



Published plans and annual reports 2023–2024: Ministry of Citizenship and Multiculturalism

Plans for 2023–2024, and results and outcomes of all provincial programs delivered by the Ministry of Citizenship and Multiculturalism in 2022–2023.

Ministry overview

Ministry's vision

The Ministry of Citizenship and Multiculturalism (MCM)'s vision is to build a stronger, prosperous and more inclusive Ontario where people from all walks of life can succeed and feel like they belong. MCM does this by leading the government's anti-racism and anti-hate initiatives, promoting equitable economic growth and opportunity, recognizing the achievements and contributions of exemplary Ontarians, celebrating the province's diverse communities, and working to conserve and steward Ontario's 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, Inclusion and Heritage Division (CIHD).

ARD works to eliminate racism 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.

CIHD promotes economic growth, equitable opportunities and civic engagement to ensure everyone can fully participate and prosper in Ontario. CIHD also fosters inclusive and vibrant communities by formally recognizing exceptional individuals who are making a difference locally, provincially and around the world. Finally, CIHD supports municipalities and the heritage sector, including regulating the practice of archaeology, to conserve and protect cultural heritage resources that reflect the diverse communities and histories of Ontario.

MCM's strategic initiatives support government priorities of building a strong Ontario by supporting people and businesses today while laying a strong foundation for the future.

2023–24 Strategic plan

In 2023–24, the Ministry will continue to support communities and provide a solid foundation for the province's long-term economic growth.

The Ministry will help build a better tomorrow by prioritizing programs that root out systemic racism and hate, empower youth, families and communities, conserve cultural and natural heritage, celebrate diversity, drive civic engagement, and support employers and entrepreneurs to create equitable opportunities for all. These 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 and inclusion

Racism creates 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. MCM provides anti-racism leadership and expertise to create more opportunities for people and greater prosperity for the province.

Key priorities in 2023–24 include establishing a strategic plan to combat 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

- Following consultations with community leaders, partner organizations and the public, the Ministry will launch a new provincial plan in 2023 to fight systemic racism, eliminate violence and hate, and empower communities, families and youth.

The Anti-Hate Security and Prevention Grant

- As part of the province's efforts to combat hate in Ontario, the Ministry is investing \$25.5 million over two years to help protect faith-based and cultural organizations by funding safety and security measures.

The Anti-Racism Anti-Hate (ARAH) Grant

- The government is investing almost \$5 million in the ARAH grant program to support more than 80 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.

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 will continue to support Treasury Board Secretariat in advancing anti-racism efforts within the OPS.

Expanding economic opportunity to all

Ontario will be better able to navigate ongoing global economic uncertainty 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 barriers to success.

The Black Youth Action Plan (BYAP)

- The Black Youth Action Plan (BYAP) builds on existing government investments in upstream programs that connect Black children, youth, and families to culturally relevant supports in their communities. As part of the 2023 Ontario Budget (<https://budget.ontario.ca/2023/index.html>) , the province will be investing an additional \$3 million to increase this year’s funding for BYAP’s economic empowerment programs to \$31 million.

The Racialized and Indigenous Supports for Entrepreneurs (RAISE) Grant

- Over the next three years, the Ministry will invest an additional \$15 million into the RAISE grant to help more Indigenous, Black and other racialized entrepreneurs with a one-time \$10,000 grant, culturally responsive support services, and access to business development training and coaching.

Strengthening partnerships with communities

Community organizations and groups can bring people together, create a sense of belonging, help people succeed, provide support in times of crisis and advocate for positive change. The Ministry is engaging community partners to ensure programs, policies and services reflect the experiences and needs of our diverse province.

