

CITIZEN EQUITY COMMITTEE

2017 ANNUAL REPORT





Citizens

Florencio Antonio
Antonio Buccini
Julie C. Holland Javier
Manoj Nowrang
Bonnie Thompson
Sylvia Todaschuk

**Retired during 2017: Immaculate Nabisere*
Adeline Bird

City Council Members

Councillor Jason Schreyer, Chairperson

Councillor Cindy Gilroy

His Worship Brian Bowman (ex-officio)

Public Service

Michael Jack, Chief Corporate Services Officer

Trina Chamberlain, A/Manager, Talent Acquisition, Human Resource Services

Ken McKenzie, Clerk, City Clerk's Department

Maria Morrison, Coordinator

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.



CEC CHAIR:

Message from Councillor Jason Schreyer



I am honoured that Council appointed me Chair of the Citizen Equity Committee in November 2017. It will be my honour to celebrate diversity in Winnipeg and to advocate for change in equity and diversity issues. The citizen members of this committee are dedicated and bring forward issues, share information and provide unique perspectives on equity and diversity.

In 2017, committee members supported various ethno-cultural communities to celebrate our diversity and to learn about special cultural events.

CEC members and the Coordinator undertake community outreach initiatives through regular meetings with community groups and organizations. This past year we hosted five main events and participated in many more.

On March 21, we celebrated the UN International Day for the Elimination of Racial Discrimination by hosting an event for City staff. Our annual Youth Role Model Awards in May acknowledged 16 talented youth from all communities. The CEC co-hosted the Welcome to Winnipeg – Newcomer Services Fair, together with Immigration Partnership Winnipeg. Over 1,500 people attended. The first ever Passport to Peace event celebrated the UN Day of Peace on September 21. Over 100 people attended this interactive and engaging exchange of cultures. The CEC handed out its second annual Embracing Diversity Award this year for City employees that exemplified commitment and dedication to diversity. The 2017 award went to the Winnipeg Fire Paramedic Service for its efforts with City policy concerning the Pride Parade.

Our CEC Coordinator, Maria Morrison, was appointed to represent Winnipeg on the National Advisory Committee for Canadian UNESCO's Coalition of Municipalities against Racism and Discrimination (CCMARD). This new committee voted her Vice-Chair.



CEC COORDINATOR

MARIA MORRISON



Taking direction from Council members, staff and the citizen members of this committee has been a real honour. The CEC now hosts four events throughout the year which work towards building a more inclusive Winnipeg for all. On March 21st the UN Day for the Elimination of Racism and Discrimination, we sponsored Islamic Social Services' event At the Heart of Human Rights is Human Dignity Conference. The Youth Role Model Awards on May 29 is our premiere annual event with 140 guests and 16 award recipients.

On September 21, the UN Day for Peace we hosted the first Passport to Peace event which we plan on making bigger and better this coming year. And our fourth event of the year was held December 8th at City Hall along with our winter reception is the Embracing Diversity Award.

We also co-hosted a number of outstanding events in 2017. In collaboration with Immigration Partnership Winnipeg, a Welcome to Winnipeg Services Family Fair for all newcomers was held on July 8 with over 1000 people in attendance. CEC members also participated in the Pride Parade along with attending many other cultural community initiatives.

As Chair of Immigration Partnership Winnipeg's Indigenous/Newcomer Engagement Sector Table, we have formed an Indigenous Consultation Circle that will assist IPW build bridges between the Indigenous and newcomer communities through the creation of new opportunities and facilitate cross cultural learning and understanding.

Being appointed to Canadian UNESCO's Coalition of Municipalities Against Racism and Discrimination (CCMARD) national committee to represent Winnipeg has been a great honour and an opportunity to share promising practices with other cities. 2017 has been a year for continuing to building bridges, strengthening community ties and embracing diversity.

CCMARD - Canadian Coalition of Municipalities Against Racism & Disrimination

United Nations Educational, Scientific and Cultural Organization

Canadian Commission for UNESCO

Coalition of Municipalities Against RACISM and DISCRIMINATION

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. 2017 is the 10th anniversary of Winnipeg signing on to Canadian UNESCO's Coalition of Municipalities Against Racial Discrimination



A new CCMARD national advisory committee has been created with Meaghan Brooks, City of Ottawa as Chair and Maria Morrison, Winnipeg, as Vice-Chair. The Committee's role is to provide recommendations to CCUNESCO in order to advance and strengthen CCMARD while best supporting the work of signatory municipalities in implementing CCMARD's Ten Common Commitments and inclusion-related initiatives.

