Agenda – Executive Policy Committee – March 17, 2020

REPORTS

Item No. 3 Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

1. That the Public Service develop and execute an implementation plan of the proposed initiatives outlined in Appendix B: Current City of Winnipeg Initiatives and Potential Enhancements to Address the Calls for Justice.

2. That the Public Service include progress on these and other initiatives that respond to the Calls for Justice in the annual Journey of Reconciliation report to Council, on a going forward basis.

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

Agenda – Executive Policy Committee – March 17, 2020

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On January 14, 2020, the Executive Policy Committee laid the matter over for 60 days.

On June 11, 2019, the Executive Policy Committee passed the following motion:

WHEREAS the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, released on June 3, 2019, found that "persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada's staggering rates of violence against Indigenous women, girls and 2SLGBTQQIA people.";

AND WHEREAS the Final Report reflects input from more than 2,380 family members, survivors of violence, experts, and Knowledge Keepers from across the country and includes 231 Calls for Justice directed at governments, institutions, social service providers, industries and all Canadians;

AND WHEREAS as part of the City of Winnipeg's ongoing Journey of Reconciliation the City shall examine ways it can, along with the Winnipeg Police Service, respond to the National Inquiry's Calls for Justice for Indigenous women and girls;

THEREFORE BE IT RESOLVED that the Winnipeg Public Service be directed to review the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls to identify how the City of Winnipeg can respond to the Report's Calls for Justice that are within the City's jurisdiction, and report back within 120 days with its review and recommendations that can be achieved within existing City of Winnipeg budgets.

ADMINISTRATIVE REPORT

Title: Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
R. Forgues	M. Jack	N/A	M. Ruta, Interim CAO

EXECUTIVE SUMMARY

On September 1, 2016, the National Inquiry into Missing and Murdered Indigenous Women and Girls officially commenced, with a mandate to look into and report on the systemic causes of all forms of violence against Indigenous women and girls, including sexual violence. This included examining the underlying social, economic, cultural, institutional, and historical causes that contribute to the ongoing violence and particular vulnerabilities of Indigenous women and girls in Canada.

On June 11, 2019, the Executive Policy Committee directed the Winnipeg Public Service to review the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) to identify how the City of Winnipeg can respond to the Calls for Justice that are within the City's jurisdiction, within existing budgets. This was completed and it was established that departments were already addressing, could enhance current services to address, or could explore how to begin to address 108 Calls for Justice, within existing budgets.

In addition to outlining what the City of Winnipeg is currently doing, Appendix B details proposed enhancements or initiatives that can be undertaken by administration. Some of these proposals include: developing and implementing an employee awareness campaign; enhancing existing training opportunities; exploring how the Calls for Justice can inform the development of the Winnipeg Poverty Reduction Strategy; examining current methods the City of Winnipeg uses for data collection; considering how Oshki Annishinabe Nigaaniwak programming or funding structure can be improved to respond to the Final Report.

Another component of the proposed project plan includes continuing to monitor the Federal government's response to the Final Report, as several of the Calls for Justice require the development and implementation of National Action Plans; the City of Winnipeg will wait for the Federal government to move forward to address these specific topics.

Progress on these and other initiatives that respond to the Calls for Justice will be included in IRD's annual Journey of Reconciliation report to Council, on a going forward basis.

RECOMMENDATIONS

1. That the Public Service develop and execute an implementation plan of the proposed initiatives outlined in Appendix B: *Current City of Winnipeg Initiatives and Potential Enhancements to Address the Calls for Justice.*

2. That the Public Service include progress on these and other initiatives that respond to the Calls for Justice in the annual Journey of Reconciliation report to Council, on a going forward basis.

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

REASON FOR THE REPORT

On June 11, 2019, the Executive Policy Committee directed the Winnipeg Public Service to review the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls to identify how the City of Winnipeg can respond to the Calls for Justice that are within the City's jurisdiction, and report back within 120 days with its review and recommendations that can be achieved within existing City of Winnipeg budgets.

IMPLICATIONS OF THE RECOMMENDATIONS

The City of Winnipeg has the opportunity to enhance its role as a leader in Indigenous municipal relations by responding to the National Inquiry's Calls for Justice in a proactive manner.

There are no immediate financial implications related to the recommendations.

HISTORY/DISCUSSION

The City of Winnipeg's Journey of Reconciliation

The Truth and Reconciliation Commission (TRC) of Canada summary final report released in June 2015 identified 94 Calls to Action aimed at redressing the legacy of residential schools and advancing the process of reconciliation in Canada. Five Calls to Action relating to municipal governments include actions for: Public Service Education; Archival records; Cemeteries and burial sites of residential school children; concepts related to the Doctrine of Discovery; and, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Since 2015, the Indigenous Relations Division (IRD) has been working with internal and external partners to collaborate on these five Calls to Action and identify action plans that guide the work of the City of Winnipeg in its Journey of Reconciliation.

City of Winnipeg Inter-Departmental Scan: What is Currently Being Done

In addition to the 231 Calls for Justice, the Final Report outlines 4 pathways that maintain colonial violence:

1. Historical, multigenerational and intergenerational trauma: It is important to acknowledge that this trauma cannot be undone. However, the City of Winnipeg has an opportunity to play an active role in preventing further harm by ensuring it is providing ongoing and comprehensive cultural competency training for public servants so they can understand the concept of substantive equality, as defined in the Final Report, and implement policies and processes that support this.