Premier’s Council on Equality of Opportunity (PCEO)

- The 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. The PCEO continues to work with MCM to share actions the government can take to:
 - Build a diverse, skilled, future-oriented workforce;
 - Decrease youth unemployment rates; and
 - Grow innovation, entrepreneurship and talent within Ontario
- The Advocate for Community Opportunities (ACO)

- The **ACO** works with underrepresented communities to advise the government on actions it can take to improve the health, well-being and economic opportunities of people impacted by poverty, violence and discrimination. The priorities for the next two years are:
 - Increasing awareness and improving access to government services for marginalized communities; and
 - Consulting with marginalized communities on the province's anti-racism strategy.

Student and Family Advocates (SFA)

- The **SFA** initiative provides funding to Black-led/focused organizations to develop and implement community-based and culturally relevant advocacy supports tailored to the experiences and needs of Black students (ages 6–25) and families.

Recognizing the achievements and contributions of exemplary 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 and the world, while encouraging civic participation, community leadership and volunteerism.

Key priorities for 2023–24 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
- 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
 - Lincoln M. Alexander Award
 - Volunteer Service Awards
 - June Callwood Outstanding Achievement Award for Voluntarism
 - Lieutenant Governor's Community Volunteer Award for Students
 - Ontario Senior Achievement Award
 - 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, and all parts of the province to apply for and have the potential to receive provincial recognition.

Conserving cultural heritage resources

Ontario’s cultural heritage supports Ontarians’ sense of place and community and contributes to strong economic growth, social well-being and lifelong learning. MCM works to conserve and promote cultural heritage resources, including archaeological resources, built heritage resources and cultural heritage landscapes to make Ontario a place where people want to live, work and visit.

The ministry provides core operating grants along with advice and outreach to support heritage organizations in promoting the stories of Ontario’s communities. The ministry regulates archaeologists and sets standards of practice to ensure that archaeological resources are conserved. The ministry also provides advice and support to municipalities, partner ministries, and Indigenous communities on the *Ontario Heritage Act* and matters related to cultural heritage.

MCM will continue to support the government’s efforts to increase housing supply and advance provincial priority projects such as transit and long-term care while conserving and promoting cultural heritage.

Table 1: Ministry planned expenditures 2023–24 (\$M)

Ministry Planned Expenditures (\$M) 2023–24	\$M	
Operating	64 . 1	
Capital	0 . 0	
Total	64 . 1	

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 Expense						
Votes/Program	Estimates 2023–24 \$	Change from Estimates 2022–23 \$	%	Estimates 2022–23 [1] \$	Interim Actuals 2022–23 [1] \$	Actuals 2021–22 [1] \$
Ministry Administration	759,800	(2,002,100)	(72.5)	2,761,900	4,770,200	373,700
Ministry Total Operating Expense	64,113,387	1,589,373	2.5	62,530,014	60,473,614	35,601,776

Votes/Program	Estimates 2023–24 \$	Change from Estimates 2022–23 \$	%	Estimates 2022–23 [1] \$	Interim Actuals 2022–23 [1] \$	Actuals 2021–22 [1] \$
Anti-Racism Directorate	27,346,900	(670,000)	(2.4)	28,016,900	23,788,300	10,065,210
Citizenship, Inclusion and Heritage	35,925,500	4,238,300	13.4	31,687,200	31,851,100	25,162,866
Total Operating Expense to be Voted	64,032,200	1,566,200	2.5	62,466,000	60,409,600	35,601,776
Ministry Total Operating Expense	64,113,387	1,589,373	2.5	62,530,014	60,473,614	35,601,776

Votes/Program	Estimates 2023–24 \$	Change from Estimates 2022–23 \$	%	Estimates 2022–23 [1] \$	Interim Actuals 2022–23 [1] \$	Actuals 2021–22 [1] \$
Statutory Appropriations	81,187	17,713	26.8	64,014	64,014	N/A
Ministry Total Operating Expense	64,113 ,387	1,589,373	2.5	62,530, 014	60,473,61 4	35,601 ,776

Capital Expense

Votes/Program	Estimates 2023–24 \$	Change from Estimates 2022–23 \$	%	Estimates 2022–23 [1] \$	Interim Actuals 2022–23 [1] \$	Actuals 2021–22 [1] \$

