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Winnipeg

Citizen Equity Committee

Citizen Equity Committee
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Winnipeg

Citizen Equity Committee

Annual Report

2010

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 making Winnipeg 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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Statement of Appreciation

The Citizen Equity Committee is profoundly appreciative of the yearly financial grant it receives from the City to carry out its mandate to promote diversity among Winnipeg's multicultural community. The Committee is indeed thankful to the Mayor, City Councillors and the entire City Administration staff for their support. This has enabled the committee to perform its mandated functions in promoting cultural diversity in Winnipeg.

Also, the CEC acknowledges with thanks all the direct and indirect support it receives from the Provincial and Federal governments and other institutions.



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2010 Financial Report

Financial Situation	Total Budget	Total Expenditure
	$ 69,000	$ 63,371.33
Un-used Funds		$ 5,628.67







Message from the Chair of the Citizen Equity Committee



As always, the CEC calendar during last year continued to be full of activities that continue to build solid relationships with Winnipeg's aboriginal and ethno-cultural communities by informing individuals about the many career opportunities within the City and to encourage citizens to seek a career at the City of Winnipeg. I wish to thank our Coordinator, Mr. Kwabena Osei-Bonsu and all of our committee members for their active and enthusiastic involvement and work over the course of the year in helping build a diverse workforce at the City of Winnipeg.

Our Annual Youth Role Model Awards was another huge success. This particular event continues to serve as a source of inspiration to the young award recipients. All are modest, but are recognized by their peers, teachers, and from leaders in the community as exceptional role models. Reaching far and wide in our network of aboriginal and ethno-cultural contacts, we are able to honor the youth at the event who make significant community contributions in: the community, in school, in the field of sports, the arts, spirituality, and advocacy.

Similarly, our Fundraising Gala and the Community Wine & Cheese events saw active participation by numerous community cultural & aboriginal associations, institutions and organizations, who have been active partners in promoting and supporting diversity in Winnipeg. As CEC continues to count on the support of its partners in the years ahead, the committee equally encourages our aboriginal citizens, along with the increasing population of cultural minorities and associations in Winnipeg, to join and be part of the Citizen Equity Committee's on-going effort in making Winnipeg culturally, socially and economically, the foremost inclusive City in Canada.

It is also gratifying to mention that the "Knowing Your Multicultural Neighbours" book published by the CEC and distributed to the public free of charge, has been certified by the Ministry of Education as a standard High School resource material for social studies in Manitoba. The CEC is indeed proud to have made such a contribution to the learning about other cultural communities in Winnipeg and across the Province of Manitoba.

Some of our upcoming projects will be holding discussions on diversity issues with the African, Indo-Canadians, South-East Asians and the Aboriginal communities. Also, since July 2007 when Council signed to join the Coalition of Municipalities Against Racism and Discrimination, the CEC has engaged many of our partners in developing a proposal for a municipal program that would be a gold standard for departments that celebrate diversity.

Unum Cum Virtute Multorum!

"One City with the Strength of Many!"

Sincerely,

Councillor Mike Pagtakhan, BA, CIM, CPP

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Membership

His Worship Mayor Sam Katz, (Ex Officio)

Councillor Mike Pagtakhan, Chairperson

Councillor Harvey Smith

Glen Laubenstein, Chief Administrative Officer (or designate)

CAO Designate: Jackie Halliburton; Corporate Support Services

2010 Citizen Members:

Ramesh Gupta
Balject Kalyan
Janellyn Marcial
Randy Viray
Steve Hennessey
Florence Okwudili
Darrall Kotchou
Roldan Sevillano Jr.

Government Representatives:

Robert M'vondo, Federal Government; Labour Programs, Operations Consultant

Administrative Support:

Kwabena Osei-Bonsu, Committee Coordinator

Danielle Caron, Committee Clerk, City Clerk's Department

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Knowing Your Multicultural Book



The CEC Outreach Office continues to receive requests from Winnipeg School Divisions for free copies of the "Knowing Your Multicultural Neighbours" book every year since its publication in 2008. Upon recommendation from curriculum development consultants, the Ministry of Education has certified the book as a standard social studies resource material for High Schools in the Province.

