

## MANAGEMENT RESPONSE AND ACTION PLAN

**Evaluation Report Title: *Evaluation of the Anti-Racism and Anti-Discrimination Secretariat (ARADS)***

**Approval Date of Evaluation by Deputy Minister (mm/yyyy): 06/2025**

**Recommendation 1:** ARADS, in collaboration with its partners, should clarify and communicate its mandate, roles and responsibilities to improve coordination and collaboration in the area of anti-racism and EDI-related matters.

**Rationale for Recommendation:** Although ARADS is responsible for anti-racism and EDI matters within the Department, it evolves in an ecosystem comprised of various partners having a complementary role. The evaluation found that the roles and responsibilities of ARADS are not clear. This affected, to some extent, its effectiveness, particularly as it relates to providing strategic advice, coordinating and collaborating with its partners, and ensuring it only addresses issues within its mandate. The lack of clarity around roles and responsibilities also negatively impacted the perceived relevance of ARADS.

**Management Response:** Management agrees with this recommendation, noting that the mandate of ARADS is to challenge everything the Department does with regards to anti-racism, equity, diversity, inclusion and fighting systemic racism.

<b>Action(s)</b> What SMART action(s) will be taken to address this recommendation?	<b>Deliverable(s)</b> Expected deliverable(s) to demonstrate the completion of the action.	<b>Accountability</b> ADM responsible for implementing the action.	<b>Planned Completion Date</b>
<ul style="list-style-type: none"> <li>• In consultation with implicated Sectors/Branches at the Department of Justice (e.g. Policy Sector, Communications Branch and Human Resources Branch), review the mandate (roles and responsibilities) of ARADS in relation to their work and potential overlap. Through this exercise, clarify roles and responsibilities and develop a document describing them.</li> <li>• Communicate the clarified mandate, roles and responsibilities through the ARADS hub, ARADS DW and the ARADS newsletter.</li> </ul>	<ul style="list-style-type: none"> <li>• Create a document that clearly describes the mandate (roles and responsibilities) of ARADS, both within ARADS and within Department of Justice.</li> <li>• Update mandate and highlight changes on ARADS Hub, ARADS DW and through ARADS Newsletter.</li> </ul>	ADM, Management Sector	June 2026

**Recommendation 2:** ARADS should strengthen the support it provides to the equity-seeking and diversity advisory committees and ensure it is consistently applied to enhance ARADS’ relevance and effectiveness.

**Rationale for Recommendation:** ARADS’ administrative support provided to the equity-seeking and diversity advisory committees is critical in advancing anti-racism and EDI-related matters in the Department. However, there has been some inconsistency in the level of support provided to the various committees. Additional support beyond an administrative nature would be useful, such as providing strategic advice, supporting forward planning efforts and providing guidance to transitioning co-chairs.

**Management Response:** Management agrees with this recommendation.

<b>Action(s)</b> What SMART action(s) will be taken to address this recommendation?	<b>Deliverable(s)</b> Expected deliverable(s) to demonstrate the completion of the action.	<b>Accountability</b> ADM responsible for implementing the action.	<b>Planned Completion Date</b>
<ul style="list-style-type: none"> <li>• Conduct consultation meetings with EE Advisory Committees/Networks to identify level of support needed.</li> <li>• In collaboration with EE Advisory Committees, document common processes and roles and responsibilities of ARADS, Advisory Committee co-chairs and committee members.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct annual planning sessions with each EE advisory committee and assign support.</li> <li>• Create Advisory Committee Reference E-Binder which includes roles and responsibilities and guidance documents for common processes.</li> </ul>	ADM, Management Sector	June 2026