Corporate Support Services Department • Services de soutien généraux

Corporate Staffing & Diversity Branch • Direction de la dotation et de la diversité

TO: Citizen Equity Committee

FROM: Trina Chamberlain, Manager, Staffing & Diversity

DATE: March 12, 2018

RE: City of Winnipeg: Diversity Related Activities (December 2017 – March 2018)

WORKPLACE TRAINING/EDUCATION

Fifteen courses occur during the period of this report that train towards the 'Respecting Diversity' competency. Employee Development reports that a total of 1,668 City of Winnipeg Employees completed enrollment to take one of these courses. This includes employees who participated in Indigenous training

CITY-WIDE DEPARTMENTAL ACTIVITIES

Corporate Services - Corporate Staffing & Diversity Branch

Career Fairs/Employment Presentations/Events/Committees

- December 6 - Immigration Partnership Winnipeg Employment Sector Table Meeting
- December 11 - Employment Presentation at Staffing & Diversity Branch
- December 12 - Manitoba Employment Equity Practitioners Association (MEEPA) Core Meeting
- January 9 - University of Manitoba Career Café
- January 10 - Employment Presentation at Staffing & Diversity Branch
- January 16 - University of Winnipeg Career Fair
- January 18 - University of Manitoba Career Fair
- January 18 - Diversity Training Course - Presentation: Diversity & Inclusion (Foremanship)
- January 24 - Red River College (Notre Dame Campus) Career Fair
- February 1 - Diversity Training Course - Presentation: Diversity & Inclusion - Role of the Supervisor
- February 1 - Employment Presentation at the Indigenous Partnership Lunch, Urban Circle Training Center
- February 5 - Manitoba Employment Equity Practitioners Association (MEEPA) Core Meeting
- February 20 - Diversity Training Course - Presentation: Diversity & Inclusion
- February 23 - MEEPA Event: Black History Month
- February 28 - Immigration Partnership Winnipeg Employment Sector Table Meeting
- February 28 - Employment Presentation (French) at Plurielles
- March 7 - MEEPA Core Meeting (Teleconference)
- March 12 - Employment Presentation at Staffing & Diversity Branch
- March 13 - Employment Presentation at Winnipeg Adult Education Center
- March 14 - Southeast Collegiate Career Fair
- March 15 - Murdoch McKay Collegiate Career Fair

- March 15 - Diversity Training Course - Presentation: Diversity & Inclusion (Foremanship)
- March 21 - Employment Presentation at University of Winnipeg - Aboriginal Student Services Center
- March 22 - MEEPA Event: "Knowing the Rights of Women in the Workplace" - International Women's Day

Corporate Services - Indigenous Relations Division (IRD)

Journey of Reconciliation

Call to Action #43 - United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP):

- The working group continues to meet and complete the scan across municipal departments to identify Indigenous-specific initiatives and how they may support UNDRIP, with the intention of completing a baseline report.
- A Lunch and Learn was held on December 13, 2017 where a video was played of Professor John Borrows of the University of Victoria giving a lecture on the impact of Canada's Indian Act on Indigenous governance structures. The objective was to support employees to identify key historical milestones and how they impacted not only Indigenous people, but all Canadians. 11 employees from 6 different departments attended this event.

TRC Call to Action #47 – Doctrine of Discovery and terra nullius involving reformation of laws, policies and litigation strategies that rely on these concepts:

- Our first goal will be to commence with a report of research findings including federal and provincial legislation that may impact modification of City of Winnipeg policies and bylaws, and identifies requirements to make any modifications.
- Legal Services is pursuing options to engage external resources to assist with this project.

TRC Call to Action #57 - Public Service Indigenous Awareness Training:
As of February 20, 4674 employees have been trained. The ½ day public service training session on Residential Schools (W'daeb Awaewe) and the 2-day session (Chi Ki Ken Da Mun) are available through the Employee Development Course Calendar and are also available to departments upon request.

