Citizen Equity Committee

2016 Annual Report











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 Jason Schreyer
His Worship Mayor Brian Bowman (ex-officio member)
Clive Wightman,
Director of Community Services

Citizens:

Antonio Buccini
Julie C. Holland Javier
Tahira Khan
Tanya McFadyen
Solange Sookram
Bonnie Thompson
Sylvia Todaschuk
*Rajiv Chawla
*Vicki Sinclair
*Joseph Oladele

**retired during 2016*



Public Service:

Ken McKenzie, Clerk, City Clerk's Department

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

Maria Morrison, Coordinator







Insp. Gord Friesen, S/Sgt Andy Golebioski, Councillor Cindy Gilroy, Doug McNeil, CAO

CEC CHAIR:

Message from COUNCILLOR CINDY GILROY

2016 was my second year as Chair of the Citizen Equity Committee and it has been my honour to continue celebrating our diversity in Winnipeg and advocate change on equity and diversity issues. It has been very encouraging to watch the CEC evolve and grow since its first meeting on October 15, 2001.

The citizen members that comprise this committee are dedicated individuals who bring forward issues, collect and share information and provide unique perspective into equity and diversity topics that affect all Winnipeggers'.

In 2016, the CEC continued its resolve 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. Each year, 16 youth are honoured for their achievements in eight different categories.

As Mayor Bowman declared 2016 as the Year of Reconciliation, the CEC took this as an opportunity to forge new relationships and expand our partnerships with the Mayor's Indigenous Advisory Circle and to develop guidelines for inviting and including Indigenous leadership in CEC events.

The CEC created a new award this year for City of Winnipeg employees to recognize the individual commitment and dedication to diversity. The first recipient of the Embracing Diversity Award was Staff Sgt. A. Golebioski of the Winnipeg Police Service.

A highlight for our committee this year was a visit from Canada's UNESCO Ambassador, Elaine Ayotte, and the subsequent inclusion of our book, Winnipeg's Know Your Neighbours Guide, being included in a global UNESCO report as an example of a successful initiative.



CEC COORDINATOR

Year in Review from MARIA MORRISON

It has been my privilege to serve as the Coordinator for this committee and take direction from the citizens and Council on the many facets of equity within the City of Winnipeg. One of my tasks this year was to increase the recognition and exposure of the CEC, as well as communicate with the general public all the good activities that are being undertaken throughout the City. I requested more regular updates from Corporate Support Services on diversity related activities and we now have quarterly Diversity Reports shared on our website and dispersed via social media.

We hosted and co-hosted a number of outstanding events in 2016. We hosted a book launch for *Winnipeg's Know Your Neighbours Guide* and have distributed 500 copies and made the book available for download on our website. Along with the Corporate Staffing and Diversity Branch and Indigenous Relations Division, we held an event for City staff on the International Day for the Elimination of Racial Discrimination.



In collaboration with Immigration Partnership Winnipeg, a Winnipeg Services Fair for Syrian Refugee Families was held on May 28 with over 800 people in attendance. Our CEC annual Youth Role Model Awards is our premiere event with 140 guests and 16 new award recipients. CEC members also participated in our first Pride Parade along with many other cultural community initiatives.

As part of the Year of Reconciliation, I also undertook that task of developing an Indigenous Leadership Invitation Protocol for CEC events that will provide guidelines on including, in a respectful way, the Chiefs and leaders in and around the City of Winnipeg.

2016 has been a year for building bridges, strengthening community ties and embracing diversity and I have enjoyed every minute of it.

CCMARD - COALITION OF MUNICIPALITIES AGAINST RACISM AND DISCRIMINATION

UNESCO INITIATIVE



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.



