Agenda - Executive Policy Committee - April 9, 2008

REPORTS

Item No. 3 Municipal Aboriginal Pathways: First Steps – Outcomes and Results
File CR-4.1

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

1. That this report be received as information.

DECISION MAKING HISTORY:

COUNCIL DECISION:

On March 21, 2007, Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That the Council Motion of February 21, 2007 be concurred in and the Administration be directed to:

    A. Report back to the Executive Policy Committee with a "Next Steps" report to review the success of the "First Steps" initiatives.

    B. Develop an Aboriginal Youth Strategy that identifies specific programming for Aboriginal youth and to guide the City's urban Aboriginal agenda during the current term of Council, 2006 to 2010, and that as a part of this proposal existing programs and services be identified and evaluated for their effectiveness.

2. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

RE: First Steps: Municipal Aboriginal Pathways – Outcomes and Results

FOR SUBMISSION TO: Executive Policy Committee

ORIGINAL REPORT SIGNED BY: Acting Chief Administrative Officer

REPORT DATE: December 19, 2007

RECOMMENDATION:

1. That this report be received as information.

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Report Summary

Key Issues:

- On March 21, 2007, Council concurred in the recommendation of the Executive Policy Committee that the Winnipeg Public Service:

  A. Report back to the Executive Policy Committee with a "Next Steps" report to review the success of the "First Steps" initiatives.

  B. Develop an Aboriginal Youth Strategy that identifies specific programming for Aboriginal youth and to guide the City's urban Aboriginal agenda during the current term of Council, 2006 to 2010, and that as a part of this proposal existing programs and services be identified and evaluated for their effectiveness.

- This report outlines the outcomes associated with First Steps: Municipal Aboriginal Pathways (MAP) as directed in part A of the Council motion.
- MAP was unanimously approved by Council on September 23, 2003 and was designed as an action-oriented policy framework that represented the City of Winnipeg's commitment to establishing a progressive new partnership with Winnipeg's Aboriginal community.
- MAP's focus was on those areas within its jurisdiction where the City could make genuine and tangible contributions to improving programs and services for Winnipeg's Aboriginal citizens. To that end, Council identified 15 specific initiatives within five pathways: Employment, Safety, Economic Development, Quality of Life, and Outreach and Education.
- Of the 15 initiatives identified in MAP, 11 have been fully implemented:
  - Aboriginal Internships
  - Youth in Community Services
  - Aboriginal Employment Network
  - Economic Development Partnerships
  - Aboriginal Ambassadors (Outreach Patrol)
  - Aboriginal Liaison Office
  - National Law Enforcement Aboriginal and Diversity Network (LEAD)

    - Winnipeg Aboriginal Sport Achievement Centre (WASAC)
    - Aboriginal Housing
    - Aboriginal Awareness Training
    - Urban Aboriginal Transition Network
- Likewise, significant progress has been made with respect to:
    - Municipal Services and Development Agreements
    - Multi-Purpose Community Facility
    - Aboriginal Culture and Heritage Tourism
- The final initiative - Community Consultation - has been an ongoing element in the development of each of the other 14 programs and is reflected in the numerous partnerships that have been established with the other levels of government, Aboriginal organizations, and community groups.
- MAP has also remained faithful to the Promising Practices that were established to guide the development of the policy:
    - Cooperation: Virtually every initiative involves a partnership with an Aboriginal organization, other levels of government, and/or local community groups.
    - Trust: By implementing or making significant progress toward the implementation of all the MAP initiatives, the City has met its goal that our actions match our intentions.
    - Value: Most of the MAP initiatives have been funded through existing departmental budgets and by working in partnership with Aboriginal organizations, other levels of government, and community groups to maximize results.
    - Sustainability: Virtually all of the MAP programs will continue either as part of ongoing departmental programming or under the Youth Aboriginal Strategy.
    - Flexibility: Some of the MAP initiatives have evolved to maximize value and reduce redundancy. For example, the Aboriginal Liaison Office and the Urban Aboriginal Transition Network have become part of a larger, multi-partner initiative developed by the Assembly of Manitoba Chiefs called the EAGLE Urban Transition Centre to which both Community Services and Winnipeg Police Service have made significant contributions. Likewise, the City has distributed a “Newcomer Package” to Aboriginal service providers to assist newcomers in making the transition to city life. As well, the Ambassador program has been implemented through the Outreach Patrol initiative that was developed in partnership with the Downtown Biz.
- The policy foundation provided by MAP has also been used to develop new initiatives, leverage new partnerships, and encourage organizational development. These include:
    - The establishment of the Administrative Coordinator for Economic Development position in Planning, Property and Development whose duties include the facilitation of Aboriginal economic development partnerships and MDSAs;