Many of the CEC events throughout the year fall under this sub-committee for ideas, planning and implementation.



First National CCMARD Advisory Committee Meeting September 17, 2017 – Ottawa ON



Promoting Inclusion

CCMARD Events





Winnipeg Walk for Human Rights - February 4, 2017

Mayor Brian Bowman organized the walk after the fatal shootings of 6 Muslim men in a Quebec mosque





Winnipeg Newcomer Family Fair - July 8, 2017

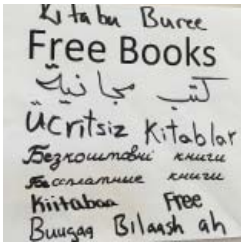
The Immigration Partnership Winnipeg along with the support of the Citizen Equity Committee hosted over 1 000 people at a welcome fair.



Dozens of booths shared information from City departments (Library, Recreation, Aquatics, Community Development, Fire/Paramedics, Police, Public Works and Community Centres), the Province of Manitoba, employers, relevant community agencies and settlement service providers.







#ITSTARTSWITHME

UN International Day for the Elimination of Racial Discrimination March 21, 2017



Winipeg participated in the national CCMARD challenge to raise awareness and show support of ending racism by wearing red and announcing on social media that change - #itstartswithme























Pathways to Prosperity 2017 Fifth Annual National Conference – Canada's Place in the World: Innovation in Immigration Research, Policy, and Practice

Toronto, ON - November 17, 2017

Plenary: Building Bridges between Indigenous and Immigrant Communities

Abdikheir Ahmed, Immigration Partnership Winnipeg and Maria Morrison, CEC Coordinator





Passport to Peace

UN International Day of Peace
September 21, 2017





There was approximately 150 people in attendance that featured displays and activities booths from City departments (Library, Indigenous Relations Division), cultural organizations and settlement service providers. We were honoured to have Theo Breedon, UNESCO Program Manager, attend from Ottawa, ON.







EMBRACING DIVERSITY AWARD & WINTER RECEPTION

December 8, 2017



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.







The Citizen Equity Committee handed out its second annual Embracing Diversity award to city employees that aim to recognize staff for their commitment and dedication to diversity and inclusion. City staff can nominate their colleagues and co-workers for demonstrating a commitment to equity and diversity that goes beyond the scope of their employment and through their contribution to a program, event or initiative in addition to their personal commitment to respect and inclusiveness in the workplace.

2017 Recipients - uniformed members of the Winnipeg Fire Paramedic Service for their advocacy around Pride Parade uniform policy. Awards were accepted by:

Crystal Lloyd, Steward, CUPE Local 500
Ryan Woiden, President, MGEU Local 911
Alex Forrest, President, UFFW
Marc Savard, President, WFPSOA







2017 YOUTH ROLE MODELS:

May 29, 2017



The Citizen Equity Committee hosted the 2017 Youth Role Model Awards to celebrate sixteen young people on May 29, 2016 at the Norwood Hotel. The Junior awards acknowledge youth age 15-18 and the Senior awards young adults aged 19 – 24.

We were delighted to have these speakers and entertainers for the evening:

Chief Francine Meeches, Swan Lake First Nation, Treaty #1

William Goodon, Manitoba Metis Federation

Councillor Brian Mayes, Councillor for Youth,

Councillor Cindy Gilroy and Councillor Jason Schreyer

with performances by the Aboriginal School of Dance

and sponsored in part by Indigenous Relations Division





Wade "Kojo" Williams Sr. Award for Action Against Racism and Discrimination *presented by Desirie Richard*

Junior - Palvi Saini
Senior - Diversify Committee – Vincent Massey Collegiate

Rosalinda Cantiveros Award for Courage *presented by Rod Cantiveros*

Junior - Rachel Beazley
Senior - Paige Gillingham

Spirituality

Junior - Ernestine Mousseau
Junior – Donovan Sutherland

Community Volunteering

Junior – Alon Golubchik
Senior – Dakota Woitowicz

Sports

Junior – Justin Carriere
Senior – Maryo John



Diversify Committee – Vincent Massey Collegiate



Advocacy

Junior – Emily Turner-Martens
Senior – Devon Liscum

Education and Training

Junior – Himanshu Sharma
Senior – Travis Leost

Performance/Arts

Junior – Nolan Branconnier-Wilson
Senior – Aser Hailu

WORKING WITH THE COMMUNITY

CEC actively supports communities, organizations and institutions in celebrating cultural and social events and bring greetings on behalf of the City.

















