**Agenda – Executive Policy Committee – October 7, 2009**

## REPORTS

**Item No. 3 Citizen Equity Committee - 2008 Annual Report**
**eFile CR-1**

CITIZEN EQUITY COMMITTEE RECOMMENDATION:

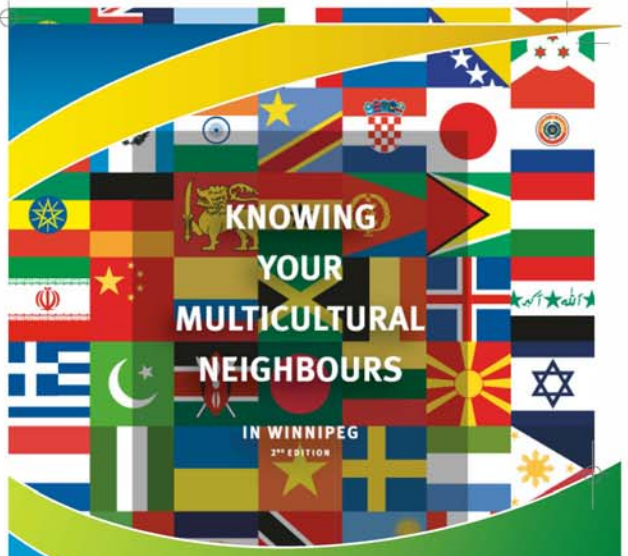
On September 22, 2009, the Citizen Equity Committee forwarded to the Executive Policy Committee its 2008 Annual Report for information.

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Winnipeg

*Citizen Equity Committee*

Citizen Outreach Equity Office
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Winnipeg

*Citizen Equity Committee*

# *Annual Report ~ 2008*

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## About Us

The Citizen Equity Committee (CEC) was established in 2001, based on a recommendation in a report prepared by the Mayor's Task Force on Diversity. The report was adopted on March 21, 2001, and the first CEC meeting took place in October that same year.

Since then, the CEC has worked diligently towards the goal of transforming Winnipeg into becoming the leading Multicultural City in Canada.

## Our Vision

Winnipeg, envisioned as the leading Canadian City of cultural pluralism, in which all ethnic groups live in absolute harmony with each other, in an environment of mutual recognition and respect, social justice and inclusivity, and the City deriving strength and dignity from cultural diversity.

## Contact Us

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## Expression of Appreciation and Gratitude

Since its establishment in 2001, the City has provided financial support to the CEC. This has enabled the committee to make continuous contribution to building a more equitable and culturally diversified City. The CEC is indeed grateful and thankful to Mayor Sam Katz, City Councillors and the entire City Staff for the generous support.

We also extend our appreciation to the Federal and Provincial Governments, public organizations and institutions, community organizations, civic society and the media. The CEC is grateful for your cooperation and collaboration in pursuing its equity and diversity promotion agenda for Winnipeg.





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## Financial Report

| Program/Project | 2008 Budget | 2008 Actual |
|---|---|---|
| Gala & Dinner Event | 2,500 | 2,500 |
| Communication & Marketing | - - | 773 |
| CMARD | - - | - - |
| Community Connections | 8,400 | 3,931.91 |
| Youth Awards | 1,000 | 4,350 |
| CEC Operations, Administration & Supplies | 48,100 | 45,284.21 |
| Multicultural Booklet | 9,000 | 8,950 |
| **Total** | **$ 69,000** | **$ 65,789.12** |
| **Surplus 2008** | | **$ 3,210.88** |



## Message from the Committee Chair



Winnipeg is a vibrant City of incredible diversity. On any given day, you can hear up to 100 different languages spoken in Winnipeg. As Winnipeg continues to welcome thousands of new Canadians yearly from across the globe, respect for other cultures, tolerance, and the need for equitable access to City employment opportunities will only become greater.

Since the inception of the Citizen Equity Committee, members have been working diligently to ensure that the City's workforce better reflects Winnipeg's Aboriginal, disability and multicultural demography. The strength of our City rests within its diversity, and I would like to extend my thanks to all of our committee members, comprised of citizen members and government representatives, who graciously volunteer their time to help realize the Committee's mandate. I would also like to extend my thanks on behalf of the Committee to Mayor Sam Katz, and members of the Executive Policy Committee and City Council for their resounding support for the work of the Citizen Equity Committee.

One of the great traditions within the Citizen Equity Committee is honouring our youth during the Annual Youth Role Model Awards ceremony. The CEC hosted another successful event in February 2008 in the Mayor's Foyer at City Hall to honour the youth in our City. The selected youth who were honoured received awards in various categories that included: Sports; Faith; Working with Seniors; Youth Mentorship; Academic Excellence; and Community Service. We also held our very first Citizen Equity Gala Night which helped us raise funds to produce the 2nd Edition of our publication titled: *"Knowing Your Multicultural Neighbours"*. We plan to do the 3rd Edition that will include updates to the current information, as well as new cultural groups that call Winnipeg home.