TRC Call to Action #75 – Ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried:

- The working group has consulted with key stakeholders who may have information to assist in identifying the location of gravesites of residential school children, including: City of Winnipeg Municipal Cemeteries, City of Winnipeg Archives, the Province of Manitoba, Vital Statistics, City of Brandon Cemeteries, and the National Centre for Truth and Reconciliation.
- The working group established: City of Winnipeg Municipal Cemeteries has created a one-stop process for burial searches for family members requesting information; will continue to work with the Province of Manitoba to identify which departments may have information regarding residential school burial records; and continue to work with the National Centre for Truth and Reconciliation to identify strategies and procedures for the ongoing identification and documentation of residential school related cemeteries and sites. The working group will be working toward formulating public engagement strategies and is exploring outreach and engagement for impacts on Calls to Action #73, 74, 76, 77.

TRC Call to Action #77 – Building on work completed to date, the City of Winnipeg Archives will prioritize for processing record series that lend themselves to the exploration of Indigenous histories in the City, and of civic policies, programs and decisions that affected Indigenous communities within the City. This will include the identification of resources required to undertake appraisal and description projects.

- Continue work on a master inventory of photographs held by the Archives that document Indigenous peoples and communities in Winnipeg. An early result of this work was the identification of photographs used in a

small exhibit on the history of parades in Winnipeg. Among other subjects, the exhibit looked at past inclusion of Indigenous peoples in parades and other celebratory events. The exhibit was on display in the Local History Room (Millennium Library) from November 7, 2017 to January 17, 2018.

- Implement new procedures to incorporate reporting on records that document Indigenous peoples and communities when record series are being processed. These reports will inform updates to the Research Guide available on the Archives' website.

Winnipeg's Indigenous Accord

Since the inaugural Accord partner signing ceremony June 20, 2017, 29 new partners have come on board from multiple sectors raising the total number of Accord partners to 110. In addition to this progress other activities include:

- The second gathering of Accord partners took place February 9, 2018 at the Louis Riel School Division Legacy Centre attended by over 100 individuals representing 70 Accord signatories. 17 employees from several departments of the City's Public Service participated as facilitators and note takers for 8 discussion groups of Accord partners.
- A draft set of performance indicators has been developed based on a review of the TRC Calls to Action and Accord partner goals. This is intended to create a foundation to begin to identify types of progress as a result of the activities of Accord Partners contributing to the TRC Calls to Action in Winnipeg. The first annual report of this progress will be compiled in a report to Council and the public this summer.
- Met with board members of the Downtown Winnipeg Biz to present information about Winnipeg's Indigenous Accord.

Cultural Committee

The Indigenous Relations Division through the Cultural Committee aims to increase cultural awareness and exposure to traditional activities and teachings by engaging with community Knowledge Keepers, Elders and partners. Workshops are available and open to all City employees. This quarter, activities included:

- December 21, Winter Solstice teachings and feast provided participants understanding of ways to prepare for seasonal change and to learn about the importance of storytelling during the winter as a way to share and keep the traditional knowledge and language with the next generation.
- January to April, Moccasin Making is a lunch hour workshop led by a Métis employee who was taught by her Mother and passes on the teachings so that employees can learn how to do beadwork and sew together a pair of moccasins by hand.
- On February 16th, a Kairos Blanket Exercise workshop led by a Cultural Provider was held where employees participated in a multi-faceted learning exercise that provided participants with the history and a raised awareness of the nation-to-nation relationship between Indigenous and non-Indigenous peoples in Canada.

Indigenous History and Education Displays

The Indigenous Relations Division provides additional opportunities for employees continued learning by hosting Indigenous displays on a variety of topics. In December, a permanent Indigenous history and cultural display was mounted at City Hall. In February, two displays were hosted at City Hall in the foyer; a display from the National Centre for Truth and Reconciliation. This display is focused on Reconciliation – what it means and what role can we play towards reconciliation. The second display was created by Parks Canada which focuses on the history and legacy of the Métis leader Louis Riel. Additionally, to honour Louis Riel day on February 19, the City of Winnipeg flew the official flag of the Métis Nation.

