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: May 28, 2018

RE: City of Winnipeg: Diversity Related Activities (April – June 2018)

WORKPLACE TRAINING/EDUCATION

During this period, the Employee Development Branch facilitated 5 courses related to the "Respecting Diversity" competency. 514 City of Winnipeg Employees participated and/or enrolled in this diversity related training opportunities provided by the Employee Development Branch. This includes employees who participated in Indigenous training.

CITY-WIDE DEPARTMENTAL ACTIVITIES

Corporate Services - Corporate Staffing & Diversity Branch

Career Fairs/Employment Presentations/Events/Committees

- April 3 - MEEPA (Manitoba Employment Equity Practitioners Association) Core Meeting
- April 10 - Employment Presentation at Staffing & Diversity Branch
- April 26 - Employment Presentation at U of W's PACE (Professional, Applied & Continuing Ed. Students)
- April 30 – Canadian Centre for Diversity and Inclusion Community of Practice Event: Navigating Race in Canadian workplaces
- May 1 - Employment Presentation at Reaching E-Quality Employment Services
- May 10 - Employment Presentation at Staffing & Diversity Branch
- May 11 - IPW (Immigration Partnership Winnipeg)/Community Services Meeting
- May 15 - IPW (Immigration Partnership Winnipeg) Employment Sector Table Meeting
- May 17 – Manitoba Start Employer Awards – Manitoba Start provides career development services for newcomers
- May 22 - Step2Work Meeting. Step2work is a not for profit Employment Placement service focused on assisting people with disabilities, primarily mental health issues, to enter or re-enter the workforce.
- May 25 - 2nd International Career Fair
- May 28 – Citizen Equity Committee 2018 Youth Role Model Awards
- May 31 - Hosted MEEPA Event: Transgender & Gender Diverse Inclusive Workplaces
- May 30 - IPW (Immigration Partnership Winnipeg) review of City of Winnipeg Diversity Training material
- June 2 - PrideMart
- June 11 - Employment Presentation at Staffing & Diversity Branch
- June 14 - Annual Keeping the Fire Burning Event

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 has completed its internal review of City of Winnipeg Indigenous-specific initiatives.
- A baseline report identifying success and gaps is being drafted and once finalized, it will be shared with relevant stakeholders within the civic system in addressing UNDRIP, as it relates to municipal jurisdiction.

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

- Legal Services department is currently conducting research as set forth in the call to action, including federal and provincial legislation that may impact modification of City of Winnipeg policies and bylaws, in order to identify requirements to make any modifications.

TRC Call to Action #57 - Public Service Indigenous Awareness Training:

- As of May 8, 6,130 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.

- In March, City of Winnipeg leaders were provided a Speakers Series on the Truth and Reconciliation Commission (TRC) Calls to Action as part of the Public Service Leadership Series. Ry Moran, Director of the National Centre for Truth and Reconciliation facilitated the session and provided an overview of the TRC Calls to Action with a discussion on how to work to advance reconciliation and renew the relationship with Indigenous peoples, based on recognition of rights, respect, cooperation, and partnership. Approximately 60 civic leaders attended.

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:

- Cemeteries has updated their identification process such that City cemeteries will work with other Manitoba cemeteries in identification of burial sites, without having to re-direct families, where previously families would be re-directed.
- Cemeteries is designing a form process which will enable the City Cemeteries to share information with other Manitoba cemeteries, to assist families with a one-stop service where ever possible. Families/clients will still be able to search for information online or by telephone and if they cannot find the information they require, they will also have access to complete the form. The form can also be delivered to different centers and locations where internet may not be available or for those clients who may not be comfortable using computers or do not have access to a private computer.

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. Activities this quarter include:

- Continue work on a master inventory of photographs held by the Archives that document Indigenous peoples and communities in Winnipeg.
- Implemented new procedures for reporting on records that document Indigenous peoples and communities when record series are processed – during processing of the records of the Standing Committee on Legislation and Reception, 1895-1971, the Archives identified records that could potentially be used in

exhibits exploring changing perceptions of the North-West Resistance, the Metis Nation, and the actions of the Canadian government during that period.

