

Published plans and annual reports 2022–2023: Ministry of Citizenship and Multiculturalism

Plans for 2022–2023, and results and outcomes of all provincial programs delivered by the Ministry of Citizenship and Multiculturalism in 2021–2022.

Ministry overview

Ministry's vision

The Ministry of Citizenship and Multiculturalism (MCM)'s vision is an inclusive and equitable Ontario where everyone can prosper and feel a sense of belonging. MCM does this by leading the government's anti-racism and anti-hate initiatives, promoting equitable economic growth and opportunity, and celebrating our diverse communities and heritage.

Ministry programs

MCM contributes to government priorities through the delivery of public services in two key areas of responsibility: the Anti-Racism Directorate (ARD) and the Citizenship and Inclusion (C&I) Division.

ARD works to eliminate systemic racism in policies, practices, procedures, services and programs, and advance racial equity for Indigenous, Black and other racialized populations in Ontario. ARD is committed to building a more inclusive and responsive Ontario government to ensure all people are served equitably, with a plan that is grounded in evidence and research.

C&I division promotes economic growth and equitable opportunities, where all Ontarians can fully participate and prosper. The Community Inclusion and Youth Strategies branch of C&I focuses on improving outcomes for marginalized children, youth, families and communities across the province.

The Ontario Honours and Awards Secretariat of C&I recognizes exceptional individuals who are making a difference in the community, the province and the world by leading the delivery of Ontario’s honours and awards, including fostering inclusive and vibrant communities through its volunteer recognition programs.

Following the announcement of a new Cabinet on June 24, 2022, the ministry mandate expanded to include Heritage, which was previously with the Ministry of Tourism, Culture and Sport (formerly Ministry of Heritage, Sport, Tourism and Culture Industries). Heritage programs celebrate and protect our cultural heritage resources.

MCM’s strategic initiatives support government priorities of protecting Ontario’s progress in the fight against COVID-19, building safer communities, creating jobs, and creating conditions for equitable economic and fiscal recovery.

Planned activities and continued COVID-19 response in 2022-23

While the COVID-19 pandemic affected the health, social and economic well-being of Ontarians, the impacts were compounded for groups already facing barriers in society, including Indigenous, Black and other racialized communities. MCM is addressing disparities by embedding racial equity into economic recovery efforts and public service delivery. This includes economic empowerment programs like the Black Youth Action Plan and the Racialized, Indigenous Supports for Entrepreneurs (RAISE) Grant targeted to racialized youth, entrepreneurs and small businesses. The ministry will also explore ways in which it may engage with Faith-based communities to better understand the needs of those communities. MCM’s efforts support the government’s COVID-19 response and plans for a stronger, more inclusive and more equitable Ontario.

2022-23 Strategic plan

MCM is committed to ensuring Ontario is a welcoming place for everyone to live, work and raise a family. In 2022-23, the Ministry will continue to support communities by addressing urgent needs highlighted by the COVID-19 pandemic, while providing a solid foundation for the province’s long-term economic growth and recovery.

The Ministry will help build a better tomorrow by prioritizing programs that root out racism and hate, empower youth, families and communities, drive civic engagement, and support employers and entrepreneurs to create equitable opportunities for all. These future-focused programs and services will help to anticipate and meet the changing needs of a diverse population, workforce and province.

Building a stronger province through anti-racism

Systemic racism can create barriers and disparities for Indigenous, Black and other racialized communities in society. Eliminating systemic racism and advancing racial equity supports the social, economic and cultural development of society as a whole, and everyone benefits when individuals and communities are no longer marginalized. MCM provides anti-racism leadership and expertise to eliminate barriers and promote racial equity, leading to more opportunities for people and greater prosperity for the province.

Key priorities in 2022-23 include establishing provincial plans to combat systemic racism and hate, building anti-racism capacity in public sector organizations, and strengthening supports for local businesses and community-led programs.

The Anti-Racism Strategic Plan

- The Anti-Racism Strategic Plan is the province’s commitment to address systemic racism and advance racial equity. In March 2022, the Ministry launched a review of the province’s current strategy to assess progress and build on its foundation. MCM will continue to consult community leaders, partner organizations and the public to inform the provincial plan, with a whole-of-government approach to fight systemic racism, eliminate violence and hate, and empower communities, families and youth.

