Minutes – Executive Policy Committee – December 7, 2016

REPORTS

Item No. 4 Review of City Initiatives regarding LBGTTQ Inclusivity

EXECUTIVE POLICY COMMITTEE DECISION:

The Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and received the report as information.

DECISION MAKING HISTORY:

The Chairperson called Councillor Pagtakhan to the Chair in order to move the following motion:

Moved by His Worship Mayor Bowman,
That the recommendation of the Winnipeg Public Service be concurred in.

Carried

His Worship Mayor Bowman resumed the Chair.

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 8, 2016, the Executive Policy Committee passed the following motion:

WHEREAS 2016 has been declared the Year of Reconciliation for Winnipeg;

AND WHEREAS Winnipeg is home to a vibrant, ten day Pride Festival celebrating awareness, acceptance, and activism for the Lesbian, Gay, Bisexual, Transgender, Two Spirit, Queer (LGBTTQ) community;

AND WHEREAS the City of Winnipeg is committed to respecting human diversity, promoting inclusion of people in all activities to the greatest extent possible, and to creating environments, programs and services that respond to the needs of the widest range of the population possible including a diversity of body types, identities, and abilities;

AND WHEREAS advancements have been made since 1987 when just 250 people marched in support of adding sexual orientation to the Manitoba Human Rights Code;

AND WHEREAS the City of Winnipeg needs to continually look for ways to better reflect and include Winnipeg's growing, thriving, and diverse communities.

THEREFORE BE IT RESOLVED that the Public Service be directed to conduct a review of all City of Winnipeg equity and diversity initiatives to identify where the City can better represent and reflect and include Winnipeg's vibrant LGBTTQ community, and report back within 180 days.

ADMINISTRATIVE REPORT

Title: Review of City Initiatives Regarding LGBTTQ Inclusivity

Critical Path: Executive Policy Committee

AUTHORIZATION

Author	Department Head	CFO	CAO
A. Moist	R. Marsh	n/a	D. McNeil

EXECUTIVE SUMMARY

The City of Winnipeg is committed to building a strong, diverse, capable workforce with a focus on acceptance, equality, safety, and inclusivity for everyone.

In the 2016 OurWinnipeg Report to the Community, recognizing the diversity of Winnipeggers, the City must continue to strive for an inclusive community. By celebrating diversity and by recognizing, encouraging and supporting social spaces and economic opportunities, we can continue to shape a city for all people.

After a City-wide review of diversity initiatives relating to LGBTTQ inclusivity, the Human Resource Services will implement the following actions:

1. Review all City of Winnipeg documentation to ensure that gender-neutral language is used.

2. Promote voluntary self-declaration for all new job applicants and current employees; include the option to self-identify as a member of the LGBTTQ community.

3. Review all diversity related training to ensure LGBTTQ content is included.

By acting on these opportunities, we can create a more welcoming and inclusive work environment for members of the LGBTTQ community.

RECOMMENDATIONS

That this report be received as information.

REASON FOR THE REPORT

The Executive Policy Committee, at its June 8, 2016 meeting *"directed the Public Service to conduct a review of all City of Winnipeg equity and diversity initiatives to identify where the City can better represent and reflect and include Winnipeg's vibrant LGBTTQ community, and report back within 180 days."*

IMPLICATIONS OF THE RECOMMENDATIONS

There are no implications to this report.

HISTORY/DISCUSSION

The City of Winnipeg is committed to diversity and inclusivity; it is part of how we view and manage our human resources and is reflected in our Human Resource Strategic Plan. Diversity and inclusivity is built into our Human Resources related Administrative Standards and Protocols and it is critically important in ensuring that we as an employer are reflective of the community that we serve.

The City of Winnipeg's Human Resources vision is:

"A dynamic and diverse workforce of highly skilled people working together to deliver excellent service to the community of Winnipeg."

Respecting Diversity is a core competency that is required of all employees at all levels. This competency is embedded in internal HR programs and services such as: City of Winnipeg HR Administrative Standards, recruitment and selection strategies, employee development and training opportunities, and Performance Management.

The Respecting Diversity competency supports a culture that:

- treats all people with dignity and respect.
- demonstrates fair and equitable practices in our service delivery and in the workplace, striving to remove all forms of discrimination.