Votes/Program	Estimates 2023–24 \$	Change from Estimates 2022–23 \$	% ****	Estimates 2022–23 [1] \$	Interim Actuals 2022–23 [1] \$	Actuals 2021–22 [1] \$
Citizenship, Inclusion and Heritage	1,000	1,000	100 .0	N/A *****	N/A *****	N/A *****
Total Capital Expense to be Voted	1,000	1,000	100 .0	N/A *****	N/A *****	N/A *****
Capital Assets	N/A *****	N/A *****	N/A *****	N/A *****	N/A *****	N/A *****
Citizenship, Inclusion and Heritage	1,000	(2,499,000)	(10 0.0)	2,500,0 00	2,500,000	N/A *****
Total Capital Assets to be Voted	1,000	(2,499,000)	(10 0.0)	2,500,0 00	2,500,000	N/A *****

Total Operating and Capital						
Votes/Program	Estimates 2023–24 \$	Change from Estimates 2022–23 \$	%	Estimates 2022–23 [1] \$	Interim Actuals 2022–23 [1] \$	Actuals 2021–22 [1] \$
Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)	64,114,387	1,584,373	2.5	62,530,014	60,473,614	35,601,776

Historic trend				
Historic Trend Analysis Data	Actuals 2020–21[2] \$	Actuals 2021–22[2] \$	Estimates 2022–23[2] \$	Estimates 2023–24[2] \$

Historic Trend Analysis Data	Actual s 2020– 21 ^[2] \$	Actual s 2021– 22 ^[2] \$	Estima tes 2022–2 3 ^[2] \$	Estima tes 2023–2 4 ^[2] \$
Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)	22 , 94 0 , 795	35 , 60 1 , 776	62 , 53 0 , 014	64 , 11 4 , 387
Percent change	N / A *****	55%	76%	3%

Further information on the Ministry of Citizenship and Multiculturalism’s programs and initiatives can be found on the Ministry 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/2023/index.html>)

Agencies, boards and commissions (ABCs) *****

Agencies

Ontario Heritage Trust: The Trust serves as the heritage trustee and steward for the people of Ontario by conserving provincially significant cultural and natural, tangible and intangible heritage. In this role, the Trust interprets Ontario's history, educates Ontarians of its importance in our society and celebrates the diversity of place, experience, language, customs and perspectives of our province.

Agency	2023-24 Budget Revenue \$	2023-24 Budget Expenditu res \$	2022-23 Interim Revenue \$	2022-23 Interim Expenditu re \$	2021-22 Actual Revenu e \$	2021-22 Actual Expendit ure \$
Ontario Heritag e Trust	12,266, 013	18,447,5 34	12,450, 235	17,785,4 12	64,984, 558	12,085,3 46
Total	12,266, 013	18,447,5 34	12,450, 235	17,785,4 12	64,984, 558	12,085,3 46

Boards and Commissions

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 works with underrepresented communities to advise the Premier and the government on actions it can take to improve the health, well-being and economic opportunities of people impacted by poverty, violence and discrimination.

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.

