

STRENGTHENING DIVERSITY AND INCLUSION

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# Taking Action on Racism

A year in review

Alberta

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**Taking Action on Racism: A Year in Review** | Immigration and Multiculturalism

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## Our progress

### Message from Honourable Minister Muhammad Yaseen

As Alberta's Minister of Immigration and Multiculturalism, I proudly celebrate the rich and vibrant cultural diversity in our province.

Alberta is a mosaic of ethnicities, languages and traditions. Our diversity is a crucial part of both our history and our future. Alberta's government recognizes that many different cultures have contributed to the success of this province, not despite their unique backgrounds, but because of them.

I am pleased to present "Strengthening Our Diversity", the Alberta's Anti-Racism Action Plan's first Annual Report. This report illustrates the government's actions and achievements over the past year, across five broad themes. Taken together, these initiatives are helping build and foster an even more inclusive province and will help enhance the lives of all Albertans.

We will continue to celebrate diversity, combat racism, and ensure fair treatment and fair access to government programs, services and opportunities. Thanks to the work and dedication of the Alberta Anti-Racism Advisory Council, and the hard work of ministries across government, we are addressing racism and discrimination.

Together, we strive on building a more inclusive province where people from diverse backgrounds can thrive, succeed, contribute as responsible citizens of the society and be proud to call Alberta home.

In Alberta, there is simply no place for racism. I recognize that combating racism is a complex process, but Alberta's government is committed to doing all we can. We are proud of the significant progress made over the past year.

Sincerely,

**Honourable Muhammad Yaseen**  
Minister of Immigration and Multiculturalism

# Taking action against racism in Alberta

## A year in review

In July 2022, Alberta's government released its Anti-Racism Action Plan - a strategic plan to:

- Combat discrimination and address systemic barriers to government programs and services, helping to ensure all Albertans have equitable access to information, programs, services and opportunities.
- Empower communities to promote social inclusion, celebrate diversity and multiculturalism, and cultivate social cohesion.

The plan is government's commitment to play a leading role in this pursuit.

To ensure government actions are effective, this plan includes steps to monitor and measure progress, including annual progress reports to Albertans. This is the first of those reports and will highlight the progress made in the first year since the plan's launch.

Action on racism cannot take place without the involvement of those who feel the affects of racism. Therefore, Alberta's government continues to listen to and work with racialized individuals and Indigenous Peoples on the plan's implementation, and on further initiatives to address racism.

### We are all Albertans

Alberta is diverse and benefits from the many cultural traditions, histories and perspectives of the people who call this province home. Our province's economy depends on an ever-growing mix of people and skills, experience and background.

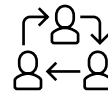
As Alberta's population becomes increasingly diverse, it is more important than ever to foster and promote an inclusive society built on a foundation of mutual respect, and ensure all Albertans have fair access. People from diverse racial and ethnic backgrounds can experience race-based bias, discrimination and systemic barriers. This can negatively affect their health and well-being, and make it more difficult for them to find a job or access public services such as housing, education, health care and social services.

### The path forward

Addressing racism is complex and ongoing. Alberta's government has taken many steps to take action on the themes highlighted in the Anti-Racism Action Plan. The plan's actions are grouped into five themes, which highlight broad areas under which Alberta's government will foster a more inclusive society.

## Highlights

### 5 themes



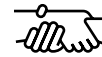
Public education and awareness



Government as a catalyst for system improvements



Empowering communities



Responding to hate crimes and incidents



Data and measurement

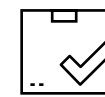
### Report at a glance



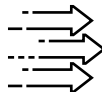
5 themes



25 ministries across government



26 actions implemented

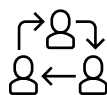


1 action in progress



1 action not yet started

# Theme 1: Public education/cultural awareness



There are five actions under this theme.


## ACTION 1

Establish a new grant program to help address racism and discrimination and enable Albertans to recognize and value cultural differences and heritage.

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Multiculturalism and Anti-Racism Grant Program</li> <li>- Indigenous Reconciliation Initiative Program</li> <li>- Increased funds allocated to the Indigenous Housing Capital Program</li> </ul>	<ul style="list-style-type: none"> <li>• Immigration and Multiculturalism (former Trade Immigration and Multiculturalism)</li> <li>• Indigenous Relations</li> <li>• Seniors, Community &amp; Social Services</li> <li>• Treasury Board and Finance</li> </ul>	 <p>Implemented</p>


## ACTION 2

Develop and implement a Newcomer Recognition Awards program to celebrate and share the success of newcomers and immigrants from diverse cultural groups.


Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Two Newcomer Recognition Awards ceremonies have taken place (October 2022 and October 2023)</li> </ul>	<ul style="list-style-type: none"> <li>• Immigration and Multiculturalism</li> <li>• Health</li> <li>• Indigenous Relations</li> <li>• Transportation and Economic Corridors</li> <li>• Communications and Public Engagement</li> </ul>	 <p>Implemented</p>

## ACTION 3

Launch targeted public education initiatives that raise awareness among Albertans about the way racism impacts people, and that has Indigenous-specific content

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Multiculturalism and Anti-Racism Grant</li> <li>- Cultural Awareness Training</li> <li>- Modernizing Alberta's Primary Health Care System Strategic Advisory Panel, and Indigenous Primary Health Care Advisory Panel – Innovation Forums and Indigenous Community Engagement Series</li> </ul>	<ul style="list-style-type: none"> <li>• Immigration and Multiculturalism</li> <li>• Health</li> <li>• Indigenous Relations</li> <li>• Transportation and Economic Corridors</li> </ul>	 <p>Implemented</p>

**ACTION 4****Signal government's formal commitment to addressing racism and condemning actions of racism and hate.**

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Alberta Anti-Racism Action Plan Report</li> <li>- Premier's Council on Multiculturalism to provide advice on ways to support and promote cultural diversity and inclusion</li> <li>- Continue to celebrate, acknowledge, and participate in Métis Week, Metis Settlement Proclamation, National Indigenous Peoples Day, Truth &amp; Reconciliation Day</li> <li>- Construction of a reconciliation garden and residential schools' monument</li> <li>- Alberta Health Services Anti-Racism, Diversity and Inclusion position at Covenant Health</li> <li>- Modernizing Alberta's Primary Health Care System Strategic Advisory Panel and Indigenous Primary Health Care Advisory Panel – Innovation Forums and Indigenous Community Engagement Series</li> <li>- Provincial hate crime study</li> <li>- Social Housing Accommodation Regulation was amended to include racialized people and newcomers in prioritization</li> <li>- Complex Client Policy</li> <li>- Promotion of human rights through engagement with international worganizations.</li> <li>- Promotion of Stars of Alberta Volunteer Awards program</li> </ul>	<ul style="list-style-type: none"> <li>• Immigration and Multiculturalism</li> <li>• Indigenous Relations</li> <li>• Health</li> <li>• Public Safety and Emergency Services</li> <li>• Seniors, Community and Social Services</li> <li>• Service Alberta and Red Tape Reduction (former Service Alberta)</li> <li>• Justice</li> <li>• Communications and Public Engagement</li> <li>• Intergovernmental Relations</li> <li>• Mental Health and Addiction</li> <li>• Arts, Culture and Status of Women (former Culture, Culture and Status of Women)</li> </ul>	 Implemented

**ACTION 5****Engage Albertans on their perspectives related to diversity and anti-racism.**

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Online survey, in-person engagement sessions, and Anti-Racism Community Engagement Grant</li> <li>- Alberta Hate Crimes Committee and Organization for Prevention of Violence conducted field research</li> <li>- Hate Crimes Coordination Unit engagement with First Nations community members</li> <li>- Regular engagement sessions with housing stakeholders</li> <li>- Engaging with foreign stakeholders about Alberta's support for anti-racism and reconciliation</li> <li>- Modernizing Alberta's Primary Health Care System Indigenous Advisory Panel</li> <li>- Muslim community Shariah compliant mortgage engagements</li> <li>- Health Sub-Tables with Confederacy of Treaty Six First Nations, Blackfoot Confederacy, Metis Nation of Alberta (Otipemisiwak Metis Government), Stoney Nakoda Tsuut'ina Tribal Council, First Nations Health Directors Advisory Panel</li> </ul>	<ul style="list-style-type: none"> <li>• Immigration and Multiculturalism</li> <li>• Communication and Public Engagement</li> <li>• Public Safety and Emergency Services</li> <li>• Seniors, Community and Social Services</li> <li>• Indigenous Relations</li> <li>• Health</li> <li>• Treasury Board and Finance</li> <li>• Intergovernmental Relations</li> <li>• Mental Health and Addiction</li> </ul>	 Implemented

## Theme 2: Government as a catalyst for system improvements



There are eight actions under this theme.