The City actively fosters relationships and is involved in initiatives, programming and service delivery to ensure that we are as inclusive as possible with our LGBTTQ community:

Involvement:

In 2012, the City became a Regional Partner of Pride at Work Canada. This partnership reflects its commitment to inclusion and diversity and to respecting all employees, regardless of gender, gender identity and expression, or sexual orientation.

Annually, Pride at Work provides the City of Winnipeg with the opportunity to participate in the LGBT Inclusion Index. This is an online benchmarking tool designed to help organizations track their diversity programs and initiatives with respect to sexual orientation and gender identity.

After making a submission, Pride at Work provides the City with comprehensive individual feedback along with strategy support for the following year based on Index results.

The City of Winnipeg is part of the Core Group of the Manitoba Employment Equity Practitioners Association (MEEPA). Educational workshops are planned annually through this group for businesses, organizations, and individuals to participate and learn best practices in the area of employment equity.

The City strives to ensure services are delivered in a respectful and inclusive manner. To support this goal, the City has a Citizen Equity Committee (CEC). The CEC advises the Mayor and Council on equity and diversity issues related to Winnipeg policies, procedures and services. Two City of Winnipeg employees participate on this committee.

Service Delivery:

Since the Universal Design Standards were launched in 2006, 'universal' washrooms for all new and renovated civic buildings is required (the City has close to 700 buildings). 'Universal' is meant to accommodate all genders and abilities.

The Millennium Library is changing the boys/girls single stall washrooms on the main floor to be all-gender/inclusive. New signage is scheduled to arrive in fall 2016. Other branch signage is also under review.

City of Winnipeg indoor pools provide change room facilities for citizens as follows:

- Four pools provide 'Specialty or Universal Change rooms.'
- Two pools provide limited capacity for 'Specialty or Universal Change rooms.'
- Three pools plan to provide 'Specialty or Universal Change Rooms' within the next four years.

Programming/Initiatives:

1. **Employee Training**

   Beyond Gay – LGBTTQ* Ally Training: This course provides employees an opportunity to increase their awareness and understanding of Lesbian, Gay, Bi-sexual, Transgender, Two Spirit, Inter-sex, Queer and Questioning people. Participants are introduced to contemporary issues faced by LGBTTQ people and the powerful role allies (LGBTTQ and heterosexual) play in creating empowered, respectful and engaged workplaces.

   Diversity in the Workplace - The Role of the Supervisor Training: This course provides participants with an opportunity to assess what needs to be done in the workplace to manage diversity. This course is on the Mandatory Leadership path for all leaders and supervisors.

   Respectful Workplace Awareness Training: This course discusses roles, rights and responsibilities in creating and maintaining a respectful workplace. This course is on the Mandatory Leadership path for all leaders and supervisors.

   General diversity awareness training is provided in various departments as part of the onboarding process.

   The Winnipeg Police Service provides mandatory LGBTTQ awareness training to all newly hired Police Officers and Cadets.

2. Events

The City of Winnipeg hosts the raising of the Pride Flag Ceremony at City Hall to kick off the Pride Festival. Employees are invited to this lunch hour event. City Departments raise the Pride flag at main offices during the Pride Festival each year.

In 2016, City of Winnipeg employees were invited by the Citizen Equity Committee to walk in the Pride Winnipeg Parade. Employees who regularly wear uniforms as part of their day-to-day work were approved to wear them during the Pride Parade for the first time.

In 2016, the City of Winnipeg represented a booth at the Pride Mart exhibition.

3. Outreach

The Winnipeg Police Service maintains consistent two-way communication with the Rainbow Resource Centre, and a Police Officer acts as an adult advisor to youth peer mentors. The mentors assist LGBTTQ youth with various struggles.

The Winnipeg Police Service engages in various outreach activity with the LGBTTQ community such as:

- Presentations to LGBTTQ Newcomers on the topic of "Introduction to Winnipeg Police."
- Presentation and recognition by Pride Winnipeg at the 'Orlando Shooting Vigil' at the Manitoba Legislative Building in June 2016.
- Ongoing LGBTTQ liaison/consultation between Police Officers and members of the LGBTTQ community.
- A Winnipeg Police Service Police LGBTTQ Officer was interviewed for 'Outwords Magazine' articles.