Lunch & Learn session: **Harassment:** What It Is, What It Isn't and How to Tell The Difference with presenter ***Gaz Black*** was held this past week - sponsored by the Winnipeg Committee for Safety, Winnipeg Safe City Initiative

MAINTAINING A STRONG COMMITMENT TO EQUITY & DIVERSITY

Submitted by Human Resource Services

Building a successful workforce requires a strong commitment to equity and diversity. The City of Winnipeg is committed to continually 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. Diversity and inclusivity are critically important in allowing us to connect with the citizens we serve and have diverse perspectives which foster creativity and innovation.

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 diverse community. Diversity related training is offered through both the departments and the corporate-wide employee development program. In 2017, 41 courses offered at the City included content on the topic of respecting diversity.

Community Activities and Initiatives

The City of Winnipeg is proud to partner with, and be a member of, a diverse group of community-enhancing programs and associations, including, Pride at Work Canada and the Manitoba Employment Equity Practitioners Association

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.

City representatives engage in active outreach by attending career fairs and conducting employment presentations to various employment related agencies and educational institutions to showcase the diverse variety of jobs that the City has.

Work continued throughout 2017 on 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 include:

- An employee event for the 'International Day for the Elimination of Racial Discrimination.'

- Pride Flag Ceremony and Pride Parade.
- Youth Career Week for a group of nine Newcomer youth to create awareness and provide exposure to the careers offered by Winnipeg Fire Paramedic Service.
- Employment presentation at Staffing & Diversity Branch for Shawenim Abinoojii Inc and the Canadian Mental Health Association.
- Participation in Success Skills Center Employer Engagement Session for internationally educated professionals.
- Participation in the EmployAbility Expo which supports Inclusive employment for Manitobans with disabilities.

Programming and Services

City employees provide diverse programs and services to citizens of Winnipeg by:

- The Winnipeg Police Service participating in a number of community events, meetings, and presentations with diverse audiences and organizations
- Winnipeg Public Library's purchasing multilingual books, braille books, and other material for diverse audiences to add to their collections.
- Community services engaging in 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.
- Winnipeg Fire Paramedic Service providing public education on emergency medical services to various agencies who work with older citizens, English as a second language, and persons with disabilities.
- The Corporate Services team and the Universal Design office preparing and launching an online Accessible Customer Service course for City employees. This course was developed for the purpose of ensuring the City embraces the diversity of our community in every service we provide. The Province of Manitoba Accessibility for Manitoban's Act was enacted in December 2015 and under the Customer Service Standard Regulation all organizations, including the City of Winnipeg are obligated to ensure their employees are trained in providing Accessible Customer Service.

A Diverse Workforce

The chart shows the repesentation of City of Winnipeg employees as belonging to one of the four designated groups (Women, Indigenous People, Visible Minorities, and Persons with a Disability).

	2016
Women	30.4%
Indigenous Peoples	9.1%
Members of Visible Minorities	12.4%
Persons With Disabilities	2.5%

Data as of December 31, 2016.

Truth and Reconciliation Calls to Action



Submitted by Indigenous Relations Department

Actions taken to support implementation of five TRC Calls to Actions
since December 2016

#43 UNDRIP

We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.

- 4 meetings with a working group comprised of Indigenous Employee Group (IEG) members and staff from the Indigenous Relations Division (IRD) was formed
- working on the first recommendation put forth by the students of the University of Winnipeg's Master's in Development Practice (MDP) in Indigenous Development studies in a final report they submitted to the City in December 2016
- conducted an internal review of 2016 City of Winnipeg Indigenous-specific initiatives and is in the process of reviewing their findings.

Other actions taken by IRD and in collaboration with other departments supporting Call to Action #43 include:

- meets regularly with Excellence Winnipeg and OurWinnipeg Review working groups to discuss how to incorporate an UNDRIP lens to these documents.
- working with Materials Management to identity a process that tracks Indigenous businesses who bid to the City to inform the development of an Indigenous procurement strategy.
- held 2 information sharing meetings for staff on the history of the rights of Indigenous people at the international level, and the Indian Act, its implementation, and impact.
- finalize an inventory of smudge-friendly City spaces and assess what is required to accommodate smudging at these facilities.

#47 Doctrine of Discovery

We call upon federal, provincial, territorial, and municipal governments 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.

- providing advice and guidance to departments to embed cultural components in civic events and an Indigenous lens concerning day to day business.