Smudging Standard Update

The City of Winnipeg also wants to ensure that there are culturally appropriate spaces and resources for employees and community to access within our buildings and facilities. The Smudging Standard was developed and approved in

2016 and a working group has been created to finalize an inventory of smudge-friendly City facilities and assessing those spaces identified by departments. This quarter:

- The working group continues to assess facilities identified by departments.
- A communication plan is currently being developed which will provide information to City employees and the public on the process and procedures for scheduling smudging within these facilities.

Materials Management

IRD is working Materials Management to include an Indigenous Procurement Strategy in the City of Winnipeg's' Sustainable Procurement Initiative; and added an Indigenous declaration on City of Winnipeg Bid Submission forms for the purpose of gathering statistical data.

Oshki Annishinabe Nigaaniwak, the City of Winnipeg's Indigenous Youth Strategy

Community Partner Lunch

Every quarter we meet with our community partners who provide programs and services for Indigenous youth in Winnipeg. We use this opportunity to provide information about City of Winnipeg opportunities and initiatives to raise awareness and improve youth access. Partners share information and opportunities between one another and with us to problem-solve on emerging issues and/or share resources that support youth involved in their programs. The agenda for the February partner lunch had presentations from the City of Winnipeg's Staffing and Diversity department about employment opportunities within the civic system and the Winnipeg Police Service's 2nd annual Indigenous Unity Gathering.

Mental Health First Aid 'Adults who Interact with Youth' Instructor Training

It was identified by organizations at a Community Partner Lunch that they had a need for Mental Health First Aid (MHFA) Instructors within their organizations. In response, the Indigenous Relations Division, through Oshki Annishinabe Nigaaniwak, was able to organize a MHFA "Adults who Interact with Youth" Instructor Training course, at no cost to partners. This five-day course prepares participants to be trainers and deliver the 2-day, 14 hour certificate course.

- As a result, 10 members from 8 partner organizations took part in the instructor training from December 4th to 8th; 8 members achieved full instructor status and 2 members achieved provisional instructor status. An additional 5 members took part in the 2-day certificate course.

Civic Work Placements and Internships

The Indigenous Relations Division hosted a student from Red River College's Community Development/Community Economic Development Program in a 4-week work placement. In December, IRD hired an Indigenous youth for the role of the Communications Intern.

Graduations Attended

The Indigenous Relations Division joined community partners to celebrate youth success this past December and January:

15 graduates from the Eagle's Nest Program, Assembly of Manitoba Chiefs; and

18 graduates from the Honouring Gifts Program, Ka Ni Kanichihk.

2nd Annual Indigenous Unity Gathering

In the spirit of reconciliation, the Winnipeg Police Service wishes to hold the Indigenous Unity Gathering. In an effort to promote positive relationships between Indigenous youth, City of Winnipeg departments, and youth focused organizations, this event is an ideal opportunity to come together for an informal and relaxed dinner complete with Indigenous youth, and featuring Indigenous artists. The Indigenous Unity Gathering will once again be held at the University of Winnipeg, Riddell Hall, on February 28. Attending will be Indigenous Elders, Indigenous youth, community service providers and stakeholders, and members of the Winnipeg Police Service and RCMP.

Indigenous Youth Infrastructure Training and Apprenticeship Program
In 2014 City of Winnipeg council mandated that the Indigenous Youth Infrastructure Training Apprenticeship Program be implemented to support Indigenous youth training and employment initiatives within the infrastructure industry. IRD engages with the following community partners within the construction and skilled trades sectors to facilitate opportunities that reduce barriers and build pathways to employment:

- Centre for Aboriginal Human Resource Development Inc:
    - 4 Indigenous Youth between the ages of (15-18) are currently attending the program
    - Completed certificates to date include WHIMIS, First Aid and CPR and Computer Skills Training

- Urban Circle Training Centre:
    - 9 students participated in the Sprinkler Installer Pre-Apprenticeship Training Program and completed their practicum
    - 1 carpentry apprentice is working full time for Habitat for Humanity and will then attend Red River College for theoretical component toward Level 2.
    - Seven students completed with an overall average of over 70% and achieved their Level One accreditation
    - 5 were hired as Sprinkler Installers
    - 2 work in the construction field
    - Participants received essential skills and career training; Mature Student High School diploma; Indigenous studies; and safety training.