With Winnipeg becoming a member of the Coalition of Municipalities against Racism and Discrimination (CMARD), the CEC has created a sub-committee chaired by Councillor Harvey Smith to help implement that program. We are also working hard to organize a Youth Debate on Equity and Diversity Issues at City Hall.

Finally, each year the City of Winnipeg publishes the Chief Administration Officer's Equity & Diversity Report Card which provides meaningful insight on the City's progress, reflecting the Aboriginal, disability and the multicultural demography of the municipality. I am pleased to mention that the City is doing well with Aboriginal representation and is making good strides in the multicultural and disability initiatives with respect to employment. The Committee is presently updating its website to make it more interactive and reflective of current activities, reports and initiatives of our Committee.

I hope you find this report useful and informative, and if there are any questions or suggestions, I would be pleased to hear from you.

Sincerely,

*Councillor Mike Pagtakhan, BA, CIM, CPP*
Point Douglas Ward
Main Floor, City Hall
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## Membership

His Worship Mayor Sam Katz, (Ex Officio)
Councillor Mike Pagtakhan, Co-Chairperson
Councillor Harvey Smith, Co-Chairperson
Glen Laubenstein, Chief Administrative Officer (or designate)
CAO Designate: David Laird, Manager of Human Resource Planning and Services

**2008 Citizen Members:**
Ray Ali
Lewena Bayer
Ramesh Gupta
Janellyn Marcial
Florence Okwudili
Anju Sen
Margaret Jessie (Jaye) White
Jason Whitford

**Government Representatives:**
Robert M'vondo, Federal Government; Labour Programs, Operations Consultant
Tehani Jainarine, Provincial Government, Manitoba Labour and Immigration

**Administrative Support:**
Kwabena Osei-Bonsu, Committee Coordinator
Danielle Caron, Committee Clerk, City Clerk's Department
Jackie Halliburton, Equity and Diversity Coordinator, Internal Services

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## The Multicultural Book




Two years ago, the Citizen Equity Committee produced the first edition of the *"Knowing Your Multicultural Neighbours"* booklet. It is a multicultural reference document, providing vital information on culture, traditions, food, clothing, currency, population, language, etc., of twenty-nine countries represented in Winnipeg.

The second edition with increased coverage will be published in 2009. It is expected to be ready for launching during the Gala in April 2009.

## New Projects for 2009

Three new CEC projects are expected to be implemented in 2009. They include:

- CMARD Community Capacity Building Against Racism, Discrimination and Hate Crime
- Youth Mock Council Debate on Equity and Diversity Policies in the City of Winnipeg.

## Message from the Committee Coordinator



After joining the CEC as the Committee Coordinator in February 2008, I quickly came to the realization of the vital role the Committee was playing and could play in promoting equity and diversity policies in the City of Winnipeg. Considering that Winnipeg has the highest concentration of Aboriginal people in Canada and the Provincial Government is fast tracking immigration to Manitoba to the tune of ten thousand new immigrants per year, increases the relevancy of the work of the CEC.

Given this situation, Winnipeg becomes central to the integration policy of the province, as the multicultural status of the City continues to receive countrywide recognition. And precisely, it is the increasing need for equity, inclusivity and social justice in a multicultural environment like Winnipeg that makes my work as the Committee Coordinator both challenging and fulfilling.

It is for this same reason that the role of the Coalition of Municipalities against Racism and Discrimination (CMARD), which is a Working Group under CEC, comes into sharper focus. Winnipeg, like other major cities anywhere, the more it becomes culturally diversified, the greater the need arises to build institutional capacity to pre-empt the emergence of racism, discrimination and hate crime.

It was against this background that CEC developed and administered a questionnaire in 2008, as part of the "Aboriginal and Ethno-Cultural Community Organizations Survey". The aim was to obtain vital information to update its existing database of community organizations and at the same time, secure community inputs to enrich the outreach program of CEC's Community Connection Sub-Committee.

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In the fulfillment of its mandate to support youth in Winnipeg, the CEC implemented the Youth Role Model Awards ceremony in February 2008. That event is assuming increasing importance on the calendar of CEC activities, and every effort is being made to make it more significant in 2009.

Also, the CEC Sub-Committee on Communication and Marketing reviewed the Committee's brochure and prepared a draft newsletter to report on activities during the last quarter of 2008. Both publications will be available soon and will be posted on our website: **www.citizenequity.org**. Regular publication of the CEC Newsletter is planned for 2009.

In 2008, the Equity and Diversity Branch of the City started submitting monthly reports to CEC meetings. This has greatly enhanced the ability of the CEC to monitor the City of Winnipeg's efforts at increasing the representation of the four designated groups (women, Aboriginal people, members of visible minorities and persons with disabilities). This has made it easier for the Committee to make suggestions and recommendations to improve or enhance activities, such as training and internships.

In summary, CEC had a productive year in 2008, and hopefully, with the new projects coming on stream, 2009 promises to be another successful year for the Committee.