    - Support for the Aboriginal component of the Winnipeg Partnership Agreement;
    - The MOUs on Employment and Training signed with the Assembly of Manitoba Chiefs and the Manitoba Metis Federation;
    - The Aboriginal Student Scholarship and Services Awards Program;
    - The Aboriginal Youth Career Awareness Camp;
    - The City's Aboriginal Employee Group;
    - MAYCAC/BEAM Partnership.
- It is important to reiterate that the City has met its goal to integrate the MAP programs into ongoing departmental programming and that virtually all of the programs associated with MAP will continue. Moreover, the proposed Youth Aboriginal Strategy constitutes the City's "Next Steps" in following the Plan Winnipeg direction to promote "Self-Reliant Aboriginal Communities."

Implications of the Recommendation(s):

General Implications

( ) None

(**X**) For the organization overall and/or for other departments

(**X**) For the community and/or organizations external to the City

( ) Involves a multi-year contract

Comment(s): This report provides a program review of MAP approved by Council in September 2003.

Policy Implications

( ) No

(**X**) Yes

Comment(s): MAP constituted Council's "First Steps" in developing an Urban Aboriginal Strategy.

Regulatory Implications

(**X**) None

**(**) Eliminates or reduces regulatory impact

( ) Proposes regulatory impact

Comment(s):

Environmental Implications

(**X**) No

() Yes

Comment(s):

Human Resources Implications

() No

(**X**) Yes

Comment(s): MAP's employment pathway committed the City to developing internship, training and other programs to promote skill development among Aboriginal citizens in municipal services areas.

Financial Implications

(**X**) Within approved current and/or capital budget

() Current and/or capital budget adjustment required

Comment(s): MAP was funded through existing departmental budgets.

Report

REASON FOR THE REPORT:

- On March 21, 2007, Council concurred in the recommendation of the Executive Policy Committee that the Winnipeg Public Service:

  A. Report back to the Executive Policy Committee with a "Next Steps" report to review the success of the "First Steps" initiatives.

  B. Develop an Aboriginal Youth Strategy that identifies specific programming for Aboriginal youth and to guide the City's urban Aboriginal agenda during the current term of Council, 2006 to 2010, and that as a part of this proposal existing programs and services be identified and evaluated for their effectiveness.

This report outlines the outcomes associated with First Steps: Municipal Aboriginal Pathways (MAP) as directed part A of the Council motion.

HISTORY:

MAP was unanimously approved by Council on September 23, 2003 and was designed as an action-oriented policy framework that represented the City of Winnipeg's

commitment to establishing a progressive new partnership with Winnipeg's Aboriginal community. Guided by the principles of Co-operation, Trust, Value, Sustainability, and Flexibility, MAP reflected Council's belief that through genuine partnering, effective planning, and the creative use of municipal levers, the City could work with the Aboriginal community to secure and enhance the collective well-being of all our citizens. In unanimously adopting MAP, Council directly addressed key cultural, demographic, and socio-economic challenges facing Winnipeg's Aboriginal community by committing the City to develop 15 specific strategic initiatives within five policy pathways:

Employment: The City of Winnipeg will undertake initiatives to enhance the participation of Aboriginal people in both the civic and community workforce.
Strategic Initiatives:

- Aboriginal Internships
- Youth in Community Services Program
- Aboriginal Employment Network

Safety: The City of Winnipeg will build on current public safety programs and services to promote the personal and collective security of Winnipeg's Aboriginal community
Strategic Initiatives:

- Aboriginal Youth Ambassador Program
- Aboriginal Liaison Office
- National Law Enforcement Aboriginal and Diversity Network

Economic Development: The City of Winnipeg will utilize municipal tools to develop partnerships that promote economic development projects.
Strategic Initiatives:

