



# Task Force Report on the Full Participation of Black Communities in Québec Society

*Presented to Mrs. Lise Thériault,  
Minister of Immigration  
and Cultural Communities*

*March 2006*



This report was prepared by the Task Force on the Full Participation of Black Communities in Québec Society within the framework of its mandate, in collaboration with the Bureau de liaison avec les communautés culturelles of the Ministère de l'Immigration et des Communautés culturelles (MICC). It was produced by the Direction des affaires publiques et des communications of the MICC.

When the topic discussed equally concerns both immigrants and Quebecers from cultural communities, the inclusive phrase "Quebecers from cultural communities" is used. When the subject affects either group, but in a different way, the full expression "immigrants and Quebecers from cultural communities" is used.

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Madam Minister,

On behalf of the members of the Task Force, I am pleased to present the Task Force Report on the Full Participation of Black Communities in Québec Society.

I would like to thank everyone who participated in this consultation for their valuable contribution. The strong individual and group participation (nearly 275) illustrates the importance and relevance of this consultation.

This consultation had the challenging goal of identifying, with the participation of Black communities especially, the issues of particular concern to them. We then proceeded to make feasible recommendations to address these. I am convinced that the report's 35 recommendations will provide a decisive impetus to ensure a full participation of Black communities, surely, but also of persons from visible minorities and cultural communities. The Task Force was particularly sensitive to the testimonies of the new generation of young Blacks born here, who continue to face problems of exclusion due to prejudice and discriminatory attitudes.

Throughout our work, we have taken care to present realistic recommendations that can give significant results in the short and medium term.

In conclusion, let me take this opportunity to thank the team from the MICC Bureau de liaison avec les communautés culturelles for its valuable collaboration.

Thank you for the confidence you showed in giving us this mandate.

Yours truly,

A handwritten signature in cursive script, appearing to read "Yolande James".

Yolande James  
Member for Nelligan  
Chair of the Task Force on the Full Participation  
of Black Communities in Québec Society

## Table of contents

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### The Task Force

Mandate .....	6
Composition.....	7
Consultation process.....	7
Presentation of the report.....	8

### Areas of action and recommendations

1. The fight against racism and racial discrimination.....	9
2. Access to employment.....	12
3. Collective memory and the image of Blacks in society .....	18
4. Support for entrepreneurship .....	21
5. Support to families, women and youth .....	22
6. Education .....	24
7. Communication of government information .....	25
8. Monitoring the implementation of recommendations .....	26

<b>Conclusion.....</b>	<b>26</b>
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### Appendices

1. Summary of recommendations .....	28
2. List of the organizations that participated in the hearings.....	32

"We must learn to live together as brothers or perish together as fools."

"Everybody can be great because everybody can serve."

*Martin Luther King*

"We must double and redouble our efforts to try to say to our youth, to try to give them an inspiration, an incentive and the will to study our heritage and to know what it means to be Black in America today."

*Rosa Parks*

"The Québec that I love, the Québec of which we are so proud, is the Québec that is open to others, unwavering in its desire to reinvent itself and embracing that reinvention by welcoming new faces and new ideas "

*Michaëlle Jean*

## The Task Force

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### MANDATE

The mandate of the Task Force on the Full Participation of Black Communities in Québec Society was to give impetus to the search for solutions to obstacles faced by Quebecers from Black communities in order to facilitate their full participation in Québec society.

To carry out this assignment, the Task Force heard from individuals as well as community organizations, institutions and associations. Participants gave their opinions in presentations to the Task Force and in workshop discussions. Some also filed position papers with the Task Force.

The consultation enabled the validation of the findings presented in the consultation document made public in September 2005. It also made possible the audition of new concerns, the exploration of possible solutions, and, ultimately, the formulation of a set of recommendations.

These recommendations are intended to be precise and concrete. Nevertheless, Task Force members do not claim that this consultation enabled them to resolve all issues affecting Quebecers from Black communities. The domains involved are extremely vast and the government's capacity to intervene, while real and essential, has its limits. Moreover, the full participation in society of Quebecers from Black communities is a challenge for society as a whole.

Not all concerns expressed by participants could be addressed in the recommendations. The points selected are those that generated a consensus at the time of the consultation. Some of these recommendations could be implemented within a fairly short time, while others will require more long term action. The Task Force calls on all government departments and agencies involved to work together closely to achieve the actions set out in the recommendations.

Task Force members also questioned participants about the associative life of Black communities in order to learn if community organizations were competing with each other and, if so, whether it was not preferable to combine their actions. The community organizations declared that they were not in competition and that each carried out its mandate without undermining that of the others. Task Force members also had discussions with participants on the differences between problems experienced by Haitian, African and Black anglophone communities. Some participants said that the problems were similar for all Black communities, while others indicated that each Black community struggles with particular problems, such as the linguistic situation experienced by Black anglophones.

## **COMPOSITION**

### **Chair: Yolande James**

- Member for Nelligan
- Parliamentary Assistant to the Minister of Immigration and Cultural Communities
- Member, Committee on Social Affairs
- Member, Committee on Culture

### **André Gabias**

- Member for Trois-Rivières
- Parliamentary Assistant to the Minister of Economic Development, Innovation and Exports
- Member, Committee on Public Finance
- Member, Committee on Institutions

### **Éric R. Mercier**

- Member for Charlesbourg
- Member, Committee on Culture
- Member, Committee on Education
- Member, Committee on Labour and the Economy
- Session Chair

### **Tony Tomassi**

- Member for LaFontaine
- Vice-chair, Committee on Transportation and the Environment
- Member, Committee on Public Finance
- Member, Committee on Planning and the Public Domain

## **CONSULTATION PROCESS**

The consultation document was made public in September 2005. Individuals and organizations were then invited to participate in hearings held in Montréal, Québec City, Trois-Rivières, Sherbrooke and Gatineau.

The presentations by organizations and the eight town hall discussion forums resulted in enriching discussions and thorough debates that enabled Task Force members to define the problems and necessary solutions.

A total of 275 individuals and organizations registered for the hearings. This high participation shows the importance of the consultation theme to Black communities and the people who work with these communities, as well as the merits of such a consultation.

In addition, 37 briefs gave the Task Force supplemental information of high quality to feed its thinking. Among these 37 briefs, six were received after December 10, 2005, the final day of the consultation, and were taken into account by the Task Force.

The Task Force wishes to thank everyone who took part in the consultation. It also wishes to emphasize the quality of their input, their level of preparation and their enthusiasm and desire to encourage Black communities to participate.

## **PRESENTATION OF THE REPORT**

This report is the outcome of the consultation held by the Task Force on the Full Participation of Black Communities in Québec Society.

It presents the Task Force recommendations grouped into eight broad areas of action:

1. The fight against racism and racial discrimination
2. Access to employment
3. Collective memory and the image of Blacks in society
4. Support for entrepreneurship
5. Support to families, women and youth
6. Education
7. Communication of government information
8. Monitoring the implementation of recommendations

The Task Force chose these areas of action because they cover the majority of concerns expressed during the consultation. However, out of consideration for effectiveness and to better focus actions, not all concerns and solutions raised by participants are covered in this report. The mandate of the Task Force was not to recount the discussions, but rather to identify broad trends and, above all, make public recommendations capable of showing visible results in the short, medium and long term.

The Task Force recommendations are summarized in Appendix 1 after the conclusion.

Appendix 2 lists organizations that participated in the hearings.