*Kwabena Osei-Bonsu*
CEC Committee Coordinator

## Farewell to Departing CEC Members

At the end of 2008, CEC had to say farewell to three of its members, who served on the committee. They are: *Anju Sen*, *Jason Whitford* and *Lew Bayer*. They participated actively in committee deliberations and they will be missed by their colleagues. The CEC is grateful for their services in helping to make Winnipeg an inclusive city for all citizens, regardless of race, religion, colour of skin, gender, country of origin or level of disability.

## Multicultural Gala

CEC organized a Gala Event on April 4, 2008 to raise funds for the publication of the second edition of the "Knowing Your Multicultural Neighbours" book. The Gala was a huge success, as guests were treated to a variety of cultural performances to make the evening a memorable one. Plans are underway to make the Gala an annual event. In the coming year, our Gala event will raise funds to support youth internship opportunities at City Hall.





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## Human Rights Day

On December 10, 2008, the Citizen Equity Committee joined the City's Equity and Diversity Branch and CUPE Local 500 Chapter to celebrate the 60th Anniversary of the Universal Declaration of Human Rights.

Signed in 1948 by members of the United Nations, the Declaration outlines Thirty Basic Human Rights, which should be accorded to every person regardless of their race, colour of skin, religion, gender, country of origin, disability, etc.

These rights can be summarized as *"Dignity and Justice for All"*. All Nations and Cities of the world are therefore required to create the enabling environment for citizens to enjoy these Basic Human Rights.

The City of Winnipeg fully endorses the Universal Declaration of Human Rights and is working towards the complete realization of its objectives.



## In the Community



Throughout 2008, the Citizen Equity Committee was very active within Winnipeg's ethno-cultural community. In addition to numerous invitations received to attend cultural events, the CEC met with representatives of many cultural groups and community organizations to discuss equity and diversity issues. During such discussions, one particular issue that kept coming up was access to employment opportunities at the City of Winnipeg. Other topics discussed included information about CEC and how best the committee could support socio-cultural initiatives in the communities.

Attending these community events has enhanced the visibility of the CEC within and among the City's ethno-cultural population. It has also given the committee members the opportunity to reflect on the City's commitment and efforts regarding equity and diversity and how they might work more closely with the community regarding their concerns.

## Monitoring Diversity Training and Education

During 2008, the CEC monitored diversity related training and education provided to City of Winnipeg employees and provided recommendations where necessary. In 2008, the City's hiring exceeded the labour market availability for all the designated groups, except persons with disabilities, who remain under-represented in the hiring pool. A number of Aboriginal and visible minority youth and persons with disabilities benefited from internships offered by the City. The internships provided the youth with opportunities to develop their skills. Some of them were recruited into the City's workforce.

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## Coalition of Municipalities against Racism and Discrimination (CMARD)

The CMARD program was initiated by the Canadian Commission for UNESCO and it is guided by 10 Common Commitments against racism and discrimination. Presently, there are over thirty cities and municipalities in Canada that have signed and joined CMARD as members, including major cities like Toronto and Montreal.
On July 18, 2007, City Council moved a Motion from Councillor Smith and His Worship Mayor Katz, agreeing to join the Canadian Coalition of Municipalities Against Racism and Discrimination, with the aim of working towards realizing the goals of the Common Commitments.
The CEC was tasked with the responsibility of achieving these goals.

A Working Group under CEC was established in 2008, with Councillor Harvey Smith as the Chair. There are twelve members of the Working Group, comprising two representatives from CEC ranks. The remaining members are drawn from the community and relevant organizations and institutions. A draft CMARD Action Plan has been prepared, with the objective of building target communities capacity to identify and report on all incidents of racism, discrimination and hate crime. Another aspect of the Action Plan is building partnerships among relevant organizations for better coordination of the Winnipeg CMARD program activities.

## Celebrating Our Youth



Since 2003, the Citizen Equity Committee has hosted the Annual Youth Role Model Awards ceremony to honour young men and women who have made positive contributions to their respective communities. In February 2008, fifteen boys and girls received various awards at a ceremony organized in the Mayor's Foyer, City Hall. Award categories included; Community Volunteering, Sports Achievements, Academic Excellence, Performing and Creative Arts, Spirituality and Advocacy.

The CEC's objective in honouring young Winnipeggers is for the award winners to serve as positive role models in their respective communities. Ultimately, it is expected that more young people in the communities would recognize the award winners as role models.

## CEC Survey

In 2008, CEC initiated a survey of ethno-cultural associations in Winnipeg, using a multi-purpose questionnaire. The questionnaire was designed to generate reliable data to enable CEC to update the existing data of community organizations on file, and also, to obtain vital information to improve CEC community connections and outreach programs.

The initial administration of the questionnaire did not receive the expected level of response, due to communication problems. The exercise will continue in 2009, this time, relying less on emailing for answers, and depending more on one-on-one communication methodology.