So far, only High Schools, libraries and resource centres in Winnipeg have requested copies. The overwhelming interest in the book has almost exhausted the published stock. In the future, every effort should be made to publish the next edition of the book to enable High Schools outside Winnipeg to benefit as well.

New & Departed CEC Members

Three members of the CEC left the committee at the end of 2010. Sgt. Darrall Kotchon from Winnipeg Police Service left during the second half of the year due to ill health. Jainarine Marcial and Baljeet Kalyan left after serving the required number of years on the committee.

The CEC benefited from the invaluable contributions by the three former members and the committee will be forever grateful for their services.

Coordinator's Statement



The past year witnessed yet another period in which the CEC remained active and focused in pursuit of building strong relationships with the ethno-cultural communities in Winnipeg. The committee held its regular monthly meetings during the year to receive reports from the sub-committees, working groups and Coalition of Municipalities Against Racism and Discrimination (CMARD). The Diversity and Wellness Branch also presented its monthly administrative report to the CEC that included information on the Aboriginal Youth Strategy and progress and trends in City workforce diversity (See the section entitled "Monitoring City's Equity & Diversity Programs" for more information).

The annual Youth Role Model Awards, the Fundraising Gala and the Community Wine and Cheese events were executed with great success. The committee also worked closely with community newcomer service organizations, Government Departments and non-profit organizations in articulating and enhancing the ideals of diversity and multiculturalism.

The CEC office received over seventy invitations from our community partners to support them in celebrating their cultural, fundraising and other special events. CEC members were very active during the year and represented the committee in all these events. However, the CEC had to decline two fundraising invitations to support children and a community outside Canada. There was a formal apology to the inviting community organizations explaining that the CEC supports events that benefit the communities in Winnipeg.

Like the previous year, 2010 ended on a positive note for CEC, and there is every indication that 2011 will yet be another year that will witness successful implementation of CEC events and growth in relation with our community partners.

Kwabena Osei-Bonsu
CEC Committee Coordinator

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2010 Joint Youth Role Model Awards and Gala Events



In 2010, CEC decided to have a joint event for the Youth Role Model Awards and the Multicultural Gala for the first time. The joint event was held on May 8th 2010 at the Clarion Hotel, 1445 Portage Avenue. Fourteen young men and women received awards in the following junior and senior categories: Performing and Creative Arts; Academic and Vocational Excellence; Leadership and Advocacy; Community Volunteering; Sports Achievements; Spirituality and Rosalinda Natividad-Cantiveros Courage Award.



The well-attended event saw impressive cultural performances from the Aboriginal traditional group called the “Walking Wolf” led by Ray Stevens, as well female dancers from the Guyanese Community Association and others.

In his welcoming statement, the Chair of the CEC, Councillor Mike Pagtakhan congratulated the 2010 CEC Youth Award Winners and urged them to continue being excellent role models in their respective communities. He added that the City of Winnipeg recognizes the youth as future leaders and will continue to honour and encourage young men and women to contribute in building a culturally diverse and inclusive City.

Coalition of Municipalities Against Racism and Discrimination (CMARD)

CMARD Winnipeg is a working group which reports to the CEC. CMARD Winnipeg is made up of members from within and outside of the CEC. This includes representatives of the City of Winnipeg's Diversity and Wellness Branch and Aboriginal Employees Group, plus provincial and federal department representatives, and citizens that have an interest in creating an inclusive and respectful community. CMARD Winnipeg is tasked with developing, recommending and promoting the implementation of an Action Plan to achieve the vision articulated in the ten commitments endorsed by the Canadian CMARD. Late in 2009, CMARD Winnipeg held a one day workshop which focused on Racism and Discrimination in Winnipeg.

In 2010, a consultant was provided with the results from the 2009 workshop and was hired to research activities that support/promote the antiracism and discrimination mandate of CMARD Winnipeg. The consultant provided a report on activities that could be developed into a Winnipeg Action Plan Against Racism and Discrimination. CMARD Winnipeg has continued its work, to develop and refine an Action Plan with the intention of recommending priority activities for implementation to the CEC.



