Winnipeg



Citizen Equity Committee

2012 ANNUAL REPORT

CEC CHAIR'S STATEMENT



As we continue to celebrate Winnipeg's success as a City of cultural diversity, on behalf of the Citizen Equity Committee (CEC), I wish to add my voice in support of all institutions and organizations both public and private, as well as individuals contributing to the positive cultural dynamics in our municipality. The CEC finds it extremely encouraging to be part of this positive process, and promises to continue working with our partners to ensure that the increasing number of new Canadians, from different cultural backgrounds, find Winnipeg a welcoming place that provides opportunity for all.

In 2012, CEC implemented activities that underscore the committee's long standing determination to achieve its mandate which among others, include advocacy and the promotion of equity and diversity. In keeping with this objective, our committee members worked tirelessly to support the various ethno-cultural communities to celebrate their national events. And during the same year, CEC hosted its community partners to a wine and cheese event. That forum afforded participants the opportunity to discuss and share ideas on various community issues and concerns.

The past year also saw the committee implementing its traditional events that have come to symbolize community partnership spirit and minority youth empowerment. The annual CEC Gala and the Youth Role Model Awards are raising funds for community projects and supporting the youth in gaining job experience. The committee therefore invites the various community associations in Winnipeg to attend our next Gala event, as well as the youth in the City are encouraged to participate in the youth role model contest. By working together like this, we will build a culturally diversified Winnipeg that we can all be proud of.

John Orlikow
City Councillor,
River Heights - Fort Garry Ward
Chair, Citizen Equity committee

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.

COORDINATOR'S STATEMENT



As the population of Canadian citizens crossed the 35 million mark recently, immigration to the country was identified as one of the major factors accounting for the steady increase in the country's population. Therefore, increased immigration from countries of different cultures requires that continuous effort should be made by government and relevant institutions and organizations to maintain and sustain the status of Canada, as a dynamic multicultural society.

In keeping with this national goal, the City Of Winnipeg has demonstrated its commitment to promote equity and diversity programs at the community level and within the workforce of its departments. In 2012, the Citizen Equity Committee (CEC) and the Diversity and Wellness Branch implemented various activities within their respective mandates towards the objective of promoting equity and diversity in Winnipeg.

The CEC implemented its annual Youth Role Model Awards (YRMA) that continues to receive increasing number of nominations from youth coming from different cultural communities. The Coalition of Municipalities against Racism and Discrimination (CMARD) worked actively with many community organizations to promote advocacy and raise awareness against racism and discrimination. Also, at the end of the year, the CEC organized its annual Community Wine and Cheese event, with increasing participation of representatives from different cultural communities, stakeholder organizations and institutions in Winnipeg.

The Committee carried out community outreach activities in 2012 as well. In addition to that, representatives from major community service organizations and City Departments attended CEC monthly meetings to give presentations on their respective activities relating to equity and diversity, and answered questions from members of the committee.

As the CEC continues to remain a vital communication link between the City, and giving the increasing population of different cultural communities, every effort will be made by the committee to consolidate the diversity promotion gains, and also strengthen the established inter-community cultural relationships that has contributed to make the City of Winnipeg, a proud multicultural municipality.

Kwabena Osei-Bonsu
Coordinator
Citizen Equity Committee

WINNIPEG CMARD

Coalition of Municipalities Against Racism and Discrimination



In 2012, Winnipeg CMARD implemented many activities, including a Coffee Shop meeting, Safe Harbour training of trainers' workshop and sponsored the React-to-Racism: Youth Challenge and Forum event.

The Coffee House meeting took place on April 30th, 2012 at Sam's Place on Henderson Highway. The meeting brought together representatives from different communities and stakeholder institutions and organizations. It was the first time Winnipeg CMARD was organizing such an event. Two speakers from the Universities of Winnipeg and Manitoba respectively, spoke on the issues of racism, discrimination and the related problems of inner city poverty.

The questions and answers session of the meeting indicated high public interest in the presentations and the wish for continuation of the coffeehouse meetings.

The Safe Harbour workshop took place on November 16th, 2012 at the Dynasty Building, 180 King's Street. "*The Safe Harbour: Respect for All*" program was started in Vancouver, BC and provides for businesses, institutions, agencies and municipalities creating respectful welcoming places and communities. Eighteen participants from different institutions and organization, including the City of Winnipeg benefited from the training.

Thereafter, Winnipeg CMARD provided financial resources for the modification and adaptation of the original Safe Harbour documents for public distribution in Winnipeg. As a result, many book marks and brochures, etc. have already been distributed in Winnipeg. The training of Safe Harbour members remains to be undertaken.

