

Consultation on systemic racism and discrimination

INFORMATION SESSION



Introduction • Background

Some
22 000

signatures on the petition
submitted July 27, 2018
(15 000 required)

**Montréal, firmly
against racism and
discrimination**

**Mandate from the Office de
la consultation publique de
Montréal (OCPM)**

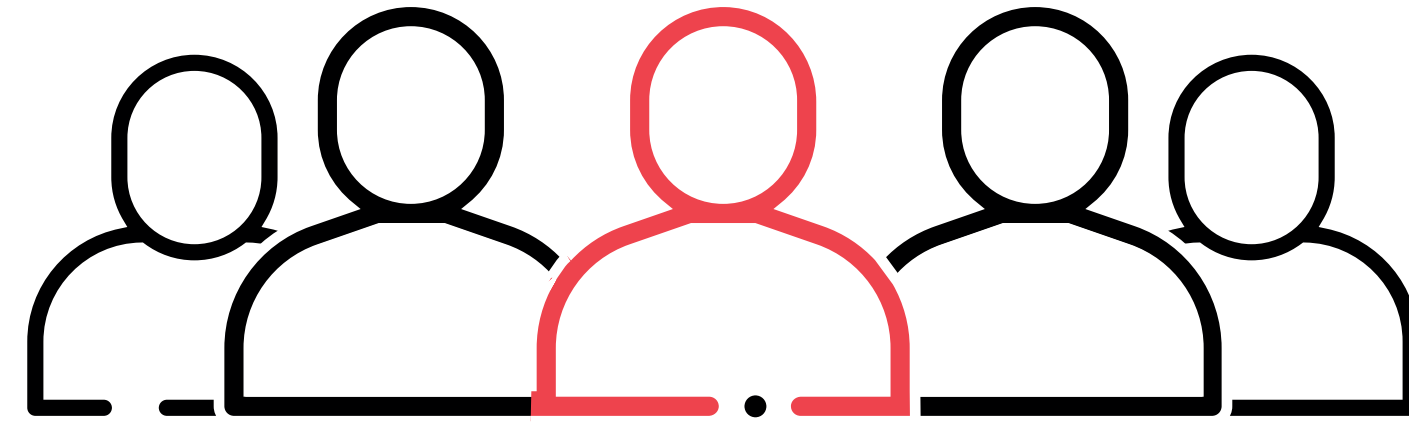
To carry out a public consultation on
racism and systemic discrimination

Unequivocal rejection of all forms of racism and
discrimination by the municipal administration.

The municipal administration has played its part
in this regard over the past three decades,
**with multiple actions intended to promote
integration, combat discrimination and foster
greater openness to diversity.**

**The public consultation presents an opportunity for
dialogue, which in turn allows the city to improve its
practices and identify existing obstacles to greater
inclusion for the people cited in the petition.**

Introduction • Background



one of every five immigrants

Stated that he or she experienced discrimination or was treated unjustly in the past five years, in the Montréal region.

→ The propensity to declare an experience of discrimination is similar among second-generation immigrants.

194 in 2016
→ **311** in 2017*

The number of hate crimes reported by police has increased since 2014, particularly those motivated by hatred based on religion, race and ethnic origin

2012

the Commission des droits de la personne et de la jeunesse carried out a test, which showed a discrimination in hiring rate of **35** per cent.

Thus, a person whose surname could be associated with a racialized group was passed over for an interview in one of three cases.

Montréal's proactive administration

Clear and formal commitments

1989

Montréal Declaration
Against Racial
Discrimination

2004

Montréal Declaration
for Cultural Diversity
and Inclusion

2005

Montréal Charter
of Rights and
Responsibilities

2015

Montréal Declaration
on Living Together

Unifying values

Respect | Equality | Inclusion | Tolerance | Justice



A few definitions and considerations

Discrimination

Distinction, exclusion or preference that is founded on a ground prohibited *under the Québec Charter of Human Rights and Freedoms* → that effectively nullifies or compromises a right or a freedom protected by the Charter, or the exercise of that right or freedom.

