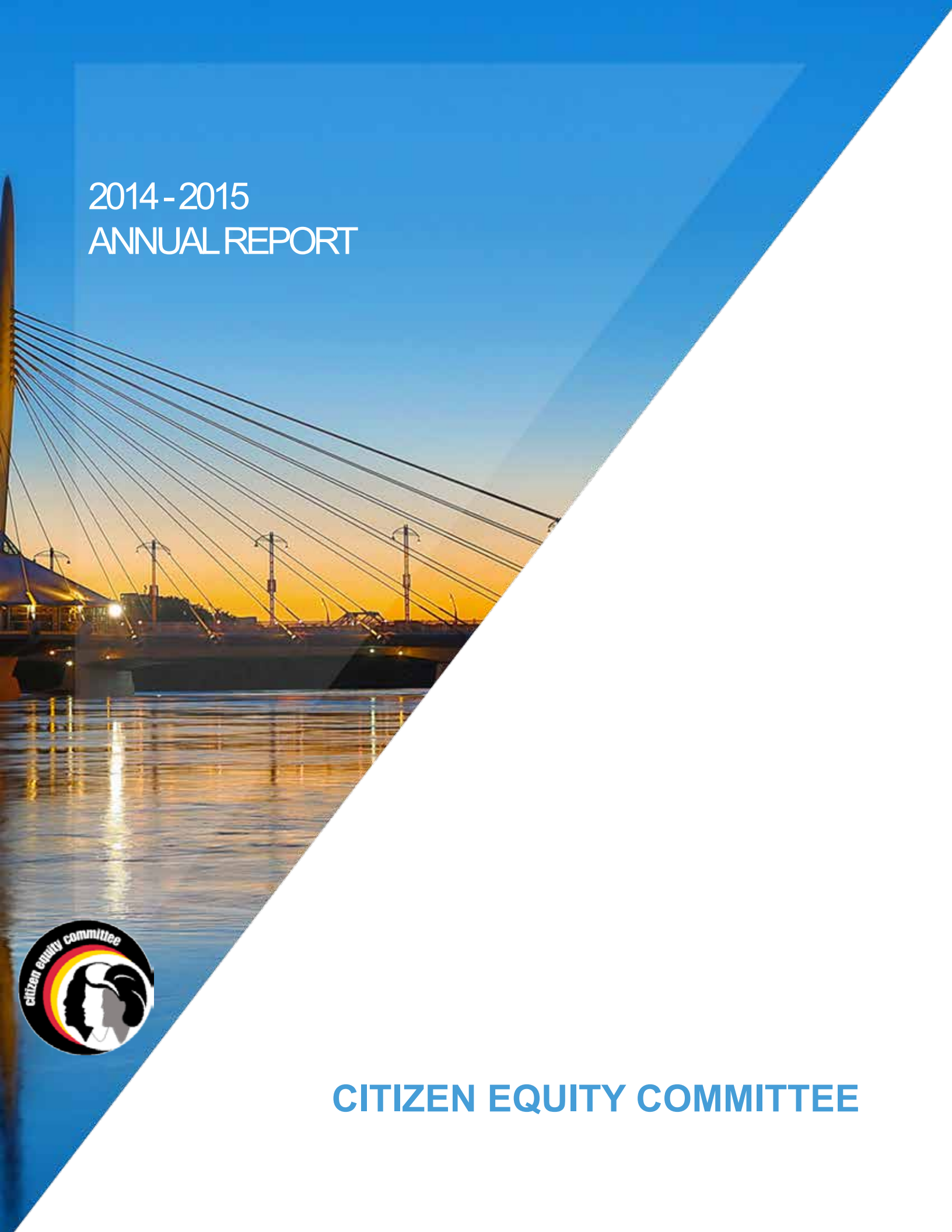
2014 - 2015 ANNUAL REPORT



CITIZEN EQUITY COMMITTEE

ABOUT US

Vision

Our City will be a place of harmony, fairness and equity integrating the traditional with the new, while harnessing the strength found in the experiences of our diverse communities.



Citizen Equity Committee

The CEC is mandated to advise the Mayor and Council on equity and diversity issues as they impact on City of Winnipeg policies, procedures and services. Providing information, recommendations, and monitoring the progress regarding equity and diversity is the ongoing role of the Committee.



Mandate

1. Serve as an advisory and advocacy agency for the Mayor and the Executive Policy Committee (EPC) on equity and diversity issues and emerging trends, as they affect the communities in Winnipeg;

2. Serve as the channel of communicating information on equity and diversity policy concerns between the City and the cultural communities in Winnipeg;

3. Support communities, organizations and institutions in celebrating cultural and social events and bring greetings on behalf of the City;

4. Undertake community outreach initiatives through regular meetings, public forums and workshops to explain City policy on equity and diversity and convey specific community concerns to the EPC through an advisory report;

5. Produce an annual report that captures all community cultural and relevant non-cultural activities that the committee supported, initiated or participated in for the information and attention of the EPC;

6. Collaborate with other City ad-hoc committees to enhance adequate integration and participation of vulnerable social groups, such as the aged, people with disabilities and the youth in all community activities and services in Winnipeg;

7. Monitor the implementation of existing and new City equity and diversity policies on services, appointments and hiring procedures, including appointments to City Boards and Commissions and make recommendations whenever necessary, with the view to achieving a balanced and diverse workforce, reflective of the Aboriginal and ethno-cultural communities in Winnipeg;

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MESSAGE FROM CEC CHAIR
COUNCILLOR CINDY GILROY





"I look forward to working with the Committee to continue celebrating our diversity in Winnipeg."