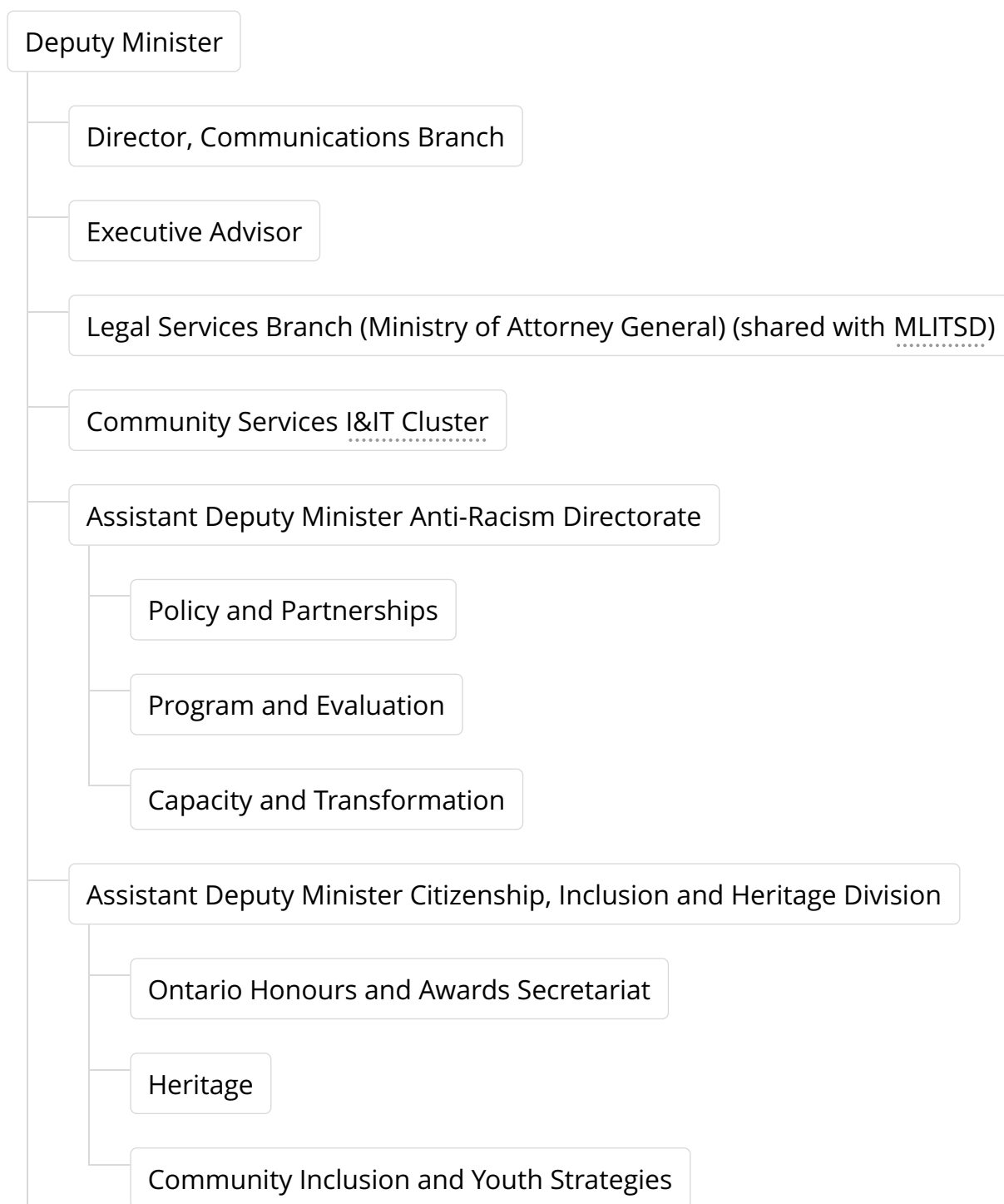
Advisory Council to The Order of Ontario: Provides advisory services through which it reviews and evaluates nominations received for The Order of Ontario and makes its recommendations to the Lieutenant Governor in Council of those who, in its opinion, merit an appointment to The Order of Ontario.

