Winnipeg




# Citizen Equity Committee

2013 ANNUAL REPORT

# CEC CHAIR'S STATEMENT



It has been an honour to Chair the Citizens Equity Committee (C.E.C) for the past few years and I look forward to working with the Committee to continue celebrating the great cultural mosaic that makes up Winnipeg.

I am proud of the Committee's efforts in working with stakeholders to host the React to Racism conference and the Youth Role Model Awards. These events celebrate cultural diversity and provide a venue that allows people to address barriers to equity.

Volunteer Committee members continue their on-going support of "coffee house" discussions around equity and diversity issues, attend cultural events and meet with cultural groups to continue sharing ideas, identifying issues and exploring way to work together.

The new project this year is "Geneva of the North" which includes getting Winnipeg certified as a "Human Rights" City and fostering social entrepreneurs and groups to address cultural and racial barriers in Winnipeg.

C.E.C will continue reaching out to Winnipeg communities and hosting events that help connect people to share in and enhance the great diversity that makes Winnipeg strong.

**Councillor John Orlikow**
Chairperson
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 we Winnipeggers collectively continue to work towards the realization of CEC's goal of transforming our City into becoming a truly inclusive multicultural municipality, the committee during 2013, continued to maintain a strong working relationship with ethno-cultural communities. In this regard, support to cultural associations in celebrating their special events remained unchanged, as it has been in previous years. Also, collaboration with other community institutions and organizations that promote cultural diversity in Winnipeg was kept on track during the year.

The committee in keeping with its yearly routine, met monthly to receive and review reports from its sub-committees and working groups. Also, the Wellness & Diversity Branch presented monthly reports to the committee on trends and progress on the City's Respectful Workplace activities and the workforce diversity situation. Other City Departments including, Transit, Corporate Support Services and Community Services were also invited to present their diversity situation reports to the committee during its meetings.

For the core CEC projects, the Annual Youth Role Model Awards (YRMA), the Wine and Cheese Event, the Coalition of Municipalities against Racism and Discrimination (CMARD)/ React-To-Racism activities, as well as action to produce the 3rd edition of the Multicultural Book were undertaken successfully by the committee.

Relations and the image of the CEC with the cultural communities in Winnipeg continue to be good and positive. As a result, the CEC Office received more than sixty-five invitations from various cultural organizations, as well as other community non-profit institutions to attend their events. And in each case, the committee members and the coordinator responded positively and participated in the events in accordance with CEC's mandate.

In conclusion, the CEC as a diversity promotion outfit funded by the City of Winnipeg, continues to be relevant for the sustenance of the ideals of multiculturalism in Manitoba. As the City of Winnipeg remains the main hub of settlement for Aboriginal people, as well as old and new immigrants with different cultural backgrounds, the role of CEC and other agencies in the promotion of cultural diversity in Winnipeg, should neither be ignored or under-rated.

That being the case, the need to promote harmonious intercultural group relations, mutual respect and social justice that create an inclusive environment for all, remains the right approach to making Winnipeg, a proud multicultural municipality.

**Kwabena Osei-Bonsu**
Citizen Equity Committee (CEC) Coordinator

# 2013 YOUTH ROLE MODEL AWARDS (YRMA)

The annual Youth Role Model Awards event was held at the Victoria Inn Hotel, 1808 Wellington Ave on Friday, 17th May 2013. Sixteen youth received awards in both junior and senior categories namely: Education and Training; Performing Arts; Creative Arts; Sports; Advocacy; Community Volunteering, Spirituality and the Rosalinda Cantiveros Awards for Courage.

About one hundred and eighty participants attended the event comprising award winners, family members, friends, guardians and teachers, as well as sponsors of the event. Also, among the participants were representatives of CEC partner institutions and organizations and political leaders.

The main speaker was Hon. Kevin Chief, Minster for Children and Youth Opportunities. The main speaker congratulated the award winners and advised them to continue being role models in the community. Councillors Mike Pagtakhan and John Orlikow, as well Susan Gottheil, Provost University of Manitoba and Erin Selby, Minister of Education brought greetings at the awards event.

Cultural groups that performed at the event, included Maples Bhangra Dancers, and BOSS Dancers. The "Aaja Nachle" was performed by Brittany Ten Young who was an award winner.



# COALITION OF MUNICIPALITIES AGAINST RACISM AND DISCRIMINATION

**WINNIPEG** CMARD

*Coalition of Municipalities Against Racism and Discrimination*

In 2013, CMARD teamed up with federal and provincial government agencies including, Aboriginal Affairs and Northern Development Canada (AANDC), Multiculturalism Secretariat, Manitoba Education, Treaty Relations Commission of Manitoba (TRCM) and a dozen community non-profit organizations to implement the "React-To-Racism" project.

The React-To-racism project was a challenge to Winnipeg youth between the ages of 14 to 20 to join the global conversation on how to fight racism.

Using social media, the project was able to reach more than 18 thousand youth for their comments and submission of personal experiences with racism.

And on March 21st 2013, which is the United Nations Day for the Elimination of Racial Discrimination (UNDERD), a React-To-Racism Students Forum was held at the University of Winnipeg's Convocation Hall.