#57 Training

We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in

intercultural competency, conflict resolution, human rights, and anti-racism.

- As of December, over 4,000 employees have completed the ½ day Public Service training session on Residential Schools (W'daeb Awaewe) and the 2 day session (Chi Ki Ken Da Mun) available through the Employee Development Course Calendar.
- Mayor, Mayor's staff, and Councillors participated in the ½ day Public Service education and training session W'daeb Awaewe.

Other actions taken by IRD and in collaboration with other departments supporting Call to Action #57 include:

- Over 60 employees participated in the ½ day Metis Culture; Medicine pouch making; and Moccasin making workshops.
- 150 employees participated in 4 Spring, Summer, Fall and Winter Solstice/Equinox workshops and feasts; 2 Sweat Lodge Ceremonies at Thunderbird House; and other cultural activities
- All employees have the opportunity to participate in the annual National Aboriginal Day celebration at City Hall with planning, financial, and in-kind support this year provided by Audit, Animal Services, Assessment and Taxation, CAO Offices, City Clerks, Community Services, Finance, Planning Property and Development, Public Works, Water and Waste, Winnipeg Fire Paramedic Service, Winnipeg Transit, CUPE and WAPSO.
- An Indigenous History and Education Display working group was created to create content for educational displays, identify existing displays, and create a tour schedule for City facilities.
- Two Indigenous Artwork pieces entitled The Eagle of Protection and The Warrior of Strength by Brandon Atkinson were acquired by the Winnipeg Arts Council's Public Art Program and are now part of the collection of the City of Winnipeg. The Indigenous Relations Division, Winnipeg Arts Council and the Planning, Property and Development Department partnered to showcase this artwork located on the main floor of the Susan A Thompson Building.
- Established practice and process for Treaty No. 1 territory and Métis homeland acknowledgement to be used by civic departments and employees to open meetings and events.
- Collaboration with Parks and Open Spaces to provide second year of traditional Indigenous medicine and rock gardens at City Hall with annual planting and harvesting ceremonies led by community Elder.

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#75 Cemeteries

We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honour the deceased children.

- The working group has been working to identify other stakeholders who hold key information to assist in identifying unmarked graves, and through appropriate public engagement strategies determine how to connect with families who self-identify and request identification and memorials while ensuring there are supports in place for healing and reconciliation.

- Also, the City is looking into how our work for Call to Action #75 impacts the following related Calls to Action: #73, 74, 76 concerning Missing Children and Burial Information, and 77 concerning municipal Archives.

#77 Archives

We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.

The City of Winnipeg Archives continues to identify and improve access to records that support reconciliation. During 2017, Archives staff:

- Updated the Research Guide on Indigenous Peoples and History with a revised introduction, additional content, and a new design.
- Commenced work on a master inventory of photographs held by the Archives that document Indigenous peoples and communities in Winnipeg. Once complete, the inventory will be attached to the Research Guide as an appendix.
- Updated procedures to incorporate reporting on records that document Indigenous peoples and communities when record series are being processed. These reports will inform future updates to the Research Guide.

Other Indigenous Relations Division strategies supporting TRC Calls to Action -

Oshki Annishinabe Nigaaniwak, City's Indigenous Youth Strategy – Calls to Action 7, 23, 92

This grant program provides resources to youth-serving agencies to deliver employment development and recreation programs, and to civic departments to create opportunities for Indigenous youth such as internships, training programs, career camps, summer work placements, and post-secondary scholarships and community leadership through scholarship programs.

Winnipeg's Indigenous Accord

Winnipeg's Indigenous Accord was unanimously adopted by City Council on March 22, 2017, marking an important step forward in the City of Winnipeg's Journey of Reconciliation.

On June 20, 2017, over 80 local organizations, businesses, groups, and individuals joined the City in their commitment to the ongoing Journey of Reconciliation in Winnipeg by formally becoming partners of Winnipeg's Indigenous Accord at a signing ceremony.

21 new partners have come on board from multiple sectors raising the total number of Accord partners to 102.

Accord partner goals were published in October at winnipeg.ca/IndigenousAccord and include their commitments to 62 of the 94 Truth and Reconciliation Calls to Action.

In October, the first all-partner gathering was held at the Children's Museum at The Forks to build networks and relationships; learn more about one another's goals and action plans; and gain knowledge through discussion panels on Indigenous Excellence and Principles of Reconciliation.