- Manitoba Infrastructure Trades and Technologies YouthBuild
    - 79 students applied to the program
    - 31 Indigenous youth (ages 15 - 30) were accepted
    - Certificates completed to date include WHIMIS, First Aid/CPR, Fall Arrest and Asbestos training.

Career Fairs and Presentations
January 31 - Winnipeg Transit Wellness Fair: Indigenous Relations information booth.
February 6 - Yellowquill College Career Fairs: Oshki Annishinabe Nigaaniwak information booth.
February 28 - Children of the Earth High School: Oshki Annishinabe Nigaaniwak presentation and information booth.

City Clerks
The City Clerk's department provides support for many diversity activities and initiatives of the Mayor and City Council through the administration of Ad Hoc Committees such as the Access Advisory Committee, Citizen Equity Committee and the Mayor's Indigenous Advisory Circle. The department also provides protocol and Audio Visual and Logistical Support to City Hall events and activities, many of which fall within the overall theme of diversity.

Community Services

Library Services

- December 17 - Film Screening: We Were Children - A film discussing the impact of the residential school system through the eyes of two children.
- January-February - Exhibit: Journey to Canada: Ukrainian Immigration Experiences 1891-1900 display - Display sponsored by the Ukrainian Canadian Congress highlighting the early period of Ukrainian settlement on the Canadian prairies.

- January-February - Mandalas & Meditation - Mandala, meditation and Indian henna art with Nandita Selvathan.
- January-March - Ojibwe Language Classes - A ten-week course in Ojibwe language instruction in partnership with Aboriginal Languages of Manitoba.
- January 15 - March 12 - Sensory Story Time - A family story time program designed for pre-school children who can benefit from and input-sensitive environment, including children on the Autism spectrum.
- February 3 - Read by Queens - Performances by Winnipeg Drag Queens at West End Library & Millennium Library. Family story time in partnership with Sunshine House.
- February 10 - Métis Genealogy - A workshop highlighting resources for those researching their Métis ancestry.
- February 14 - Skywalk Lecture - Pisim: Revitalizing and Reclaiming Rocky Cree Culture, Identity and History with Kevin Brownlee, Manitoba Museum curator
- February 17-19, 24, 25 - Festival du Voyageur library tent - For the first time, library staff will be at the Festival du Voyageur doing crafts, storytimes and a pop-up library
- February 25-March 3 - Freedom to Read mug shots - National initiative to promote freedom of expression including library displays and program that customers can take their photo with a banned or challenged book
- March 10 - Theodore Fontaine - Broken Circle - Learn about the legacy of Indian Residential schools with author Theodore Fontaine. His powerful memoir Broken Circle shares first-hand experiences of residential schools.
- Ongoing - Community Outreach - Library staff regularly visit adult learning centres, cultural events, and various social service agencies to provide information on the library, membership sign-up and resources to borrow.
- Ongoing - English Conversation Groups - Improve your English-speaking skills. For EAL learners who can speak English in short sentences.
- Ongoing - French Programming -Pre-school, school-aged and adult programming offered in French.
- Ongoing - Social Worker - Works with patrons and organizations on a variety of issues including: mental health, employment, housing, basic needs, counselling, resource coordination, PTSD and EAL. Works with organization such as: City of Winnipeg OAN (assist with employment presentation), Doorways program (Aboriginal Health and Wellness Centre), Peguis First Nation CFS, NOWAN (Network of Organizations for War Affected Newcomers).