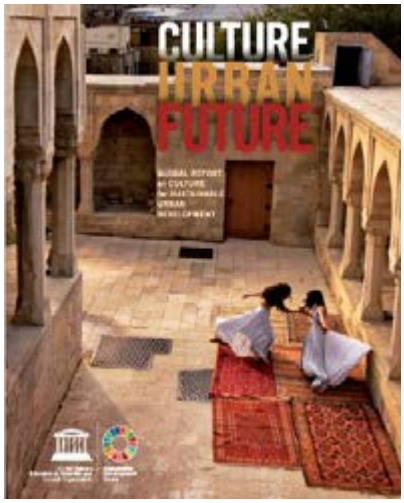
Our CMARD subcommittee set five goals for us to concentrate on this year.

1. Year of Reconciliation
2. Urban Indigenous Accord
3. Syrian and Newcomer Welcome Event
4. Public Support of Events
5. Employee Award

We were able to fulfill all five of our goals. We created a document outlining Indigenous Leadership Invitation guidelines, funded and supported the development of the Urban Indigenous Accord, co-hosted the Syrian and Newcomer Welcome event along with creating a community art piece; created bookmarks, pencils and t-shirts for our walk in the Pride Parade, Filipino Festival and created and delivered the first annual Embracing Diversity Award.



One of the highlights this year was a visit from the Ambassador of Canada at UNESCO, Elaine Ayotte, who is also the co-chair Committee on Culture of United Cities and Local Governments. She was given a copy of our Winnipeg's Know Your Neighbours Guide and subsequently included as a successful initiative in a global UNESCO report which was delivered in Peru in October 2016.



Write up included in the UNESCO report

Winnipeg (Canada)
KNOW YOUR NEIGHBOURS GUIDE

The *Know Your Neighbours Guide* (which is now in its 3rd edition) is prepared by the Citizen Equity Committee for the City of Winnipeg. It is a resource depicting the city's cultural diversity and provides a better understanding of how diversity and differences contribute to the strength of the city. The chapters are organized by continent and then alphabetically by the ethnic origin of groups with a population of 500 people or more. The book compiles information that each community provides about the history, etiquette and customs of their cultural group. The resource aims to promote open dialogue and greater cultural awareness by empowering citizens to start a conversation with a neighbour in Winnipeg's multicultural tapestry.

The *Know Your Neighbours Guide*[1] provides the reader with an understanding of the various cultures and ethnic communities that are part of Winnipeg and fosters cross-culture appreciation, sharing and understanding – helping to positively promote one of Winnipeg's greatest assets: its diversity.



2016 YOUTH ROLE MODELS

May 19, 2016

For over 10 years, the Youth Role Model Awards have celebrated culture and recognized youth from diverse communities in Winnipeg who demonstrate outstanding achievements in eight categories.

The Citizen Equity Committee works toward building a harmonious, vibrant, multicultural and inclusive society. The CEC hosted the 2016 Youth Role Model Awards to celebrate sixteen young people on May 28, 2016 at the RBC Convention Centre.

We were delighted to have these speakers and entertainers for the evening: Jenna Khan, Energy 106; Mayor Brian Bowman ; MLA Kevin Chief; Hi Life Steel Orchestra and the Winnipeg Sikaran Arnis Academy.











JUNIOR
The Junior awards acknowledge youth age 15-17.

Community Volunteering - Vanessa McKay
Sports - Sukhcharhat Dhillon
Education and Training - Kyle Wittmeier
Performing and/or Creative Arts - Essence Wandering Spirit Mordoch
Spirituality - Grace Bruinooge
Advocacy- Tracie Leost
Rosalinda Natividad Cantiveros Award for Courage - Frank Cotroneo
Wade "Kojo" Williams Sr. Award for Action Against Racism and Discrimination - Turtle Island Neighborhood Centre Youth Council





SENIOR
The Senior awards young adults aged 18 – 24.

Community Volunteering - Corey Sanderson
Sports - Skylar Boulanger
Education and Training - Zona May
Performing and/or Creative Arts - Megan Guevarra
Spirituality- Tyler Harper
Advocacy - Rashawna Blair
Rosalinda Natividad Cantiveros Award for Courage - Curtis Harper
Wade "Kojo" Williams Sr. Award for Action Against Racism and Discrimination - Vincent Massey Mental Health Day Team:
Tony Campbell, Julia Drybrough, Loizz Aquino, Graham McCallum









EMBRACING DIVERSITY AWARD & WINTER RECEPTION

December 5, 2016

The Citizen Equity Committee awarded the first annual 'Embracing Diversity Award' to a City of Winnipeg Employee. This annual award will recognize a staff member for his or her commitment and dedication to diversity through their contribution to a program, event or community development outreach initiative in addition to their personal commitment to respect and inclusiveness in the workplace.