The Anti-Racism Anti-Hate (ARAH) Grant

- The \$3.2 million ARAH grant program supports community-led initiatives to increase public education and awareness of racism and hate, including anti-Indigenous racism, anti-Black racism, antisemitism, Islamophobia and anti-Asian racism. In 2022-23, the Ministry will fund and support local projects to help build local capacity, connect communities and deepen understanding of the impacts of racism and hate.

Anti-Racism business resources

- MCM partnered with organizations to co-develop resources for businesses, not-for-profit and public sector organizations to build anti-racist, inclusive and diverse work environments. The Ministry plans to launch these resources in 2022-23.

Ontario grant to support anti-hate security measures for faith-based and cultural organizations

- As part of the province’s efforts to address hate in Ontario, this grant helps faith-based and cultural organizations protect their communities by funding essential safety and security measures. In 2022-23, the Ministry is investing \$15 million in the program to respond to the urgent needs of communities.

As one of the province’s largest employers, the Ontario Public Service (OPS) has a responsibility to lead by example, while driving innovation and excellence in public policy development and service delivery. MCM champions and coordinates an anti-racism approach within the OPS to create respectful and inclusive workplaces, enhance program and policy design, and build anti-racism capacity.

In 2022-23, MCM is working to introduce two toolkits to support ministry partners, Broader Public Sector (BPS) organizations and the private sector to identify disparities and close service gaps.

- The Anti-Racism Impact Assessment (ARIA) Toolkit guides the review of policies, programs and services using an anti-racism lens, supports equitable decision-making, and contributes to quality improvements and better outcomes for all people of Ontario.

- The Race-Based Data Collection (RBDC) Toolkit supports the creation of culturally safe environments for the collection of race-based personal information with the goal of developing evidence-based solutions to address racial inequities. The toolkit is aligned with Ontario's Anti-Racism Data Standards.

MCM will continue to support Treasury Board Secretariat in advancing anti-racism within the OPS through the Roadmap Towards Racial Equity and will also roll-out the Anti-Racism Competency and Capacity training program for all employees.

Expanding economic opportunity to all

Ontario's economic recovery from the COVID-19 pandemic will be stronger if all Ontarians can access economic opportunity and fully participate in the workforce. MCM is working to create equitable opportunities for youth, small businesses and organizations across the province, especially for marginalized groups facing systemic barriers to success.

Key priorities in 2022-23 include programs that advance social and economic inclusion, resources that embed anti-racist and inclusive business practices across all sectors and workplaces, and forums that bring the voices of under-represented communities to government decision-making tables so no one is left behind.

The Black Youth Action Plan (BYAP)

- The BYAP economic empowerment stream provides targeted supports for Black youth, entrepreneurs and communities to recover from the effects of the COVID-19 pandemic, while building a future-oriented and talent-driven workforce for Ontario. MCM is providing \$14 million in funding in 2022-23 to assist community organizations and Black-led businesses in creating local programs that remove economic barriers to help more Black Ontarians access jobs, training and networks in high-growth sectors.

The Racialized and Indigenous Supports for Entrepreneurs (RAISE) Grant

- RAISE is a \$5 million service and grant program over two years to help more Indigenous, Black and other racialized entrepreneurs start and scale a business in Ontario, creating an inclusive economy. RAISE facilitates innovation and growth within the small business community by providing a one-time \$10,000 grant, culturally responsive support services, and access to business development training. The MCM initiative is delivered through the Digital Main Street program, the Ontario Business Improvement Area Association, and the Toronto Business Improvement Association, in partnership with other community organizations.

Anti-Racism Business Resources

- MCM is developing Anti-Racism Business Resources to support employers in building anti-racist, inclusive and diverse work environments where all Ontarians can contribute to the province's economy. The Ministry will work with partners to create resources and tools that address systemic barriers facing Indigenous, Black and other racialized people when entering the workforce, advancing in their careers, and seeking learning and professional development opportunities.

Premier's Council on Equality of Opportunity

The Premier’s Council on Equality of Opportunity (PCEO) is an advisory group that champions community voices and provides advice to government on how to help young people succeed in Ontario’s changing economy.