# AREAS OF ACTION AND RECOMMENDATIONS

## 1. The fight against racism and racial discrimination

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Québec being an increasingly diverse society, its entire population has a responsibility to promote the full participation of all citizens, to encourage its institutions to adapt to pluralism and to seek the integration of all its components. The government plays a paramount role in this respect since it is primarily responsible for the application and promotion of human rights, and the development and support of exchanges in which respect for and acceptance of others hold an essential place.

In this regard, it is important to note that Québec fully subscribes to international conventions and pacts on human rights, in particular the International Convention on the Elimination of All Forms of Racial Discrimination, and that it adopted a Charter of Human Rights and Freedoms that establishes equality rights and institutes procedures to ensure that they are respected. In its Declaration on Intercultural and Interracial Relations of December 10, 1986, the Québec government also undertook to see that all its departments and agencies conform to the Québec Charter on Human Rights and Freedoms and to apply measures provided by law against expressions of racism and racial discrimination and adopt appropriate measures to combat them.

In other respects, in 2004 the Ministère de l'Immigration et des Communautés culturelles (MICC) set up a task force on racial profiling that brought together representatives from community organizations and government departments and agencies. The first report on its work is expected in June 2006.

Despite all the progress made in recent decades, prejudice and discrimination towards Québécois from visible minorities in general and Black communities in particular are still present in our society. Although the great majority of people display openness to Black communities, certain individuals continue to perceive them negatively. Behaviour towards individuals from Black communities in all aspects of life—work, housing, education, etc.—is still too often tainted by distrust, exclusion and even rejection.

Although the openness of the majority of Quebecers to diversity was emphasized by many participants, **racism, racial discrimination and racial profiling** were mentioned in the majority of hearings. In the opinion of a good many participants, racism and racial discrimination often manifest themselves indirectly and sometimes unconsciously, but their impact within Black communities is nevertheless very real and touches on issues such as access to employment, criminalization of youth and school abandonment.

In this situation, the fight against racism and racial discrimination is seen as a prerequisite to the full participation of Quebecers from Black communities in society. National strategies accompanied by sustained and broad media campaigns were also proposed, due to their great power to alter mentalities. Some participants also proposed creating a structure dedicated in whole or in part to Black communities, such as a secretariat modeled on the one for the status of women, a monitoring centre on ethnic diversity or an ombudsman for Black communities. However, others expressed reluctance to set up structures solely for Black communities.

The current functioning of the Commission des droits de la personne et des droits de la jeunesse (CDPDJ) was also criticized. Participants recommended that individuals be able to present complaints directly to the Tribunal des droits de la personne (Human Rights Tribunal). Others deplored the length of time and complexity of handling complaints.

While aware of the importance and urgent need to act, Task Force members believe that the fight against racism should precede and command all other actions undertaken in this matter, since its effects can be felt on several levels.

## **RECOMMENDATIONS**

### **1.1 The Québec government should adopt a policy to fight racism and racial discrimination.**

There is no doubt that the fight against racism and discrimination is supported by the majority of Quebecers regardless of their origin. The Task Force believes that the Québec government has a responsibility to take the lead and play a pre-eminent role in this domain.

The prior convocation of a parliamentary committee would permit the consultation of various stakeholders in order to establish in detail the terms and conditions of a government policy to fight racism and discrimination.

This policy could conceivably be implemented in the short term and should be announced by the Premier of Québec, given the importance of the issue.

### **1.2 The Ministère de l'Immigration et des Communautés culturelles should implement a national communication strategy aimed at the general public to fight racism and racial discrimination.**

The strategy should consist of two elements:

#### **a) Highlighting positive role models from Black communities**

Positive role models are plentiful within Black communities, but little known. This strategy has, therefore, a double objective: 1) to change Quebecers' perceptions of individuals from Black communities by making Québec society aware of their contribution, and 2) to contribute to the empowerment and pride of Black communities, especially youth, for whom successful role models can be a source of inspiration and motivation.

#### **b) Sustained awareness campaign in the mass media**

Since the great majority of participants made this proposal, the Task Force recommends acting on it. The sustained and continuous nature of such a campaign is fundamental, since it is a question of eliminating prejudices and changing mentalities, which cannot be done by sporadic action. The campaigns against drunk driving, in favour of wearing one's seat belt or even that in support of women's rights were often cited as examples. If these campaigns proved to be so successful it was in no small measure due to their forceful and repetitive nature.

This communication strategy could be implemented in the short term.

**1.3 The Québec government should create a permanent committee of deputy ministers, under the responsibility of the Ministère de l'Immigration et des Communautés culturelles, with a mandate to monitor the phenomena of exclusion, integration and full participation.**

The Task Force believes that establishing such a committee would provide for continuous reflection on exclusion, integration and full participation and give a comprehensive view of these issues. Each government department, within its jurisdiction, must be able to evaluate cases of exclusion and give examples of full participation. It is important for the committee to be composed of deputy ministers in order to commit the civil service at its highest level.

The Task Force recommends that the Minister of Immigration and Cultural Communities should table a report on this committee's activities in the National Assembly annually on March 21, the International Day for the Elimination of Racial Discrimination.

This committee could be created in the short term and the first report tabled in the medium term.

**1.4 The Ministère du Conseil exécutif should ask government departments to announce, within the framework of their strategic plan, the measures they intend to implement in order to facilitate the full participation in society of Quebecers from cultural communities, particularly those from visible minorities.**

The appeal for this measure lies in making government departments accountable and obliging them to measure the adaptability of their goods and services to the special characteristics of individuals of diverse origins, especially those from Black communities. The requirement of having to take this aspect into account in their strategic planning, where relevant, means that government departments will have to report on the progress achieved in their annual accounting.

Thus, to assist government departments in this process, the Task Force recommends that tools be developed and put at their disposal in order for them to determine if Quebecers from visible minorities, including Black communities, have difficulty gaining access to goods or services or if they are victims of systemic discrimination.

This recommendation could be implemented in the medium term.

**1.5 The Québec government should evaluate whether it is relevant to review the functioning and propose a reform of the Commission des droits de la personne et des droits de la jeunesse.**

This recommendation is based on the considerable number of representations made to this effect during the consultation.

Although the Commission des institutions de l'Assemblée nationale examined the Commission des droits de la personne et des droits de la jeunesse (CDPDJ) in 1989, the Task Force believes it would be timely to verify to what extent the letter and spirit of the proposed reform were respected.

Several aspects of the functioning of the CDPDJ could be re-examined, such as the handling of complaints and the opportunity for complainants to directly address the Tribunal des droits de la personne. The reasons for the low number of racial discrimination complaints filed with the Commission or forwarded to the Tribunal des droits de la personne could also be examined. Legislative amendments or administrative changes could also be recommended at this time.

## 2. Access to employment

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**Access to employment** was one of the main themes raised during the hearings. It was examined in the public and parapublic service as well as in private enterprises. Numerous individuals and organizations noted that employment equality provisions in the civil service and the Act respecting equal access to employment in public bodies and amending the Charter of Human Rights and Freedoms (Bill 143)<sup>1</sup> were not accompanied by adequate follow-up measures and that managers were not sufficiently accountable for attaining results in the hiring of persons from cultural communities. Similarly, despite efforts apparently made to implement equal access to employment programs (Programmes d'accès à l'égalité – PAE), some participants said the PAEs lacked transparency. Certain participants also emphasized a lack of openness to cultural communities on the part of both managers and employees. The inability of persons from Black communities to keep their job or advance to more senior positions was raised in other discussions. Finally, there was debate on the advantages and disadvantages of PAEs, sometimes referred to as “positive discrimination” or “proactive access to employment measures.”