- Aboriginal Economic Development Partnerships
- Municipal Services and Development Agreements
- Aboriginal Culture and Heritage Tourism

Quality of Life: The City of Winnipeg will enhance programming and services to support Aboriginal recreational and wellness activities.
Strategic Initiatives:

- Multi-Purpose Community Facility
- Winnipeg Aboriginal Sport Achievement Centre
- Aboriginal Housing

Outreach and Education: The City of Winnipeg will develop outreach and education initiatives that promote cross-cultural understanding and improve access to information about civic services.
Strategic Initiatives:

- Aboriginal Pathways Community Consultation
- Aboriginal Cultural Awareness Training
- Urban Aboriginal Transition Network

DISCUSSION:
When MAP was approved by Council in September 2003, it was one of the first municipal Aboriginal policies in Canada. Since Aboriginal affairs in Canada reside primarily with the federal government (with the provinces playing a major role in Aboriginal issues within their jurisdiction) municipal governments were always careful not to overstep their jurisdictional boundaries. In Winnipeg, however, the circumstances were somewhat unique. Given that the Winnipeg's Aboriginal population was the largest (and fastest growing) in Canada, the City had already taken a number of initiatives to address key issues for Winnipeg's Aboriginal citizens. For example, Plan Winnipeg 2020 Vision, the City's long range plan directed that the City promote "Self-Reliant Aboriginal Communities" by:

i. Supporting the creation of links between the City of Winnipeg and Aboriginal Communities to ensure appropriateness of services and to increase participation in City affairs;
ii. Identifying and pursuing joint ventures between the City and the private sector or non-governmental organizations that increase or enhance job opportunities and economic development for Aboriginal people in Winnipeg; and
iii. Increasing awareness among Winnipeggers and visitors about the richness of the city's Aboriginal communities.

Moreover, the City was also a signatory to the Maskwachees Declaration which committed the municipal government to "partner with the Aboriginal Community to reinforce traditional, cultural and spiritual values while addressing issues related to poverty, unemployment, training and education." In keeping with these policy objectives, and prior to Council approval of MAP, the City had already developed a broad range of services and programs that promoted public safety, housing, community health, sport and recreation, and cultural heritage activities for Winnipeg's Aboriginal citizens.

What made MAP unique therefore was not so much that it was a new policy direction or identified new service areas, but rather the simple acknowledgement by Council that even though it was not a constitutional duty, the well being of Winnipeg's Aboriginal citizens was nevertheless a municipal responsibility. Consequently, MAP's focus was on those areas within its jurisdiction where the City could make genuine and tangible contributions to improving programs and services for Winnipeg's Aboriginal citizens. To that end, Council identified 15 specific initiatives within five pathways: employment, safety, economic development, quality of life, and outreach and education.

General Findings
An overview of each specific initiative is provided below but, in general, the outcome of the strategy can be summarized as follows:

Of the 15 initiatives identified in MAP, 11 have been implemented:
- Aboriginal Internships

- Youth in Community Services
- Aboriginal Employment Network
- Economic Development Partnerships
- Aboriginal Ambassadors (Outreach Patrol)
- Aboriginal Liaison Office
- National Law Enforcement Aboriginal and Diversity Network (LEAD)
- Winnipeg Aboriginal Sport Achievement Centre (WASAC)
- Aboriginal Housing
- Aboriginal Awareness Training
- Urban Aboriginal Transition Network

Likewise, significant progress has been made with respect to:

- Municipal Services and Development Agreements
- Multi-Purpose Community Facility
- Aboriginal Culture and Heritage Tourism

The final initiative - Community Consultation - has been an ongoing element in the development of each of the other 14 programs and is reflected in the numerous partnerships that have been established with the other levels of government, Aboriginal organizations, and community groups.