### ACTION 6

Enable racialized and Indigenous Peoples in Alberta to access skills training by piloting targeted programming in short term skills development initiatives.

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Grant funding for Indigenous communities to remove barriers through Northern Regional Economic Development program</li> <li>- Elevate Aviation grant provides aviation training for Albertans including women and underrepresented groups</li> <li>- Continue to implement Employment Partnerships Program</li> <li>- Grant funding for John Ware Youth Empowerment Program</li> <li>- Referrals to Indigenous and immigration-focused employment programs and grant agreements for employment services to Indigenous Albertans</li> <li>- Indigenous Business Support Program</li> <li>- Training sessions relative to Indigenous communities</li> <li>- Immigrant Entrepreneurship Program</li> <li>- Calgary Immigrant Women's Association grant to provide early childhood education training to immigrant and vulnerable women</li> <li>- Indigenous and Visible Minority Mobility Program</li> <li>- From June 2023-October 2023, the Elevate Aviation Foundational Training Grant launched several training cohorts including:               <ul style="list-style-type: none"> <li>o The Women's Employment Skills Training (WEST) has graduated two cohorts with a total of 36 learners</li> <li>o The On-Reserve Flight Attendant program graduated 8 Indigenous learners on July 14.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Jobs, Economy and Trade</li> <li>• Indigenous Relations</li> <li>• Arts, Culture and Status of Women</li> <li>• Children and Family Services (former Children's Services)</li> <li>• Seniors, Community and Social Services</li> <li>• Transportation and Economic Corridors</li> <li>• Mental Health and Addiction</li> <li>• Advanced Education</li> <li>• Communication and Public Engagement</li> <li>• Treasury Board and Finance</li> </ul>	 <p>Implemented</p>

### ACTION 7

Support people in Alberta who have experienced or witnessed racism by providing accessible and easy to understand anti-racism resources in multiple languages.

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Translated information and resource materials core to the Alberta Anti-Racism Action Plan in more than 14 languages</li> <li>- Raised awareness of a new multilingual website for Alberta Opportunity Program and Immigration and Multiculturalism grants</li> <li>- Translation services through Alberta Health Services</li> </ul>	<ul style="list-style-type: none"> <li>• Communication and Public Engagement</li> <li>• Health</li> <li>• Seniors, Community and Social Services</li> <li>• Mental Health and Addiction</li> <li>• Immigration and Multiculturalism</li> </ul>	 <p>Implemented</p>




**ACTION 8****Support Indigenous Peoples in Alberta to access post-secondary skills and training needed to pursue further education and find long-term jobs.**

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Alberta at Work investment in Indigenous Learning</li> <li>- Referrals from Career and Employment Consultants to Advancing Futures Program; Indigenous-focused grant funding, courses for updated training to re-enter the labour market</li> <li>- Indigenous Primary Health Care Advisory Panel heard greater need to promote science, technology, engineering, and mathematics (STEM) to Indigenous communities</li> <li>- New infrastructure for Red Crow Community College through Investing in Canada Infrastructure Program</li> <li>- Indigenous Occupational Health and Safety Knowledge Mobilization Project/toolkit and Alberta at Work support for Indigenous initiatives</li> <li>- Alberta Broadband Strategy</li> <li>- Working with highway maintenance contractors and commercial carriers to support vulnerable people on or near Alberta highways</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced Education</li> <li>• Seniors, Community and Social Services</li> <li>• Health</li> <li>• Indigenous Relations</li> <li>• Jobs, Economy, and Trade (former Jobs, Economy, and Northern Development)</li> <li>• Technology and Innovation</li> <li>• Transportation and Economic Corridors</li> <li>• Technology and Innovation</li> <li>• Treasury Board and Finance</li> </ul>	 Implemented


**ACTION 9****Support mentorship programs for internationally trained professionals.**

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Alberta Immigration Mentorship Innovation Grant Program</li> </ul>	<ul style="list-style-type: none"> <li>• Immigration and Multiculturalism</li> </ul>	 Implemented