Prohibited grounds for discrimination: race, colour, gender, gender identity or expression, pregnancy, sexual orientation, civil status, age (except to the extent provided by law), religion, political convictions, language, ethnic or national origin, social condition, disability or the use of a means to compensate for a disability.

Systemic discrimination

Discrimination resulting from the **dynamic interaction** between **decisions and attitudes** that are tinged with **prejudice**, as well as from **organizational models and institutional practices that have prejudicial effects** (intended or not) on groups protected by the Charter.

A few definitions and considerations

Racism

Theory or ideology, based on the assumption that there are **separate human races, which considers these races unequal**. acism leads to hostile and contemptuous attitudes and behaviours towards certain people because of their color or of their ethnic or national origin.

Racism finds expression in subtle, indirect and insidious forms, **founded on the idea that certain cultures cannot be assimilated into the dominant culture, tradition or lifestyle of a national or majority group**.

Genetics has shown that races do not exist, that human beings belong to a single species. Yet, **racism is a reality**, a social phenomenon with **serious consequences** for victims and societal relations*.

Systemic racism

The social production of racial inequality in decisions about people and in the treatment they receive. **Racial inequality is the result of a society's arrangement of economic, cultural and political life**.

It is produced by the combination of social constructions of races as real, different, and unequal, known as **racialization**; the norms, processes, and service delivery of a social system, known as structure; and the actions and decisions of people who work for social systems (**personnel**)**.

**Definition taken from the Commission des droits de la personne et des droits de la jeunesse.*

***Definition taken from the Barreau du Québec and the Report by the Commission on Systemic Racism in the Ontario Criminal Justice System, Toronto, Queen's Printer for Ontario, 1995.*

Montréal's proactive municipal administration

Powers conferred under law

On a permanent basis, the municipal administration must act within its legal powers, set out in the Charter of Ville de Montréal, metropolis of Québec.

1. Powers vested in the city*

- Municipal assessments
 - Public transit
- Some public security elements
 - Municipal court
- Environment, sanitation
- Social housing and assistance for people living with homelessness
- A few human resources elements

**These powers are exercised by the agglomeration council or city council*

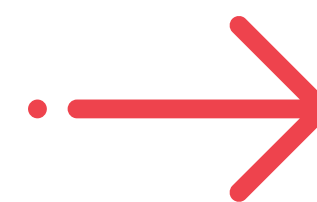
2. Powers vested in the boroughs

- Land use planning and development, including the zoning by-law
- Financial assistance to an organization carrying out activities in a borough with a community, cultural or social development mission
- Occupancy of public property

3. Powers vested in the Government of Québec

- Immigration, diversity and inclusion
- Employment, labour and social solidarity
 - Education
 - Health and social services

The government of Québec has jurisdiction over immigration, as stipulated in the Québec Immigration Act.



However, the municipal administration, owing to its role as a metropolis and a local government, oversees the reception and integration of people with an immigrant background.

Montréal's proactive municipal administration

Work carried out jointly with the government of Québec

- Agreements with the Ministère du Travail, de l'Emploi et de la Solidarité sociale
- Agreements with the Ministère de l'Immigration, de la Diversité et de l'Inclusion

Partners: indispensable allies

- Specialized organizations;
- Local organizations;
- Public institutions;
- Provincial and federal governments.

Montréal's proactive municipal administration

Two types of actions

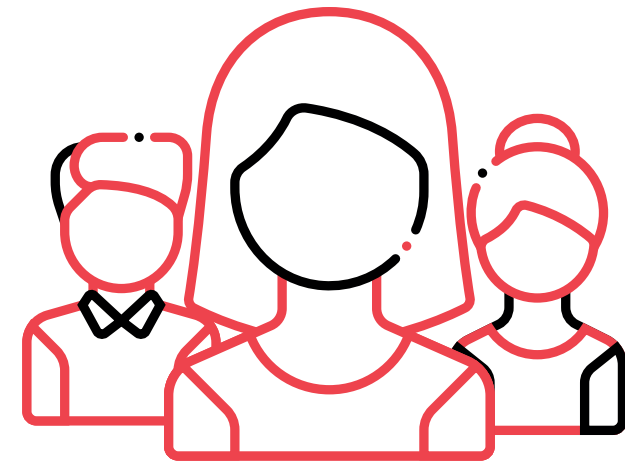
- Against racism and discrimination

Administrative:
Hiring | personnel training
For residents:
Prosecution of crimes |
Zoning and places of worship

- To promote the integration of people with an immigrant background and the inclusion of all residents

Administrative:
Political and administrative commitment
For residents:
Social development | Access to
cultural activities, sports and
recreation activities, etc.