MAP has also remained faithful to the Promising Practices that were established to guide the development of the policy:

- Cooperation: Virtually every initiative involves a partnership with an Aboriginal organization, other levels of government, and/or local community groups.
- Trust: By implementing or making significant progress toward the implementation of all the MAP initiatives, the City has met its goal that our actions match our intentions.
- Value: Most of the MAP initiatives have been funded through existing departmental budgets and by working in partnership with Aboriginal organizations, other levels of government, and community groups to maximize results.
- Sustainability: Virtually all of the MAP programs will continue either as part of ongoing departmental programming or under the Youth Aboriginal Strategy.
- Flexibility: Some of the MAP initiatives have evolved to maximize value and reduce redundancy. For example, the Aboriginal Liaison Office and the Urban Aboriginal Transition Network have become part of a larger, multi-partner initiative developed by the Assembly of Manitoba Chiefs called the EAGLE Urban Transition Centre to which both Community Services and Winnipeg Police Service have made significant contributions. Likewise, the City has distributed a “Newcomer Package” to Aboriginal service providers to assist newcomers in making the transition to city life. As well, the Ambassador program has been implemented

through the Outreach Patrol initiative that was developed in partnership with the Downtown Biz.

The policy foundation provided by MAP has also been used to develop new initiatives, leverage new partnerships, and encourage organizational development. These include:

- The establishment of the Administrative Coordinator for Economic Development position in Planning, Property and Development whose duties include the facilitation of Aboriginal economic development partnerships and MDSAs;
- Support for the Aboriginal component of the Winnipeg Partnership Agreement;
- The Memorandums of Understanding on Employment and Training signed with the Assembly of Manitoba Chiefs and the Manitoba Metis Federation;
- The Aboriginal Student Scholarship and Services Awards Program;
- The Aboriginal Youth Career Awareness Camp;
- The City's Aboriginal Employee Group;
- MAYCAC/BEAM Partnership.

It is important to reiterate that the City has met its goal to integrate the MAP programs into ongoing departmental programming and that virtually all of the programs associated with MAP will continue. Moreover, the proposed Youth Aboriginal Strategy constitutes the City's "Next Steps" in following the Plan Winnipeg direction to promote "Self-Reliant Aboriginal Communities."

Summary of MAP Initiatives

Employment
Pathway Commitment: The City of Winnipeg will undertake initiatives to enhance the participation of Aboriginal people in both the civic and community workforce.

Strategic Initiatives
Aboriginal Internships (Corporate Services Department)
The goal of the internship program was two-fold:
1) To provide students with summer work that allows them to develop skills/experience in their field of study;
2) To provide work to individuals who have academic credentials but lacked experience.

Through 2004-2006, a total of 22 internships were created to provide work experience and career development opportunities. Of those, 15 were internships for Aboriginal people. The majority of the funding ($117,500) came from departmental commitment reserves created in Corporate Services in 2004-2006. An additional $28,000 was leveraged from other City Departments and $13,550 came from external funders mainly in the form of wage subsidies. The funding also supported 7 internships that were created for youth who belonged to visible minority groups. One internship was created

for an existing Aboriginal employee. It was a temporary full time career development opportunity as the City's outreach coordinator. This internship began in November 2005 and has continued to date. All the other internships were summer employment for students.

Youth in Community Services (Community Services Department)
The Community Services Department in partnership with the Centre for Aboriginal Human Resource Development (CAHRD) and other funding agencies implemented five programs aimed at preparing and training Aboriginal youth (29 years of age and under) for employment with the City of Winnipeg in the area of recreation and aquatics. CAHRD provides training, leadership development and employability skill development to prepare youth for their work placements with the City of Winnipeg. The youth receive mentorship and support to successfully complete the program. As part of the program mandate participants must be enrolled in school, maintain their grades and have regular attendance. CAHRD also provides support to assist participants with the transition to post-secondary education, training or employment. Participants in the recreation stream are employed with the City of Winnipeg, Community Services Department. They work seven hours per week at various recreation sites throughout the City of Winnipeg. Employment opportunities are also obtained for seasonal positions, including Recreation Technician A's and B's. These employment opportunities are counted towards seniority with the City of Winnipeg employment structure. Participants in the aquatics program are trained to work as instructor guards within the City of Winnipeg, Community Services Department. In addition to their employment and training, program participants commit themselves to volunteer seven hours a week to participate in a variety of personal development and leadership workshops and community development. The first intake of Recreation Technicians completed their 2 year program in June 2006. Fifteen of the original 20 youth selected graduated in June 2006. The 2nd intake of a 4 year program commenced in September 2006 for the Recreation Technicians. Twenty youth were selected from 64 applicants recruited in September. The current 15 recreation technicians are completing their volunteer placements and are applying for summer positions within the City. The Youth Guard participants will complete the final year of a 3 year program this fall. From the 18 original applicants, 7 youth remain and continue to be supported until the completion of the program. One participant has completed the program and is currently working as an Instructor Guard with the Community Services Department. Community Services is working with CAHRD for fall programming, training and job placements for fall 2007 for the Recreation Technician participants.