Winnipeg's Indigenous Accord

Since the inaugural Accord partner signing ceremony June 20, 2017, 31 new partners have come on board from multiple sectors raising the total number of Accord partners to 112, this quarter. In addition to this progress other activities this quarter include:

- March 2018, Indigenous Relations Division prepared a reporting template for the 81 initial and 29 new Accord partners to identify goals and progress over this past year:
    - 79 reports were received from Accord partners and compiled in the first annual report of progress involving 61 of 94 TRC Calls to Action;
    - this includes 8 reports from City departments and 4 from Members of Council.
- May 2018, the Accord working group met to commence the development of a five year strategy to support an increasing number of partners annually to establish goals and implement plans of action to achieve progress on the Truth and Reconciliation Commission Calls to Action.

(Upcoming in June):

- June 20, 2018, the 2nd annual Accord signing ceremony will welcome 31 new partners as formal signatories to Winnipeg's Indigenous Accord.
- June 21, 2018, the Accord partner annual goals and progress report will be provided to City Council and published on the Accord webpage. (winnipeg.ca/indigenousaccord).

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:

- 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 16, employees participated in a KAIROS Blanket Exercise workshop which led employees through the history of Indigenous peoples in Canada. Participants completed the exercise by sharing, experiencing, and walking away with a raised awareness of the nation-to-nation relationship between Indigenous and non-Indigenous peoples in Canada.
- On March 20, employees celebrated the Spring Equinox with a potluck lunch and a Cultural Provider guided participants through oral history teachings, meanings, and the significance of the spring season.
- On April 16 and 25, employees participated in a Metis Culture workshop. This workshop provided employees with historical, cultural, and contemporary awareness and information from a Metis perspective.
- On April 18, a Cultural Provider led employees in an Introduction to Smudging workshop. This experiential session provided participants with the traditional teachings of smudging. Participants were guided through the meaning and use of medicines for a smudge ceremony.
- On May 25, a Sweat Lodge Ceremony was held for employees. This experiential half day session provides participants with the teachings of a traditional Indigenous Sweat Lodge Ceremony. Cultural Providers guide participants through the meaning and protocol of participating in a Sweat Lodge Ceremony.

(Upcoming in June)

- June 18-22, Indigenous Cultural Week at City Hall includes a schedule of activities highlighted by a lunch hour celebration on June 21, National Indigenous Peoples Day. The following lunch-hour workshops and activities provide opportunities for civic employees to celebrate and learn more about Indigenous culture:
    - June 18 – Medicine Wheel Teachings

- June 19 – Summer Solstice Celebration and Potluck Lunch
- June 20 – Introduction to Drumming
- June 21 – Indigenous Day Lunch Hour Celebration, Tipi Teachings and Raising
- June 22 – Medicine Pouch Making

Indigenous History and Education Displays

The Indigenous Relations Division provides additional learning opportunities for civic employees by hosting Indigenous displays on a variety of topics, such as:
(Upcoming in June):

- In June, a reception will be held to launch the Assiniboia Residential School Display. The Assiniboia Residential School Display was developed by the City of Winnipeg Historian and Archives in consultation with the Assiniboia Residential School Council members who attended the school, which was located in Winnipeg on Academy Road. The Assiniboia Residential School Display will be available for public viewing at City Hall.
- From June to August, a duplicate display will be available for public viewing at Millennium Library with the intention the display will continue to travel throughout City of Winnipeg facilities.

Smudging Standard Update

The City of Winnipeg 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 assess those spaces identified by departments. This quarter the working group has:

- Continued to assess facilities identified by departments;
- Developed a communication plan which will provide information to City employees and the public on the process and procedures for scheduling smudging within the designated facilities.

Materials Management

The Indigenous Relations Division continues to attend the Sustainable Procurement Initiative (SPI) Working Group to lend an Indigenous perspective on Sustainable Procurement. On March 15, Building Urban Industries for Local Development (BUILD) attended an SPI meeting to promote their social enterprise model which provides training and employment opportunities for Indigenous Youth. In March 2018, BUILD reported a completed demolition job for the City's Planning, Property & Development (PP&D) department at 65 Garry Street (<$5000) which was accessed through the City's procurement processes. Two Indigenous youth completed this job for the City and were asked to complete another job with PP&D – details to come in the next report.