**ACTION 10****Work toward a barrier-free workplace that supports a diversity of perspectives to provide programs and services to meet the diverse needs of Albertans.**

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Respect in the Workplace, Unconscious Bias, Indigenous Introductory Training, Diverse and Inclusive Recruitment Practices, Indigenous and Visible Minority Mobility Program</li> <li>- Various Diversity &amp; Inclusion initiatives</li> <li>- Indigenous Learning Initiative: Indigenous Introductory Training (IIT) and Indigenous Cultural Protocol (ICP) Training. From July 2022 to July 2023, a total of 72 IIT sessions were held with 1,241 participants and 25 ICP sessions were held with 392 participants</li> <li>- Infrastructure develops and maintains the Technical Design Requirements (TDR) for Alberta Infrastructure facilities. A new section, Design Guidelines for Smudging Rooms, is now underway and will be incorporated into the next version of the TDR               <ul style="list-style-type: none"> <li>o TDR accessibility encompasses more than barrier-free and universal design guidelines by integrating diversity and inclusivity, such as gender, cultural and religious identity. This includes inclusive washroom design, smudge rooms and reflection spaces</li> <li>o Infrastructure will continue to work with consultants to ensure a barrier-free workplace is achieved in office buildings</li> </ul> </li> <li>- Infrastructure and the Ministry of Arts, Culture, and Status of Women are collaborating to create a building naming policy celebrating Alberta's culture</li> <li>- Indigenous Introductory Training (IIT) and Indigenous Cultural Protocol Training (ICP) adapted for Environment Parks and Protected Areas (EPA) and Forestry and Parks staff</li> <li>- EPA unveiled its Emissions Reduction and Energy Development Plan on April 19, 2023 with a key principle being collaboration with Indigenous leadership and communities</li> </ul>	<ul style="list-style-type: none"> <li>• Transportation and Economic Corridors</li> <li>• Treasury Board and Finance</li> <li>• Municipal Affairs</li> <li>• Indigenous Relations</li> <li>• Intergovernmental Relations</li> <li>• Service Alberta and Red Tape Reduction</li> <li>• Immigration and Multiculturalism</li> <li>• Public Service Commission</li> <li>• Technology and Innovation</li> <li>• Environment and Protected Areas</li> <li>• Mental Health and Addiction</li> <li>• Health</li> <li>• Tourism and Sport</li> <li>• Children and Family Services</li> <li>• Seniors, Community and Social Services</li> <li>• Infrastructure</li> <li>• Environment and Protected Areas</li> <li>• Agriculture and Irrigation</li> </ul>	 Implemented

**ACTION 11****Update kindergarten to Grade 12 curriculum to include opportunities for students to learn concepts, topics and issues related to anti-racism, diversity, and pluralism.**

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- The new K-3 English Language Arts and Literature and K-6 Physical Education and Wellness curriculums were implemented provincially in September 2022. The new curriculums address concepts, topics and issues related to anti-racism, diversity, and pluralism in an age-appropriate way</li> </ul>	<ul style="list-style-type: none"> <li>• Education</li> </ul>	 Implemented

**ACTION 12**

**Provide mandatory unconscious bias training for government staff involved in the hiring process, and enhance recruitment strategies to address barriers in sourcing, screening, and selection processes to increase diversity through hiring of underrepresented groups.**

**Achievement**

- Mandatory Respect in the Workplace and Unconscious Bias training
- Mandatory Indigenous cultural sensitivity training for all Alberta Health Services staff
- Reviewing recruitment procedures and policies to identify any biases and systemic barriers

**Ministries Engaged**

- Public Service Commission and all Ministries

**Status**

Implemented

**ACTION 13**

**Work with legislation, policies, and best practices to ensure that schools are welcoming, caring, respectful and safe learning environments.**

**Achievement**

- Online teacher registry, amended into Education Act effective September 1, 2022: school authorities to obtain criminal record and vulnerable sector check for hiring, new requirements for key individuals to report to police where there has been serious harm or threat of student safety, expanded duty to report to the Registrar when conduct-related employment action is taken against teacher or leader, Provincial Satisfaction Surveys

**Ministries Engaged**

- Education

**Status**

Implemented


## Theme 3: Empowering communities



There are six actions under this theme.


