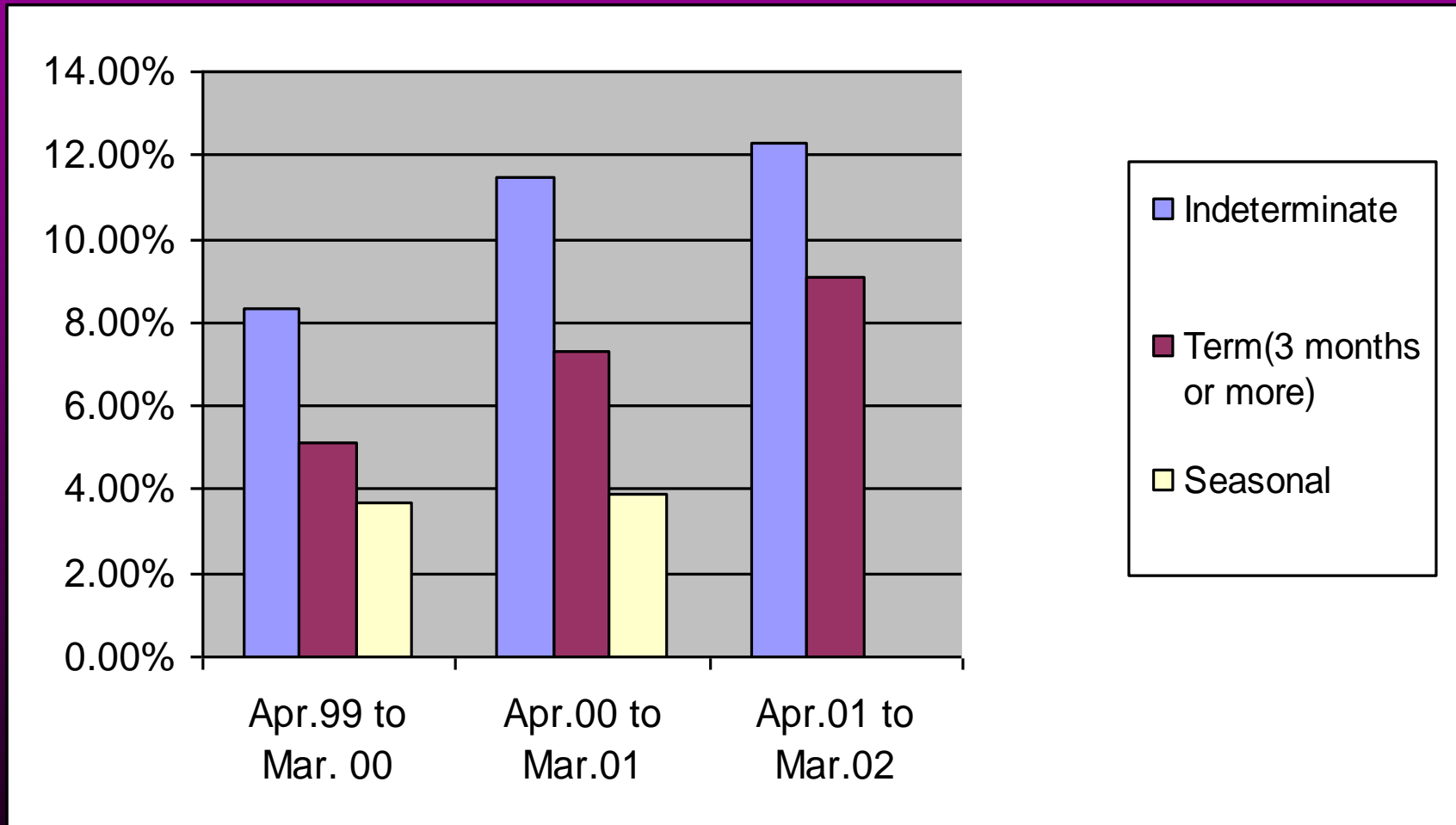
- **National Symposia**
- **Working with Stakeholders**
- **Consultations**
- **Promotion of *Embracing Change* Action Plan**
- **Youth Engagement**
- **Learning Opportunities**
- **Addressing Concerns**
- **Outreach and Collaboration**
- **Community**