MCM is working with the PCEO to meaningfully review and improve certain government processes that advance economic growth and equitable opportunities in the following four focus areas:

- youth participation in the economy;
- community engagement review;
- procurement review; and,
- community grants review.

Recognizing the diverse achievements and exemplary contributions of Ontarians

Civic engagement and pride are building blocks for a strong, socially cohesive and inclusive province. MCM celebrates and recognizes the outstanding achievements of Ontarians who have left a legacy in the community, the province or the world, while encouraging civic participation, community leadership and volunteerism.

Key priorities for 2022-23 include administering and delivering the province’s six honours programs, six awards programs and four volunteer recognition award programs that celebrate outstanding accomplishments of Ontarians on an annual basis.

Honours programs

- MCM will celebrate and honour the outstanding achievements of Ontarians through the Order of Ontario, Ontario Medal for Good Citizenship, Ontario Medal for Young Volunteers, Ontario Medal for Firefighter Bravery, Ontario Medal for Police Bravery and Ontario Medal for Paramedic Bravery.

Awards programs

- MCM will celebrate and recognize the outstanding achievements of Ontarians through the Champion of Diversity Award, Amethyst Award for Outstanding Achievements by Public Servants, David C. Onley Award for Leadership in Accessibility, Hilary M. Weston Scholarship, James Bartleman Indigenous Youth Creative Writing Award and Lincoln M. Alexander Award.

Volunteer recognition programs

- MCM will celebrate and recognize the outstanding achievements of Ontarians in the volunteer sector through the delivery of the Volunteer Service Awards, June Callwood Outstanding Achievement Award for Voluntarism, Lieutenant Governor’s Community Volunteer Award for Students, Ontario Senior Achievement Award, and the Ontario Senior of the Year Award.

MCM is working to embed inclusion, diversity and equity into program delivery, while promoting programs to encourage more Ontarians from all backgrounds all across the province to apply for and have the potential to receive provincial recognition.

Table 1: Ministry planned expenditures 2022-23 (\$M)

Ministry Planned Expenditures (\$M) 2022-23	\$M
COVID-19 Approvals	3 . 7
Other Operating	52 . 6
Other Capital	0 . 0
TOTAL	56 . 3

Note: Ministry Planned Expenditures includes Statutory Appropriations and Consolidations. Numbers may not add due to rounding.

Detailed financial information

Table 2: Combined operating and capital summary by vote

Operating and Capital Summary by Vote

Votes/Program	Estimate s 2022-23 \$	Change from Estimates 2021- 22 \$	%	Estimates 2021-22 [1] \$	Interim Actuals 2021- 22 [1] \$	Actuals 2020-21 [1] \$
Operating Expense	N/A	N/A	N/A	N/A	N/A	N/A
Ministry Administration	2,388,200	2,388,200	100.0	N/A	N/A	N/A
Anti-Racism Directorate	28,016,900	23,113,000	471.3	4,903,900	9,703,900	5,204,945
Citizenship and Inclusion	25,837,600	2,915,300	12.7	22,922,300	22,922,300	9,044,550
Total Operating Expense to be Voted	56,242,700	28,416,500	102.1	27,826,200	32,626,200	14,249,495
Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)	56,306,714	28,480,514	102.4	27,826,200	32,626,200	14,249,495

Votes/Program	Estimate s 2022-23 \$ ***	Change from Estimates 2021- 22 \$ ***	% *****	Estimates 2021-22 [1] \$ ***	Interim Actuals 2021- 22 [1] \$	Actuals 2020-21 [1] \$ ***
Statutory Appropriations	64,014	64,014	100. 0	N/A *****	N/A *****	N/A *****
Ministry Total Operating Expense	56,306,7 14	28,480,514	102. 4	27,826,20 0	32,626,200	14,249, 495
Operating Assets	N/A *****	N/A *****	N/A *****	N/A *****	N/A *****	N/A *****
Anti-Racism Directorate	N/A *****	(2,000)	(100 .0)	2,000	N/A *****	N/A *****
Total Operating Assets to be Voted	N/A *****	(2,000)	(100 .0)	2,000	N/A *****	N/A *****
Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)	56,306,7 14	28,480,514	102. 4	27,826,20 0	32,626,200	14,249, 495

Historic trend

Historic Trend Analysis Data	Actuals 2019-20 ^[2] \$ ***	Actuals 2020-21 ^[2] \$ ***	Estimates 2021-22 ^[2] \$ ***	Estimates 2022-23 ^[2] \$ ***
Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)	11,485,133	14,249,495	27,826,200	56,306,714
N/A *****	N/A *****	24%	95%	102%

Further information on the Ministry of Citizenship and Multiculturalism’s programs and initiatives can be found on the website (https://www.ontario.ca/page/ministry-citizenship-and-multiculturalism) .