Montréal's demography at a glance (data from 2016)



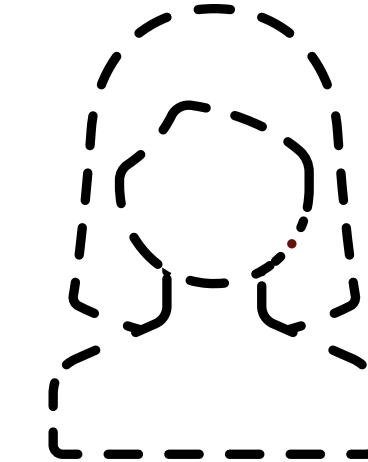
1 704 694

Montréal residents



30,8 % à 34,3 %

→ The percentage of the immigrant population from 2006 to 2016



34,2 %

More than one third of the population identifies as a visible minority

Persistent discrepancies

The unemployment rate among new immigrants (**17%**) is twice as high as it is among non-immigrants (**8%**).

Living with low income:
34 % of new immigrants;
27 % of Indigenous people;
16 % of the general population.

Introduction: What is the consultation document?



The consultation document was prepared by the municipal administration. It is geared to all people and organizations interested in OCPM consultation on racism and systemic discrimination.

The document presents the most accurate, but non-exhaustive picture as possible of what the municipal administration is doing to combat racism and discrimination, based on the objective set out in the petition.

**The document also presents
the future outlook based on areas of action.**

This presentation summarizes **municipal actions** in the area of **inclusion and access** to services for the people cited in the petition:

- 1.**
Inclusion and diversity
- 2.**
Employment
- 3.**
The fight against racial and social profiling
- 4.**
Public security actions
- 5.**
Democratic bodies
- 6.**
Zoning and places of worship

All the actions presented in this consultation document concern **employment, social and economic development, housing, public security, culture, sports and recreation, as well as all measures and actions** undertaken by the boroughs.

1 • Inclusion and diversity as priorities

As of this year, inclusion and diversity are now included among the municipal administration's organizational priorities.



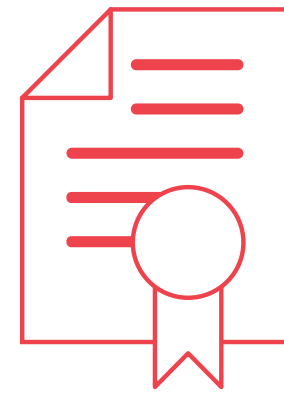
With the objective of increasing the overall proportion of **visible minorities or ethno-cultural communities** hired to **33%**.



In order to adequately meet the needs of an increasingly diversified clientele, the municipal administration **since 2018** has used gender-based analysis (**ADS+**) to design and implement its policies, action plans, programs and projects.

This approach helps ensure that **populations at risk of being discriminated against are considered in each project**, program or action strategy developed by the city.

2 • Employment



Two core values: Equality and respect

The municipal administration is subject to the Act respecting equal access to employment in public bodies.

Equal access to employment program (PAEE)

- 10 years of actions •

- Groups targeted:

Women, Indigenous people, visible minorities, ethnic minorities and people with a disability.