NCVVM AS the voice of FPS VisMins

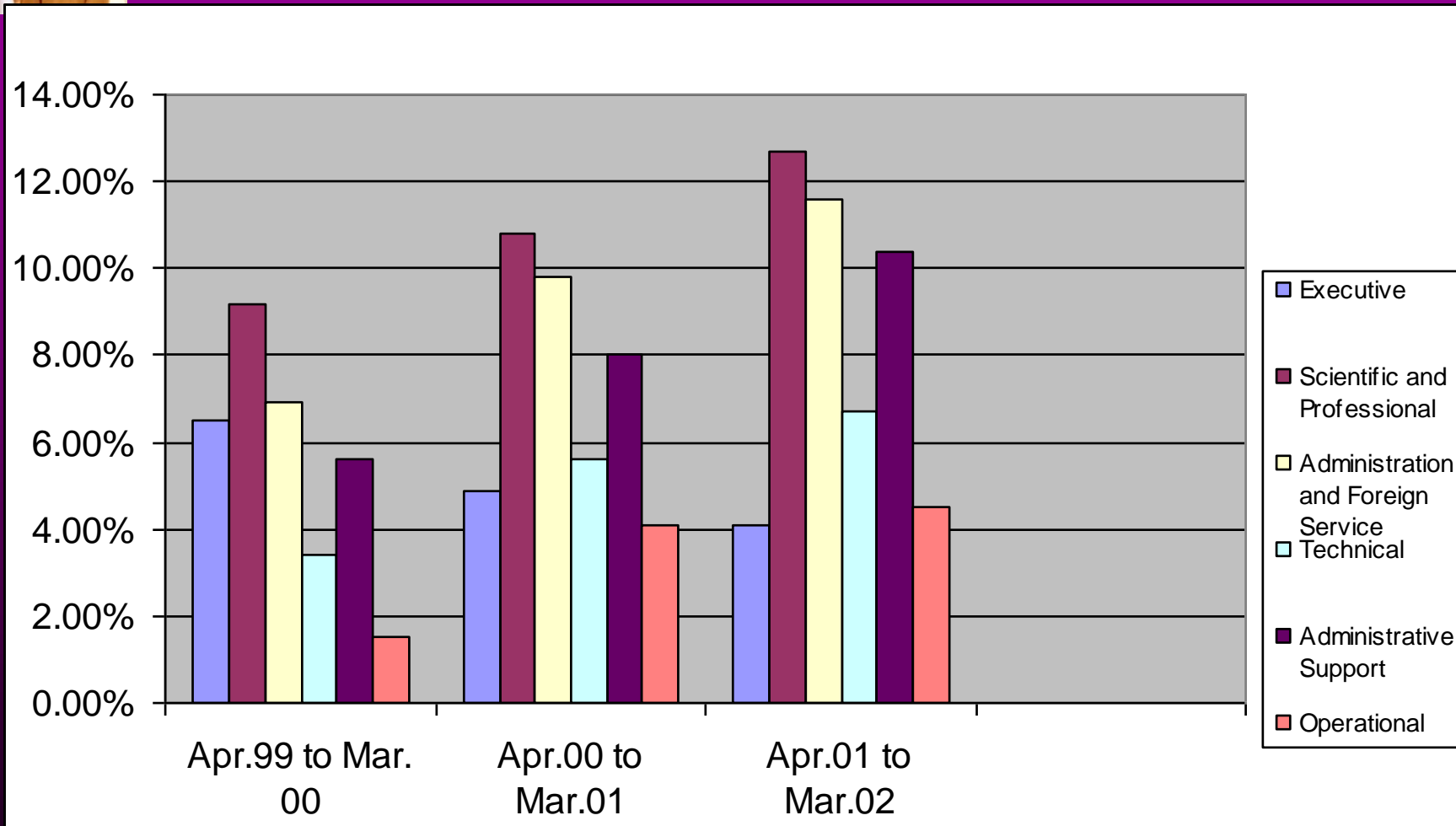


- **NCVVM National Treasurer institutes Performance Budgeting concept – in view of ad hoc funding – seeks new Financial Framework from ADM champions**
- **Release of “Terms”**
- **“Pockets of Progress”: Some departments not doing enough**
- **Unfair Treatment: What Public Service Employee Surveys are revealing**
- **Career Progression of long-serving Visible Minority Employees**
- **Double Jeopardy: Visible Minority Women in the Federal Public Service**

