Agenda – Council – September 26, 2019

Report – Executive Policy Committee – September 10, 2019

Item No. 6 Diversity Report

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On September 10, 2019, the Executive Policy Committee concurred in the Council Motion of July 18, 2019 and submitted the following to Council:

1. That the Public Service present the annual Diversity Report to the Human Rights Committee of Council in 90 days with the following information:

    A. The diversity of the City of Winnipeg workforce, including a breakdown of all staff employed by the City in each of the following four categories (Women and or persons that identify as women, Indigenous Persons, Visible Minorities, Employees with a declared disability) and adding the following details:

        i. Percentage of employees within these four categories within the City of Winnipeg workforce;

        ii. Median income;

        iii. Employment status including, full time vs part time and permanent vs temporary;

        iv. The employees department and;

        v. Number employed in management positions (salary grade 5 or higher).

2. That the annual Diversity Report be used to compare changes from year to year and to develop strategies on how to ensure removal of barriers over time with the ultimate goal of having the City of Winnipeg workforce reflect the demographics of its population.

3. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

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DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On September 10, 2019, the Executive Policy Committee concurred in the Council Motion of July 18, 2019 and submitted the matter to Council.

COUNCIL DECISION:

On July 18, 2019, Council ruled automatic referral of the following motion to the Executive Policy Committee:

WHEREAS in 2019, diversity in employment is a key to success, with successful employers needing to recruit and employ people from all segments of its population to be able to understand and meet the needs of its customers;

AND WHEREAS Winnipeg has a growing population with diverse needs that can be measured by organizations such as Statistics Canada to provide breakdowns of the population by gender, ethnicity and other factors;

AND WHEREAS the City of Winnipeg as a major employer needs to help lead the change to ensure that barriers are removed and all citizens regardless of race, age, language, class, ethnicity, religion, disability, sexual orientation or family status have the same opportunities;

AND WHEREAS the City captures voluntary declarations on its workforce including whether employees are men or women, whether they identify themselves as Indigenous Persons, a Visible Minority and / or have mobility issue or other disability;

AND WHEREAS the City has been producing annually the report titled the "City of Winnipeg Diversity Related Activities" (the "Diversity Report) to the Citizens Equity Committee which includes the voluntary declarations;

AND WHEREAS there are more robust methods that can be employed and greater detail that can be shared with the public to measure the diversity of a workforce;

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DECISION MAKING HISTORY (continued):

COUNCIL DECISION (continued):

THEREFORE BE IT RESOLVED:

1. That the public service present the annual Diversity Report to the Human Rights Committee of Council in 90 days with the following information:

    - the diversity of the City of Winnipeg workforce, including a breakdown of all staff employed by the City in each of the following four categories (Women and or persons that identify as women, Indigenous Persons, Visible Minorities, Employees with a declared disability) and adding the following details:
    - Percentage of employees within these four categories within the City of Winnipeg workforce;
    - Median income;
    - Employment status including, full time vs part time and permanent vs temporary;
    - The employees department and;
    - Number employed in management positions (salary grade 5 or higher).

2. That the annual Diversity Report be used to compare changes from year to year and to develop strategies on how to ensure removal of barriers over time with the ultimate goal of having the City of Winnipeg workforce reflect the demographics of its population.