Aboriginal Employment Network (Corporate Services Department)
The City's Aboriginal Employment Network (AEN) was formed and began meeting in 2005. The AEN currently consists of individuals involved in recruitment and hiring in all the Departments. The Corporate Services Outreach Coordinator communicates with this group on a regular basis as well as Aboriginal organizations, agencies and educational institutions to identify and develop employment strategies to enhance the participation of Aboriginal people in the civic workforce. Some of the accomplishments

of the AEN include increasing the number of students provided job shadowing and summer jobs with the program run by the Manitoba Aboriginal Youth Career Awareness Committee and the Black Educations Association of Manitoba from 3 in 2005 to 6 in 2006

Safety

Pathway Commitment: The City of Winnipeg will build on current public safety programs and services to promote the personal and collective security of Winnipeg's Aboriginal community.

Strategic Initiatives:

Outreach Patrol (Winnipeg Police Service)

Funded through the Winnipeg Partnership Agreement, the Winnipeg Downtown BIZ in partnership with the WPS and WFPS have established an Outreach Patrol program to address concerns with respect to at-risk / intoxicated street persons through prevention, intervention and enforcement strategies. Traditionally, the response to intoxicated persons on the street was through the use of Police, Fire and Ambulance resources to detain intoxicated persons and transport them to a detoxification centre or hospital. The BIZ project began in November 2006 with the Outreach Patrol delivering prevention and intervention strategies. In the Spring of 2007, Outreach patrol members were appointed by the Province as Special Constables with restricted powers allowing them to enforce the provisions of the Intoxicated Persons Detention Act (IPDA) within the city's Downtown area only. The Outreach Patrol has recently implemented their enforcement component. Over 30% of the compliment is of Aboriginal descent. While the WPS still have a responsibility to enforce the IPDA when required, there is an expectation that the previous significant demands on the emergency service system will be reduced. The Outreach Patrol currently operates between 07:30 - 23:30 Monday through Saturday. A communications alliance has been established with the WPS and WFPS to utilize the Outreach Patrol for calls when appropriate.

WPS Aboriginal Liaison Office (Winnipeg Police Service)

The EAGLE Urban Transition Centre launched by the Assembly of Manitoba Chiefs (AMC) was opened in early January 2006 at 501-286 Smith St. Both the WPS and RCMP joined with the AMC by committing to post a permanent officer at that location to assist aboriginal people who are new to the city and others who were looking for police assistance regarding: Court Processes, Career Information, Drug Awareness among many other matters. On behalf of the WPS, Constable Edith Turner has been stationed at the Centre since its opening to provide a further liaison with the Community, augmenting the Aboriginal Liaison Officer position in the WPS Diversity Relations Section. Constable Turner's presence continues to provide an accessible, storefront-type presence in the Aboriginal Community. The AMC police position was established from existing police resources and was not an addition to permanent complement.

National Law Enforcement Aboriginal and Diversity Network (LEAD) (Winnipeg Police Service)
LEAD is a national network of police officers designed to share best practices, establish links in the community, develop training, and establish a website and electronic newsletter. The WPS was one of the key agencies involved in the planning and implementation of this initiative. In March 2005, LEAD was formally announced by the Heritage Minister Raymond Chan. LEAD was officially absorbed into the Canadian Association of Chiefs of Police which gave national strength and exposure to this network. The WPS Aboriginal Liaison officer is a committee member and the WPS Diversity Section continues active participation in the LEAD network. The Diversity Section has recently completed several structured community consultation sessions with various aboriginal and diversity groups. The data/results of these sessions are reported back to LEAD. WPS facilitation of these community consultations will be ongoing.

Economic Development
Pathway Commitment: The City of Winnipeg will utilize municipal tools to develop partnerships that promote economic development projects.