A representative from the Community Services Department attends monthly SEY (Sexually Exploited Youth Coalition) meetings which include the LGBTTQ community.

4. Programming

Programming and initiatives provided through Community Development and Recreation Services within the Community Services Department is intended to be participatory and inclusive for all members in the community, including the LGBTTQ community.

In 2016, a review of Winnipeg Public Library's collections was done to identify gaps in LGBTTQ literature and audiovisual materials. As a result of collection gaps, materials were ordered for all collections and for all age-levels.

Winnipeg Public Library branches rotate themes and topics in their collection displays, including displays on LGBTTQ titles.

The Library's 'Reader Salon' blog posts at least twice a week on various themes including LGBTTQ resources and titles. In June 2016, the blog post was tied to Pride: and our summer adult reading challenge included reading a book with a LGBTTQ theme.

The Winnipeg Public Library is replacing its dated online websites with new LibGuides. These guides are themed to over 15 topics and one guide will be devoted to LGBTTQ resources. Rainbow Resource Centre was consulted for input.

A "Human Library" is being planned for September 2017 and will include voices from the LGBTTQ community.

The Winnipeg Public Library launches a variety of online teen book lists each summer with the launch of the Teen Summer Reading Club. One book list is LGBTTQ themed.

Leading up to the Pride Parade in June 2016, the Winnipeg Public Library's 10 Youth Advisory Councils (YAC) were asked to brainstorm ideas for the Pride banner and the creation of displays in their branches. Employees leading the Youth Advisory Councils shared photos of the displays the YAC members helped to create.

After a City-wide review of diversity initiatives relating to LGBTTQ inclusivity, the Human Resource Services will implement the following actions to further improve how the City can better represent and include Winnipeg's LGBTTQ community:

Action #1:

Review all City of Winnipeg documentation to ensure that gender-neutral language is used.

A cross-organizational review of all City of Winnipeg documentation will be conducted to ensure that gender-neutral language is used in signage, procedures (i.e. 311 scripting), systems, websites, programming and service delivery. For example, ensuring that the word 'their' is used in place of 'his' or 'her', and the option to select 'male', 'female', or 'other' is provided as applicable.

Action #2:

Promote voluntary self-declaration for all new job applicants and current employees; include the option to self-identify as a member of the LGBTTQ community.

The Corporate Staffing and Diversity Branch will revise the current voluntary self-declaration form to allow new job applicants and current employees to voluntarily self-declare as a member of the LGBTTQ community. This will provide the City with valuable information that can be used to further develop program and service delivery and will ensure that we continue to recruit a workforce that is representative of the community we serve.

Action #3:

Review all diversity related training to ensure LGBTTQ content is included.

A cross-organizational content review of all diversity related employee training will occur to ensure that the training delivered in all departments promotes LGBTTQ inclusivity. Content will be updated to include gender identity guidelines with the intent to support the LGBTTQ community within the City and help protect against discrimination and harassment.

FINANCIAL IMPACT

Financial Impact Statement **Date:** October 28, 2016

Project Name:

Review of City Initiatives Regarding LGBTTQ Inclusivity

Comments:
There are no financial implications associated with the recommendations in this report.

Original signed by R. Hodges
Ramona Hodges
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

In preparing this report there was consultation with:

- Community Services
- Labour Relations
- Planning, Property and Development
- Winnipeg Fire Paramedic Service
- Winnipeg Police Service

OURWINNIPEG POLICY ALIGNMENT

03-1 Opportunity

Direction 1: Strive to use mandated municipal services areas, such as libraries and recreation, as opportunities to foster strong cross-cultural relations that contribute to healthy communities:

- Continue to provide cultural, gender and sexual orientation sensitivity and awareness training for Public Service staff

Direction 2: Provide equitable access to municipal programs, services and facilities:

- Acknowledge and strive to address age, gender, ability and cultural barriers to improve access to City Services for all citizens

Direction 3: Work with community partners to foster and inclusive and equitable community:

- Support social inclusion and equitability in the general community and in City programs, services and activities
- Support community-led initiatives aimed at fostering equity and inclusion or at opposing discrimination

SUBMITTED BY

Department: Human Resource Services
Division: Corporate Staffing and Diversity
Prepared by: A. Moist, Coordinator, Corporate Staffing and Diversity Branch
Date: October 31, 2016