> **2016 EMBRACING DIVERSITY AWARD Recipient**
> ***Staff Sargeant Andy Golebioski***











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.



National Aboriginal Day at City Hall



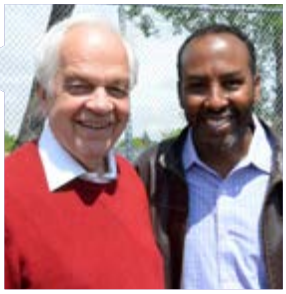
Financially supported and attended 13 Fires Winnipeg monthly discussions on racism held throughout the year

WORKING WITH THE COMMUNITY

Welcome to Winnipeg Services Fair for Syrian Refugees and Newcomers







Immigration Minister McCallum & Abdi Ahmed, SPC







National Aboriginal Day



2016 Igbo Cultural Festival



CEC walking group in the 2016 Pride Parade



Winnipeg Police Service and Bear Clan Patrol presenting to CEC



Fisher River First Nation Powwow with WPS and Police Board members



Philippine Independence Ball

MAINTAINING A STRONG COMMITMENT TO DIVERSITY & INCLUSION

Corporate Support Services Report

The City of Winnipeg is committed to building a strong, diverse, capable workforce with a focus on acceptance, equality, safety and inclusivity for everyone. We are 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 are critically important in ensuring that we as an employer are reflective of the community that we serve.

CITY OF WINNIPEG EMPLOYEES (SELF-DECLARED)

	2013	2014	2015
Women	29.8%	30%	30.5%
Indigenous People	8.5%	8.8%	9.2%
Visible Minorities	9.9%	10.7%	11.6%
Persons With A Disability	5.1%	5.2%	5%

Workplace Training and Education
The City provides diversity related training for its employees which supports the ability to attract and maintain a diverse and respectful workplace, as well as ensure that services provided are sensitive to the needs of a culturally diverse community. Diversity related training is offered through both the departments and the corporate-wide employee development program.

Community Activities and Initiatives
The City of Winnipeg has an active outreach program and City representatives attend career fairs and conduct employment presentations to various employment related agencies and educational institutions to showcase the diverse variety of jobs that the City has.
Partnering with various agencies, the City of Winnipeg supported both paid and unpaid internships, work experiences, and practicums for Indigenous Peoples, Newcomers, Persons with a Disability, and Students.

Work continued throughout 2016 to address the recommendations stemming from the 'Creating Opportunities for Persons with Disabilities Initiative' that was launched in 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.

Some of the diversity related activities that the City participated in:

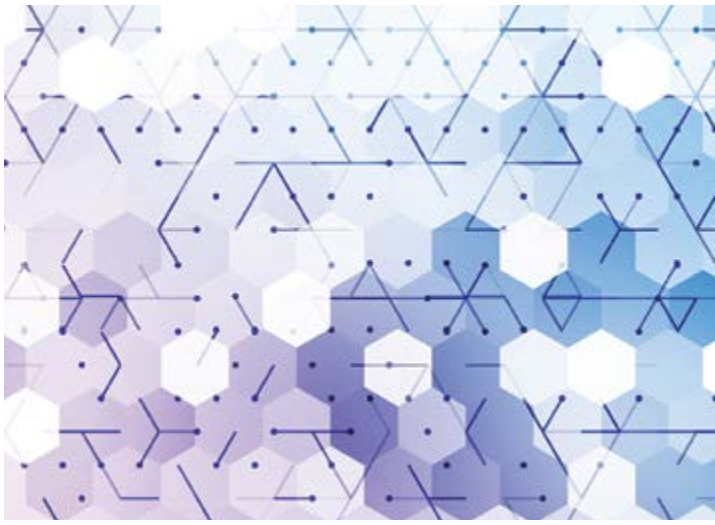
- An employee event for the 'International Day for the Elimination of Racial Discrimination.'
- Pride Festival: Pride Flag Ceremony, Pride Parade, and Pride Mart exhibition.
- Youth Career Week for a group of eight Newcomer youth to create awareness and provide exposure to the careers offered by Winnipeg Fire Paramedic Service.