Shoal Lake Economic Development Committee

The Indigenous Relations Division is continuing to participate as a member of the Economic Development Committee and attended three meetings this quarter. The Shoal Lake Memorandum of Agreement (the "Tripartite Agreement") was signed by Manitoba, the City of Winnipeg and Shoal Lake First Nation #40 (SL40 FN) in June 1989. The principal objectives of the Agreement are to promote the preservation of water quality in Indian Bay the source of Winnipeg's drinking water supply at Shoal Lake; to promote economic growth and development for SL40 FN; to support SL40 FN in developing a comprehensive waste management system. The Tripartite Agreement requires that the Shoal Lake Working Group submit an Annual Report to the Shoal Lake Agreement Committee.

OSHKI ANNISHINABE NIGAANIWAK, THE CITY OF WINNIPEG'S INDIGENOUS YOUTH STRATEGY

Community Partner Lunch

Every quarter Oshki Annishinabe Nigaaniwak meets with their community partners who provide programs and services for Indigenous youth in Winnipeg. They use this opportunity to provide information about City of Winnipeg

opportunities and initiatives to raise awareness, obtain input and feedback, and improve youth access. Partners share information and opportunities between one another and with Oshki Annishinabe Nigaaniwak to problem-solve on emerging issues and/or share resources that support youth involved in their programs. The agenda for the April partner lunch included a presentation about the Oshki Annishinabe Nigaaniwak Next Step Award.

Youth Employment

Financially supported 1 youth to obtain their First Aid/CPR in preparation for summer employment with the City of Winnipeg.

Graduations Attended

The Indigenous Relations Division joined community partners to celebrate youth success this past March-May:

- 12 graduates from the Eagle's Nest Program, Assembly of Manitoba Chiefs; and
- 12 graduates from the Youth Recreation Activity Worker Program, Boys and Girls Club of Winnipeg

(Upcoming in June):

Civic Work Placements and Internships

3 Indigenous youth are each expected to complete a 36-hour work placement with the City of Winnipeg: 1 youth is working with Animal Services; 1 youth is working with the Homelessness Partnering Strategy; 1 youth is working with the Indigenous Relations Division.

INDIGENOUS YOUTH INFRASTRUCTURE TRAINING AND APPRENTICESHIP PROGRAM

In 2014 the 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. Since that time, the Indigenous Relations Division has engaged with community partners within the construction and skilled trades sectors:

Centre for Aboriginal Human Resource Development Inc:

- Students completed their concreate, cabinet making & framing (beam & support, wall and roof framing) sections of their Level One Carpentry;
- All 4 students on track to graduate.

(Upcoming in June):

- Students will hear from community role models and guest speakers in June.
- 4 students will be participating in the practicum portion of the program from June to July within the industry.

Urban Circle Training Centre (UCTC) – Apprenticeship Program:

- 9 students completed two practicum work experiences. Employers included: Troy Life Fire and Safety, Viking Fire Protection, Vipond Sprinklers, Tyco Integrated Fire, Southwest Fire Protection, Forest City Fire Protection, Johnson Controls, Derkson Mechanical;
- One student has been hired full-time at the Keeyask Generating Station;
- Urban Circle continues to support students in their transition to employment; and
- UCTC is working with the City to highlight accomplishments and Indigenous youth role models identified in their Apprenticeship program.

(Upcoming in June):

- Students are completing theoretical training toward Level 1 Apprenticeship including science, math, dry pipe valves, and antifreeze systems and will write final exams in June.

Manitoba Infrastructure Trades and Technologies YouthBuild

- 11 Carpentry students and 8 Exploration to Trades students are currently participating on their paid work practicums within the industry;
- Students completed the following skills and employment development courses:
    - final course material in Applied Carpentry which includes: baseboards and casings, door and window installations, external siding and interior finish techniques such as ceramic tile installation**;**
    - Grade 12 English language arts and career development which includes: Essential Math, work/life transitioning, resumes and cover letters, interview skill development, and a short story unit writing their own story entitled *The Hunter***.**
- The Exploration to Trades students are preparing for provincial exams in English and Math.
- YouthBuild has connected with Access Framing who hired students in April.
- YouthBuild hired an Apprenticeship assistant who has focused on connecting the program to industry, for work practicums and employment opportunities, which has proven successful; and
- YouthBuild partnered with the Downtown Winnipeg Biz to build benches, tables and planters.