IT has been an honour to serve as the Chair of the Citizen Equity Committee (CEC) over the past year. I look forward to working with the Committee to continue celebrating our diversity in Winnipeg and advocate change on equity and diversity issues.

I am happy to see the CEC evolve and grow since its inception fourteen years ago. Some things have changed this past year within the committee but the unwavering support and interest from the community remains strong.

The citizen members that comprise this committee are valued assets in bringing forward issues, collecting information and providing input into equity and diversity topics that affect all Winnipeggers'.

In 2015, the CEC continued committee's long standing determination to achieve its mandate which among others, include advocacy and the promotion of equity and diversity. Committee members attended and supported various ethno-cultural communities to celebrate our diversity and learn about special cultural events.

The annual Youth Role Model Awards is the CEC's premiere event that showcases the vast talent of our youth from all communities. The 2014 event was held at the Victoria Inn and the 2015 event was hosted at the RBC Convention Centre. Each year, 16 youth were honoured for their achievements in eight different categories.

Cindy Gilroy

MESSAGE FROM THE COORDINATOR
MARIA MORRISON



April 20, 2015 was my first day working for the Citizen Equity Committee. I was thrown into the planning of the Youth Role Model Awards on my first day and the enthusiasm and dedication of this committee hasn't let up.

Over the course of the past eight months, I have attended over 25 community events, connected with over 75 communities organizations, hosted 6 monthly meetings, completed a brand new version of Winnipeg's Know Your Neighbours Guide book, oversaw the submission of the ONE Summit report to the Mayor's office and starting forging relationships with key City staff.

Connecting and networking with people and organizations has been enhanced by taking CEC's message online with the development of a Facebook page and new website location.

A lot of ground work has already been completed by the CEC over the past fourteen years to promote and advocate for equity and raise awareness against racism and discrimination. I count it as a privilege to step into this role, continue the work that was started before me and fulfill the tasks assigned to me by our Chair and the citizens on this committee.

Thank you and miigwech.

"Listening to each other with respect will begin many exciting conversations that lead to understanding and partnerships."



I wanted to reorganize the third edition of this guide book to, first, recognize the Indigenous people that have always been here - that we are on Treaty 1 territory and the homeland of the Métis. Next, this book attempts to reflect the diversity found in Winnipeg that goes beyond the flags of people's country of origin. It is about all Winnipegers here today - the people, relationships, building knowledge and connections.

I spent a lot of time researching and connecting with many ethnic communities here in Winnipeg and in the end, we are happy to include details on 54 unique cultures.

CEC MEMBERS

The CEC's thirteen voting members include nine citizens with a passionate interest in equity and diversity.

The Committee meets monthly and reports to the Executive Policy Committee.











CITY MEMBERS

COUNCILLOR CINDY GILROY, CHAIRPERSON

COUNCILLOR JOHN ORLIKOW

HIS WORSHIP MAYOR BRIAN BOWMAN (EX-OFFICIO MEMBER)

CLIVE WIGHTMAN, DIRECTOR OF COMMUNITY SERVICES

CITIZENS

ANTONIO BUCCINI
RAJIV CHAWLA
JULIE C. HOLLAND JAVIER
TAHIRA KHAN
TANYA MCFADYEN
VICKI SINCLAIR
SOLANGE SOOKRAM
BONNIE THOMPSON
SYLVIA TODASCHUK

PUBLIC SERVICE

Ken McKenzie,
Clerk, City Clerk's Department

Alison Moist,
Corporate Staffing and Diversity Branch, Corporate Support Services

Maria Morrison, Coordinator









2015

YOUTH ROLE MODEL AWARDS

The City of Winnipeg's Citizen Equity Committee hosted the 2015 Youth Role Model Awards May 28, 2015 at the RBC Convention Centre where sixteen youth will be honoured. For the past 10 years, these awards have celebrated culture and recognized youth from diverse communities in Winnipeg who demonstrate outstanding achievements in eight categories and in two age groups: Junior, age 15 to 17 and Senior, age 18 to 24.

The Citizen Equity Committee works toward building a harmonious, vibrant, multicultural and inclusive society and was proud to celebrate sixteen young people for awards in various categories.

JUNIOR

COLIN NATHANIEL JOHNSON
NICHOLAS AMORIM
JOSH GANDIER
SIMRANPREET DHALIWAL
ABIGAIL CALCUTT
RAMNEEK SINGH GROVER
AMINA NDAGIRE
ROBIN FONTAINE

SENIOR

ELSIE TELLIER
ABSERET HAILU
KEVIN KYLAR
BRANDON EASTMAN
ALEXANDER FONTAINE (ALI)
OCEAN WHITE
AMBER FONTAINE
RUTH MESAGNA

2015 COMMUNITY WINTER RECEPTION

Monday, 14 December 2015
Winnipeg City Hall
2nd Floor Foyer

The Citizen Equity Committee shared an evening with about 75 people, including elected City officials, staff and cultural community organizations. This time of socializing at City Hall assists to strengthen friendships and Winnipeg's commitment to diversity and inclusion.