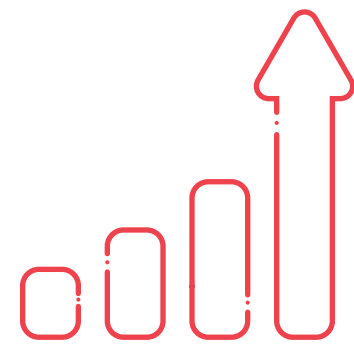
- General objectives:

- **Eliminate discriminatory aspects** inherent in the employment system
- **Ensure the right to equal employment opportunities for all employees**

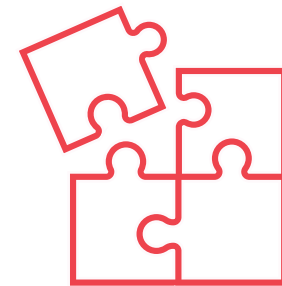
2 • Employment



To apply the PAEE: Action Plan for Diversity in Employment 2016–2019



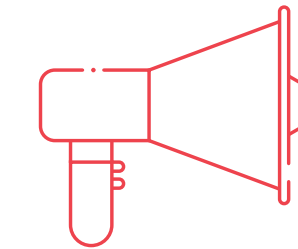
**Increase hiring and efforts
to promote members
of the target groups**



**Optimize the
integration of new
employees**



**Develop competencies and
support the career development
of employees**

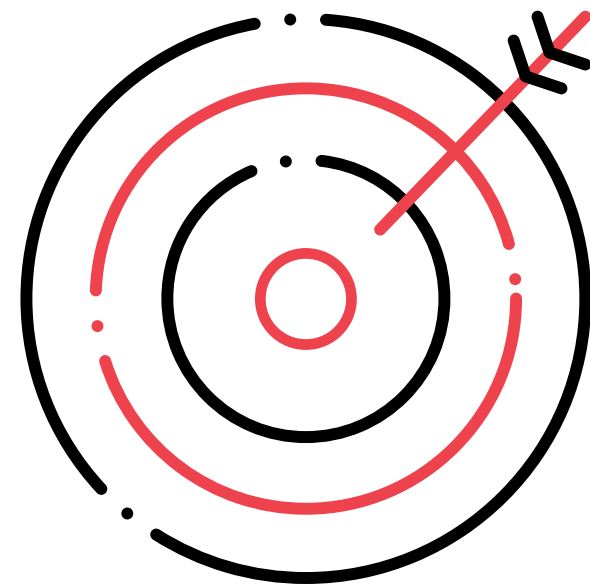


**Raise awareness of the
advantages of employment
diversity among employees**

The professional mentorship program is among the flagship measures taken under the equal access to employment program:

→ Some **552 people** have participated in the program since 2006, with 80% coming from a visible minority.
Close to 60% of participants went on to secure a job within **three months of completing their stages.**

2 • Employment



A targeted search for staff

- Offer **concrete solutions** to recruitment teams.
- **Support the reception, integration, employment, job retention and career advancement** of people with an immigrant background hired by the city.
- Examples of means:
 - Participation in the **Salon de l'immigration, the Bienvenue aux personnes immigrantes** job fair, etc.
 - Member of the organizing committee for the **MAMU! Indigenous employment fair**.

Increase in the proportion of hirings from 2007 to 2017

From **20,7%** to **28,4%**
Visible minorities, ethnic minorities and Indigenous people

Increase in representation from 2007 to 2017

Visible minorities, ethnic minorities and Indigenous people:
From **12,3%** to **19,1%**
Overall representation

Visible and ethnic minorities:
From **12,3%** to **35,2%**
Scientists

From **15,7%** to **29,9%**
White-collar workers

Employees promoted in 2017:
22,9%
identified as members of a visible or ethnic minority

28% General professionals
40% Scientists

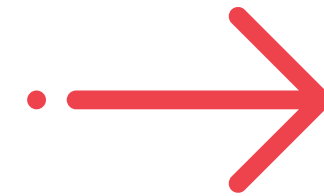
3 • The fight against racial and social profiling

Racial and social profiling

Any action by a person or persons in a position of authority vis-à-vis a person or groups of people, for reasons of public safety or security, on the basis of such factors as race, colour, ethnic or national origin or religion, with no valid grounds or reasonable suspicion, **and which serves to expose the person to differential examination or treatment.**

Starting in the spring of 2018, the municipal administration began implementing 42 commitments

→ In connection with the public consultation held by the Commission de la sécurité publique and the Commission sur le développement social et la diversité montréalaise (named "joint committees") in the spring of 2017.