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	$1 800
Coalition of Municipalities against Racism & Discrimination (CMARD)	$6 000	$5 600
Community Outreach & Support	$5 500	$8 300
Youth Role Model Awards	$8 000	$10 700
CEC Operational Support	$2 000	$1 750
CEC Office Expenses & Coordinator, Salary	$43 000	$42 000
SubTotal	$66 880	$70 150
Net Income & Total Expenses *(includes YRMA ticket Donations / Sponsors)*	$71 030	$70 150

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;

Winnipeg

Embrace the Spirit • Vivez l'esprit

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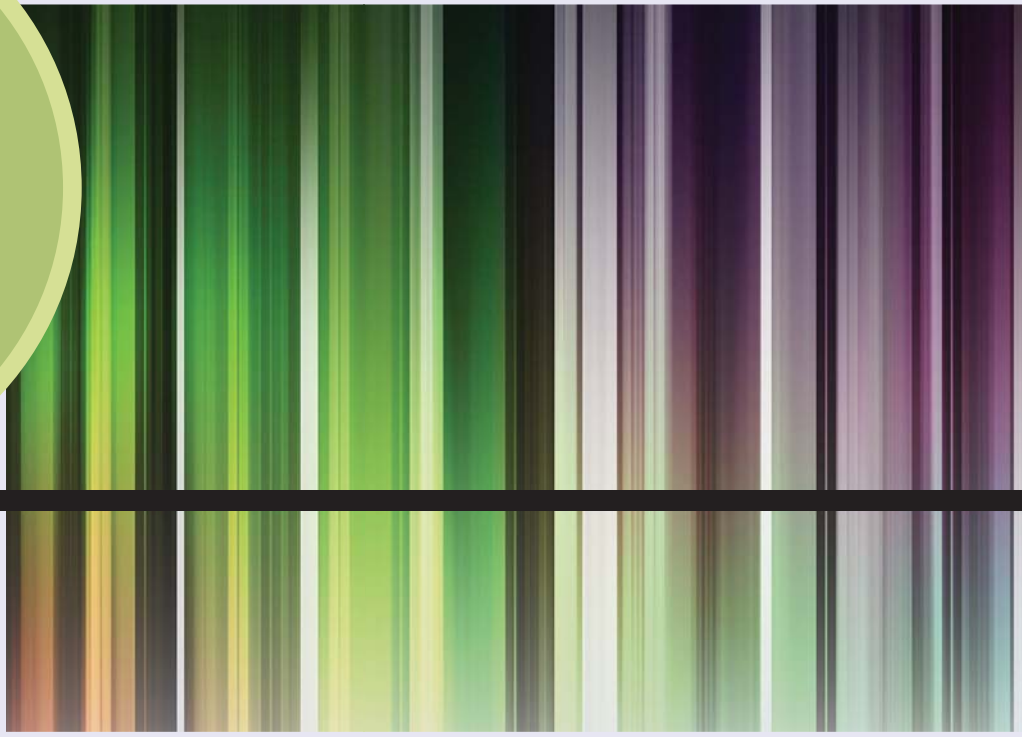

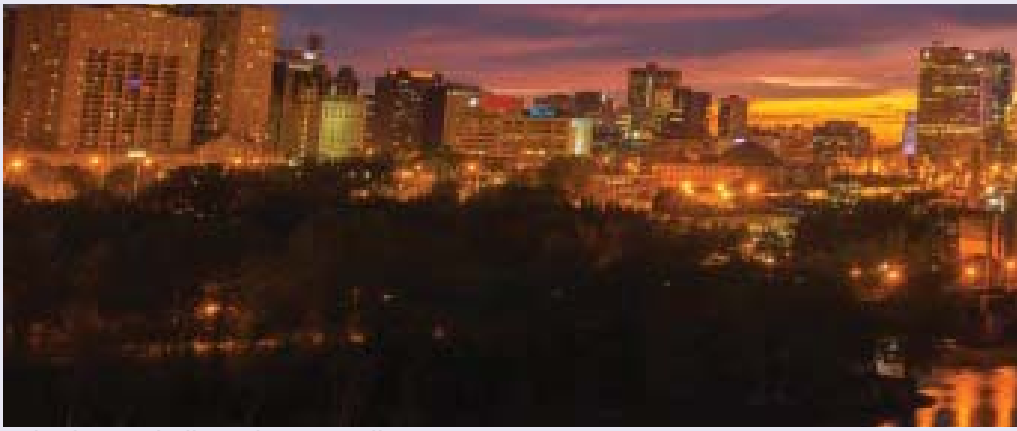

Winnipeg Skyline photo credit Dan Harper