Towards the end of the reporting year, Winnipeg CMARD joined the React-to-Racism: Youth Challenge and Forum event planning group. The React-to-Racism is a project initiated by representatives of some Manitoba community organizations, along with Federal and Provincial Governments, who launched a challenged to youth between 14 – 20 years, to join a global conversation on how to fight racism.

The Youth Challenge and Forum event was scheduled to take place on March 21st, 2013 to coincide with the International Day for the Elimination of Racism. The React-To-Racism project has meanwhile been adopted by CEC as one of the activities to be implemented by the committee.

COALITION OF MUNICIPALITIES AGAINST RACISM AND DISCRIMINATION

A new annual youth award associated with the React-to-Racism project was announced by Winnipeg CMARD, known as the "*Wade Kojo William Sr. Award for Action against Racism and Discrimination*". The award is in recognition of the late Wade Kojo Williams's demonstrated advocacy against racism in Winnipeg.

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YOUTH ROLE MODEL AWARDS

The CEC 2012 Youth Role Model Awards was held on Friday, May 11th, 2012 at the Canad Inns, 1824 Pembina Highway. Fourteen awards in the senior and junior categories of Education and Training, Advocacy, Community Volunteering, Performing Arts, Creative Arts, Sports, and the Rosalinda Natividad Cantiveros Award for Courage were presented to the award receiving youth.

Over two hundred participants including award recipients and their family members, school teachers, guardians and friends, as well as sponsors and CEC members attended the event. The main speaker was Hon. Kevin Chief, Minister of Children and Youth Opportunities. The minister advised the award recipients to continue to be excellent role models to their peers to justify the recognition of the positive roles they continue to play in their respective communities and schools.





COMMUNITY WINE AND CHEESE EVENT

The Annual CEC Community Wine & Cheese event was held on Wednesday, December 12, 2012 at the Mayor's Foyer, Council Building. Over eighty invited guests comprising representatives from cultural communities, new comer service agencies, community leaders, non-profit organizations, diversity and equity advocacy organizations, educational institutions, as well as City Councillors and a member of the Manitoba Legislature attended the event.

CEC's Wine and Cheese event has become one important end of year event for many community members to meet and renew their commitment to work together to promote Winnipeg as a harmonious multicultural municipality.







WORKING WITH AND SUPPORTING WINNIPEG CULTURAL COMMUNITIES

In line with CEC's mandate to serve as an active communication link between the City of Winnipeg and the various cultural communities, every effort was made in 2012 to ensure that members of the committee and the coordinator honoured invitations received from different cultural associations to participate in their cultural events.

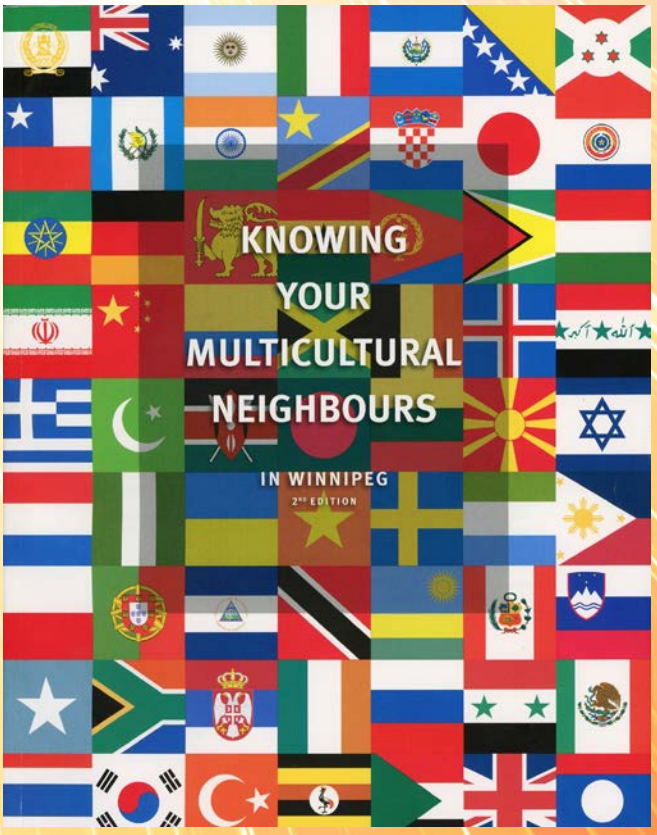
During 2012, CEC office received over fifty invitations from different cultural associations and other organizations. Committee members, including the coordinator attended the events to support the inviting cultural communities.