**- Example -
Establishment of a data
collection system and review
of the regulations**

The SPVM has a specific plan to improve police practices:

- Recognize the existence of racial and social profiling behaviour
- Gauge the presence of these behaviours
- Prevent these behaviours
- Maintain the trust of residents and mutual respect

4 • Public security actions

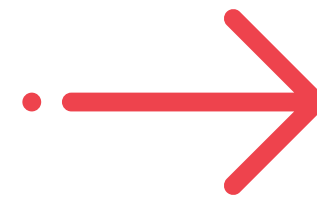


Hate incidents and crimes: Prevent and take action

Since May of 2016, the hate incidents and hate crimes unit has combined inquiries and prevention to better deal with various social problems.

All victims of hate incidents or hate crimes, or all people concerned with radicalization leading to violence **can contact this unit.**

The team carries out **prevention actions**, notably with youth. It also deals with **hate incidents and hate crimes.**

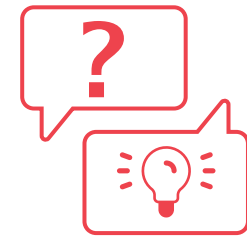


Results:

In 2018, the team dealt with **226 hate crimes** and **94 hate incidents.**

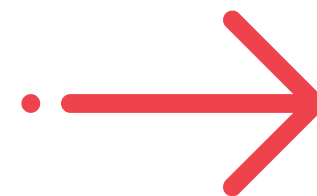
The centralized processing of inquiries served to strengthen ties with ethno-cultural communities, local police stations and the Service des enquêtes.

4 • Public security actions



Better adapting to a diversity of realities

All SPVM police officers undergo **awareness training** in relation to various Montréal communities.



- Examples -

- **Training sessions** meant to raise awareness about Aboriginal realities.
- **Training intended to strengthen intercultural competence** among newly promoted management personnel.
- For management teams in local police stations (LPS), **training sessions to promote awareness** of relations with residents, racial and social profiling, and Indigenous realities.

5 • Democratic institutions, in search of diversity

On several occasions, city council has come out in favour of Montréal elected officials being more representative of the city's diverse population.

At the end of 2018, the municipal administration took steps to exhaustively review its **public consultation and participation policy**.

A few of the objectives of this policy:

- Associate Montréal's communities with the city's development;
- Increase transparency and openness within the municipal administration;
- Promote inclusive and representative participation among the broader Montréal community.



5 • Democratic institutions, in search of diversity

Examples of activities aimed at promoting better knowledge of how its democratic institutions work among people from diverse cultural communities:

Guided visits to city hall, the Democracy Caravan, the signing of the Golden book, city council simulations, and exhibitions on diversity held in the hall of honour at city hall, Cité Elles MTL.

The Bureau de la présidence du conseil is responsible for organizing these activities, in collaboration with the city's three advisory councils:

The Conseil des
Montréalaises

The Conseil
interculturel de
Montréal

The Conseil des
jeunes de
Montréal

The highly varied councils sought to reach **new immigrants, women and youth**, in particular.

Concertation Montréal is mandated by the city to increase **diversity** and achieve **parity** in places of decision-making.

To achieve this objective, it has implemented two initiatives:

Leadership Montréal and Cravates roses

→ One of the main tools deployed is a bank of candidates with diverse career paths and profiles.

6 • Religious diversity: zoning and places of worship

In the boroughs, there are two zoning categories that permit the establishment of places of worship:

As-of-right zoning

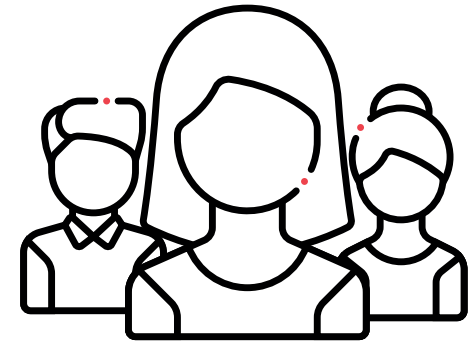
Zones almost entirely occupied by **historically established places of worship and religious establishments** (cemeteries, monasteries, etc.). If one of these spaces has recently become vacant, it may be possible to establish a new place of worship without requesting a zoning change.