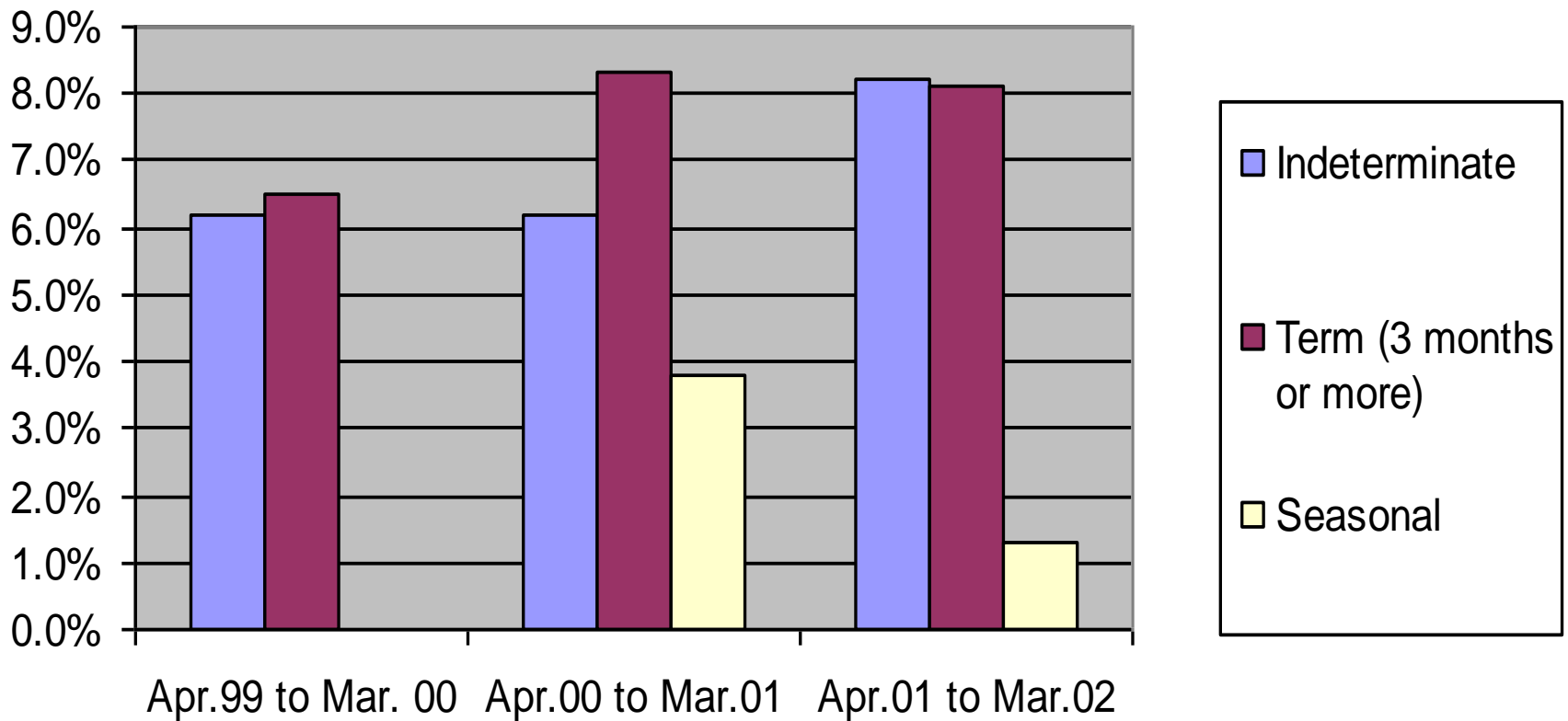
HIRINGS OF VISIBLE MINORITIES INTO THE FEDERAL PUBLIC SERVICE BY TYPE OF EMPLOYMENT