Solutions proposed by participants included greater accountability of government managers for hiring persons from Black communities, presenting an annual rather than triennial report on the application of Bill 143, creating a monitoring centre to oversee the application of Bill 143, giving tax credits to companies that hire persons from Black communities, and publishing a honor roll of corporations that integrate these persons into their workforce.

The Task Force believes that successful economic integration is the main development factor for individuals and communities. Since participants have raised a number of concerns relative to labour market integration, the Task Force wishes to formulate a set of recommendations, grouped in sub-categories, to respond to these concerns.

Since the Québec government is a large employer, it must set an example. Therefore, many recommendations deal with access to the public and parapublic civil service for Quebecers from the target groups<sup>2</sup>, particularly from visible minorities. In this area, efforts in recent years have not produced the anticipated results, although a marked rise in the hiring rate for target groups was noticed in the past two years<sup>3</sup>. However, there is a long way to go before the composition of the civil service better reflects the diversity of the Québec population.

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<sup>1</sup> Bill 143 provides for the establishment of equal access to employment programs. It covers public bodies with 100 or more employees in the education, health and social services networks as well as municipalities, government corporations and the Sûreté du Québec. It does not apply to government departments and agencies whose employees are appointed under the Civil Service Act. These departments and agencies are governed by Section 92 of the Charter of Human Rights and Freedoms. The Commission des droits de la personne et des droits de la jeunesse oversees the application of Bill 143.

<sup>2</sup> Target groups consist of cultural communities, anglophones, native people and disabled persons. In March 2005, the regular workforce of the civil service included 1,526 persons from cultural communities, 406 anglophones, 196 aboriginals and 534 disabled persons. Cultural communities therefore constituted 57% of persons employed in the target group category.

<sup>3</sup> Persons from cultural communities are defined as visible minorities plus persons whose mother tongue is neither French nor English (Government of Québec, *Diversity in the Québec Public Service, Action Plan*, 1999). The proportion of members of cultural communities among all regular employees in the civil service was 2.6% in 2004-2005. The hiring rate of regular employees from cultural communities rose from 4.1 % in 2003-2004 to 10.1% in 2004-2005 for regular jobs (Secrétariat du Conseil du trésor, 2005).

In the recommendations concerning access to employment, the Task Force has often used Quebecers from visible minorities<sup>4</sup> as a reference point rather than those from cultural communities in general or Black communities specifically. There is no doubt that, among visible minorities, Quebecers from Black communities face special difficulties in obtaining employment, particularly due to discrimination against them. Several participants emphasized that implementing proactive access to employment measures aimed directly at Blacks would run the risk of stigmatizing them further, particularly in their workplace. The more comprehensive concept of visible minorities presents a lesser risk. Moreover, since other groups from visible minorities also experience access to employment problems, it seemed pertinent to take them into account when formulating some of the recommendations of this report. Any proactive access to employment initiative should be accompanied by awareness-raising measures.

The difficulties related to the **recognition of diplomas and work experience acquired abroad** were also often mentioned as obstacles to the integration of individuals from Black communities who studied abroad. Complaints were raised about the waiting time to obtain comparative evaluations for studies done abroad, the fact that the requirements of professional orders do not match those of the MICC, and the cost and duration of procedures required by the orders themselves. Some participants also argued that the under-employment of university-educated parents was one reason that young Blacks lacked role models and consequently had a tendency to drop out of school.

Some solutions emerged from the consultation hearings of autumn 2005, including more efficient and faster processing of requests for comparative evaluations by the MICC and greater consistency between the requirements of the MICC and those of the professional orders.

A task force chaired by MNA Diane Legault was created in 2004 with a mandate to outline the difficulties related to the recognition of competencies and to propose solutions to eliminate some of these obstacles. The report and recommendations of the work team formed under the task force was tabled on December 5, 2005.

Aware that the problem has already been examined, Task Force members fully subscribe to the recommendations formulated in this area by the work team. Accordingly, our report does not contain additional recommendations with regard to the recognition of diplomas and competencies acquired abroad.

Finally, it is essential that not only government but also corporations, unions and professional associations take action to make their workforce representative of the Québec of today. Consequently, certain recommendations presented here concern them as well.

## **RECOMMENDATIONS**

### **THE CIVIL SERVICE**

#### **2.1 The Secrétariat du Conseil du trésor should:**

##### **2.1.1 make public sector managers aware of their responsibilities in their role as employers by giving them compulsory training on the management of ethno-cultural diversity;**

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<sup>4</sup> "Visible minorities are members of cultural communities of a race other than the White race." Government of Québec, *Programme d'accès à l'égalité pour les personnes membres des communautés culturelles, 1990-1994*.

Meaningful training for all current and future managers in the civil service is essential to encourage the hiring of persons from visible minorities. Furthermore, it is important to prepare them to manage multicultural teams and thus promote the integration and retention of the persons concerned once they have been hired.

**2.1.2 make the 25% annual hiring objective for target groups a departmental rather than governmental goal<sup>5</sup>;**

Given that the objective is currently government-wide, departments that employ more members from target groups (especially in Montréal) can compensate for those that employ fewer. Making the objective departmental will, in a way, increase the accountability of each deputy minister for achieving its objective. This recommendation could be implemented in the short term.

**2.1.3 identify within the category of cultural communities, the persons from visible minorities as well as their job categories among civil servants and the persons appearing on lists of eligible candidates;**

This exercise, which can be achieved in the short term, has two purposes. Firstly, it aims to measure the proportion of persons from visible minorities in the category of cultural communities, hence making it possible to judge the relevance of setting a specific hiring goal for visible minorities. Secondly, it shows the job categories in which visible minorities are absent or scarcely present in order to organize, if need be, examinations especially reserved for them.

Such a measure would also make it possible to compare representation and hiring rates for minorities in the civil service with rates in agencies subject to the Act respecting equal access to employment in public bodies, which also makes reference to visible minorities.

**2.1.4 set a representative objective for the specific hiring of persons from visible minorities, should visible minorities be under-represented within the cultural communities category;**

**2.1.5 assess the relevance of organizing, subject to the Charter of Human Rights and Freedoms, entry examinations reserved for persons from visible minorities for those job categories in which they are absent or greatly under-represented in the lists of eligible candidates<sup>6</sup>;**

In 2001, the Secrétariat du Conseil du trésor consulted the CDPDJ on changes it intended to make to the *Equal access to employment program for members of cultural communities in the Québec civil service*. In an opinion, the CDPDJ stated at the time that "reserved entry examinations" constituted an absolute preferential measure since non-targeted persons would be excluded from the call for candidates. Referring to an opinion issued in 1986, the CDPDJ also noted that "absolute preferential measures, while theoretically possible in the most serious cases, should be considered with caution" and

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<sup>5</sup> In 1999, the government set itself a goal of raising to 25 % the proportion of new hirings from the following groups: cultural communities, anglophones and native people. The disabled persons group was added on April 1, 2005. The goal applies to these four groups as a whole and not to each group individually and it covers all types of jobs (regular, casual, internships and summer jobs).