In 2012, just like in the past couple of years, CEC members participated in the Annual Walk-for-Values event organized by the Sri Satya Baba Centre in Winnipeg. The event took place on May 12th, 2012 at the Forks. Members of the Sri Satya Baba Centre and invited representatives from other cultural communities, including a political party representative also participated in the Walking event.

Before the Walk began, short speeches were made to underline the need for Peace, Love, Non-Violence, Unity and Truth in Winnipeg.

KNOWING YOUR MULTICULTURAL NEIGHBOURS BOOK

The popularity of the *Knowing Your Multicultural Neighbours* book published by the CEC continues to grow, particularly among High School Institutions in Winnipeg and other community organizations. In view of the high demand for more copies of the book, CEC decided to produce the third edition in 2013, with increased number of countries having communities living in Winnipeg.



MONITORING CITY DEPARTMENTS' EQUITY & DIVERSITY PROGRAMS

The City of Winnipeg is committed to creating a dynamic and diverse workforce of highly skilled employees delivering excellent service to the citizens of Winnipeg. The CEC receives monthly reports on corporate and departmental activities related to diversity and respectful workplace. These reports are prepared by employees in the Wellness and Diversity Branch within the Corporate Support Services Department. The CEC monitors and provides recommendations related to the City's efforts. Below are some highlights from those reports as well as from "*Our Winnipeg Report to the Community 2013*" and "*Our City – Our People Plan – Focus 2012*".

International newcomers continue to be Winnipeg's largest source of population growth. As the cultural diversity of our city is increasing, it is important to respond to an increasing diverse community. This Diversity is about all the ways people are different. This can include ethnicity, gender, family status, education, religion, sexual orientation, cultures, disabilities, and much more. By valuing these differences, we emphasize fairness for all and treat each individual with dignity and respect. Accordingly, the City of Winnipeg continues to foster inclusion and equity for all.

Our Winnipeg Report to the Community 2013

Recent City and Community Activities

The City is committed to providing diversity-related training for public service employees. This training allows the City to continue its efforts to attract and maintain a more diverse and respectful workplace as well as ensure the services provided are sensitive to the needs of a culturally diverse community. Most of the training is delivered by City employees but a few of the workshops have external trainers with expertise. In 2012, the City offered a number of courses and workshops for employees to further our policy direction goals, including courses such as: Valuing Culture and Diversity; Working with Refugees; LGBT Training (Lesbian, Gay, Bisexual, and Transgendered); Bullying in the Workplace; and Aboriginal Awareness. In 2012, 937 City of Winnipeg employees attended diversity-related training/education.

During October, Public Service employees participated in a pilot called "Developing Promising Practices for Working with Refugees". It was attended by 15 employees in a variety of service areas including By-Law enforcement, Libraries, 911 and 311. In partnership with Manitoba Immigration and Multiculturalism, Qualtrica Associates offered four-half days of training aimed at increasing our knowledge and understanding of the refugee experience. Overall, the participants agreed this training will help them improve their ability to provide service to refugees.

The City also strives to use mandated municipal service areas such as libraries and recreation as opportunities to foster cross cultural relations that contribute to healthy communities. Through the Neighbourhood Integrated Service Teams (NISTs) the City works in partnership with community organizations and other levels of government to provide opportunities for newcomers and to support community led initiatives that foster equity and inclusion.

In March 2012 the Aboriginal Employee Group (AEG) held an educational forum on Career Planning and Mentorship. It was well attended. Every year the AEG helps organize a celebration for National Aboriginal Day. All employees are invited. The AEG has been instrumental in creating a more welcoming culture.

In October 2012, the City hosted its second Civic Career Symposium that saw every department participate. More than 4000 people attended the symposium to learn about the employment opportunities available at the City of Winnipeg. To coincide with this event, the City also launched a Recruitment video market the wide range of jobs/careers available at the City of Winnipeg. A text transcript of the video is also available.

2012 Civic Career Symposium at the Winnipeg Convention Centre

In late 2012, the City of Winnipeg became a Provincial partner of Pride at Work, a volunteer-led non-profit organization which encourages organizations to "support authenticity at a corporate level and create workplaces where LGBT employees will be more able to be themselves and, ultimately, to be more productive".

Once again the City participated in the "Women as Career Mentors" event in March 2012. This is an annual event that offers young women the opportunity to meet women in careers that are often male-dominated (e.g. Police, Firefighting, and Engineering).

In November the City partnered with other employers and Southeast Collegiate to create workplace tours for Bring Your Kid to Work Day. Southeast Collegiate provides students from 16 First Nations surrounding Winnipeg the opportunity to complete grade 10, 11 and 12 while providing lodging for the students while they are away from their communities.