Trades Collaboration Table

Chaired by the Indigenous Relations Division, the Collaboration Table is a group of partners from sectors within the skilled trades industry who are working to increase the Indigenous workforce. The group works to provide employer connections to the skilled labour sector that support Indigenous employment initiatives. The Collaboration Table last met in April and the agenda included introductions and presentations from new partners including Northern Lights Mentorship Group and Shoal Lake Economic Development Committee, as well as partners such as PCL.
(Upcoming June/July): the committee will next meet in July.

CAREER FAIRS and PRESENTATIONS

March 7 - Eagle's Nest (Assembly of Manitoba Chiefs): Oshki Annishinabe Nigaaniwak presentation
March 22 - Future is Yours (Ma Mawi Wi Chi Itata Centre): Oshki Annishinabe Nigaaniwak presentation/Recreation Technician Job Fair (in partnership with Community Development and Recreation Services)
March 28 - Recreation Technician Job Fair: Oshki Annishinabe Nigaaniwak information booth
April 11 - Recreation Technician Job Fair: Oshki Annishinabe Nigaaniwak information booth
April 16 - Wayfinders Program: Oshki Annishinabe Nigaaniwak presentation
May 1 - Route 90 Improvement Study, Indigenous Engagement Gathering
May 9 - Gordon Bell High School Community Fair: Oshki Annishinabe Nigaaniwak information booth
May 30 - Honouring Gifts (Ka Ni Kanichihk): Oshki Annishinabe Nigaaniwak presentation

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

Office of the Director

- Ongoing - Immigrant Partnership Winnipeg:

    - Meeting with Corporate Staffing and Diversity Branch/Community Services regarding hiring and selection practices
    - Partnerships
    - Meeting with Community Services/Federal government/Province reagarding alignment of strategies
    - Meeting with Aquatics/Province regarding the Swimming Counts program for Immigrants
    - Attended Citizen Equity Committee to discuss Immigration Policies
    - Attended Committee for Safety Committee
- Discussion about Indigenous Services/items: Meeting with Rhonda Forgues, Indigenous Relations Division
- Discussion about Indigenous Services/items: Meeting with Damon Johnston, President & CEO, Aboriginal Council of Winnipeg
- Newcomer Fair: Ongoing meetings to plan the event

Library Services

- April 8 - Film Screening: Rabbit-Proof Fence: Film showing of an Australian Indigenous child's daring escape from an internment camp.
- April 9 - StandOUT GSA Conference: Outreach services provided a resource table for this LGBTTQ+ event for 200 youth.
- April 9 - May 28 - 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.
- April 7 - May 12 - Finding Your Voice: An 8-week creative writing program for New Canadians, led by facilitator and writer Janine LeGal.
- April 10, May 15 - 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.
- April 13 - Presentation: Pre-Arrival Webinar at Immigrant Centre: Outreach staff presented a webinar on Winnipeg Public Library and its services, programs and resources to immigrants about to arrive in Canada.
- April – May: CVITP Tax Clinics: Free tax preparation for low income individuals and families, in partnership with CFCS Winnipeg and the CVITP program. Four branches held week-long clinics.
- April – June - Cree Language Classes: An 8-week course in Cree language instruction in partnership with the Aboriginal Languages of Manitoba.
- April – June - English Conversation Group: Conversation group for EAL speakers to practice language skills offered at four branches of Winnipeg Public Library.
- May 3 - Author visit with Mariko Tamaki: Presentation by author to invited groups of students in celebration of Asian Heritage Month
- May 8 & 15 - Henna, and Mandalas & Meditation: Presentations on Indian culture with Nandita Selvanathan: Henna Tattoos (cultural aspects and how-to) / Mandalas and Mediation (learn guided meditation and how to use mandalas)
- May 14 & June 11 - Medicine Pouch Workshops: Workshop to bead and sew a leather pouch and learn about Sacred Medicine teachings from Elder Carole Moar.
- May 19 - Read by Queens: Performances by Winnipeg Drag Queens at West End Library & Millennium Library in partnership with Sunshine House.
- May 22 - June 26: Sign-A-Story - Family story time presented in American Sign Language. For Deaf, Hard of Hearing and hearing children.
- May 23 - From a Forgotten Land: Russian Jewish Family: Author Lisa Cooper presents on her book covering the history of her Russian Jewish family and their escape to Winnipeg.