<sup>6</sup> The lists of eligible candidates include the names of persons who passed the recruitment examination. Each recruitment examination results in a list. When departments and agencies need personnel, they consult the lists of eligible candidates and arrange an interview with the persons whose career profile interests them.

that “failure to respect this criterion or be able to justify an absolute preferential measure could allow an eventual complaint of “reverse discrimination” to be substantiated<sup>7</sup>. “Absolute remedial measures, such as holding reserved or targeted examinations, should only be contemplated if remedial measures usually applied [...] cannot be applied.”<sup>8</sup> » The CDPDJ concluded by noting that this demonstration had not been made.

It was difficult to justify an exceptional remedial measure mainly because cultural communities, anglophones and native people were amalgamated together in the target groups, hindering an analysis of results for each group and particularly for visible minorities included in the cultural communities category. Without these results, it was difficult to demonstrate that one of these groups was the victim of discrimination, which could then justify an exceptional remedy.

Task Force members believe that Recommendation 2.1.4 would provide data on the relevance and feasibility of implementing entry examinations reserved for visible minorities. Since the CDPDJ opinion on this question is over four years old, the actual progression of the representation of visible minorities in the civil service should be taken into account.

**2.1.6 ask departments that are below the hiring target for target groups to prioritize interviewing individuals concerned who are entered on the lists of eligible candidates to fill a position;**

The purpose of this measure is to give persons from target groups who meet the requirements of a position an opportunity to make their case in an interview. Should the manager decide not to hire any candidate from the target group and proceed to interview other candidates, the department involved would be required to justify its action to the Secrétariat du Conseil du trésor.

**2.1.7 publish in its annual report the results for all departments in hiring persons from target groups, while distinguishing, within the category of cultural communities, the members of visible minorities.**

Each year, the chair of the Conseil du trésor tables a report in the National Assembly on the application of the Public Administration Act, which contains a section on equal access to employment in the Québec civil service. Adding this information will give citizens an overview of the situation and contribute to making the different departments accountable.

**2.2 The Ministère du Conseil exécutif should:**

**2.2.1 make a portion of annual performance bonuses or progress on the salary scale for deputy ministers and agency directors conditional on reaching hiring goals for target groups<sup>9</sup>.**

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<sup>7</sup> M<sup>e</sup> Daniel Carpentier, « Avis de la Commission des droits de la personne et des droits de la jeunesse sur les nouvelles mesures d'accès à l'égalité dans la fonction publique québécoise », (Opinion of the Commission des droits de la personne et des droits de la jeunesse on the new equal employment access measures in the Québec civil service) CDPDJ, p. 15, June 2001.

<sup>8</sup> *Idem.*

<sup>9</sup> This refers to groups covered by the 25% target, namely cultural communities, anglophones, native people and disabled people.

Under the Civil Service Act, deputy ministers are accountable to the National Assembly for their administrative management. Moreover, under Section 53.1 of the Civil Service Act and Section 29 of the Public Administration Act, the annual management report from departments and agencies must state their hiring objectives, in regular and casual positions, for women, members of cultural communities, native people, anglophones and disabled persons, as well as results achieved.

It thus appears appropriate that failure to meet government hiring objectives for persons from target groups should have consequences. This measure would lead deputy ministers and directors of public agencies to demand as much from all their managers.

This recommendation could be implemented in the medium term.

## **SENIOR JOBS**

### **2.3 The Québec government should set itself a target for the representation of cultural communities and visible minorities in senior full-time and part-time positions and adopt measures to reach this goal.**

The Task Force believes that Quebecers from cultural communities and visible minorities must be fairly represented not only within the civil service but also in government appointments to senior full-time and part-time positions such as that of deputy minister, president of government agencies or member of their boards of directors.

The Task Force suggests that strategies be implemented to inform persons from cultural communities and visible minorities as well as to interest them in the senior civil service and senior management of government agencies. It would be important to prepare them to exercise these functions by making specific training available, where needed, notably at the École nationale d'administration publique.

In addition, the Task Force urges the government to ask agencies required by a law or regulation, or following a recruitment examination, to seek an equitable representation of Quebecers from cultural communities and visible minorities when naming candidates to senior jobs.

## **ORGANIZATIONS SUBJECT TO THE ACT RESPECTING EQUAL ACCESS TO EMPLOYMENT IN PUBLIC BODIES**

The following measures are possible in the medium term:

### **2.4 The Ministère de la Justice should render more transparent public agencies results with respect to equal access to employment. The Ministère should also evaluate the need:**

- **to amend Section 20 of the Act respecting equal access to employment in public bodies so that organizations required to implement an equal access to employment program shall report to the Commission des droits de la personne et des droits de la jeunesse (CDPDJ) annually as opposed to every three years;**
- **to amend Section 32 of this Act so that the CDPDJ shall report to the government on implementation annually as opposed to every five years.**

The Task Force is aware of concerns expressed by participants with respect to the application of the Act respecting equal access to employment in public bodies. It believes that these two measures will appreciably increase its positive effects.



Last December, with the release of the three-year 2001-2004 report on the situation of public bodies subject to the Act respecting equal access to employment, the CDPDJ announced that it would regularly update its Website to show developments in the application of the law.

The preceding recommendations are addressed to government, which has a duty to set an example in hiring Quebecers from visible minorities, and Black communities in particular, within the civil service and public agencies.

## **CORPORATIONS**

### **2.5 The Ministère de l'Immigration et des Communautés culturelles should gather Québec corporations around a mobilizing project to affirm the importance of ethno-cultural diversity as a motor of economic development for Québec.**

The Task Force believes that private corporations are, in their role as employers, just as responsible as the government in affirming the importance of ethno-cultural diversity as a motor of economic development. Mobilizing leaders around a project of this nature will make them conscious of the realities of cultural communities and will also allow leading corporations to act as models for the others.

Corporations could exchange information on their best practices for managing ethno-cultural diversity and render their results public.

This recommendation can be achieved in the short term.

## **EMPLOYERS**

### **2.6 The Québec government should invite all employers (unions, companies, non-profit organizations, associations and professional orders) to ensure a fair representation of Quebecers from visible minorities within their entities and workforce.**

The Task Force believes that all Québec employers have a duty to ensure a fair representation of Quebecers from visible minorities within their workforce and it is in this perspective that Task Force members make this recommendation. Moreover, the consultation process allowed us to observe a poor representation in decision-making bodies of associations.

### **2.7 The Minister of Labour should make a request that the Commission de la construction du Québec create a position within its organization to oversee the interests and fair representation of Quebecers from visible minorities in construction trades.**

Given the difficulties that Black communities have finding employment within the construction industry, the Task Force believes that this measure, inspired by an existing program for native people, will help raise obstacles experienced particularly by Black youth.

### **3. Collective memory and the image of Blacks in society**

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Many participants mentioned the contribution of Blacks in the collective memory and improving their image in society as important components in the fight against racism.

Participants spoke of the Québec public's lack of awareness with respect to the contribution of Blacks. There is a tendency to see Black people as immigrants or as foreigners. In some cases, Blacks themselves do not know of their history. The creation of a database on the Black communities contribution in Canada was proposed as a remedy to what is seen as an information deficit. Placing value on the Black contribution to Québec society in history books was also widely recommended by both individual citizens and organizations. The lack of role models and knowledge of their history was also cited as a factor leading young Blacks to drop out of school. In parallel with improving history books, it was suggested that compulsory courses on the cultural communities contribution to Québec be included in the university curriculum for future professors. The school environment's influence on the self-perception of Black youth is clear.