- Newcomer working groups that build relationships between diverse communities and the Winnipeg Police Service.
- A welcome event for Syrian Newcomers.

Programming and Services

City employees provided diverse programs and services to citizens of Winnipeg such as:

- Reviewed Winnipeg Public Library's collections to identify gaps in LGBTTQ literature and audiovisual materials.
- Ensured new and renovated civic buildings adhered to Universal Design Standards in regards to universal washrooms (meant to accommodate all genders and abilities).
- Various recreation, leisure and library services for diverse community groups relating to arts, crafts, story-telling, learn to skate, cultural dancing, book clubs, French language, thematic book exhibits.
- Public education on emergency medical services to various agencies that work with older citizens and persons with disabilities.
- Facility passes to Syrian Newcomers to attend City facilities.
- Garden planters to highlight Indigenous Gardens in the Downtown.







International Day for the Elimination of Racial Discrimination, event for City staff

2016 YEAR OF RECONCILIATION
2016, ANNÉE DE LA RÉCONCILIATION

Report Submitted from the INDIGENOUS RELATIONS DIVISION

In January 2016, Mayor Brian Bowman declared 2016 the Year of Reconciliation in Winnipeg. Working with the Mayor's Indigenous Advisory Circle and Members of Council the Mayor committed to developing an urban Indigenous Accord, and supporting the implementation of the TRC's Calls to Action directed at municipalities.

The City of Winnipeg's Indigenous Relations Division (IRD) is supporting these commitments and coordinating this work involving several civic departments, the National Centre for Truth and Reconciliation, the University of Winnipeg, Knowledge Keepers, Cultural teachers, Elders, and other groups involved in the process of reconciliation both locally and nationally.

The following are key highlights of IRD's progress in 2016 related to the TRC Calls to Action, Indigenous Accord, Year of Reconciliation, and activities of City of Winnipeg Indigenous Relations.

Truth and Reconciliation Commission Calls to Action

Call to Action 43 - UNDRIP
To adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as the framework for reconciliation. We worked with the University of Winnipeg Master's in Development Practice program in Indigenous Development to complete research to provide recommendations to the City of Winnipeg to consider regarding the potential implementation of the UNDRIP.

Call to Action 47 – Doctrine of Discovery

To repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts. We will be conducting a review to identify City of Winnipeg policies and bylaws that rely on these concepts, reviewing federal and provincial legislation that may impact modification of policies and bylaws, and identifying what is required to make any modifications.

Call to Action 57 – Public Service Training

The City of Winnipeg is building a more inclusive Winnipeg by providing education to public servants on the history of Indigenous peoples, including but not limited to the history and legacy of residential schools. Providing opportunities

for 10,000 members of Winnipeg's Public Service in education topics on residential schools, UNDRIP, Treaties, and Indigenous Rights strengthens our intercultural competency as an organization. This year the City of Winnipeg implemented the following for this reason:

- new Indigenous Awareness training session – W'daeb Awaewe (The Truth as We Know it) as a half-day introductory course and provides employees with an experiential approach on culture, traditions and historical events in Winnipeg with a focus on the Indian Residential School System and the impacts on Indigenous peoples;
- a smudging standard has been developed and we are continuing this type of work to ensure City of Winnipeg buildings and facilities are welcoming and have culturally appropriate spaces;
- cultural learning opportunities were available for civic employees such as traditional medicine picking and traditional teachings to mark the cultural significance of summer and winter solstice, and spring and summer equinox;
- developed resource list and information on traditional practices in Indigenous culture;
- Metis culture sessions, Inuit teachings, Clan Teachings, and the historical and contemporary role of Indigenous women;
- medicine gardens were planted in the outdoor gardens at City Hall, Millennium Library, and North Centennial Leisure Center with Elder Carol Moar and members from the Indigenous community;
- Winnipeg Public Library hosted speaker series to provide information on Indigenous significant topics;
- Winnipeg Libraries will continue to participate on the Truth and Recompilation Committee to promote initiatives in libraries to advance reconciliation by supporting the TRC Calls to Action and to promote collaboration in these areas across Canadian library communities.