### ACTION 14

**Empower diverse groups of people to meet and discuss racism and inclusion by creating safe and welcoming spaces.**

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Diversity and Inclusion Committees, Employee Resource Groups, Indigenous and Visible Minority Mobility Program and Peer Support Groups</li> <li>- Anti-Racism Grant program</li> <li>- First Nations and Métis Women's Councils on Economic Security and the Premier's Council on Missing and Murdered Indigenous Women, Girls and Two-Spirit Plus People continues to raise awareness of the impacts of systemic racism on Indigenous women, girls and 2S+ people</li> <li>- Promotion of cultural communities and celebrations including Black History Month, Lunar New Year, Ukrainian-Canadian Heritage Day and Alberta Culture Days</li> <li>- Alberta Health Services Anti-Racism Position Statement encourages AHS to stand up and speak out against racism and discrimination</li> <li>- Patient Access to Indigenous Spiritual Ceremony Policy</li> <li>- Labour Market Profile Project</li> <li>- PolicyWise project grant to improve early learning and childcare program staff understanding of the role of heritage and culture and to increase access for diverse communities</li> <li>- Engaging housing stakeholders in multiple languages</li> <li>- Working with community partners to establish an Indigenous-led emergency shelter in Edmonton</li> <li>- Expanding access to Indigenous cultural supports at emergency shelter service hub sites in Calgary and Edmonton</li> <li>- Training front-line staff on the needs of immigrants, cultural sensitivities and how these are supported by various partners, including the federal government and community agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Immigration and Multiculturalism</li> <li>• Arts, Culture and Status of Women</li> <li>• Health</li> <li>• Transportation and Economic Corridors</li> <li>• Indigenous Relations</li> <li>• Intergovernmental Relations</li> <li>• Children and Family Services</li> <li>• Mental Health and Addiction</li> <li>• Jobs, Economy, and Trade</li> <li>• Seniors, Community and Social Services</li> <li>• Treasury Board and Finance</li> <li>• Education</li> <li>• Service Alberta and Red Tape Reduction to Ministry Engaged</li> </ul>	 Implemented

### ACTION 15

**Work with Indigenous and racialized groups and communities throughout the provincial grant process and continue to provide grant development and reporting support to First Nations Colleges and Community Adult Learning providers who serve diverse and marginalized populations.**

Achievement	Ministries Engaged	Status
<ul style="list-style-type: none"> <li>- Funding to First Nations Colleges.</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced Education</li> <li>• Agriculture and Irrigation</li> <li>• (Skilled Trades and Professions-ministry has since been amalgamated)</li> </ul>	 Implemented

**ACTION 16****Revise Settlement, Integration and Language Project grant policies to remove barriers to cultural organization applicants and increase focus on community capacity.****Achievement**

- Alberta Settlement, Integration and Language Programs opened to include cultural organizations as being eligible

**Ministries Engaged**

- Immigration and Multiculturalism



Implemented

**ACTION 17****Work with First Nations and Métis groups and persons throughout the province to address racism in the healthcare system.****Achievement**

- Alberta Health Services Indigenous Wellness Core, Alberta Health Services Wisdom Council, Protocol Agreement and Memorandum of Understanding Health Sub-Tables, Modernizing Alberta's Primary Health Care System panel of Indigenous health experts, Alberta Health Services training including cultural competency and trauma informed care, Indigenous Cultural Helper services at select sites, advocacy and targeted supports for Indigenous patients, Alberta Health Services Indigenous Health Liaison services

**Ministries Engaged**

- Health
- Mental Health and Addiction



Implemented

**ACTION 18****Include anti-racism on the agenda of the 2023 Premier's Summit on Fairness for Newcomers.****Achievement**

- Second Premier's Summit on Fairness for Newcomers was held in March 2023, and both Alberta's Anti-Racism Action Plan the Multicultural and Anti-Racism grant program were highlighted

**Ministries Engaged**


- Advanced Education
- Immigration and Multiculturalism
- (Skilled Trades and Professions)



Implemented

**ACTION 19**

**Work with the Health Quality Council of Alberta to engage First Nations and Métis groups to obtain information and recommendations regarding Alberta Health Services' patient complaints process.**

Achievement	Ministries Engaged	Status
- Two complaint process conferences were held in November 2021, looking at First Nations and Métis experiences with the patient complaints process	· Health · Indigenous Relations	 Implemented

## Theme 4: Responding to hate crimes and incidents.



There are five actions under this theme.