The forum was attended by 110 invited students from various School Divisions in Winnipeg, along with 30 teachers and supervisors. Group discussions were held at the forum and awards were distributed to six online successful submissions on the subject of personal experience and reaction to racism.

Another Youth Forum was planned to take place in 2014 to coincide with the UNDERD.








# CEC COMMUNITY WINE AND CHEESE EVENT

The Annual Wine and Cheese event took place on Friday, 6th December in the Mayor's Foyer, Council Building. This event aims at bringing CEC's partners, community leaders and heads of organizations and institutions that are working to promote diversity in Winnipeg together. The event is also used to invite newcomers to Winnipeg to City Hall to meet community and political leaders.

The main speaker was Mr. Kamta Roy Singh who shared his life experience as a successful immigrant entrepreneur.

During the event, members of the CEC were introduced to the invited guests, and short presentations on the CEC Youth Role Model Awards and CMARD/React-To-Racism project were given. CEC also urged community leaders to cooperate in providing vital information for the publication of the "Knowing Your Multicultural Neighbours" book.











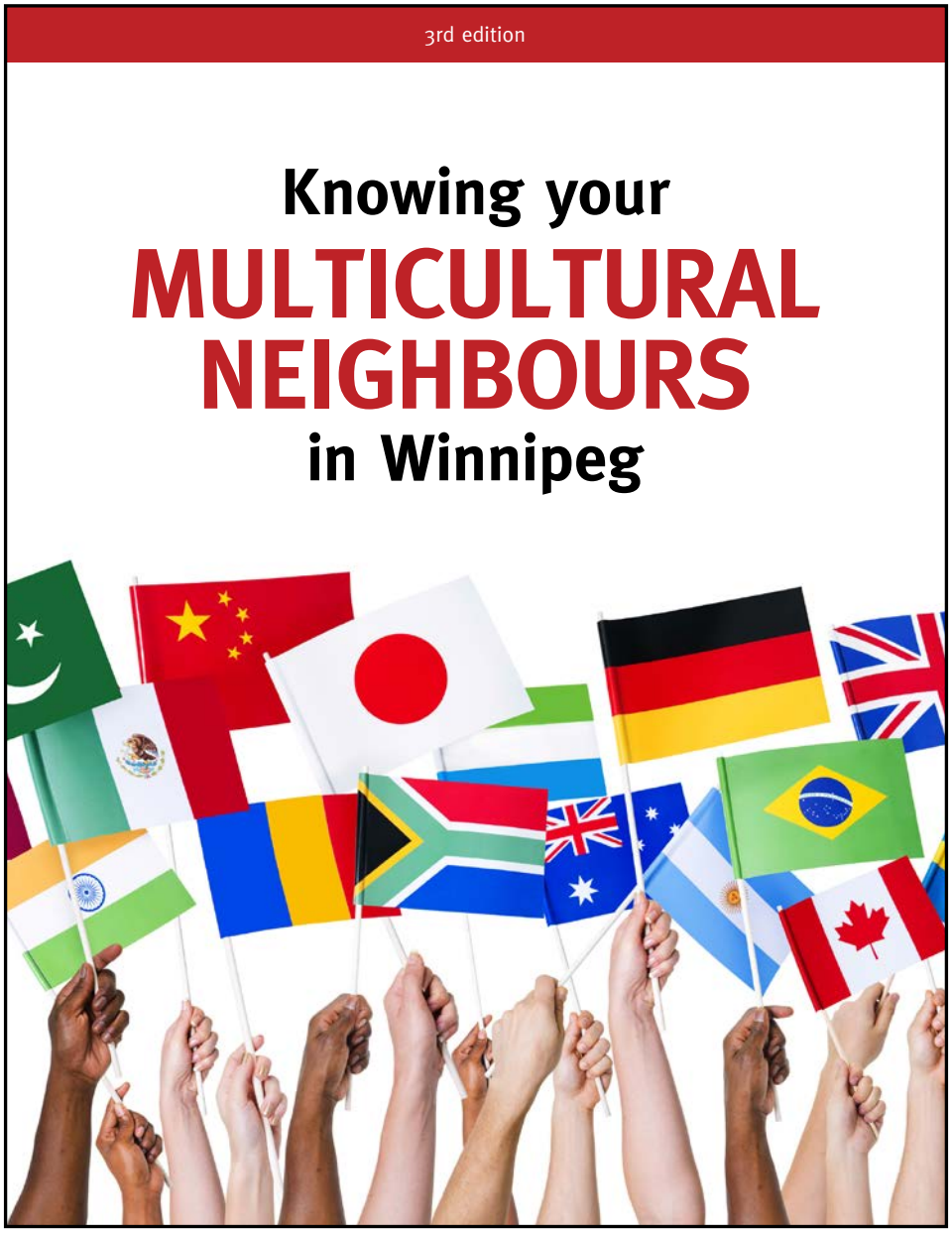




# KNOWING YOUR MULTICULTURAL NEIGHBOURS BOOK

Efforts towards the publication of the 3rd Edition of the multicultural book continued in 2013. A consultant was hired and he supported by the committee coordinator to put together vital information for the first draft.