Strategic Initiatives:
Aboriginal Economic Development Partnerships (Planning, Property and Development)
Manitoba Cold Storage site: Support was provided to the Centre for Aboriginal Human Resource Development (CAHRD) for the purchase and remediation of City owned land at the former Manitoba Cold Storage site under the City's Policy for the Sale of Land to non-profit organizations. The CAHRD project involves the development of a $3.4 million student housing project on this former brownfield site. The CAHRD project resulted in the City obtaining a credit of $1.784 million for the land and site remediation contribution under Component I (Aboriginal Participation Component) of the Tri-level Winnipeg Partnership Agreement.

Winnipeg Partnership Agreement: Continuation of the role of City representative to Component I of the Winnipeg Partnership Agreement and the City representative to the Aboriginal community and other levels of government on economic and community development related matters.

Ongoing coordination of economic development projects by the Administrative Coordinator of Economic Development include consultation with individuals, organizations and other government departments and agencies regarding economic development related project activities and plans.

Municipal Services and Development Agreements (Planning, Property and Development)
The City has been engaged by two First Nations – Roseau River First Nation (RRFN) and Long Plain First Nation (LPFN) - to discuss the development of a Municipal Development and Services Agreement (MDSA) as part of the Federal Government's

Additions to Reserve Policy and the Treaty Land Entitlement Process. The RRFN proposal was subsequently withdrawn but discussions are currently ongoing with LPFN toward the development of an MDSA in support of LPFN's proposal to build, in partnership with the Assembly of Manitoba Chiefs, an Aboriginal Governance House in St. James.

Aboriginal Culture and Heritage Tourism (Planning, Property and Development)
PP&D currently participates as a member of the Winnipeg Aboriginal Tourism Working Group (WATG) and participated in the development of an Urban Aboriginal Tourism Development Strategy that is intended to facilitate and address the development of Aboriginal Tourism products and services in the Winnipeg area.

Quality of Life:
Pathway Commitment: The City of Winnipeg will enhance programming and services to support Aboriginal recreational and wellness activities.

Strategic Initiatives:

Multi-Purpose Community Facility (Community Services Department)
On June 29, 2005, Council approved a multi-million dollar community complex in the North End, an area underserviced by recreation options. Components may include administration offices, multipurpose space, gymnasium, craft/woodshop area, multimedia lab, and fitness facility. Specific location and components will be selected through a local consultation process. Location options include the Old Ex site and the existing Sinclair Park Community Centre.

Winnipeg Aboriginal Sport Achievement Centre (Community Services Department)
The Winnipeg Aboriginal Sport Achievement Centre (WASAC) is a multi-partner initiative that provides sport and recreation activities for Aboriginal people of all age. In 2006, 2,500 children, youth and adults participated in WASAC programs. Preparations for summer programming are underway. The Winnipeg Aboriginal Sport and Recreation Association (WASRA) which oversees the program is expecting to hire up to 60 aboriginal youth leaders to support their summer programs. Community Services provides $50,000 to offset the costs of a Recreation Technician E position as well as providing a facility rental/equipment waiver valued at approximately $60,000.

Aboriginal Housing (Planning, Property and Development)
The City's Housing Development Division works with members of the Manitoba Urban Native Housing Association (MUNHA) to improve housing opportunities for Aboriginal people in Winnipeg. The City approved a new Aboriginal Housing Program under which designated funding from the Housing Rehabilitation Investment Reserve can be distributed. Through the WHHI, the City provided core support to MUNHA and committed funding to eight organizations to improve Aboriginal housing in Winnipeg.

New proposal are under development for 2007. The City also provided vacant land in the Centennial neighbourhood to support construction of ten new housing units for rental to Aboriginal people and is also working with MUNHA to support development of an Aboriginal Housing Plan for Winnipeg. The City committed $55,000 to support planning and to rehabilitate 11 homes for Aboriginal people in 2004 with another $163,000 committed in 2005 to support planning and to rehabilitate 24 homes for Aboriginal people in Winnipeg. Another $242,000 was utilized in 2006 to support planning and to construct or rehabilitate 42 homes for Aboriginal people with $200,000 budgeted for Aboriginal housing initiatives in 2007.

Outreach and Education
Pathway Commitment: The City of Winnipeg will develop outreach and education initiatives that promote cross-cultural understanding and improve access to information about civic services.
Strategic Initiatives:

Aboriginal Pathways Community Consultation
As evidenced by the numerous partnerships associated with the development of each initiative, consultation with the other levels of government, Aboriginal organizations, and community groups has been the foundation upon which MAP has been built.