Other information about Ontario’s Finances can be found at:

Expenditure estimates (https://www.ontario.ca/page/expenditure-estimates)

Public accounts (https://www.ontario.ca/page/public-accounts-ontario-past-editions)

Ontario Budget (https://budget.ontario.ca/2022/index.html)

Agencies, boards and commissions (ABCs)

The Premier’s Council on Equality of Opportunity: An advisory group that champions community voices and provides advice to the government on how to help young people succeed in Ontario’s changing economy and improve outcomes in marginalized communities.

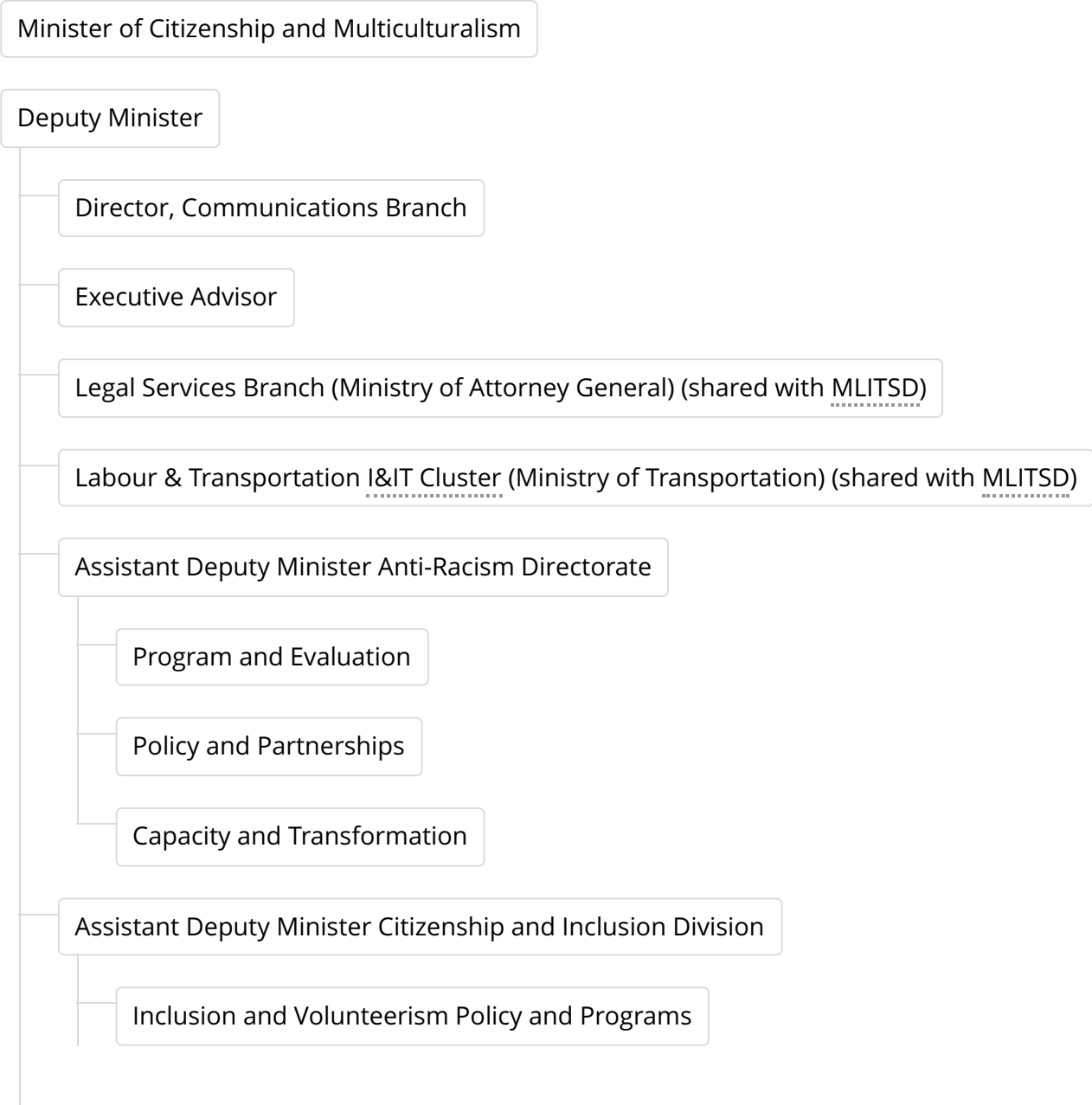
Advocate for Community Opportunities: An appointed Special Advisor who provides strategic advice to the Premier to improve outcomes in marginalized communities.