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Monitoring City's Equity & Diversity Efforts cont'd

Highlights of the past year include the first City of Winnipeg Career Symposium and an expansion of a scholarship program and youth career camps under the Aboriginal Youth Strategy



The City of Winnipeg held its first Career Symposium on November 30, 2010 at Winnipeg Convention Centre. The purpose of the event was to showcase the diverse types of careers at the City of Winnipeg. City Departments in attendance had interactive displays and employees to answer questions about careers. There was also a Speaker's Corner showcasing employees from different career areas throughout the day. The Symposium was free and opened to all Winnipeggers. About 2600 individuals attended the event.

City Department participation included:

Water & Waste; Public Works; Winnipeg Fire Paramedic Service; 311; Corporate Support Services; Transit; Winnipeg Police Services; Assessment & Taxation; Community Services; Planning, Property & Development; Winnipeg Fleet Management Agency and Winnipeg Parking Authority.

Scholarships and Career Camp – (Aboriginal Youth Strategy)

There were 10 - $1000.00 scholarships awarded to Aboriginal youth attending post-secondary education in 2010. Each year the City of Winnipeg hosts career camps for Aboriginal youth. In 2010 there were two camps. One was in the Fire Paramedic Service and the other one was a general camp involving multiple departments. The main goal of the career camps is to reinforce the 'stay in school' message and to create awareness of careers by providing interactive activities throughout the week-long camp. Next year, the City plans to add a third camp that will focus on careers in policing.

2010 Joint Youth Role Model Awards and Gala Events cont'd

Each Youth Award Winner received a plaque, a certificate of recognition signed by the Mayor, His Worship Sam Katz and a cash prize.

Regarding the CEC fundraising Gala Event that took place at the same time to mobilize funds in support of an Aboriginal Youth Project, the Councillor thanked donors and the invited community representatives for their continuous support of the annual event. The Councillor said it is only when communities within Winnipeg come together to support initiatives that directly benefit their members that we can see ourselves united in building a culturally inclusive Winnipeg.

Other speakers at the event included Florence Okwudili, the chair of the Youth Role Model Sub-committee, who was ably assisted by Heather Flynn a member of the CEC.



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Working with the Community





The CEC continues to maintain strong relationship with the ethno-cultural community associations in Winnipeg, and as the City yearly welcomes newcomers from different ethno-cultural backgrounds, the promotion of equity and diversity remains paramount in the work of our committee. In keeping with its mandate, CEC members including the coordinator, responded positively to invitations by attending community cultural events, national independence banquets and fundraising events and brought greetings to our community partners.



Other important community events that CEC members actively supported during the year included: Folklorama; Multiculturalism Day; International Year for the Elimination of Racism and Discrimination; Black History Month; etc. These yearly cross-cultural events bring the various cultural communities together to demonstrate solidarity, mutual respect and recognition as well as acknowledge each community's contribution in building culturally inclusive Winnipeg.

The CEC will continue to support our community partners and make every effort to establish contacts with newcomer communities and embrace them into the larger ethno-cultural community in Winnipeg. Furthermore, the CEC looks forward to welcoming interested community members to serve on our committee.

Community Wine & Cheese Event







The second CEC Community Wine & Cheese event took place in the Mayor's Foyer, January 2011. It brought together over seventy participants. The event has come to symbolize an informal get-together between representatives of partner community organizations and the CEC. Other invited guests included individuals representing our stakeholder organizations and institutions. During the event, CEC members are introduced and the committee's program of activities is presented to the invited guests. Community related questions are asked and answered, as well as anybody who has a statement to make can do so. Participants seize the opportunity to know each other and help themselves to finger food and glass of wine during the two-hour long event.

Monitoring City's Equity & Diversity Efforts

During 2010, the CEC received monthly reports on corporate and departmental activities related to creating and maintaining a more diverse and respectful workplace.

The CEC monitors and provides recommendations related to diversity training and education provided to City of Winnipeg employees, as well as other projects such as internships, scholarship programs and outreach efforts. The City continues to have a very active outreach program and partners with educational institutions and agencies to provide internships and work experiences to Aboriginal youth, visible minorities, immigrants and persons with disabilities.