- May 26 - Tipi Teachings: Clarence and Barb Nepinak share historical facts and personal stories about the tipi. See how the Library's 9 and 15 foot tipis are raised.
- June 3 - Pride Parade: Winnipeg Public Library once again takes part in the Pride Parade to promote diversity and the library's collections.
- June 8 – 9 - Panel discussion and workshops: National award-winning Indigenous authors Louise Halfe and Lee Maracle offer perspective of writing as Indigenous women, in conversation with CBC's Rosanna Deerchild. Poetry workshops as well. Offered in partnership with Winnipeg International Writers Festival.
- June 16 - Newcomer Welcome Fair: Outreach services attending the third annual Newcomer Welcome Fair with a book giveaway, library card sign-ups, and a resource table.
- June 30 - Film Screening: Our People Will Be Healed: Film showing of the documentary revealing how a Cree community has been enriched through the power of education.
- 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).
- Ongoing - Community Outreach: Library staff regularly visit learning centres, cultural events, and various service agencies to provide information on the library and membership sign-up and account assistance. Events from April - June included Urban Eagle, Wolseley Family Place, Headingly Women's Correctional Centre, MITT (EAL programs), John Howard Society, Homelessness Expo, and IRCOM.
- Ongoing - French Programming: Pre-school, school-aged and adult programming offered in French.

Community Development & Recreation Services
Programming & Events

- Monday Nights - Senior Youth Council: Youth come to speak about issues within their community and partake in cultural teachings & activities. Youth are provided with volunteer opportunities at local events/celebrations. Programmers at Turtle Island seek input on changes within facility/programs to the Youth Council prior to making changes occur; Location: Turtle Island Neighbourhood Centre.
- Tuesday Mornings - Indigenous/Newcomer Moms & Children: Program for Newcomer and Indigenous moms and their children to engage in arts, crafts, art projects and story-telling on Tuesdays. The program was started in September and runs until end of June. Building connections between Canada's first women & Canada's newest women; Location: One Nation Exchange - Turtle Island Neighbourhood Centre.
- Tuesday Mornings - Moms and Children: Healthy start for mom and me - Sharing information, counseling and support to new and expectant mothers; Location: Healthy Start for Mom & Me - WRHA- Turtle Island Neighbourhood Centre
- Tuesday Mornings - Moms and Toddlers: Toddler Program - Sharing information, counseling and support to new mothers with toddlers; Location: FACT- Parent Child Coalition - Turtle Island Neighbourhood Centre
- Tuesday Evenings - 13+ years - indigenous art: 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 including but not limited to, medicine pouches, dream catchers, headdresses, moccasins, rain sticks, etc.; Location: Turtle Island Neighbourhood Centre
- Wednesdays - Pow Wow Club: Pow Wow Club by Ma Mawi; Location: Turtle Island Neighbourhood Centre
- Wednesdays & Fridays - Immigrant families: Growing together with immigrant families. This program works to build relationships, skills and abilities within the immigrant families. It focuses on language, finances & integrating cultures together; Location: Turtle Island Neighbourhood Centre