Participants also stated that the negative portrayal of Blacks conveyed in the media was a manifestation of racism. Mentioning racial traits in broadcast news when referring to criminal acts is one example of this. To counter this negative image, it was suggested that the media speak about and to successful Black personalities. Furthermore, the networks should seek the opinion of Blacks in the media on issues other than those uniquely associated with Black communities.

With the understanding that concrete actions can help remedy this situation, the Task Force makes the following recommendations.

## **RECOMMENDATIONS**

### **COLLECTIVE MEMORY**

#### **3.1 The Ministère de l'Éducation, du Loisir et du Sport and the Ministère de l'Immigration et des Communautés culturelles should update and re-publish the document titled *La présence des Noirs dans la société québécoise d'hier et d'aujourd'hui*. (The presence of Blacks in Quebec society yesterday and today).**

The only edition of this document dates from February 1995. It was prepared jointly by the Ministère de l'Éducation and the Ministère des Affaires internationales, de l'Immigration et des Communautés culturelles.

The document is a useful pedagogical tool that teachers could easily incorporate in their courses.

This document could be updated in the short term.

#### **3.2 The Ministère de l'Éducation, du Loisir et du Sport should insert Black History Month in the school calendar.**

By entering Black History Month in the school calendar, the Ministère de l'Éducation, du Loisir et du Sport will encourage school boards and schools to hold activities on this theme, helping to raise the awareness of students of all origins as well as that of their parents.

This measure can be implemented in the medium term.

**3.3 The National Assembly should legislate to officially recognize February as Black History Month.**

In December 1995, the government of Canada officially and unanimously recognized the month of February as Black History Month following a motion proposed by the first Black Canadian woman elected to Parliament. To date, there has been no similar recognition in Québec.

The Québec government should pass legislation to affirm the visibility it wishes to give to this event and the importance granted to it.

This measure can be implemented in the short term.

**3.4 The Ministère de l'Immigration et des Communautés culturelles, in collaboration with the Ministère de la Culture et des Communications, should organize an annual event during Black History Month to promote public awareness of Black history.**

The Task Force believes that the collective memory must be enriched through the public commemoration of events in the history of Blacks in Québec.

The initiatives taken by the government some years ago—such as the commemoration of “Nigger Rock” and of Marie-Josèphe Angélique—should be repeated annually.

This measure can be implemented in the medium term.

**3.5 The Ministère de l'Éducation, du Loisir et du Sport should review pedagogical contents and school texts to ensure that they take into account the contribution of Quebecers from cultural communities, including Black communities, to the history of Québec and Canada.**

Task Force members are aware that such a revision can only be contemplated in the long term, given the complexity of the process.

**IMAGE OF BLACKS IN SOCIETY**

**3.6 The Ministère de l'Immigration et des Communautés culturelles should, in collaboration with the Fédération professionnelle des journalistes du Québec, media owners and Laval University's Centre d'étude sur les médias, document the treatment of Blacks in the media and Black representation in the media industry in order to permit the implementation of appropriate measures.**

A good number of participants to the consultation felt that the media often portray Blacks negatively. By documenting this phenomenon, actions will be better targeted and the most appropriate remedial measures be introduced. The Fédération professionnelle des journalistes du Québec expressed its interest in participating in this important matter.

Measures arising from this documentation could include the sensitization and education of journalists and media owners. Furthermore, should an increased representation of Blacks in the media industry appear important, activities could be organized to make the profession of journalist better known to college students, particularly in francophone and anglophone colleges with a multi-ethnic student body.

**3.7 The Ministère de l'Immigration et des Communautés culturelles should, in collaboration with the Association des agences de publicité du Québec, support a marketing study on the consumption habits and behaviour of Quebecers from cultural communities and organize cross-cultural training for the advertising industry (account managers, creative personnel, agency managers, etc.).**

While it is certainly important to appeal to corporate social responsibility by organizing awareness and education activities, it is first and foremost a question of economics. The advertising industry has gone global in recent years and more and more advertising is produced outside Québec. That being said, Quebecers from cultural communities are consumers whose habits and behaviours deserve to be addressed. Advertisers currently have very little data on this market in Québec. A marketing study, in which the Association des agences de publicité du Québec has shown interest in participating, could eventually encourage advertisers to increase the presence of Quebecers from diverse origins in the industry and in its ads.

**3.8 The Ministère de l'Immigration et des Communautés culturelles should promote a more equitable representation of Quebecers from visible minorities among members of the National Assembly and at the municipal and schoolboard levels by implementing a program aimed at visible minorities similar to the program entitled *Equal Access to Decision-Making (À égalité pour décider)*.**

*Equal Access to Decision-Making* is a government financial aid program with annual credits of \$1 million. It supports local, regional and national non-profit organizations, or native communities, in carrying out local or regional projects. Its aim is to increase the number of women in decision-making positions in local and regional authorities in all regions of Québec.

The Task Force recommends that a program conceived on the same principle and with the necessary credits be implemented for Quebecers from visible minorities.

This recommendation could be implemented in the medium term.

## 4. Support for entrepreneurship

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**Entrepreneurship** in Black communities was another major theme raised by participants. To date, few enterprises are launched by Black communities. It must also be acknowledged that starting up and financing new enterprises is a challenge. It must also be noted that economic mutual aid networks are not well developed in the community.

Participants have emphasized the importance of encouraging entrepreneurship and supporting it with concrete measures, noting on many occasions that by not creating their own enterprises, persons from Black communities are also not creating jobs or wealth for their own community or for Québec society. Greater solidarity within the community in executing business plans is also necessary. The Mathieu da Costa business development corporation also drew several comments. Despite criticism of this initiative, participants stressed that it is possible to learn from past mistakes. In their view, an improved structure of this type remains conceivable, and even desirable, since the financing of entrepreneurs remains a necessity.

In the view of several participants, this necessity stems from the difficulty that Blacks have obtaining bank loans. Obstacles listed during the hearings included the lack of knowledge of business creation procedures, the lack of incentives for women and youth to start up businesses, even though this would be an effective way to improve their currently difficult situation, and the limited development of micro-credit and social economy enterprises, which are seen as promising avenues for supporting Black entrepreneurs.

Participants have requested better financing from government and suggested measures to encourage communities to invest their own funds, at least in part. They also proposed the creation of micro-credit and social economy structures in Black communities, the creation of a mentoring program for small business managers. Furthermore, participants asked that account be taken of the specific needs of youth and women in the framework of general measures.

### RECOMMENDATIONS

#### **4.1 The Ministère du Développement économique, de l'Innovation et de l'Exportation should create an economic project (*chantier*) with a mandate to propose tangible actions to support entrepreneurship within Black communities.**

Entrepreneurship and access to credit are complex issues that involve many players from the public, private and community sectors as well as from the Black communities themselves. All measures in this domain should originate from the different stakeholders involved. With an objective to adopt concrete and realistic measures in the short term, the Task Force recommends creating an economic project (*chantier*) under the responsibility of the Ministère du Développement économique, de l'Innovation et de l'Exportation.

This project will bring together the public, community and private sectors. Upon its completion, the services needed to support entrepreneurship should be implemented quickly, using the skills of organizations active in this domain.

The Task Force believes it is important to implement this recommendation in the short term.