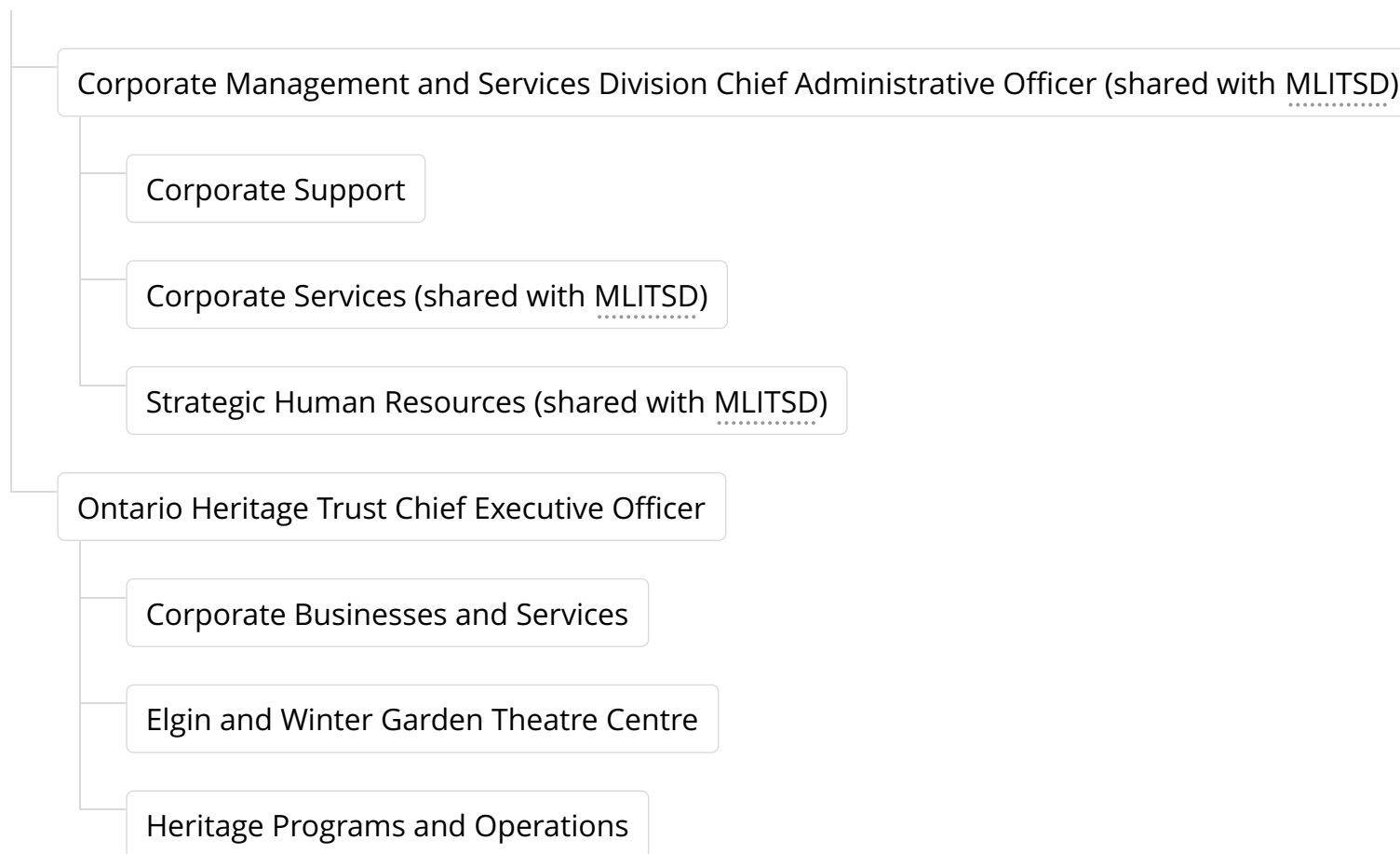
Expenditure	Vote-Item	2023-24 Estimates \$	2022-23 Interim Actual Expenditure \$	2021-22 Actual Revenue \$
Premier's Council on Equality of Opportunity	4603-0 1	7,800	N/A	1,050
Total	N/A	93,300	31,500	38,550

Expenditure	Vote-Item	2023–24 Estimates \$	2022–23 Interim Actual Expenditure \$	2021–22 Actual Revenue \$
Advocate for Community Opportunities	4603-01	72,000	31,500	37,500
Ontario Honours Advisory Council	4603-01	12,000	N/A *****	N/A *****
Advisory Council to the Order of Ontario	4603-01	1,500	N/A *****	N/A *****
Total	N/A *****	93,300	31,500	38,550

Ministry organization chart

Minister of Citizenship and Multiculturalism





Note: MLITSD refers to the Ministry of Labour, Immigration, Training and Skills Development.