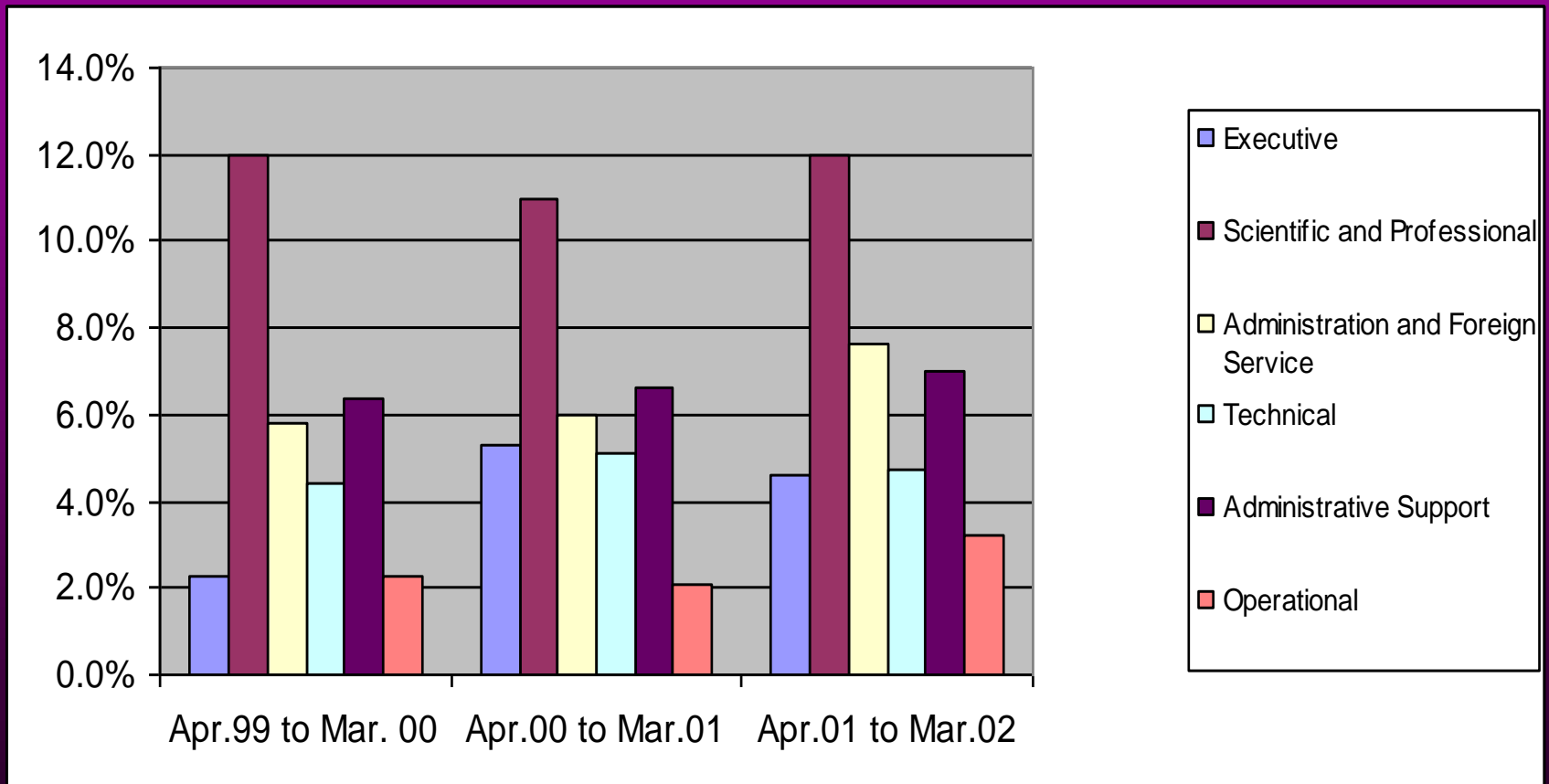
HIRINGS OF VISIBLE MINORITIES INTO THE FEDERAL PUBLIC SERVICE BY OCCUPATIONAL CATEGORY