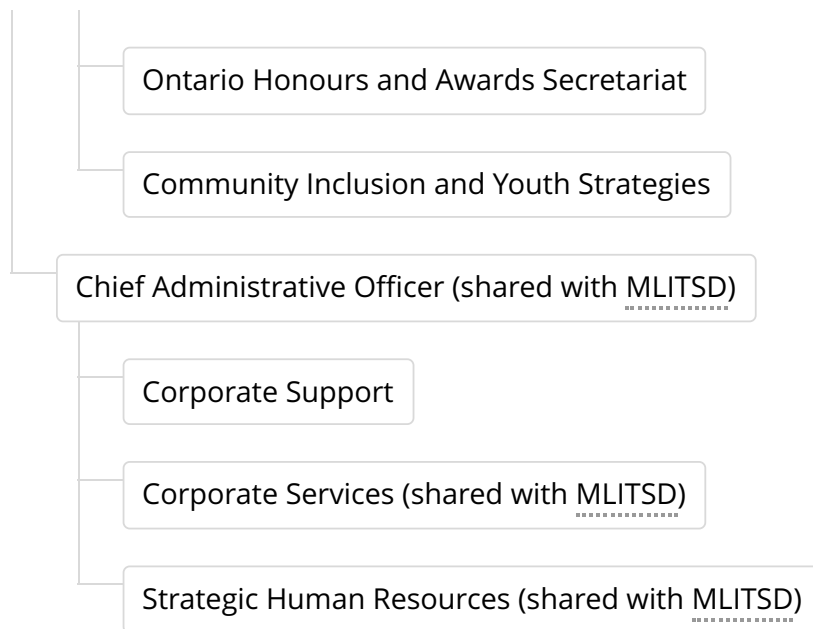
Ontario Honours Advisory Council: Provides advisory services through which it considers all nominations received and selects recipients who have the greatest merit for the honours of The Ontario Medal for Good Citizenship, The Ontario Medal for Police Bravery, The Ontario Medal for Firefighter Bravery, The Ontario Medal for Paramedic Bravery, and The Ontario Medal for Young Volunteers.

Advisory Council to The Order of Ontario: Provides advisory services through which it reviews and evaluates nominations received for The Order of Ontario and makes its recommendations to the Lieutenant Governor in Council of those who, in its opinion, merit an appointment to The Order of Ontario.

Expenditure \$	Vote-Item	2022-23 Estimates	2021-22 Interim Actual Expenditure	2021-22 Interim Actual Revenue
Premier's Council on Equality of Opportunity	4603-01	80 , 800	900	N/A *****
Advocate for Community Opportunities	4603-01	80 , 000	31 , 500	N/A *****
Ontario Honours Advisory Council	4603-01	12 , 000	N/A *****	N/A *****
Advisory Council to the Order of Ontario	4603-01	1 , 500	150	N/A *****
Total	N/A *****	173 , 500	32 , 550	N/A *****

Ministry organization chart





Note: This is the Organization Chart as at May 30, 2022 prior to ministry changes announced in June 2022 or later. MLITSD refers to the Ministry of Labour, Immigration, Training and Skills Development.