## 5. Support to families, women and youth

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The difficult situation for women, especially heads of single-parent families, the elderly, youth and families from Black communities also emerged as a chief concern. Issues raised during the hearings included poverty, under-employment, isolation, obstacles to obtaining social housing (insufficient number of units and discrimination), information in English inadequately distributed by health and social services, under-funding for community organizations and the over-representation of Black youth in youth centres.

Several participants noted that sometimes Black women face discrimination on many levels, in that they are women, young, Black and immigrants. Others stressed that Black women are often heads of single-parent families, that the jobs they hold are underpaid, and that they sometimes have difficulty gaining access to child care centres outside normal working hours. Participants believe that improving living conditions for women and families is paramount. Several participants wished to see Black women better represented in positions of authority, on the boards of the directors of organizations and of the Conseil du statut de la femme, among others.

The Task Force is aware that all the problems described during the hearings and in position papers create tensions within families and have an important impact on the education of young people. We are also conscious that a good family environment, consisting in particular of suitable housing, contributes to the quality of family relations and the social integration of members of the household. For all these reasons, the Task Force formulated a set of recommendations aimed at families, women and young people.

Recommendations aimed specifically at youth are also contained in other chapters of the consultation document. All the recommendations geared to young people will help facilitate their social and occupational inclusion.

### RECOMMENDATIONS

#### **5.1 The Ministère de la Famille, des Aînés et de la Condition féminine should pay particular attention in its policies, programs, goods and services to the realities faced by Quebecers from cultural communities, including Black communities.**

This department intervenes on several levels and jurisdictions at the heart of the challenges raised by the participants to this consultation. Therefore, Task Force members consider it paramount that the experience of persons from cultural communities, and specifically Black communities, be taken into account in:

- support for community action aimed at families;
- the development, currently under way, of a Québec policy on conciliating work and family life;
- the composition and work of regional consultation tables for the elderly and support to community organizations that work with the elderly;
- government intervention to achieve equality between women and men.

**5.2 The Ministère de l'Immigration et des Communautés culturelles should, through its agreements with cities, support the creation of local activities for youth in the sports, artistic, cultural and community fields, in boroughs with a high proportion of Quebecers from Black communities.**

Agreements between the Ministère de l'Immigration et des Communautés culturelles and cities are important tools for reaching persons from cultural communities, including Black communities.

When these agreements are renewed in 2007, particularly with the city of Montréal, financial support should be given to projects using municipal facilities (parks, squares and other community and public places) to offer after-school activities for young people in socio-economically disadvantaged and multi-ethnic neighborhoods. These projects would support the hiring of facilitators with cross-cultural skills to give young people a structured framework of sports or social activity when they leave class at the end of the afternoon.

**5.3 The Ministère de la Santé et des Services sociaux and the Ministère de l'Emploi et de la Solidarité sociale should ensure the continuation of the *Qualification des jeunes* program.**

Launched in 2002, this initiative of the Association des centres jeunesse du Québec reached 80 participants in youth centres of Abitibi-Témiscamingue, Laval, Montréal (Batshaw) and the Outaouais. The pilot project was established to guide young people (ages 16-19) in their transition to independent adult life as well as to ensure that they are well qualified to enter the workforce. With its successful record, the project, which was extended for one year in 2005, is funded by the Ministère de la Santé et des Services sociaux, the Ministère de l'Emploi et de la Solidarité sociale, the National Crime Prevention Strategy and participating youth centres.

Task Force members support the recommendation of the Association des centres jeunesse du Québec to extend this program throughout Québec wherever it would reach more young people from visible minorities and Black communities in particular.

**5.4 The Ministère de la Santé et des Services sociaux should ensure that the anglophone Black community knows where to find establishments offering services in English and what mechanisms they can use to file complaints if need be.**

With this recommendation, which could be implemented in the medium term, Task Force members are acting on the testimony of certain participants from the anglophone Black community with regard to the difficulty of access to health and social services in English despite the fact that the Act respecting Health services and social services gives English speaking people the right to be serviced in their language in designated establishments<sup>10</sup>. The Ministère de la Santé et des Services sociaux should address this issue and document it.

It is important to make sure that information on places where services are offered in English is adequately disseminated within the anglophone Black community and that individuals are aware of recourses available to them.

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<sup>10</sup> Section 15 of the Act respecting Health services and social services provides that: "English-speaking persons are entitled to receive health services and social services in the English language, in keeping with the organizational structure and human, material and financial resources of the institutions providing such services and to the extent provided by an access program referred to in section 348." RSQ, c S-4.2.

## 6. Education

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Participants raised a set of specific issues including the acute dropout rate among Blacks, the growing phenomenon of street gangs, the absence of positive role models, racial profiling, the over-representation of Blacks in the judicial system and employment discrimination. Participants also discussed the risk that the urban violence seen in France at the end of 2005 could also occur in Québec.

A variety of solutions were proposed including creating scholarship programs for young Blacks in sports as well as arts, government support for after-school activities for youth, the creation of an Internet database of resumés of young Blacks, tours of schools and other gathering places by Black entrepreneurs to present successful role models, hiring more Black teachers, adding financial and human resources to combat dropping out of school, using the school, given its neutrality, as a principal resource for the delivery of services to youth and parents.

The Task Force believes that it is crucial to rapidly halt the dynamic of exclusion that seems to affect a growing number of young Blacks, especially since they represent nearly half the Black population of Québec. Québec society can only benefit from this important labour pool, that it will need more and more.

Certain recommendations of this report target Black youth of school age, especially those recommendations dealing with collective memory and the image of Blacks in society (3.1, 3.2, 3.5), and those aimed at promoting positive role models from Black communities (1.2a). In addition to these recommendations, Task Force members give priority, with regard to educational matters, to those recommendations that cover the many challenges raised by participants during the consultation.

### RECOMMENDATION

#### **6.1 The Ministère de l'Éducation, du Loisir et du Sport should, before the return to school in September 2006, provide an appropriate follow-up to the study days on school success organized in the spring of 2005 by the Haitian community and the anglophone Black community.**

The study days, organized by and for the Black communities, dealt with the major issues related to the education of Black youth, including:

- Quitting school by young Blacks and its consequences;
- Mentoring offered to Black students in teaching institutions;
- Support for Black parents and their representation on school institutional councils;
- Stressing the value of occupational and technical training;
- Funding for extracurricular activities.

These two study days led to the adoption of a set of recommendations on school success for young Blacks. They are now being studied by the Ministère de l'Éducation, du Loisir et du Sport.



**6.2 The Ministère de l'Éducation, du Loisir et du Sport should, in its information and awareness campaign to promote the value of technical trades, make sure to target young Quebecers from cultural communities and their parents.**

The image of technical trades must be improved within cultural communities. This is a promising career path for young people.

This measure seeks to prompt young people from cultural communities, with the encouragement of their parents, to acquire a technical education to enter these trades. It could at the same time contribute to the fight against the high dropout rate.

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## **7. Communication of government information**

The theme of communication of government information came back on several occasions throughout the hearings. Participants said that information was difficult to obtain, dispersed and sometimes not adapted to the needs of Black communities. They felt that on-line government was not a solution that generally fit the needs of Quebecers from Black communities and cultural communities, given their low rate of Internet usage. A strategy should be developed to improve the dissemination of government information.

### **RECOMMENDATION**

**7.1 Services Québec should make sure to adapt the information on government services to the needs of Quebecers from cultural communities and visible minorities, including Black communities.**

The mission of Services Québec is to provide a single window for individuals and organizations to obtain government services throughout Québec.