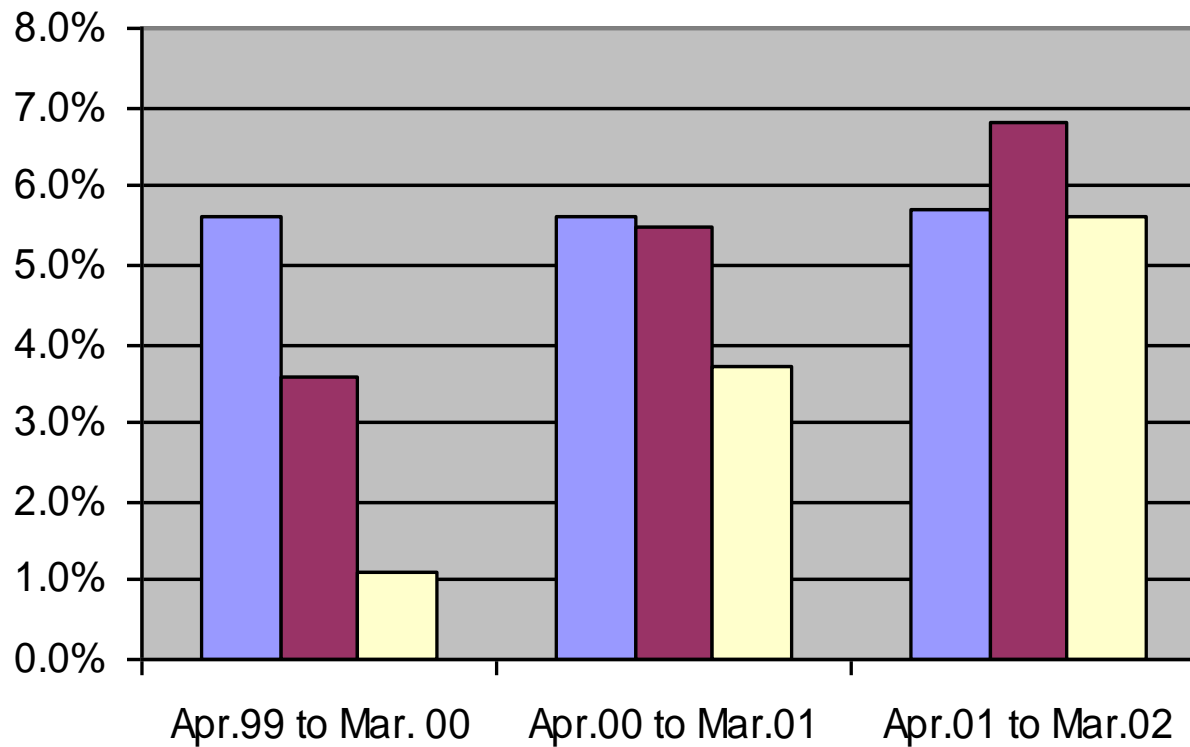
PROMOTIONS OF VISIBLE MINORITIES WITHIN THE FEDERAL PUBLIC SERVICE BY TYPE OF EMPLOYMENT