Annual report

MCM was established in the summer of 2021 to build a more inclusive and equitable Ontario where everyone can prosper and feel a sense of belonging. The Ministry's mandate was scoped to include anti-racism and inclusion strategies, civic engagement and volunteer initiatives, and provincial honours, awards, and recognition programs to further strengthen the province's social fabric and economy. Government programs that strongly aligned with this mandate transferred to MCM from Cabinet Office, the Ministry of the Solicitor General, the Ministry of Children, Community and Social Services, and the Ministry of Heritage, Sport, Tourism and Culture Industries (now Ministry of Tourism, Culture and Sport).

COVID-19 response in 2021-22 and other key areas of progress

The COVID-19 pandemic exacerbated the challenges facing Indigenous, Black and other racialized communities, resulting in greater disparities in society. These groups experienced higher health and safety risks, infection rates, job losses, economic obstacles and more. Ontario also saw an increase in racist, xenophobic and hate-driven violence, especially towards members of the Jewish and East Asian communities.

MCM engaged community and health partners to effectively respond to community needs and support an equitable response. The Anti-Racism Directorate convened a Communities-at-Risk Sub-Group to provide strategic advice to the COVID-19 Task Force on reaching vulnerable communities, laying the foundation for more equitable public services.

Similarly, the Premier’s Council on Equality of Opportunity worked with government ministries, communities and young people to provide advice on how to address the disproportionate impacts of the COVID-19 pandemic on marginalized families and youth. This included advice on the province’s COVID-19 vaccination plan for more equitable vaccine distribution, government programs and policies for youth impacted by the COVID-19, and better coordination across the health and education sectors to support youth facing mental health and addictions challenges.

MCM also launched new funding streams such as the Anti-Racism Anti-Hate Grant and the Racialized and Indigenous Supports for Entrepreneurs Grant, to promote a more inclusive economic recovery and partnered with communities to protect against racism and hate.

Building a stronger province through anti-racism

Understanding that much-needed solutions against racism and hate cannot come from government alone, MCM partnered with community organizations to co-design and lead effective programs. The Ministry initiated consultations with stakeholders and the public to ensure new anti-racism strategies meet the needs of the diverse people of Ontario.

The Anti-Racism and Anti-Hate (ARAH) Grant program

- MCM developed the ARAH grant program in collaboration with community partners across Ontario. The Ministry issued calls for applications in September 2021 and January 2022 to support community-based initiatives that address all forms of racism and hate.

The Anti-Racism Strategic Plan – consultations and review

- The *Anti-Racism Act, 2017* requires the government to maintain an anti-racism strategy that is reviewed at least every five years. MCM launched an online survey in March 2022 to review the current strategy, better understand the lived experiences of systemic racism and identify emerging priorities. Consultations will continue in 2022-23 to inform the next provincial strategy.

Ontario Grant to Support Anti-Hate Security Measures for Faith-Based and Cultural Organizations

- In February 2022, MCM launched a \$25 million grant program to help faith-based and cultural organizations protect against hate-motivated incidents. This grant helps to enhance safety and security measures for communities. Funding was delivered for 2021-22 to organizations across the province.

Expanding economic opportunity to all

To support an inclusive economic recovery, MCM worked to remove systemic barriers facing Indigenous, Black and other racialized communities. The Ministry also supported entrepreneurs and employers to drive economic empowerment and improve anti-racism, diversity and inclusion in the workplace.

The Black Youth Action Plan (BYAP) – economic empowerment

- In February 2022, MCM launched three new funding initiatives under the BYAP economic empowerment stream to help community organizations and Black-led employers build pathways to jobs in high-opportunity sectors. The three initiatives (Career Launch, Career Advance, Sector-Innovation Networks) will improve access to jobs, skills development, training, work placements and professional networks.

The Racialized and Indigenous Supports for Entrepreneurs (RAISE) Grant

- In February 2022, MCM and partners launched a new \$5 million service and grant program over two years to support Indigenous, Black and other racialized entrepreneurs to start and scale their business.

Anti-Racism Competency and Capacity (ARCC) Building Program

- MCM continues to develop and gradually roll-out the Anti-Racism Competency and Capacity (ARCC) Building Program, a series of foundational applied learning programs to help equip public sector organizations and their employees with the anti-racism knowledge, skills and tools needed to build public services that are more inclusive, equitable and responsive to the needs of all peoples of Ontario.