To achieve its goal of improving access to and the quality of government services, Services Québec will function as a multi-service window for individuals and corporations. The public will thus have access to a range of services and information by going to one single location, calling a single number or visiting a single Website.

The Task Force believes that Services Québec, in its development work, must provide a strategy to adapt its services to Quebecers from cultural communities.

## **8. Monitoring the implementation of recommendations**

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The Task Force recommends that:

### **8.1 The Ministère de l'Immigration et des Communautés culturelles should report annually on the follow-up to the implementation of this report's recommendations.**

The issues facing Quebecers from Black communities are challenges for society and government as a whole. The implementation of recommendations contained in this report is the responsibility of several government departments.

Task Force members believe that the MICC, given its mission to support Quebecers from cultural communities and its supportive role to other departments, is in the best position to monitor the implementation of the recommendations contained in this report.

## **Conclusion**

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The full participation of Quebecers from Black communities in society constitutes a fundamental challenge for the Québec government. In this context, to ensure that a segment of the population enjoys the same chances as the majority and is not excluded from the socio-economic development of Québec, the Task Force members hope, through their recommendations, to give a decisive impulse to this full participation.

During this public consultation, Task Force members heard highly relevant presentations from individuals and organizations who enlightened them on the realities experienced by Quebecers from Black communities, enabling them to identify priority areas for action and propose concrete recommendations that are achievable in the short, medium and long term.

Members of the Task Force are convinced that the government must exercise leadership to ensure the full participation of Quebecers from Black communities in society and, consequently, must implement a set of preventive and remedial measures.

The recommendations in this report challenge not only government departments and agencies as a whole, but civil society in general as well as all Quebecers regardless of their origin. It is through a shared determination to act that Québec will fully benefit from the contribution of all its citizens.

## **APPENDIX 1**

**Summary of the recommendations  
of the Task Force on the Full  
Participation of Black Communities  
in Québec society**

## **APPENDIX 2**

**List of the organizations that  
participated in the hearings**

## **Appendix 1**

### **Summary of recommendations**

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#### **1. The fight against racism and racial discrimination**

- 1.1 The Québec government should adopt a policy to fight racism and racial discrimination.
- 1.2 The Ministère de l'Immigration et des Communautés culturelles should implement a national communication strategy aimed at the general public to fight racism and racial discrimination.
- 1.3 The Québec government should create a permanent committee of deputy ministers, under the responsibility of the Ministère de l'Immigration et des Communautés culturelles, with a mandate to monitor the phenomena of exclusion, integration and full participation.
- 1.4 The Ministère du Conseil exécutif should ask government departments to announce, within the framework of their strategic plan, the measures they intend to implement in order to facilitate the full participation in society of Quebecers from cultural communities, particularly those from visible minorities.
- 1.5 The Québec government should evaluate whether it is relevant to review the functioning and propose a reform of the Commission des droits de la personne et des droits de la jeunesse.

#### **2. Access to employment**

##### THE CIVIL SERVICE

- 2.1 The Secrétariat du Conseil du trésor should:
  - 2.1.1 make public sector managers aware of their responsibilities in their role as employers by giving them compulsory training on the management of ethno-cultural diversity;
  - 2.1.2 make the 25% annual hiring objective for target groups a departmental rather than governmental goal;
  - 2.1.3 identify within the category of cultural communities, the persons from visible minorities as well as their job categories among civil servants and the persons appearing on lists of eligible candidates;
  - 2.1.4 set a representative objective for the specific hiring of persons from visible minorities, should visible minorities be under-represented within the cultural communities category;
  - 2.1.5 assess the relevance of organizing, subject to the Charter of Human Rights and Freedoms, entry examinations reserved for persons from visible minorities for those job categories in which they are absent or greatly under-represented in the lists of eligible candidates;

- 2.1.6 ask departments that are below the hiring target for target groups to prioritize interviewing individuals concerned who are entered on the lists of eligible candidates to fill a position;
  - 2.1.7 publish in its annual report the results for all departments in hiring persons from target groups, while distinguishing, within the category of cultural communities, the members of visible minorities.
- 2.2 The Ministère du Conseil exécutif should:
- 2.2.1 make a portion of annual performance bonuses or progress on the salary scale for deputy ministers and agency directors conditional on reaching hiring goals for target groups.

#### SENIOR JOBS

- 2.3 The Québec government should set itself a target for the representation of cultural communities and visible minorities in senior full-time and part-time positions and adopt measures to reach this goal.

#### ORGANIZATIONS SUBJECT TO THE ACT RESPECTING EQUAL ACCESS TO EMPLOYMENT IN PUBLIC BODIES

- 2.4 The Ministère de la Justice should render more transparent public agencies results with respect to equal access to employment. The Ministère should also evaluate the need:
  - to amend Section 20 of the Act respecting equal access to employment in public bodies so that organizations required to implement an equal access to employment program shall report to the Commission des droits de la personne et des droits de la jeunesse (CDPDJ) annually as opposed to every three years;
  - to amend Section 32 of this Act so that the CDPDJ shall report to the government on implementation annually as opposed to every five years.

#### CORPORATIONS

- 2.5 The Ministère de l'Immigration et des Communautés culturelles should gather Québec corporations around a mobilizing project to affirm the importance of ethno-cultural diversity as a motor of economic development for Québec.

#### EMPLOYERS

- 2.6 The Québec government should invite all employers (unions, companies, non-profit organizations, associations and professional orders) to ensure a fair representation of Quebecers from visible minorities within their entities and workforce.
- 2.7 The Minister of Labour should make a request that the Commission de la construction du Québec create a position within its organization to oversee the interests and fair representation of Quebecers from visible minorities in construction trades.

### **3. Collective memory and image of Blacks in society**

#### COLLECTIVE MEMORY

- 3.1 The Ministère de l'Éducation, du Loisir et du Sport and the Ministère de l'Immigration et des Communautés culturelles should update and re-publish the document titled *La présence des Noirs dans la société québécoise d'hier et d'aujourd'hui* (The presence of Blacks in Québec society yesterday and Today).
- 3.2 The Ministère de l'Éducation, du Loisir et du Sport should insert Black History Month in the school calendar.
- 3.3 The National Assembly should legislate to officially recognize February as Black History Month.
- 3.4 The Ministère de l'Immigration et des Communautés culturelles, in collaboration with the Ministère de la Culture et des Communications, should organize an annual event during Black History Month to promote public awareness of Black history.
- 3.5 The Ministère de l'Éducation, du Loisir et du Sport should review pedagogical contents and school texts to ensure that they take into account the contribution of Quebecers from cultural communities, including Black communities, to the history of Québec and Canada.

#### IMAGE OF BLACKS IN SOCIETY

- 3.6 The Ministère de l'Immigration et des Communautés culturelles should, in collaboration with the Fédération professionnelle des journalistes du Québec, media owners and Laval University's Centre d'étude sur les médias, document the treatment of Blacks in the media and Black representation in the media industry in order to permit the implementation of appropriate measures.
- 3.7 The Ministère de l'Immigration et des Communautés culturelles should, in collaboration with the Association des agences de publicité du Québec, support a marketing study on the consumption habits and behaviour of Quebecers from cultural communities and organize cross-cultural training for the advertising industry (account managers, creative personnel, agency managers, etc.).
- 3.8 The Ministère de l'Immigration et des Communautés culturelles should promote a more equitable representation of Quebecers from visible minorities among members of the National Assembly and at the municipal and schoolboard levels by implementing a program aimed at visible minorities similar to the program entitled *Equal Access to Decision-Making (À égalité pour décider)*.