Aboriginal Cultural Awareness Training (Corporate Services Department)
Representatives (many of whom were Aboriginal employees) from each Department formed a working group to develop and implement this training. Since 2004 to the end of 2006, $57,000 was spent to deliver 32 (two day) sessions to 381 employees. The training introduces employees to the historical, cultural and contemporary issues faced by Aboriginal people throughout Canada including the impact of the residential school system on the community. The ultimate goal is to create a workforce that values and respects Aboriginal culture and also assists in attracting, hiring and retaining Aboriginal people, while at the same time, providing municipal employees with tools to provide better service to the Aboriginal community they serve. This training is delivered by external trainers and is open to all employees. It will continue to be offered for several more years on a regular basis to allow as many employees as possible to attend.
Two sweat lodges were erected in 2006 exclusively for Civic employees at Assiniboine Park Zoo (one Cree and one Ojibway, with a shared fire). The Zoo was chosen as it is home to Blizzard, the white bison. Blizzard is of great spiritual significance to First Nations peoples. Patrol Sergeant Cecil Sveinson of the Winnipeg Police Service is the lodge leader. Employees must first complete the two day awareness course prior to participation in a sweat. Sweats will be offered on a regular basis starting in 2007.

Urban Aboriginal Transition Network (Community Services Department)
Like Winnipeg Police Service, the Community Service Department has made a significant contribution to the Assembly of Manitoba Chiefs' EAGLE Urban Transition Centre. Aimed at increasing awareness of the Transition Centre and about services and programs available to assist Aboriginal newcomers to Winnipeg, the Community

Services Department worked in partnership with the Transition Centre and other Aboriginal Service Providers to hold an Aboriginal Service Provider Forum on February 28, 2006. The Transition Centre is a key access point through which the Community Services Department will continue to share current City of Winnipeg service information with the Aboriginal community on an ongoing basis.

The development of a Municipal Aboriginal Pathways Information Package has assisted in the sharing of civic information relevant to new Aboriginal residents and information on Aboriginal specific services including new strategic initiatives implemented through MAP with Aboriginal residents. Up to 500 packages have been distributed to key Aboriginal Service providers and stakeholders and is available on the City website at Winnipeg.ca. Approximately $14,000 has been spent on this initiative.

Other Initiatives

Since MAP was adopted by Council in September 2003, several other initiatives have been established by the City to complement MAP's objectives. These include:

Administrative Coordinator for Economic Development

This position was established in the Planning, Property and Development Department in 2004 to facilitate Aboriginal economic development partnerships and MDSAs and consult with individuals, organizations and other government departments and agencies regarding economic development related project activities and plans.

Winnipeg Partnership Agreement

In May 2004 the City of Winnipeg, the Province of Manitoba and the Government of Canada established the Winnipeg partnership Agreement to "to increase Winnipeg's prosperity and enhance its citizens' quality of life." The Administrative Coordinator for Economic Development has served as the City's representative to Component I of the Winnipeg Partnership Agreement which is designed to increase employment opportunities and promote economic development for Winnipeg's Aboriginal people.

The Memorandum of Understanding on Employment and Training signed with the Assembly of Manitoba Chiefs and the Manitoba Metis Federation

In January 2005, Mayor Sam Katz signed a Memorandum of Understanding with both the Manitoba Metis Federation and the Assembly of Manitoba Chiefs to formally acknowledge our efforts to improve employment opportunities for Aboriginal people. The partnerships directly support the commitments outlined in MAP concerning internships, outreach and networking. Staff from the three organizations meet monthly to establish process and practices that will increase the number of Aboriginal people who apply for and successfully obtain employment at the City of Winnipeg. For example the City worked with MMF staff in 2005 and 2006 to hire Metis clients in Insect Control and also to train youth to obtain CRP and First Aid training and recruit for summer employment on site at the MMF offices.

