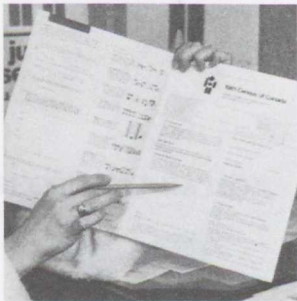


RECOMMENDATION

24



ELICIT ACCURATE DATA ON VISIBLE MINORITIES

Hard Data: Throughout its deliberations in this area the Committee was struck by the absence of definitive data or official statistics on the work force profile of visible minorities. The Federal Commissioner of Human Rights in particular raised this point during his testimony. The Committee also noted the requirement under the new mandatory affirmative action program for departments to proceed with work force analyses. Officials working in existing federal affirmative action programs frequently have lamented the lack of hard data on two of the current target groups, aboriginal people and the handicapped, and have stated on several occasions that visible minorities would be impossible to include as a target group due to the difficulty in determining reasonable goals and the size of the potential pool of qualified workers.

Information: The Committee does not share this rather pessimistic view, believing instead that meaningful initiatives can be taken to recruit and promote individual members of disadvantaged groups at the same time that comprehensive statistics are being compiled. The importance of compiling such data should not be minimized. There is an overriding necessity for this information, which can be acquired without infringing on an individual's rights and freedoms. Moreover, several of the groups which testified before the Committee have indicated their support for this initiative.

RECOMMENDATION:

Statistics Canada, in the 1986 minicensus and the 1991 decennial census, should include the requisite additional questions to elicit accurate data on visible minorities, these questions to be accompanied by an appropriate explanation of the purpose.

RECOMMENDATION

25



PROVIDE FOR THE CREATION OF A MINISTRY OF MULTICULTURALISM

Small: This report is concerned with visible minorities and not with multicultural policy per se. It is sometimes difficult, however, to separate one from the other. This is particularly true since the mechanism by which the federal government to date has attempted to implement its 1971 multicultural policy objectives relating to visible minorities is a small race relations unit, located in the Multiculturalism Directorate of the Secretary of State Department.

Limited: Although a separate minister is given responsibility for the multicultural portfolio, in the present structure officials of the Directorate must report through the Secretary of State senior management hierarchy. The official responsible for the implementation of the federal government's entire multicultural policy is therefore confined to a low-level management position, with limited access to the Minister or senior officials, while the deputy minister, who reports directly to the Minister responsible for multiculturalism, also reports directly to the Secretary of State. This results in the nearly impossible task of wearing two hats and reporting to two ministers. This is a confusing, inefficient and administratively awkward situation.