CMARD

COALITION OF MUNICIPALITIES AGAINST RACISM AND DISCRIMINATION

Mission Statement

"Winnipeg CMARD will form Partnerships to Build Awareness and Knowledge to Achieve an Inclusive and Respectful Winnipeg"

Winnipeg CMARD is a sub-committee of the Citizen Equity Committee (CEC) of the City of Winnipeg that is committed to empowering the community of Winnipeg to eliminate racism and discrimination by promoting human rights through shared responsibility across all levels of government, businesses, agencies and individual citizens in order to build respectful, inclusive and safe communities.

In 2015, the CMARD sub-committee has been reinvigorated to once again become an active and supportive group. One of the main activities undertaken this year was to create a report on the findings from the One: The Mayor's National Summit on Racial Inclusion, September 17, 17, 2015.

CMARD has also connected with community groups like the Our Summit group, spearheaded by Aboriginal Youth Opportunities. This group created the 13 Fires Conversation Series that is a group of concerned community members who want to address racism and continue conversations on race and increase awareness. CEC and CMARD have sponsored the December gathering at Thunderbird House and look forward to collaborating on other events.

Vision Statement

"An Inclusive and Respectful Winnipeg, free from Racism and all forms of Discrimination"







WORKING WITH THE COMMUNITY

The Citizen Equity Committee actively supports communities, organizations and institutions in celebrating cultural and social events and bring greetings on behalf of the City. CEC Members and the Coordinator also undertake community outreach initiatives through regular meetings with community groups and organizations.





The CEC was pleased to support the National Centre for Truth and Reconciliation Education Day on November 6, 2015 where 1,700 Manitoba students learned about residential schools and the intergenerational effects.







MAINTAINING A STRONG COMMITMENT TO EQUITY & DIVERSITY

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).

The City provides **diversity related training** for its employees on the following topics:

- Diversity and Inclusion
- Diversity Role of the Supervisor
- Aboriginal Awareness
- Metis Culture
- Disability Awareness
- Mental Health First Aid
- Islam and Muslims
- Beyond Gay Ally Training LGBTTQ*
- Generations in the Workplace
- Respectful Workplace
- Bullying in the Workplace
- International Credentials

In 2015, over 1000 employees attended diversity related training offered through the corporate-wide employee development program. Another 210 employees attended diversity related training offered through their own departments.

The City also uses the services offered by Library and Recreation Services 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.

CITY AND COMMUNITY ACTIVITIES

Working with various agencies, the City of Winnipeg created five paid internships and eleven unpaid work experiences in five different departments for Aboriginal Peoples, Newcomers to Canada, and Persons with a Disability.

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 LGBTTQ* employees will be more able to be themselves. The Rainbow Flag was raised

CITY OF WINNIPEG EMPLOYEES (SELF-DECLARED)

	2012	2013	2014
WOMEN	29.4	29.8	30%
ABORIGINAL PEOPLES	8.2	8.5	8.8%
VISIBLE MINORITY MEMBERS	9.1	9.9	10.7%
PERSONS WITH A DISABILITY	5.2	5.1	5.2%

at a ceremony at City Hall on June 12, 2015 to kick off the Pride Winnipeg festivities and all City employees were invited to attend.

In 2015, Success Skills Centre presented the City of Winnipeg with the 'Immigrant Advocate Award' to recognize its outstanding contributions towards supporting Newcomers by participating in Employer Networking events and providing unpaid work experience opportunities.

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.

ATTRACTING AND HIRING A DIVERSE WORKFORCE

The City of Winnipeg has an active outreach program and City representatives attend career fairs and conduct employment presentations to agencies that assist various designated groups, students, and other diverse groups of individuals find employment.

Representation across the four designated groups is showing a fairly consistent increase with the exception of the Persons with a Disability group where there has been some minimal fluctuation.

An initiative called 'Creating Opportunities for Persons with Disabilities' was launched in late 2014. The intent of this initiative is to support and promote a workplace culture of inclusion where people with disabilities are recruited and retained into positions of meaningful employment.

The Aboriginal Relations Division within the City of Winnipeg promotes the employment of Aboriginal youth by partnering with external and internal stakeholders to create various internships, work placements, and career exploration experiences.

STATEMENT OF APPRECIATION

The CEC wishes to express its gratitude to the City Council for the continuous support that enables the committee to carry out its responsibilities to the Council and the communities in Winnipeg. The committee is also thankful for the administrative support it gets from the City Clerk's office and we appreciate the collaboration from Federal and Provincial government agencies in Winnipeg that assist in carrying out our responsibilities.

CEC FINANCIAL STATEMENT

YEAR	BUDGET	EXPENSES
2014	$69,000	$69,000
2015	$66,880	$66,000

Winnipeg