Community Development & Recreation Services
Programming & Events

- Mondays: Youth all ages – Tommy Prince Cadet Corp and display Location: Freight House Door #1
- Tuesdays: Mom & Tot Group - Drop in program for Children & Parents (St John's Leisure Centre)
- Thursdays: Indigenous – Pow Wow Club Location: Freight House Door #1
- Saturdays 6-8 : Hoop Dance - Drop in program to learn/practice Hoop Dance
  (St John's Leisure Centre)
- Sundays: Philippine Community – Magdaragat Dance Rehearsals Location: Freight House Door #1
- Ongoing Tuesdays:
  - Kidbridge Turtle Island Neighbourhood Centre - Program for Newcomer and Indigenous moms and their children to engage in arts, crafts, art projects and story-telling (TINC)
  - 14+ Arts and Crafts group with focus on Indigenous art - This program is led by a community member who works with youth and adults to create various arts and crafts with an indigenous focus; including dreamcatchers and medicine pouches (TINC)
- Ongoing Wednesdays:

- Pow Wow Club North Centennial Recreation Facility - Social setting (snacks, meet and greet) followed by a pow wow
- Pow Wow Club by Ma Mawi at TINC
- Growing Together with Immigrant Families - Is a program led by a community member who works with adults and families to create a safe and welcoming environment for our newest members to Canada. This program focuses on bridging the gap between neighbours and provides family support/resources available to members within the community. They do activities from arts, crafts, cooking, sewing, to name a few. (TINC)
- Fearless R2W – Led by Michael Champagne who is well recognized in the community. This group focuses on providing support to families who are working with CFS, sharing successes and challenges along the way as well as providing additional supports when possible. (TINC)

- Ongoing Thursdays:
  - Girls Beading Group/Girls Group - This group focuses on sharing among youth, learning about the Indigenous culture as well as learning how to make traditional beaded jewelry (TINC)
- Ongoing Mondays & Fridays:
  - Youth Councils - Junior & Senior - A JR and SR council is held each week providing children & youth the opportunity to speak on behalf of their community towards making change. This group is led with an indigenous focus including a daily prayer from a local elder as well as a daily teaching based off the 7 teachings however is inclusive to children & youth of all backgrounds and religions. (TINC)
- Ongoing Saturdays:
  - Newcomer Parent Support Group - Support program for Newcomer families (TINC)
- November-December 2017 - Moccasin Class - the program was led by a community member and had 14 participants who attended and finished (TINC)
- December 13: Medicine pouch workshop - for the children in the City of Winnipeg Program at Ralph Brown CC. It was well attended and enjoyed
- December 17:
  - Square Dancing 90 Sinclair St.
  - Learn to Skate - Francophone Community
  - Immigration Partnership Winnipeg - Newcomer and Indigenous subcommittee
  - Smudging Committee - Attend on behalf of Community Services
  - Kurdish Association - Fee Waiver St. James Civic Centre
  - Learn to Skate Dufferin School/Indigenous Newcomers
- December 21: Medicine pouch workshop - for the children in the City of Winnipeg Program at TINC. It was well attended and enjoyed.
- February 18:
  - Metis Culture review content - Present at Corporate Education
- December, January, February, March:
  - Refugee Settlement - Monthly Meetings
  - Newcomer Fair - ongoing meetings to plan the event
  - U of M Sports and Reconciliation Conference - 3 staff attended
- December to March 2018: Learn to Skate - Central Park - Partnership with Mosaic Resource Centre

Human Resources

- March 8 - Presentation to Boys and Girls - Youth Recreation Activity Worker Program - Presentation on the upcoming 2018 Rec Tech job fair and summer employment opportunities with Recreation and Aquatics
- March 20 - Presentation at R.B. Russell High School Career Services Class - Presentation on the upcoming 2018 Rec Tech job fair and summer employment opportunities with Recreation and Aquatics