Annual report

In 2022–23, MCM continued to deliver on its mandate to lead the government’s efforts to build an equitable Ontario and promote a sense of belonging through informed policies, programs, and services.

On August 29, 2022, an Order in Council (OIC) formalized the immediate transfer of responsibility for the *Ontario*

Heritage Act from the Minister of Tourism, Culture and Sport (MTCS) to the Minister of Citizenship and Multiculturalism. Staff transitioned from MTCS to MCM on October 17, 2022.

Building a stronger province through anti-racism and inclusion

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 initiatives met the needs of Ontario's diverse population.

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

- The government is investing almost \$5 million through ARAH to support more than 80 community-led initiatives that will increase public education and awareness of the impacts 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.
- On March 7, 2022, Ontario launched a review of the province's Anti-Racism Strategic Plan to seek feedback on the current strategy and assess emerging priorities (including economic empowerment, supporting children and youth, and addressing racially motivated hate).

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

- The OGFBCO provided more than 1500 grants to eligible faith-based and cultural organizations to implement safety and security measures to protect their facilities and communities against hate incidents.
- The OGFBCO has been rebranded the Ontario Anti-Hate Security and Prevention (OAHSP) Grant program which has been expanded to cover the cost of additional prevention and capacity building measures and allow for more organizations to apply.

Anti-Hate Consultations

- To inform government anti-hate initiatives, The Ministry engaged communities and sector partners. This included 10 roundtable discussions with key communities and sectors from population groups often targeted by hate.

Expanding economic opportunity to all

To support an inclusive economy, MCM worked to support, empower and equip Indigenous, Black and other racialized communities to reach their full potential.

The Black Youth Action Plan (BYAP) — economic empowerment

- The Black Youth Action Plan's economic empowerment program enables community organizations, Black-led employers, and business leaders to create local projects that support career pathways for Black youth and young professionals. MCM invested \$14 million in 23 organizations to help Black youth and young professionals access meaningful jobs, skills development, training, work placements and professional networks in high-growth sectors.

The Racialized and Indigenous Supports for Entrepreneurs (RAISE) Grant

- The government invested \$5 million over two years through RAISE to support Indigenous, Black and other racialized entrepreneurs to start and scale a business by providing business development training, culturally responsive support services and a one-time \$10,000 grant.

Strengthening partnerships with communities

The Ministry worked to ensure community voices and organizations were reflected in government decision making for better programs and services.

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

- In 2022–23, the PCEO contributed to social and economic priorities for youth facing complex barriers, including Black, Indigenous and racialized youth and youth living in rural and remote areas.
- MCM worked 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
 - community grants review

The Advocate for Community Opportunities (ACO)

- PCEO Chair and community advocate Mohamed Firin was appointed to the role of Advocate for Community Opportunities on November 17, 2022. As a special advisor to the Premier, the ACO engages with communities to identify barriers and provides policy and service delivery recommendations on a number of priorities.

Recognizing the achievements and contributions of exemplary Ontarians

MCM recognized the exceptional contributions of volunteers and civic leaders for their impact, whether local or global, by administering 18 honours and awards programs and providing support to each of the selection bodies and Advisory Councils.

Honours and Awards program highlights:

- In 2022–23, MCM delivered a total of 14 ceremonies.
- Five virtual ceremonies were held to recognize the achievements of outstanding Ontarians: the Ontario Medal for Good Citizenship, the Ontario Medal for Young Volunteers, the Volunteer Service Awards, the Ontario Medal for Firefighter Bravery and the Ontario Medal for Police Bravery.