- Wednesday Nights- First Nation Families: Fearless R2W is a support group o to help First Nation families when dealing with challenges around CFS. Organized by Michael Champagne; Location: Turtle Island Neighbourhood Centre
- Friday Nights - Junior Youth Council: Youth come to speak about issues within their community, partake in cultural teachings & activities. Youth are provided with volunteer opportunities at local events/celebrations. The programmers at Turtle Island seek input on changes within facility/programs to the Youth Council prior to making changes occur; Location: Turtle Island Neighbourhood Centre
- Mondays/Wednesdays - Youth all ages - Sergeant Tommy Prince Cadet Corp: Tommy Prince Cadet Corp and display; Location: Freight House Door #1
- Sundays - Philippine Community Dance: Magdaragat Dance Rehearsals; Location: Freight House Door #1
- April, May, June - Newcomer Fair: Ongoing meetings to plan the event
- April/May - Ka Ni Kanichihk: Youth Indigenous Girls Club; Location: Freight House
- April, May, June - Marymound School: High Indigenous Attendees - SPIN (Sport Programs for Inner City Neighbourhoods).
- Wednesdays – Newcomer Multi-Sport Program: Supported by and became a host group/site for SPIN (Sport Programs for Inner City Neighbourhoods); Operates out of various locations.
- Wednesdays – Pow Wow Club Sergeant Tommy Prince Place: Social setting (snacks, meet and greet) followed by a powwow; Location: Sergeant Tommy Prince Place
- Ongoing - Indigenous Knowledge Circle: Gary Swanson is a member of this Committee which was formed to give strategic guidance on the Sport and Reconciliation vision, content, activities, participant recruitment and communications to ensure the gathering is culturally congruent with the diverse cultural traditions, histories, experiences and aspirations of First Nations, Metis and Inuit Peoples in Manitoba and Canada.
- Saturdays - Hoop Dancing Studio: 601 Aikens
- April - Moccasin making: Action Daycare
- April 5 and April 9 - Tea with Kookum: Thunderbird House
- April 7 - Baby Moccasins: Dufferin Senior Centre
- April 18 - June 20 - Theatre class at Gonzaga School
- Monthly - Immigration Partnership Winnipeg: Attend meetings/conference calls
- Monthly - Refugee settlement meetings: Attend meetings
- Ongoing - Newcomer Fair: Planning Committee
- April 26 - Metis Culture: Present at Corporate Education
- Ongoing - Smudging Committee: Ongoing Meetings
- June 1 - Kurdish Association: Fee waiver at St. James Civic Centre
- Tuesdays - Mom & Tot Group: Drop in program for Children & Parents; Location: St John's Leisure Centre

Asset Management Office

- May 8, 10, 15, & 17 - Winnipeg Recreation and Parks Stakeholder Workshops: Over 356 community organizations were invited to provide input on the future of recreation and parks, including First Nations, New Canadian, Seniors and disability organizations.

Aquatics Services Division

- April - June - French Swimming lessons: offered at BoniVital and Margaret Grant Pool
- April - June - Free Admission Teen swim 7:00pm-9:00pm: Free swimming time for teens between the ages of 10-17; Operates: Various Locations

- April - June - People With Disabilities Swim Lessons - Various times: One on One Swim Lessons which are individually catered to help teach people with disabilities based on their needs; Operates: Various Locations and specific programs for school are offered
- April - June - Swimming Counts: Swimming lesson program that is attended by the Winnipeg School Division. Children learn basic water safety, swim skills and self-rescue techniques; Operates: Various Locations
- April - June - Grandmas and Grandpas Group: Children from daycares in the community come to swim with volunteer senior citizens; Location: Sergeant Tommy Prince Place
- April - June - Seniors Aqualite (Various times): A low impact water Fitness class that is designed to help improve strength and flexibility in seniors; Operates: Various Locations
- April - June - Aqua Fitness Specialty Fibromyalgia/Arthritis - Various Times: A water fitness class that addresses mobility and strength issues for people suffering from Fibromyalgia or Arthritis; Operates: Various Locations
- Sundays - Women's only Swim - 5:00pm-7:00pm (Kinsmen Sherbrook Pool): Segregated swim time for women offers privacy for religious reasons and for those who prefer to not be seen by men in their swimming attire.
- June 16 - Newcomer Welcome Fair: Attends the event distributes a map of all the City of Winnipeg Pools – and give out blue tickets, schedules. Also answers questions related to Aquatics.

Animal Services Agency

- April 21 - Pet Value on Taylor: Information booth to a diverse population of residents
- April 22 - Pet Value Sage Creek: Information booth to a diverse population of residents
- May 12 - Maple Grove Park Dog Owners Spring Event: Information booth to a diverse population of residents
- May 26 - Doors Open Winnipeg: Adults and children of all ages and social-economic and ethnic backgrounds. RPO information, adoptions, fostering, volunteering etc.
- May 27 - Spring into Fun - Maples Community Centre: Adults and children of all ages and social-economic and ethnic backgrounds. RPO information, adoptions, fostering, volunteering etc.
- June 3 - Pride Parade: LGBTTQ - Adults and children of all ages and social-economic and ethnic backgrounds. RPO information, adoptions, fostering, volunteering etc.
- June 3 - MB Pet Expo St. Norbert: Information booth to a diverse population of residents
- June 15-24 - Red River Exhibition: Information booth to a diverse population of residents
- June 24 - Paws In Motion - Assiniboine Park: Information booth to a diverse population of residents
- June 30 - Cat Show - St. Vital Centennial Arena: Information booth to a diverse population of residents

Winnipeg Transit

- April 18 and May 10 – Attended meetings as members of the City's National Indigenous Day planning committee.

