

Thank you, Permanent Forum members, for this opportunity. My name is Andrea Pierce I represent ImmigrantsCAN.org in Canada.

With two years remaining in the decade, in Partnership with Innovate InC, we Conducted Global consultations with Civil societies to discuss and prioritize common indicators, to benchmark and measure progress towards the objectives of the International Decade for people of African Descent QUALI-TA-TIVELY.

At this time common indicators are being established. I am sharing 5 recommendations from these global consultations:

**We agreed on using the Sustainable development Goal indicators in relation to the Decade.** Coming from Canada we are presenting examples from Canadian report. Recognizing these are shared experiences of people of African Descent. In this report you will see a collage of decision makers in Canada, Showing the success of gender parity.

Today we are in a room of decision makers. If we took a picture of this room, who is the first person you'd look for? Yourself! If you're not seeing yourself reflected in the photo ...you wonder why? This means 1.2 M ca Canadians of African Descent will look at these images of decision makers & not see themselves reflected.

With the objectives of RECOGNITION, JUSTICE, and DEVELOPMENT ImmigrantsCAN recommends the following:

- One, 1. The Sustainable Development Goals (SDG) data collection and reporting be intersectional
- Two, 2. Amend ILO Convention C190 on violence and harassment in the world of work to be inclusive Women of African descent.
- Three 3. The Labour Codes and Regulations such as Canada Labour Code regulation be amended to be inclusive of Women of African descent by adding Racism as a form of workplace violence and harassment.
- Four 4. Countries, gender equity strategy, policies, laws, programming and budgets be inclusive of Women and Girls of African descent and
- Five 5. Countries poverty reduction strategy, policies, laws, programming and budgets be inclusive of Women and Girls African descent