Supporting youth, families and communities

MCM worked to address racial inequities for children, youth and communities to help everyone in Ontario reach their full potential. The Ministry supported culturally focused programs that promote family well-being, strengthen pathways to school, post-secondary education and careers, and reduce youth violence, as well as forums that champion community voices in government decision-making.

The Black Youth Action Plan (BYAP) – child welfare

- In 2021-22, MCM supported the MCCSS Child Welfare Redesign strategy by leveraging existing funding relationships with BYAP service providers in the Innovative Supports for Black Parents program (ISBP) and the Network for the Advancement of Black Communities (NABC). ISBP programs have proven to strengthen child, youth and family well-being through high quality, culturally appropriate community-based services that develop more productive relationships between parents and children, empower

parents/caregivers to help avoid institutions, and increase parents’/caregivers’ understanding of how to parent within the Canadian context while recognizing and honoring their own cultural parenting. Eliminating discriminatory barriers and making services, including those that are prevention-focused, more inclusive, effective, and culturally appropriate for Black children, youth and families is key to a system change that will reduce overrepresentation.

The Premier’s Council on Equality of Opportunity (PCEO)

- In 2021-22, the PCEO contributed to social and economic priorities for youth facing complex barriers, including rural, Indigenous, Black and other racialized youth. The PCEO heard from and shared expertise with ministries on policies and programs to support youth and provided valuable policy advice to ministries on high profile issues, including Ontario’s Anti-Racism Strategy.

Creating vibrant communities with the Ontario spirit

As the COVID-19 pandemic tested the resilience of communities across the province, MCM recruited and mobilized volunteers to respond to any emergency.

Volunteer Corps Ontario

- In December 2021, MCM launched an emergency volunteer website and database to support the province’s pandemic response. The Ministry expanded the program and launched Volunteer Corps Ontario in February 2022 to enhance the province’s ability to respond to all emergencies, from health crises to natural disasters.

Recognizing the diverse achievements and exemplary contributions of Ontarians

MCM recognized the exceptional contributions of volunteers and civic leaders for their impact, whether local or global, during these unprecedented times.

Honours and awards program highlights

- In 2021-22, in alignment with public health restrictions, MCM delivered six meaningful virtual ceremonies to recognize the achievements of outstanding Ontarians: Ontario Award for Paramedic Bravery, James Bartleman Indigenous Youth Creative Writing Award, David C. Onley Award for Leadership in Accessibility, Hilary M. Weston Scholarship, Lincoln M. Alexander Award and the June Callwood Outstanding Achievement Award for Voluntarism and the Volunteer Service Awards.
- MCM administered all 12 honours and awards programs and provided support to each of the selection bodies and Advisory Councils.
- MCM worked with the Ministry of Health to elevate the Ontario Award for Paramedic Bravery (a ministry-level award) to the Ontario Medal for Paramedic Bravery (with the status of a provincial honour medal program). This medal will honour paramedics for individual acts of outstanding courage while on or off duty.

- The Ministry launched the new Ontario Honours and Awards Nomination Portal in November 2021, a user-friendly and fully accessible system to modernize the way all 17 of the Ministry’s award programs are delivered.

Table 3: Ministry interim actual expenditures 2021-22 (\$M)

Ministry Actual Expenditures (\$M) 2021-22 ^[3]	\$M
COVID-19 Approvals	4 . 0
Other Operating	28 . 6
Other Capital	0 . 0
Staff Strength ^[4] (as of March 31, 2022)	100 . 0

Acts administered by the Ministry: 2021-22

Anti-Racism Act, 2017

Updated: February 15, 2023
Published: February 15, 2023

Footnotes

- [1] ^ Note that some figures for 2020-21 and 2021-22 have been restated to reflect transfers to/from other ministries and internal ministry realignments. Interim Actuals reflect the numbers presented in

the 2022 Ontario Budget.

- [2] ^ Estimates and Actuals for prior fiscal years are restated to reflect any changes in ministry organization and/or program structure.
- [3] ^ Interim Actual Expenditures reflect the numbers presented in the 2022 Ontario Budget.
- [4] ^ Ontario Public Service Full-Time Equivalent positions.