However, with the increased coverage in the new edition, the coordinator had to work with the added communities to rectify specific information that may be either lacking or contentious. This process has unfortunately delayed the anticipated time of publication of the book. The book was expected to be published in 2014.



# MONITORING CITY DEPARTMENTS' EQUITY & DIVERSITY PROGRAMS

The CEC monitors and provides recommendations related to the City's efforts. To assist in this matter, the CEC receives monthly reports prepared by staff from the Wellness & Diversity Branch of the Corporate Support Services Department on corporate and departmental activities related to diversity. These reports along with highlights from "Our Winnipeg Report to the Community 2014" are summarized below.

## RECENT CITY AND COMMUNITY ACTIVITIES

The City of Winnipeg is committed to continually building a strong, diverse, capable workforce with a focus on attracting, engaging and developing employees while offering a safe, healthy and well workplace (Our City – Our People Plan – Focus 2012).

To support the goal of building a strong and diverse workforce, diversity related training is provided to 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.

The City offered numerous diversity related workshops for employees to further its policy direction goals, including courses such as: Culture and Diversity; Aboriginal Awareness; Disability Awareness; Islam and Muslims; Beyond Gay Ally Training LGBTTQ* (Lesbian, Gay Bisexual, Transgendered, Two-spirited, Queer and more); Generations in the Workplace; and Bullying in the Workplace.

In 2013, just over 1500 employees attended diversity related training/education offered through its corporate-wide employee development program. Another 780 employees attended diversity related training offered through their own departments.

The City also developed an International Credentials Reference Guide for the City of Winnipeg's Human Resource community to assist with attracting and hiring newcomers with international experience and education.

Working with various agencies, the City of Winnipeg created five paid internships and eight unpaid work experiences in seven different departments for people of Aboriginal descent, newcomers and persons with disabilities. The City also participated in several career fairs and made numerous employment presentations to school, community groups, and agencies.

The City of Winnipeg renewed its provincial membership with Pride at Work Canada, a volunteer-led non-profit organization that encourages organizations to create more inclusive workplaces where LGBTT employees will be more able to be themselves. The Rainbow Flag was raised on May 24, 2013 at a ceremony that all City employees were invited to attend.

The City of Winnipeg sponsored the "Women as Career Mentors" event in March. This annual event offers young women the opportunity to meet women in careers who are role models and mentors. Winnipeg Police Service and Fire Paramedic Service each held an Aboriginal Youth Career Week promoting careers as Police, Cadets, Firefighters and Paramedics.

The City also partners with the Federal and Provincial Government to host an event to recognize and celebrate March 21, International Day for the Elimination of Racial Discrimination.

As in 2012, the City of Winnipeg participated once again in "Manitoba Mentors", which is a three-year pilot project connecting high school students and employers. Funded by the Provincial Government, their mission is to connect learning and work through industry tours, school presentations and mentoring. To date 3,865 youth have participated.

The Winnipeg Police Service participates on a newcomers working group that develops activities and builds relationships between Winnipeg's diverse communities and the Winnipeg Police Service.

The Inter-Provincial Association for Native Employment (IANE) presented the City of Winnipeg with an award to recognize its outstanding contributions towards employment of Aboriginal people.

## 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 Aboriginal people, newcomers, and persons with disabilities to obtain employment. Employment presentations are also made to students in the high school and several departments attend career specific career fairs in the community.

The chart below shows the representation of the four designated groups (women, visible minority members, people of Aboriginal descent and persons with disabilities from 2011 to 2013.

| **Corporate Objective** | **Performance Measurement** | **2011** | **2012** | **2013** |
|---|---|---|---|---|
| | **Turnover rate of permanent employees (Exclusive of retirements)** | | | |
| | < 2years | 0.45% | 0.49% | 0.46% |
| | 2-10years | 0.69% | 0.68% | 0.93% |
| | >10years | 0.44% | 0.43% | 0.65% |
| | **Workplace diversity by designated group** | | | |
| | Women | 29.5% | 29.4% | 29.8% |
| | Aboriginal Persons | 7.9% | 8.2% | 8.5% |
| | Visible Minorities | 8.2% | 9.1% | 9.9% |
| | Persons with Disabilities | 5.4% | 5.2% | 5.1% |

*The above chart is from the Community Trends and Performance Report – Volume 1, September 2014, page 155.*

# WORKING WITH THE COMMUNITY





## 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

## 2013 Financial Statement

| Total Budget | Total Expenditure | Unused Funds |
|---|---|---|
| $69,000.00 | $65,533.37 | $2,741.16 |

## Statement of Appreciation

The CEC wishes to express its gratitude to the City Council for the continuous financial and other forms of support that enables the committee to carry out its responsibilities to the Council, the communities in Winnipeg, as well as enabling it to implement its projects.

The committee is also thankful for the administrative support it gets from the City Clerk's office and last but not the least, it appreciates all forms of collaboration from Federal and Provincial Government Agencies in Winnipeg in carrying out its responsibilities as a diversity promotion outfit.




Winnipeg

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