PROMOTIONS OF VISIBLE MINORITIES WITHIN THE FEDERAL PUBLIC SERVICE BY OCCUPATIONAL CATEGORY

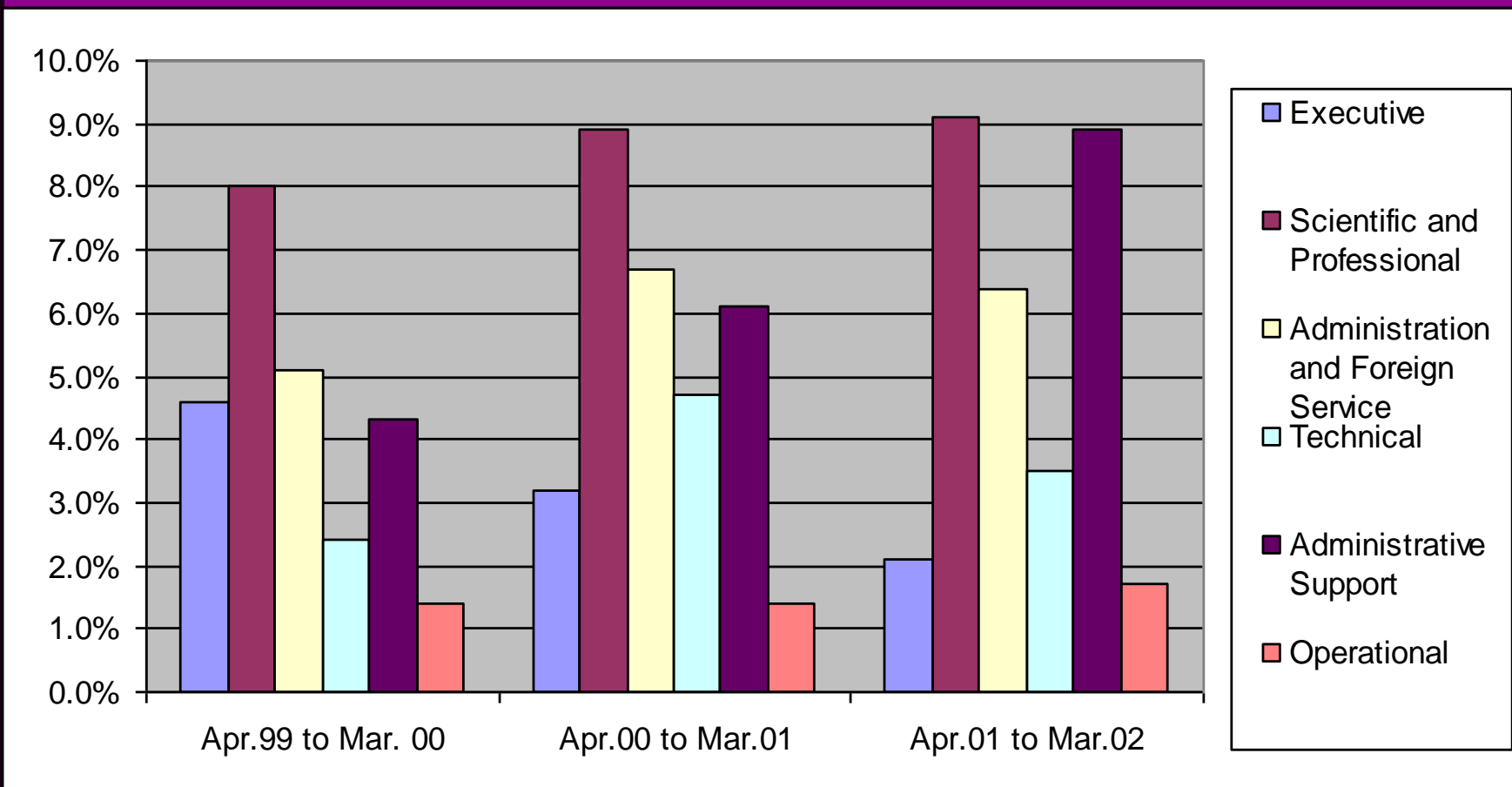


SEPARATIONS OF VISIBLE MINORITIES FROM THE FEDERAL PUBLIC SERVICE BY TYPE OF EMPLOYMENT



- Indeterminate
- Term (3 months or more)
- Seasonal

SEPARATIONS OF VISIBLE MINORITIES FROM THE FEDERAL PUBLIC SERVICE BY OCCUPATIONAL CATEGORY



Government Responsibility



- Implement the *Embracing Change Action Plan* as recommended
- Ensure Behavioral Change for Managers
- Undertake Comprehensive Research on Visible Minority Career Progression
- Institute Measures and Actions
- Collaborate meaningfully with NCVM

Other EE successes, Why not VisMins?



- **Francophones:** Past legislation such as the Official Languages Act and the Charter of Rights and Freedoms has resulted in a situation where French is the first language of 28.6% of NRCan employees. This is consistent with the Government of Canada and national profile, which has 29.0% Francophone representation.
- **Women:** lessons and tools that enabled such quick advancement of women and francophones in Departments, including in the EX ranks, should be used as effectively for the advancement of visible minorities as well.

Employment Equity Action Plans



- Most EE action plans indicate that external recruitment is the primary vehicle that will be used in the short-term to address under-representation of VM's
- Use of external recruitment allows us to address our departmental shortfalls in terms of employment equity and will help the Public Service as a whole reflect the changing face of Canada.
- This being said, it is essential to point out that opportunities for career development and promotion should be offered to senior VM's who have been passed over due to systemic barriers in their organizations



Reality Check: Challenges facing visible minority employees

- Some changes have been made, far too slowly for many visible minorities and, far too slowly for our rapidly changing society
- Visible minorities in the Federal Public Service are not asking for special privileges
- VM's ask for a fair opportunity to compete for positions of public trust; to make a contribution to Canada like every other proud Canadian.



Final Word

- **The Government of Canada must fulfill its statutory obligations**
- **Progressing (achieving) towards a Representative and Inclusive Public Service**
- **Government must act now!**