Conditional uses zoning

Commonly used by the boroughs to widen the zones that can accommodate a place of worship. **This makes it possible to establish a new place of worship without changing the zoning by-law.** However, conditional uses constitute a **temporary solution**, given that they can lose their **validity**.

Boroughs can also change their zoning by-laws, which can involve a relatively lengthy procedure.

Outlook – future actions



Promote diversity: a new leading priority

The municipal administration has set out three targets for all its departments:

- **Increase** the overall proportion of visible and ethnic minorities hired to 33%;
- **Heighten employee awareness** of diversity and its advantages in municipal departments and in boroughs;
- **Find a new practice** that gives all residents equal access to services offered by their department or borough.



Equal access to employment program and Action Plan for Diversity in Employment 2016–2019

- Program updated



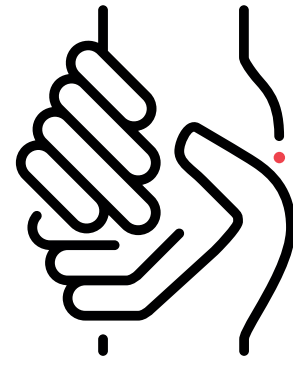
With a special focus on intersectionality issues.



Policy of respect for individuals

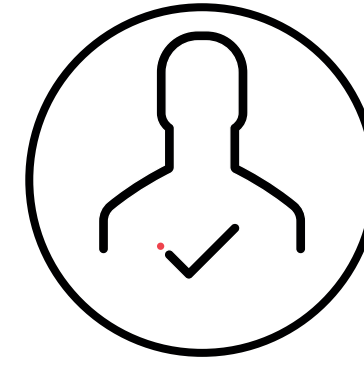
- Development of adapted **awareness and action** tools;
- Creation of a platform aimed at better analyzing **the information and statistical data concerning complaints.**

Outlook – future actions



Professional mentorship program

- Program improved in 2019 to offer **11 stages to Indigenous people.**



The fight against racial and social profiling

In 2019, the working group on regulations began its analysis:

- Usefulness of by-laws, applications and directives, sample findings, discrimination and vulnerabilities, etc.

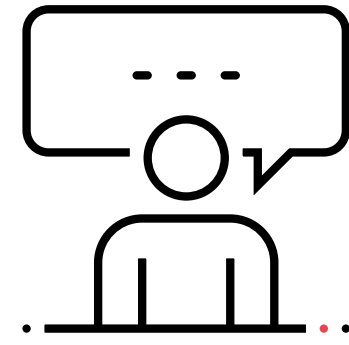


SPVM: Relations with residents

Relations avec la population

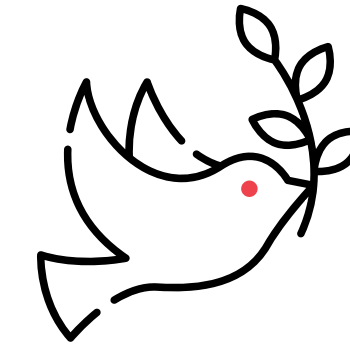
- In 2019, the Bureau du service aux citoyens will obtain data that will be used to **isolate complaints stemming from allegations of discrimination, racism and racial or social profiling;**
- Personnel evaluations will be changed in order to **identify potential discriminatory behaviour, or racial or social profiling.**

Outlook – future actions



Political authorities

- Launch of a 2019 **public study** on citizen participation with the goal of increasing the **rate of participation among people from diverse cultural backgrounds.**



Religious diversity

In order to manage religious diversity in a manner that is better adapted, the municipal administration intends to mobilize and support the boroughs:

- By analyzing **current practices in Montréal;**
- By producing and distributing **action tools.**

Conclusion

The public consultation on racism and systemic discrimination provides an opportunity to:

Better identify shortcomings as well as elements likely to constitute obstacles to inclusion for all.

The municipal administration will consider all the elements arising from this consultation process.

The municipal administration wishes to reaffirm its commitment to uphold the values of respect for human dignity, equality, inclusivity, tolerance and justice. It will continue to uphold these values in all its actions.



The municipal administration wishes to thank the people, organizations and institutions for their participation in this necessary societal debate.