### ACTION 20

A Provincial Hate Crimes Unit has been established to help coordinate services between jurisdictions and share information about occurrences, trends and risk factors.

#### Achievement

- Initiated in January 2022, the Hate Crime Coordination Unit focuses on three primary business lines: Information Aggregation, Outreach and Capability Development

#### Ministries Engaged

- Public Safety and Emergency Services



Implemented

### ACTION 21

Take action to ensure inclusion and diversity training for law enforcement officers.

#### Achievement

- Diversity and Inclusion (EDI) committee created by Alberta Association of Chiefs of Police
- Sheriff recruits receive cultural diversity and inclusion training within their induction program

#### Ministries Engaged

- Public Safety and Emergency Services



Implemented

### ACTION 22

New Hate Crimes Community Liaisons were recruited to put forward recommendations to improve the government's response to addressing hate crimes.

#### Achievement

- Two hate crimes community liaisons were appointed in May 2022

#### Ministries Engaged

- Public Safety and Emergency Services



Implemented

**ACTION 23**

**Continue to support organizations at risk of being targeted by hate crimes by enabling them to upgrade their facility's security with funds from the Alberta Security Infrastructure Grant program.**

**Achievement**

- Alberta Security Infrastructure Grant and associated Emergency Alberta Security Infrastructure Grant launched June 2021 and has been expanded to include a cost-recovery grant stream

**Ministries Engaged**

- Public Safety and Emergency Services

**Status**

Implemented

**ACTION 24**

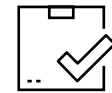
**Encourage and work with the federal government to improve hate crimes legislation.**

**Achievement**

- October 2022 Federal Provincial Territorial (FPT) Meeting for Ministers Responsible for Justice and Public Safety
- Hate Crime Chiefs of Police National Roundtable Task Force

**Ministries Engaged**

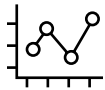
- Service Alberta and Red Tape Reduction
- Public Safety and Emergency Services

**Status**

Implemented



## Theme 5: Data and measurement



There are four actions under this theme.

### ACTION 25

Implement a data ethics and privacy management framework through Alberta's Data Strategy that will support the collection and analysis of disaggregated race-based data.

#### Achievement

- Industry and jurisdictional scans pertaining to data ethics practices and workshops to refine frameworks and clarify principles to guide data ethics and protection of privacy

#### Ministries Engaged

- Service Alberta and Red Tape Reduction
- Technology and Innovation



Implemented

### ACTION 26

Assess the collection of disaggregated race-based data to identify disparities for racialized Albertans and Indigenous Peoples in the following areas: hiring, wages and occupation achievements; health outcomes; interaction with the justice system.

#### Achievement

- First Nations Health Trends one-pagers

#### Ministries Engaged

- Health
- Public Service Commission



Implemented

### ACTION 27

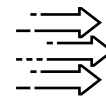
Report to Albertans on progress the Government of Alberta is making towards addressing racism.

#### Achievement

- Collating activities and plan for reporting to Albertans

#### Ministries Engaged

- Immigration and Multiculturalism



In Progress

**ACTION 28**

Commission an expert report, specific to Alberta, to set out a framework and any necessary data standards for the creation, collection and use of race-based data that incorporates perspectives of racialized communities and institutions in the province.

**Achievement**

**Ministries Engaged**

**Status**

- Still to be determined

• Immigration and Multiculturalism



Not started



## Conclusion

Considerable progress has been made in the first year, but much still needs to be done. Addressing racism and building a more equitable and inclusive society is complex and involves everyone. Alberta's government is committed to taking a leading role in educating Albertans about the value of diversity, breaking down barriers, listening to those with lived experience, empowering communities, tackling hate and improving safety, and producing disaggregated race-based data and measuring progress.

Alberta's government will continue to listen to those impacted by racism and collaborate with them in developing responses to issues. With hard work and cooperation, Alberta can be a place where everyone has equal opportunity to succeed, equal protection from violence, and equal ability to embrace their heritage and identity.

We are exploring ways to fortify our action against racism. This past fall we implemented the ethnocultural grant program and the anti-racism grant, building on the success of the Multiculturalism and Anti-Racism Grants in 2022-23. Alberta's government will continue its work to address racism and promote respect and inclusion for all over the coming years to ensure we are building a province where everyone feels they belong.