- Nine in-person ceremonies were held to acknowledge the exceptional contributions of Ontarians: three ceremonies for the Order of Ontario, the David C. Onley Award for Leadership in Accessibility, the Hilary M. Weston Scholarship, James Bartleman Indigenous Youth Creative Writing Award, the Lincoln M. Alexander Award, the Ontario Senior Achievement Award, and the June Callwood Outstanding Achievement Award for Voluntarism.
- 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.

Conserving cultural heritage resources

MCM administers the *Ontario Heritage Act* (OHA) which sets out a framework for municipalities and the province to identify, protect and conserve properties of cultural heritage value or interest.

This included:

- Legislative and regulatory amendments to the OHA as part of the *More Homes Built Faster: Ontario's Housing Supply Action Plan 2022–23*. The changes aim to remove barriers that may slow down housing construction and other priority projects while continuing to conserve and commemorate key heritage properties that matter most to local communities.

Provided grants to more than 170 organizations through the Provincial Heritage Organization Grant and the Heritage Organization Development Grants.

Table 3: Ministry interim actual expenditures 2022–23

Ministry Actual Expenditures (\$M) 2022–23 ^[3]	\$M	

Ministry Actual Expenditures (\$M) 2022–23 ^[3]	\$M
COVID-19 Approvals	2 . 5
Other Operating	58 . 0
Other Capital	0 . 0
Staff Strength ^[4] (as of March 31, 2023)	203 . 0

Acts administered by the Ministry: 2022–23

Albanian Heritage Month Act, 2016

Anti-Asian Racism Education Month Act, 2021

Anti-Racism Act, 2017

Armenian Heritage Month Act, 2022

Asian Heritage Act, 2005

Bangladeshi Heritage Month Act, 2016

Black History Month Act, 2016

Celebration of Portuguese Heritage Act, 2001

Dutch Heritage Month Act, 2011

Egyptian Heritage Month Act, 2019

Emancipation Day Act, 2008

Emancipation Month Act, 2021

Filipino Heritage Month Act, 2021

German Pioneers Day Act, 2000

Hellenic Heritage Month Act, 2019

Hindu Heritage Month Act, 2016

Hispanic Heritage Month Act, 2015

Holocaust Memorial Day Act, 1998

Holodomor Memorial Day Act, 2009

Islamic Heritage Month Act, 2016

Irish Heritage Day Act, 2004

Italian Heritage Month Act, 2010

Jewish Heritage Month Act, 2012

Korean Heritage Month Act, 2017

Lebanese Heritage Month Act, 2017

Lincoln Alexander Day Act, 2013

Major-General Sir Isaac Brock Day Act, 2012

Ministry of Citizenship and Culture Act, in respect of
citizenship matters

Ontario Day Act, 2021

Ontario Flag Day Act, 2015

Ontario Heritage Act, except in respect of clauses 70(1)(a)
and (e) as they relate to museums

Persian Heritage Month Act, 2021

Polish Heritage Month Act, 2021

Pope John Paul II Day Act, 2014

Provincial Day of Service Act, 2022

Remembrance Week Act, 2016

Scottish Heritage Day Act, 2021

Sikh Heritage Month Act, 2013

Somali Heritage Week Act, 2020

South Asian Heritage Act, 2001

Tamil Genocide Education Week Act, 2021

Tamil Heritage Month Act, 2014

Tartan Act, 2000

Tibetan Heritage Month Act, 2020

Trans Day of Remembrance Act, 2017

Ukrainian Heritage Day Act, 2011

United Empire Loyalists' Day Act, 1997

Vimy Ridge Day Act, 2010

Updated: December 18, 2023
Published: December 15, 2023

Footnotes

- [1] ^ Note that some figures for 2021–22 and 2022–23 have been restated to reflect transfers to/from other ministries and internal ministry realignments. Interim Actuals reflect the numbers presented in the 2023 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.