### **4. Support for entrepreneurship**

- 4.1 The Ministère du Développement économique, de l'Innovation et de l'Exportation should create an economic project (*chantier*) with a mandate to propose tangible actions to support entrepreneurship within Black communities.

## **5. Support to families, women and youth**

- 5.1 The Ministère de la Famille, des Aînés et de la Condition féminine should pay particular attention in its policies, programs, goods and services to the realities faced by Quebecers from cultural communities, including Black communities.
- 5.2 The Ministère de l'Immigration et des Communautés culturelles should, through its agreements with cities, support the creation of local activities for youth in the sports, artistic, cultural and community fields, in boroughs with a high proportion of Quebecers from Black communities.
- 5.3 The Ministère de la Santé et des Services sociaux and the Ministère de l'Emploi et de la Solidarité sociale should ensure the continuation of the *Qualification des jeunes* program.
- 5.4 The Ministère de la Santé et des Services sociaux should ensure that the anglophone Black community knows where to find establishments offering services in English and what mechanisms they can use to file complaints if need be.

## **6. Education**

- 6.1 The Ministère de l'Éducation, du Loisir et du Sport should, before the return to school in September 2006, provide an appropriate follow-up to the study days on school success organized in the spring of 2005 by the Haitian community and the anglophone Black community.
- 6.2 The Ministère de l'Éducation, du Loisir et du Sport should, in its information and awareness campaign to promote the value of technical trades, make sure to target young Quebecers from cultural communities and their parents.

## **7. Communication of government information**

- 7.1 Services Québec should make sure to adapt the information on government services to the needs of Quebecers from cultural communities and visible minorities, including Black communities.

## **8. Monitoring the implementation of recommendations**

- 8.1 The Ministère de l'Immigration et des Communautés culturelles should report annually on the follow-up to the implementation of this report's recommendations.

## **Appendix 2**

### **List of the organizations that participated in the hearings<sup>11</sup>**

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#### **1. Monday, November 7, 2005, Montréal**

- Amitiés Canada-Rwanda
- Bureau de la communauté haïtienne
- Centre africain de développement et d'entraide
- Centre d'encadrement pour jeunes filles immigrantes
- Club des entrepreneurs et professionnels africains
- Communauté noire africaine de Montréal-Canada
- Concertation action des citoyennes et des citoyens d'origine haïtienne de Rivière-des-Prairies (CACOH)
- Conseil national des citoyens et citoyennes d'origine haïtienne (CONACOH)
- Coopérative solidarité des Haïtiens du Québec
- Entraide bénévole Kouzin Kouzin'
- Équipe Rivière-des-Prairies
- Jeune Chambre de commerce haïtienne
- Jeunesse noire en action
- Maison d'Haïti
- Mamies immigrantes pour le développement et l'intégration (M.I.D.I.)
- Oméga Ressources Humaines
- Organisation des professionnels congolais du Canada
- Point de ralliement des femmes d'origine haïtienne
- Vision Citadelle

#### **2. Friday, November 11, 2005, Montréal**

- Aide à l'immigration Véritas
- Association canadienne-nigériane de Montréal
- Association Haïtiano-Canado-Québécoise
- Association montréalaise des gens d'affaires et professionnels noirs (MABBP)
- Association socio-culturelle Guyane-Québec
- Black Community Resources Center
- Black Studies Center
- Black Theater Workshop
- African Canadian Development and Prevention Network
- Centre de communication des Haïtiens du Québec
- Centre d'union multiculturelle et artistique des jeunes (CUMAJ)
- Chantier d'Afrique du Canada
- Communauté de la Ligue des femmes jamaïcaines
- Fondation canadienne pour les jeunes Noirs
- Jamaican Association of Montreal
- Mission charismatique internationale du Canada
- Organisation Afro-Québec de la Rive-Sud
- Production Elephriends
- Société pour l'avancement des ethnies visibles du Canada
- STF Traductions

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<sup>11</sup> Many individuals also appeared at discussion forums organized as part of this public consultation.



### **3. Tuesday, November 15, Québec City**

- Amicale des Rwandais et Rwandaises à Québec
- Association des femmes entrepreneures immigrantes du Québec
- Centre R.I.R.E. 2000
- Collège François-Xavier-Gameau
- Communauté togolaise au Canada
- Forum d'intervention auprès des familles issues de l'immigration (FORFI)
- Institut de recherche et de formation interculturelles de Québec
- Organisation Black Diamond
- Québec intégration et liaison internationale

### **4. Saturday, November 19, 2005, Trois-Rivières**

- Baobab Canada inc.
- Club de recherche d'emploi Mauricie/Bois-Francs
- Collège Shawinigan
- Comité d'accueil aux Néo-Canadiens de Trois-Rivières
- Comité de solidarité/Trois-Rivières
- Commission des droits de la personne et des droits de la jeunesse
- Regroupement interculturel Drummond
- SANA Shawinigan
- Stratégie-Carrière

### **5. Monday November 21, 2005, Montréal**

- Alliance des cultural communities pour l'égalité dans la santé et les services sociaux (ACCÈSS)
- Association des droits des minorités du Grand Châteauguay
- Association multiethnique pour l'intégration des personnes handicapées
- CAMO Personnes immigrantes
- Carrefour jeunesse emploi Rivière-des-Prairies
- Carrefour jeunesse-emploi CDN
- Centre de jeunesse et de la famille Batshaw
- Centre génération emploi
- Collectif des entreprises d'insertion du Québec
- Fondation canadienne des relations raciales
- Great Lakes Foundation
- Institut Château Via
- La Maisonnée
- YMCA Pontre-Saint-Charles

### **6. Tuesday November 22, 2005, Sherbrooke**

- Association solidarité africaine du Cégep de Sherbrooke
- Canada-Afrique-Québec (CANAFRIQ)
- Centre interculturel PEUPLESTRIE
- Communauté des Afro-Canadiens
- Fédération des cultural communities de l'Estrie

## **7. Monday, November 28, 2005, Montréal**

- ACCESS Caribbean
- Association des Camerounais du Canada
- Barreau du Québec
- Centre des services éducatifs d'Anjou
- Comité provincial pour la prestation de services de santé et de services sociaux
- Commission des communautés culturelles du Parti libéral du Québec
- Commission des droits de la personne et des droits de la jeunesse
- Commission jeunesse du Parti libéral du Québec
- Conseil des relations interculturelles
- Conseil interculturel de la Ville de Montréal
- Confédération des syndicats nationaux
- Direction des affaires interculturelles, Ville de Montréal
- Institut Barrow de leadership communautaire
- Ligue des Noirs
- Mouvement pour une démocratie nouvelle
- Table ronde du Mois de l'histoire des Noirs
- Vues d'Afrique

## **8. Saturday, December 10, 2005, Gatineau**

- Accueil-parrainage Outaouais
- Assemblée des Afro-Canadiens
- Association des femmes immigrantes de l'Outaouais
- Avenue des jeunes
- Centre sur la diversité culturelle et les pratiques solidaires
- Comité consultatif sur les relations de la communauté noire de Gatineau
- Emploi-Québec Outaouais
- Service d'intégration travail Outaouais
- Ville de Gatineau