Call to Action 75 – Residential School Cemeteries

Develop strategies for the ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries.

- A multi-pronged approach is in development involving Brookside Cemetery records; connecting with families; supports for healing and reconciliation; and other stakeholders with key information about unmarked graves.
- Also, the City of Winnipeg is looking into how our work for this Call to Action impacts related Calls to Action, 73, 74, and 76 concerning missing children and burial information.
- There will be significant records and information to be collected and reviewed prior to unmarked grave notification.

Call to Action 77 - Archives

Work with the National Centre for Truth and Reconciliation to identify and collect all records relevant to the history and legacy of the residential school system.

- City of Winnipeg Archives has identified existing archives related to residential

schools and the legacy to make available to the National Centre for Truth and Reconciliation.
- Completed work on a Research Guide on information available from the City of Winnipeg and will be made available on the website.
- Finalizing digitization of records identified for transfer to the National Center for Truth and Reconciliation.

Other TRC Calls to Action have been identified and work has begun in:

- Call to Action 79 Commemoration of residential school sites such as the Assiniboia residential school on Academy Road; and,
- Calls to Action 93 and 94 concerning Newcomers to Canada involving the revision of the information kit and the Oath of Citizenship.

Indigenous Accord

Winnipeg's Indigenous Accord is being modeled on a similar Accord in place in Thompson Manitoba. In April 2016, with Cindy Blackstock's guidance as a member of the Mayor's Indigenous Advisory Circle, a visioning session was held with school-aged children in Winnipeg to formulate the Accord's vision statement. Facilitated by Charlene Bearhead of the National Centre for Truth and Reconciliation the children developed a strong vision statement for Winnipeg's Indigenous Accord:

"The city of Winnipeg is a place where everyone has a voice, a place where people and the environment come first where everyone has fair access. Everyone should be treated with respect and acceptance and kindness. Everyone should treat everyone kindly and equally and accept them for who they are because when you feel like you belong, you achieve freedom. United as one, and hopeful, we can work toward a peaceful and safe city. Be a leader that thinks for yourself and speaks up for change."

Mayor Brian Bowman has met with Indigenous leaders, groups, and other organizations to obtain feedback and input on the Accord's first draft and from these meetings a finalized version is being prepared for 2017.

Indigenous Relations

On June 21, the City of Winnipeg held its annual National Aboriginal Day celebration at City Hall in the courtyard. Civic employees learned about the rich and unique cultures of First Nations, Métis and Inuit peoples. Festivities included traditional performances and interactive activities such as bannock making, jig lessons and round dancing. Civic employees also participated in cultural learning opportunities such as traditional Tipi teachings and awareness; and Elder Moar shared a teaching on each of the Traditional Medicines sage, tobacco, sweet grass, and cedar while Mayor Brian Bowman participated in the planting of Traditional Medicines in the new Indigenous gardens located at City Hall.

24 Indigenous youth participated and graduated this year as a result of a pilot partnership training initiative involving the City of Winnipeg, Centre for Aboriginal Human Resource Development and the Indigenous Leadership Development

Institute. The goal of this initiative is to increase the rate of Indigenous youth trained and employed in the trades industry in Manitoba. Of the 24 graduates, 20 graduates found employment in the trades and construction industry and 3 found employment in the general labour market!

In 2008, City Council adopted Oshki Annishinabe Nigaaniwak (OAN), the City of Winnipeg's Indigenous Youth Strategy. Since 2009, over 3,300 Indigenous youth have participated in community and civic programs involving employment development, career training, and education scholarships and awards. And over 34,000 youth visits were logged at our OAN partner recreation program. This innovative strategy is allocated $1 million annually to give Indigenous youth positive opportunities in the community and civic system by bridging and providing culturally appropriate programs and supports.