Office of the Director

- Ongoing - Immigrant Partnership Winnipeg - Committee Member

Animal Services Agency

- **January 16:** Robertson College - Introduction to VOA (Veterinarian Office Assistants)
- **February 7:** Needs Inc. - Introduction to dogs for Newcomer families - adults and children
- **March 16, 17, 18:** World of Wheels - Information booth to a diverse population of residents

Winnipeg Fire Paramedic Services

Fire Public Education

- In 2017 the Fire Public Education Branch dedicated significant resources to the provision of Fire and Life Safety educational programming to recent immigrants. New immigrants to Canada are very vulnerable to the risks posed by fire and by their lack of understanding of how we respond to one. In the past the Public education team has made presentations to English language classes on an as requested basis. In 2017 the Branch has partnered with the Winnipeg School Division, Adult English as an Additional Language Program to deliver Fire and Life Safety and 911 access instruction and are working to embed it in the regularly programmed curriculum.

EMS Public Education

- Age and Opportunity: Presentations on accessing 911, easy to follow information on EMS, targeting new adult immigrants.
- Fentanyl Workshop : Turtle Mountain Recreation Centre targeting adult groups attempting to enter the workforce
- Fentanyl/Illicit drug presentation: Shaughnessy School targeting neighborhood parents/guardians

Fire and EMS Operations

- Station tours and public education programming to community groups.

Winnipeg Police Services

Diversity Related Activities

WPS participated in the following community events, meetings, and presentations. *This list does not include all WPS Sections' involvement within the community.*

December 2017:

- Entry Program - Intro to WPS presentations
-NEEDS Centre holiday gathering
- Immanuel Fellowship Church Breakfast
-MITT ESL presentation
-Enhanced English Skill for Employment presentation
-NEEDS Centre - career presentation
-Mosaic Family Resource Centre presentation
-Immigrant Centre of Manitoba - Indigenous presentation
-Association of Manitoba Chiefs - Open House
-MKO - Jingle Mingle dinner
-Ma Mawi -New Year's Eve event for Children

-Rainbow Resource Centre - peer project for youth
-Rainbow Resource Centre- Source of Strength meeting
-Canadian Human Rights Commission - Human Rights Awards
-Citizen Equity Committee - Winter Reception & Embracing Diversity Award
-Meeting with Winnipeg Transgender Group
-Social Planning Council Meeting - Street Census
-Immigrant Centre - Indigenous Lecture
-Argyle Community Lunch
-UFCW - Introduction to Winnipeg Police Service for newcomers
-MITT - Personal Safety for Newcomers, 3 classes

January 2018:
-Entry Program - Intro to WPS presentations, 3 classes
-Seven Oaks Settlement Services meeting
-Aboriginal Senior Resource Centre presentation
-Chai Immigrant Centre presentation
-NEEDS Centre - Community Engagement
-Yellowquill College presentation
-Meeting regarding Transgender Training
-Peaceful Village presentation
-Behavioural Health Foundation - Sweat Lodge training
-Cree Nation Tribal Health presentation

February 2018:
- Entry Program - Intro to WPS presentations
-Seven Oaks Settlement Services Family Fun Day
-Festival du Voyageur -Rendez Vous on Ice
-Indigenous Youth Unity Gathering
-All Seniors Care games
-WRHA Specialized Mental Health Services presentation
-Aboriginal Senior Resource Centre presentation
-Fisher River Cree Nation - 10th Annual Brightening Our Paths Youth Conference
-IRCOM - conversation on refugee resettlement
-Rossbrook House - Tour of Police Headquarters
-Mosaic Newcomer Family Resource Centre - Learn to Skate event

March 2018:
-NorWest Community Co-Op Job Fair
-Entry Program - Intro to WPS presentations
-Seven Oaks Settlement Services Meeting
-LETR Polar Plunge for Special Olympics
-Entry Program - Intro to WPS presentations
-Imagine Ability Inc - frauds presentations