

HIGHLIGHTS

The Groupe d'action contre le racisme recommends that the government adopt a “zero tolerance” principle that clearly indicates Québec society’s rejection of all forms of racism. To this end, it proposes a series of strong measures for a society without racism.

The task force recommends that issues related to policing be addressed head-on to **put an end to cases of police discrimination**.

- > Ban random police stops and provide professional development on discrimination, racism and profiling.
- > Add social services workers to police services in order to create mixed patrols.

Practical measures must be implemented to **combat racism in access to housing**, to address this problem consistently raised by visible minorities.

- > Reinforce the processing of housing discrimination complaints.
- > Provide better information about the complaint process to the public, especially owners, tenants and future tenants.

Combat racism in access to employment, especially by taking action with professional orders and opening up more public service jobs.

- > Within the next five years, increase the representation of visible minorities among public service employees to reflect their representation in the population.
- > Make accreditation by professional orders faster and more flexible and provide individual support for future professionals and members of regulated trades coming from abroad.

RACISM IN QUÉBEC : ZERO TOLERANCE

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Communication initiatives must be launched to **better inform Québécois about the reality of racism**.

- > Develop a national anti-racism awareness campaign to keep the public continually informed about the various aspects of racism and discrimination.

As part of a longer-term vision, the task force recommends **focusing on educating young people to eliminate racism**.

- > Include racism and discrimination issues throughout the school curriculum.
- > Include the theme of racism in the mandatory courses for initial teacher training.

Finally, in the fight against racism, **the government must play a leading role, using the mechanisms at its direct disposal**.

- > Appoint a Minister responsible for the fight against racism.
- > Introduce mandatory training on racism for all government employees.

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The history, socio-economic situation and particular realities of the First Nations and Inuit must be taken into account to properly respond to the problems they face. That is why the task force recommends the following orientations:

It is essential to **make all Québecers more familiar with the history, culture, heritage and current situation of Indigenous people.**

- > Include a specific component on the experiences of Indigenous people in the national anti-racism awareness campaign.
- > Make the history and current realities of Québec's Indigenous peoples a mandatory part of initial teacher training.

Indigenous people must feel culturally safe when receiving public services.

- > The task force recommends, first, that the government send a clear signal about the cultural safety of Indigenous people by ending all practices that prevent people from speaking an Indigenous language in public service situations.

The task force wants to end cases of police discrimination against Indigenous people.

- > Banning random police stops will improve relations and build trust between the police and Indigenous people.
- > Add Indigenous social services workers to some police services to create mixed patrol teams.

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It is imperative to improve access to justice for Indigenous people.

- > Increase the resources of Indigenous community organizations to promote access to justice for First Nations and Inuit people.

Housing conditions for Indigenous people must be improved.

- > The task force recommends allocating additional resources to housing Indigenous people outside their communities in order to make it easier for them to find suitable housing in the cities and to encourage new housing projects for this clientele.

The actions recommended by the Groupe d'action contre le racisme are intended as a step forward in the implementation of the measures arising from the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Québec and the National Inquiry into Missing and Murdered Indigenous Women and Girls. They build on initiatives already underway and pave the way for further efforts.