Partnerships play a vital role in the delivery of this strategy and with our partners we achieved the following this past year:

Community Partner Organizations

- Over 290 Indigenous youth accessed employment development and essential skills programing through our community partners, and over 5,000 youth visits were logged at our OAN partner recreation program!

Next Step Award:

- 3 Indigenous youth were selected as recipients of this year's award to support their "next step" in going back to or staying in school and/or accessing new employment opportunities. This award is delivered annually in partnership with Oshki Annishinabe Nigaaniwak community partner organizations.

Post-Secondary Scholarship Award:

- 11 Indigenous students in post-secondary programs were selected as recipients of this year's post-secondary scholarship and received a monetary award of $1,000 to assist them with college and university tuition expenses.

Aboriginal Education and Civic Pathways Award:

- 13 awards were provided to students in grades 7 to 12. Also, 5 grade-twelve students successfully completed summer work placements with the City of Winnipeg in various departments and as a direct result a student received an offer of employment with Winnipeg Public Libraries!

Career Weeks

- 12 youth participated in this year's Career Weeks at the Winnipeg Fire Paramedic Service training academy and also had the opportunity to meet Elder Carol Moar who shared her traditional knowledge of the seven teachings, the feather teaching, ceremonial smudging and traditional medicines. Indigenous Relations Division partnered with the Winnipeg Fire Paramedic Service to create this opportunity for Indigenous youth ages 16 – 18 to participate in a full week of fun and hands-on experience related to City of Winnipeg careers.

Internships and Work Placements

- 11 Indigenous youth completed internships and work placements with the City of Winnipeg to gain experience in communications, videography, website design, office administration, project management, and the electrician trade.

7th Annual Oskhi Annishinabe Nigaaniwak Celebration Event

This year, 31 youth honourees were in attendance to receive certificates of recognition from Mayor Brian Bowman. Each year we recognize the accomplishments of Indigenous youth at an exciting gala dinner, including remarks from City of Winnipeg dignitaries and special guests, prayers led by community Elders, traditional and contemporary performances and entertainment, an exclusive video debut, and more! This year's event included keynote speaker Lenard Monkman!

Links:

Truth and Reconciliation Commission Calls to Action
http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_Action_English2.pdf

United Nations Declaration on the Rights of Indigenous Peoples
http://files.unicef.org/policyanalysis/rights/files/HRBAP_UN_Rights_Indig_Peoples.pdf



Annual Report to Council, December 14, 2016 – Truth and Reconciliation Calls to Action
http://clkapps.winnipeg.ca/DMIS/ViewDoc.asp?DocId=15811&SectionId=454883&InitUrl=/DMIS/Documents/c/2016/m15811

Oshki Annishinabe Nigaaniwak, City of Winnipeg
http://www.winnipeg.ca/corp/ird/oan/

2016 Oshki Annishinabe Nigaaniwak Compilation Video
https://www.youtube.com/watch?v=ItedlMn-u7uY&feature=youtu.be

Indigenous Relations Division, City of Winnipeg
http://www.winnipeg.ca/corp/IRD/

CITIZEN EQUITY COMMITTEE

MANDATE:

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.

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.

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.

FINANCIAL STATEMENT:

Category	BUDGET	EXPENSES
Communication & Marketing	$2 380	$1 600
Coalition of Municipalities against Racism & Discrimination (CMARD)	$6 000	$5 600
Community Outreach & Support	$5 500	$4 750
Youth Role Model Awards	$8 000	$14 225
CEC Operational Support	$2 000	$1 600
CEC Office Expenses & Coordinator, Salary	$43 000	$41 500
SubTotal	$66 880	$69 275
Net Income & Total Expenses *(includes YRMA Donations $4200)*	$71 080	$69 275

Winnipeg

Embrace the Spirit • Vivez l'esprit

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