Youth Career Awareness Camp

Each summer since 2004, the City of Winnipeg (Planning, Property and Development Department in partnership with the Citizen Equity Committee) has run a five day youth career awareness camp. The camp exposes the youth to career opportunities and encourages the youth to stay in school and pursue post secondary education. Scholarships in the amount of $150 are awarded to the participants at the end of the camp. In 2004, Planning, Property and Development Department hosted 11 aboriginal students from grades 6-9 from the Seven Oakes School Division with a focus on urban planning careers. The camp was conceived and supported in partnership with the, the City of Winnipeg Aboriginal Employee Group, and the City of Winnipeg Citizen Equity Committee (CEC). In 2005, 12 new immigrant youth were invited to the camp and were exposed to careers in Community Services, Winnipeg Police, Planning Property & Development, public Works and Winnipeg Transit. In 2006, the Seven Oakes School Division Aboriginal Parent Council was again a partner and 12 Aboriginal youth were exposed to careers in a number of different departments. In 2005 and 2006, youth were hired as internships to help develop and run the camps; Funds spent to support the camps have been identified under the internships.

Aboriginal Scholarship and Services Awards Program

In September 2005, City Council approved a request from the Planning Property and Development and Corporate Services Departments to create a scholarship and service award program. Developed in partnership with Winnipeg School Division, the program is for Aboriginal Junior and Senior High School students attending schools within Winnipeg's inner city. The Aboriginal Scholarship and Service Awards program is intended to encourage students to attend post secondary education, encourage leadership in both school and community, provide summer employment and serve to attract students to consider careers in municipal planning and related fields. In 2006, seven students received awards and summer employment totaling $9000.

Aboriginal Employee Group

An employee initiated Aboriginal Employee Group (AEG) meets regularly and identifies ways to support Aboriginal culture and create understanding and awareness of Aboriginal culture. Established in 2002, this group provides information and leadership to the organization and employees on Aboriginal issues and resources. First Nations, Métis and Inuit employees within the organization are invited to participate in the group.

MAYCAC/BEAM Partnership

A partnership was formed with the Manitoba Aboriginal Youth Career Awareness Committee and the Black Educations Association of Manitoba in 2005 and 2006. Both programs identify high school youth with potential and partner them with employers. The objectives of the program are to: 1) provide high school students of Aboriginal or African/Caribbean descent with an opportunity to be exposed to a career with the view of encouraging students to remain in school; 2) help students gain confidence, work experience and networking opportunities; 3) provide a job shadow opportunity one half-

day per week for the student between March and the end of June; and 4) provide a paid summer internship. The City received a $2 per hour wage subsidy for those students who were hired into summer jobs (these jobs and the wage subsides were already identified in the internship section).

Financial Impact Statement **Date:** June 30, 2007

Project Name: **MAP - Final Report** **First Year of Program** **2003-2007**

MAP - Final Report

	2003-2007									
Capital										
Capital Expenditures Required	$	-	$	-	$	-	$	-	$	-
Less: Existing Budgeted Costs		-		-		-		-		-
Additional Capital Budget Required	$	-	$	-	$	-	$	-	$	-
Funding Sources:										
Debt - Internal	$	-	$	-	$	-	$	-	$	-
Debt - External		-		-		-		-		-
Grants (Enter Description Here)		-		-		-		-		-
Reserves, Equity, Surplus		-		-		-		-		-
Other - Enter Description Here		-		-		-		-		-
Total Funding	$	-	$	-	$	-	$	-	$	-
Total Additional Capital Budget Required	$	-								
Total Additional Debt Required	$	-								
Current Expenditures/Revenues										
Direct Costs			$	-	$	-	$	-	$	-
Less: Incremental Revenue/Recovery		-		-		-		-		-
Net Cost/(Benefit)	$	-	$	-	$	-	$	-	$	-
Less: Existing Budget Amounts		-		-		-		-		-
Net Budget Adjustment Required	$	-	$	-	$	-	$	-	$	-

Additional Comments: There are no financial implications associated with this report.

(Original signed by F. Dela Cruz for R. Abeysekera)

Radhika Abeysekera
Manager of Finance & Administration
Corporate Services Dept.

IN PREPARING THIS REPORT THERE WAS:

Internal Consultation With and Concurrence By:
Planning, Property and Development
Internal Services Department
Community Services
Winnipeg Police Service

External Consultation With:

THIS REPORT SUBMITTED BY:

Department: CAO Secretariat
Division: Strategic Management
Prepared by: James Allum
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