Agenda – Executive Policy Committee – May 16, 2012

REPORTS

Item No. 4 Citizen Equity Committee Progress Report on Activities of the Winnipeg Coalition of Municipalities Against Racism and Discrimination (CMARD Winnipeg) Program

COMMITTEE RECOMMENDATION:

On May 7, 2012, the Citizen Equity Committee recommended that the Executive Policy Committee receive as information the Citizen Equity Committee Progress Report on Activities of the Winnipeg Coalition of Municipalities Against Racism and Discrimination (CMARD Winnipeg) Program.

Progress Report on Activities of the Winnipeg Coalition of Municipalities Against Racism and Discrimination (CMARD Winnipeg) Program

Background

In July 2007, a City Council Motion was passed supporting the City of Winnipeg to become a member of the Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD). CCMARD promotes Ten Commitments for municipalities to achieve by their own means (listed below). Council then gave the Citizens Equity Committee (CEC) the responsibility to implement the Ten Commitments, in tandem with the City's own ongoing actions towards the elimination of racism and discrimination.

The CEC established a working group, called CMARD Winnipeg. The mandate of the working group is to assess how the City of Winnipeg is currently meeting the Ten Commitments and to develop an action plan to specifically address any commitments which are not currently addressed by the City of Winnipeg.

The working group has reported that current policies and initiatives of the City of Winnipeg support 6 of the 10 Commitments (4, 5, 6, 7, 8 and 10), see Appendix 1. The working group has prepared a draft action plan and campaign called "Inclusion and Respect for All" to assist in meeting the remaining Commitments. The Action Plan focuses on two main areas:

1) Building capacity for communities in Winnipeg, including Service Departments of the City, to embrace the principles of the Safe Harbour "*Respect for All"* program (a nationally recognized program for businesses, institutions, agencies, and municipalities to celebrate our differences, helping to create safer, more welcoming communities that support diversity and reject discrimination);

2) Developing a Public Awareness Campaign for all citizens of Winnipeg to create a more inclusive and respectful community for Winnipeg.

The Action Plan addresses several of the Commitments (1, 2, 3, 8 and 10), see Appendix 1:

The Ten CCMARD Commitments

The municipality as a guardian of public interest

1. Increase vigilance against systemic and individual racism and discrimination.
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.
3. Inform and support individuals who experience racism and discrimination.
4. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.

The municipality as an organization in the fulfilment of Human Rights

5. Provide equal opportunities as a municipal employer, service provider and contractor.
6. Support measures to promote equity in the labour market.
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.

The municipality as a community sharing responsibility for respecting and promoting Human Rights and diversity

8. Involve citizens by giving them a voice in anti-racism initiatives and decision-making.
9. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and in other forms of learning.
10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

Progress of activities initiated by the CEC and CMARD Working Group

2008

- The CEC established the CMARD Working Group to work on meeting the Ten CCMARD Commitments;

2009

- CMARD Winnipeg organized a one day workshop on racism and discrimination in Winnipeg. Citizens were invited to the workshop to participate and present their experiences of racism and discrimination in Winnipeg.

- A summary report of information gathered during the workshop was prepared. The report recommended three out of the Ten CMARD commitments for immediate implementation in Winnipeg. They were (numbers 1, 2, 3):

    1. Increase vigilance against systemic and individual racism and discrimination.
    2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.
    3. Inform and support individuals who experience racism and discrimination.

2010

- CMARD Winnipeg began to prepare an Action Plan to meet CCMARD commitments;

2011

- CMARD Winnipeg submitted a draft Action Plan titled "*Inclusion and Respect for All Winnipeg"* to the CEC;

- The CEC submitted the draft action plan for funding through the Provincial Multicultural Secretariat's Welcoming Communities Fund. The CEC received a grant to develop a website dedicated to anti-racism and discrimination for Winnipeg;

- An intern was hired to develop the new website pages. An Aboriginal student was contracted for 4 months to assist with the development of a database of relevant agencies working in the area of anti-racism and discrimination in Winnipeg. The intern also prepared website content and assisted with hiring a branding company to create a name and logo for the public campaign component of the Action Plan. Funding for the internship was provided by the City of Winnipeg's Wellness and Diversity Branch;

- A research assistant was hired to prepare a document compiling information on the status of racism and discrimination in Winnipeg. The intention was to determine where racism exists today in Winnipeg, and identify which communities are affected. A newly immigrated M.Sc. student was hired for 2 months to assist with development of the new website content and to prepare the research paper;

- A branding company was hired to develop a branding package for CMARD Winnipeg. The brand package is expected to be finished in June 2012;

2012

- The working group held a half day planning session to focus on achieving the activities promoted in the Action Plan.

- The CEC was involved in planning celebrations for March 21, International Day for the Elimination of Racism and Discrimination. The event included members from the federal provincial and municipal governments. CMARD Winnipeg gave a short presentation on its objectives publicly.

- April 30, 2012, the working group held a coffee house to celebrate Multiculturalism and connect with organizations currently working on anti-racism and discrimination issues in Winnipeg. The event was an opportunity to meet with potential partners for CMARD Winnipeg and talk about the work of CMARD.

- The working group is also planning another event to launch CMARD Winnipeg publicly. The launch will likely be coordinated to coincide with Multicultural Celebrations taking place around June 21 activities (Aboriginal Day, Multiculturalism Day) this spring.

Future Plans for CMARD Winnipeg

- Continue as an established sub-committee of the CEC
- Develop ideas for partnerships with local agencies and organizations, businesses that promote Safe Harbour and CCMARD principles and values
- Continue to promote the values associated with creating an inclusive and respectful City for the citizens of Winnipeg
- Assist the community of Winnipeg in addressing issues related to racism and discrimination
- Promote the benefits of CCMARD to other municipalities in Manitoba

Needs of CMARD Winnipeg

- To have City Council understand the efforts that the working group is making to create an inclusive and respectful Winnipeg
- To have support of City Officials for the work, including developing selected City of Winnipeg services into "Safe Harbours"
- To have City Council endorse and promote the Respect for All campaign as part of its commitment to CCMARD
- To receive future financial support from City Council for activities promoting CMARD to the citizens of Winnipeg

List of products developed by CEC and CMARD Winnipeg

1. Racism Workshop Report 2009
2. Action Plan – "Inclusion and Respect for All Winnipeg"
3. New Website Materials for CMARD, including fast facts
4. CMARD Winnipeg Brand Package
5. Status of Racism in Winnipeg research paper 2012

List of events planned by CEC and CMARD Winnipeg related to CCMARD

1. Racism Workshop 2009
2. March 21, 2012 Anti-Racism Day event at Hotel Fort Garry
3. April 30, 2012 Multicultural Coffee House event
4. Future public event launch for CMARD Winnipeg

Appendix 1

The CCMARD Commitments currently being addressed by existing City of Winnipeg Policy (numbers: 4, 5, 6, 7, 8 and 10):

The municipality as a guardian of public interest

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3. Inform and support individuals who experience racism and discrimination.
4. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.

The municipality as an organization in the fulfilment of Human Rights

5. Provide equal opportunities as a municipal employer, service provider and contractor.
6. Support measures to promote equity in the labour market.
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.

The municipality as a community sharing responsibility for respecting and promoting Human Rights and diversity

8. Involve citizens by giving them a voice in anti-racism initiatives and decision-making.
9. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and in other forms of learning.
10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

The Action Plan addresses the following CCMARD Commitments (numbers: 1, 2, 3, 8, 10):

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