Winnipeg Fire Paramedic Services

Fire Public Education

- Engaged with equity and diversity, Indigenous Relations Division and Corporate HR to modify the summer intern hiring bulletin and process in an effort to generate applications from a more diverse pool of applicants.

- Currently planning for the summer youth career camps for recent immigrants and Indigenous youth.
- Facilitated station tours and career discussions between recent WFD hires and Indigenous youth from Rossbrook House youth program.

EMS Public Education

- Indigenous Health Initiative with Canada Health.
- Fentanyl /illicit drug programming: attended with Canada Health to three indigenous reserves: Fisher River, Hodgson and Peguis. Provided community members and students with illicit drug programming focusing on opioids and reducing the stigma associated with addiction.
- First aid/ paramedic awareness for Dufferin School: students interested in babysitting, providing awareness of first aid and what Paramedics do.
- EMS Week: sponsored Norquay School: provided educational programming relating to accessing 911, medication/drug safety, injury reduction strategies and a healthy snack station. Also provided the school with zoo admission for the entire school.

Fire and EMS Operations

- 17 station Shaughnessy Park School program. Working with the students by taking the concepts they are learning in school and teaching them real life fire service applications of the concept. This school has a very ethnically and socio-economically diverse student body. Approximately 50 % are indigenous.

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.*

April:
- April 4th: Altered Minds Inc. - Entry Program Presentation (2) Personal Safety 9-10:30 Am & 10:45 - 12:30
- April 4th: Tuxedo Family Resource Centre Topic: Girl Group Meet & Greet 1215-1300hrs
- April 4: Meeting with Elder Joe Meconse
- April 6th: Indian Metis Friendship Centre Community Event - Annual Spring - 45 Robinson St 1100-1330hrs 300 participants
- April 7: Woodhaven Community Centre - Community Event - Know you Neighbours Potluck (Many Newcomers in attendance)
- April 11th: The School of Indigenous Education (Red River College) Community Event: Feed the Drum Ceremony -2055 Notre Dame Av 1200-1400hrs
- April 12: B'Nai Brith Canada Community Event: Holocaust Remembrance Service for Yom HaShoah - MB Legislative Building 0930-1145hrs
- April 13: Rainbow Resource Centre - Meet & Greet - 180 Scott St 1300hrs
- April 13th: The Church of The Living Hope Location: 235 Enniskillin Ave. 19:00hrs Presentation Topic: Drug Awareness
- April 16: Seven Oaks Neighbourhood resource network Meeting
- April 16th: Enhanced English Skills for Employment (E.E.S.E.) Presentation, Topic: Personal Safety (X2) 1030-1130, 1330-1430hrs

- April 17th: "Rights Here, Rights Now" - panel/presentation on human rights topics. 1045-1300hrs Grant Park High School
- April 17th: MB First Nations Education Resource Centre - Presentation: Personal Safety (for Youths from fly in communities) - 1700-1800
- April 18th: Peaceful Village Event: Village Kitchen. Community Event: graduation 1700-1900hrs (100 newcomers)
- April 19th: Wahbung Abinoonjiiag Inc Presentation Topic: Domestic Violence Workshop 1000 hrs
- April 20th: Eagle's Nest Community Event: Art Expo - Location: 275 Portage Ave - 1345-1445hrs
- April 20th: New Journey Housing NOWAN - Meeting 0900-1100hrs
- Apr 20th: Yellowquill College - Presentation: Personal Safety/ gang awareness
- Apr 25th: Hindu Society - Presentation: senior safety/frauds
- April 26: Elmwood Community Resource -Community event: appreciation lunch
- April 24th: Eagle's nest Community Event: Graduation ceremony
- April 25: Legacy Bowes group- Indigenous HR skill builder conference, Presentation

May:

- May 2nd: Altered Minds Inc. - Entry Program - Presentation: Intro /Personal Safety (X2) Loc: 400-259 Portage Ave 0900-1030hrs & 1045-1200 hrs
- May 2nd: Tuxedo Family Resource Centre - Topic: Girl Group Meet & greet -Grant Park High School - 450 Nathaniel St. - 1215-1300
- May 3rd: Peaceful Village - Community Event: Meeting with parents and staff at new Village (St. James Collegiate) - 1900 Portage Ave - 1700-1900hr
- May 4th: Red River College Community Event: Graduation Pow-Wow - Notre Dame Campus, 2055 Notre Dame Ave - 1130hrs
- May 8: Niji Mahkwa School Anniversary
- May 13th: Gurdwara Kalgidhar Darbar Presentation: Frauds & Scams - Location: 2762 King Edward St - Date: 2018/05/13 1200hrs
- May 14th: Immigrant Centre Presentation: Intro to WPS - 100 Adelaide St. - 0900hrs
- May 14th: Elmwood High School Community Event: A Celebration of Diversity 505 Chalmers Ave - Multipurpose room - 1800-2000hrs
- May 15: Conflict & Resilience and Research Institute, Canada - Rohingya Conflict dialogue U of M
- May 16th: Daniel McIntyre Collegiate Institute Community Event: Meet and Greet -After School Group for Youth Newcomers 720 Alverstone St 1530hrs
- May 16: English Online inc. - Settlement and language learning network - Interview Questions regarding newcomers and safety
- May 16th: Manito Ahbee: Lighting of The Sacred Fire, Oodena Circle, The Forks at 12:00 pm;
- May 18: Manito Ahbee Indigenous Music Awards, Reception 6:00 pm – 7:15 pm. Awards Show - 8:00 pm, Club Regent Event Centre
- May 18th: NEEDS Topic: Meet & Greet / Presentation 251-A Notre Dame 1300hrs-1600hrs
- Saturday, May 19 & Sunday, May 20 Participate in the Grand Entry at the Manito Ahbee Festival International Pow Wow. Grand Entries take place on Saturday at 12:00 pm and 7:00 pm and Sunday at 12:00 pm
- May 25: Immigrant Centre Presentation: Frauds & Scams 100 Adelaide St. - 0900 hrs
- May 27th: Maples Community Centre & Councillor Devi Sharma -Community Event - 434 Adsum Dr. - 1100-1500hrs (Multinational)
- Mat 30th: Altered Minds Inc. - Entry Program Presentation (X2): Intro /Personal Safety - 400-259 Portage Ave 0900-1030hrs - 1045-1200

- May 31st: University College of the North -Law Enforcement program Topic: Tour of HQ & Museum - 245 Smith St. - Afternoon
- May 31st: MacDonald Youth Services presentation: Drug Awareness - 175 Mayfair Ave - 1600hrs

June:

- June 4th: Aboriginal Health and Wellness Head Start Program Topic: Visit to Head Start site (pre-school program for inner city families) - 215-181 Higgins Ave - 1300-1400hrs
- June 5th and 6th: Cadet Indigenous training (all day training)
- June 6: Marymound Aboriginal Day Community Event
- June 11th: Enhanced English Skills for Employment (E.E.S.E.) EESE Presentation (X2): Personal Safety (for Adult newcomers -intermediate level) 275 Portage Ave - 15th floor- 0930hrs & 1245hrs
- June 14th: Inner City Youth Alive Community Event: Community Block Party - Aberdeen Ave (between Salter-Powers) - 1630-1900hrs
- June 14: MYC -Pow Wow
- June 16th: 3rd Annual Newcomer Welcome Fair. Community Event, Immigration Partnership Winnipeg, Citizen Equity Committee - The Freight House - 1200-1600hrs
- June 23rd: Garden City Community Centre & Coucillor Devi Sharma - Community Event -requesting CRU officers, Cadets, Display car - 725 Kingsbury Ave - 1300-1700 hrs
- June 23rd: Manitoba Islamic Association Community Event: EID Festival - request display car - 2445 Waverley St. - 1600-2215hrs
- June 27th: Altered Minds Inc. - Entry Program Presentation (X3): Intro /Personal Safety - 400-259 Portage Ave 0900-1030 hrs, 1045-1200 hrs, 1430-1545hrs
- June 29th: Immigrant Centre of MB Presentation: Personal Safety - 100 Adelaide St. - 0900hrs