The Winnipeg Police Service enhanced its website to provide emergency contact information in five different languages (English, French, Punjabi, Swahili and Mandarin). The Winnipeg Police Service is a member of a newcomers working group which develops activities and builds relationships between Winnipeg's diverse communities and the Winnipeg Police Service.

The Winnipeg Police Service and the Fire Paramedic Service each hosted an Aboriginal Youth Career Week which encourages and promotes employment as Police Officers, Cadets, Firefighters and Paramedics.

Ten Aboriginal students were awarded post-secondary scholarships to support their education.





Attracting and Hiring a Diverse Workforce

The City continues to have a very active outreach program, attending career fairs and making employment presentations to agencies that assist newcomers, Aboriginal people and persons with disabilities to obtain employment. Employment presentations are also made to students in the high schools and several departments attend career specific career fairs in the community.

Working at the City of Winnipeg offers many interesting careers and job opportunities that bring with them the opportunity to make a difference. The work we do impacts the residents of our City on a daily basis and contributes toward a high quality of life in our city. We provide the best services when we have engaging work and opportunities to do what we do best. *Our City – Our People Plan, Focus 2012*

We have enhanced our diversity by hiring more women, Aboriginal people and members of visible minorities each year over the last three years. Our employee turnover rate is less than 1%, which is considerably lower than the public sector median of 5.6%. *Our City – Our People Plan, Focus 2012*

The City Council in 2008 adopted the Oshki Annishinabe Nigaaniwak (OAN), the City of Winnipeg's Aboriginal Youth Strategy (AYS). To implement programs and projects under the AYS, The City allocates $1 million annually to create opportunities for Aboriginal Youth in the areas of Employment and Employment Development; Literacy and Lifelong Learning; Physical Culture and Leisure; and Community Connections.

Since its inception, a large number of Aboriginal Youth have benefited from projects and programs implemented in the five main areas of the AYS. In 2012 and the two previous years, CEC and the AYS have worked together under community connections to present awards to several deserving Aboriginal Youth.

Oshki Annishinabe Nigaaniwak, The City Of Winnipeg's Aboriginal Youth Strategy

City Council adopted Oshki Annishinabe Nigaaniwak (OAN), the City of Winnipeg's Aboriginal Youth Strategy, in 2008 and is allocated one million dollars annually. OAN is designed to support Aboriginal youth in accessing positive recreational, learning, wellness and employment opportunities in the community and civic system.

Investing in opportunities for Aboriginal youth ensures the City of Winnipeg is laying a solid foundation to build a stronger tomorrow. The strategy is implemented in two ways. Stream One fosters partnerships with community organizations that offer youth-focused programming and provides financial and in-kind supports to continue and sustain these initiatives. Stream Two focuses on enhancing the civic system and its processes and policies to allow easier access for Aboriginal youth.

During 2012, the OAN strategy engaged over 330 Aboriginal youth through its projects and gained an attendance of over 34,000 to OAN funded programs. Stream One includes nine partnerships with community organizations delivering employment development or recreation programs. Stream Two or internal 2012 activities included four internship projects, two financial awards or scholarship projects, four leisure and recreation projects and one learning project. As well in 2012, CEC and OAN worked together to present four Aboriginal youth with Youth Role Model Awards.



Membership

His Worship Mayor Sam Katz, (Ex Officio)
Councillor Mike Pagtakhan, Chair
Councillor John Orlikow
Phil Sheegl, Chief Administrative Officer (CAO)
Clive Wightman (CAO Designate) & Director,
Community Services Department
Jackie Halliburton, Coordinator - Diversity and Wellness Branch,
Corporate Services Department

Community Members

Ramesh Gupta, Florence Okwudili, Heather Flynn; Steve Hennessey, Randy Viray, Solange Sookram, Sylvia Todaschuk, Rajiv Chawla

Administrative Support

Kwabena Osei-Bonsu, Committee Coordinator
Andrew Poitras/Kate McMillan, City Clerk's Department

2012 Financial Statement

Total Budget	Total Expenditure	Unused Funds
$69,000.00	$68,330.40	$669.60

Statement of Appreciation

CEC wish to thank the City Council for the continuous financial support that has enabled the committee to carry out its mandate of promoting equity and diversity policies and programs in Winnipeg. With this assistance, the CEC continue to implement its annual projects and provide support to cultural communities, as well as work with other agencies towards the goal of achieving a vibrant multicultural Winnipeg.

Similarly, CEC is grateful to the Provincial and Federal Governments for the various ways they indirectly continue to support the work of the committee.



Winnipeg

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