Currently, in support of this concept:

- Over 9,400 City of Winnipeg employees have taken mandatory Indigenous Awareness Training, which is a space to change behaviours and perceptions by creating understanding of areas where trauma has been rooted;
- There are additional learning opportunities that are offered monthly, through various mechanisms, such as: the City of Winnipeg Leadership Series presentations, IRD's Cultural Committee, and the design and production of traveling information exhibits.
- Community Services, through Library Services, also provide workshops such as "Spirit and Intent of the Treaties" and "Indigenous Historical Timeline: Pre-Contact to Today" to the public.

Opportunities exist to improve these current initiatives to ensure they are proactive in addressing the unique history and cultures of Inuit, Métis and 2SLGBTQQIA people, women and girls.

2. Social and economic marginalization: The City of Winnipeg has been working to challenge this issue, particularly as it relates to Indigenous youth, for some time.

   Currently, in support of this pathway:

   - The City of Winnipeg's Indigenous Youth Strategy, Oshki Annishinabe Nigaaniwak's mission is to provide Indigenous youth positive opportunities in the community and civic system by bridging and providing culturally appropriate programs and supports related to employment, literacy and recreation to increase resiliency, self-sustainability, pride and future opportunities. This includes funding community organizations that provide youth with pre-employment and employment opportunities, and providing paid internships within the civic system.

Opportunities include continuing to invest in, and improve, this innovative strategy by considering how the Calls for Justice can be incorporated into existing programming and supports.

3. Maintaining the status quo and institutional lack of will: To address the systemic changes required at the organizational level, some work has already begun.

   Currently in support of this pathway:

   - IRD has been involved in the review and consultation process of OurWinnipeg, and anticipate that this framework will incorporate an Indigenous lens which will reinforce this work as a corporate priority;
   - Winnipeg's Public Service has recently been directed to create a poverty reduction strategy, with a detailed implementation plan, for early 2020.

There is an opportunity to examine how this plan can enhance how the City of Winnipeg addresses various Calls for Justice, as they relate to the economic marginalization of Indigenous women, girls and 2SLGBTQQIA people.

4. Ignoring the agency and expertise of Indigenous women, girls and 2SLGBTQQIA people: We can address this by ensuring that all City of Winnipeg policies, programs and services are informed by diverse perspectives is something the organization continues to improve on.

   Currently in support of this pathway:
   - The Winnipeg Police Service (WPS)'s Counter-Exploitation Unit, in order to ensure the agency and expertise of Indigenous women, girls and 2SLGBTQQIA people is respected, works with several community organizations, including the Sexual Exploited Youth (SEY) Community Coalition, to support the community but also to ensure WPS is hearing from those with relevant lived experience.

Although some of the Calls for Justice are directed at specific industries or other levels of government, there is some work that could be done at the municipal level to innovatively address several of these areas.

- One example of this is the issue of housing, which generally falls within the province's jurisdiction. At present, the Planning, Property and Development (PPD) Department has hired a Housing and Neighbourhood Revitalization Coordinator. The Coordinator could work in collaboration with IRD to determine how the municipality can assist in addressing the unique challenges of Indigenous women, girls and 2SLGBTQQIA people with regards to housing and homelessness.

Experience of Other Cities

An initial scan of how other cities responded in the media to the Final Report was conducted; Winnipeg has been one of few municipalities in Canada to publically acknowledge and action the report.

On June 3, 2019, Regina's Chief of Police acknowledged the report and advised that they are already working on a number of the Calls for Justice, and that they will be examining those Calls for Justice further to see what more can be done.

On July 29, 2019, Saskatoon Mayor and Council put forward a motion, similar to Winnipeg, to have administration conduct a review of the Final Report to determine how it could address Calls for Justice at a local level.

Next Steps

In addition to outlining what the City of Winnipeg is currently doing, Appendix B details proposed enhancements or initiatives that can be undertaken immediately by administration, within existing resources. Some of these proposals include:

1. Developing and implementing an employee campaign that creates awareness about the Final Report and encourages support of the 8 Calls for Justice directed at "All Canadians" in 2020;
2. Enhancing existing training opportunities delivered through the Employee Development Branch and the Indigenous Relation Division (IRD)'s Cultural Committee to address Calls for Justice 16.27, 17.8, 18.18;

3. Exploring how the Winnipeg Poverty Reduction Strategy can be developed to include initiatives that support Indigenous women, girls and 2SLGBTTQIA people specifically;
4. Examining current methods the City of Winnipeg uses for data collection and how they could be improved to desegregate data, as recommended in the Final Report;
5. Considering how Oshki Annishinabe Nigaaniwak programming or funding structure can be improved to respond to the Calls for Justice.

The proposed initiatives above will begin to address 18 of the 108 Calls for Justice directly; the Public Service has identified departments who provide services, or whose mandate relate to, the remaining 90 Calls for Justice. Of those 90 Calls for Justice, the Public Service has identified 69 that currently have measures being taken by departments to support the Call for Justice in some capacity. Indigenous Relations will continue to look for opportunities to collaborate interdepartmentally, with other levels of government and community organizations to ensure progress on these initiatives.

Another component of the proposed project plan includes continuing to monitor the Federal government's response to the Final Report, as several of the Calls for Justice require the development and implementation of National Action Plans; the City of Winnipeg awaits direction from the Federal government to move forward to address these specific topics.

FINANCIAL IMPACT

Financial Impact Statement

Date: October 21, 2019

Project Name:
Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice

COMMENTS:

There is no financial impact associated with the report recommendations. All recommendations will be delivered through existing staff resources.

Original signed by T. Yanchishyn
Tanis Yanchishyn
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

- Campus Finance
- City Clerks – Archives Branch
- Community Services
- Legal Services
- Planning, Property and Development
- Winnipeg Fire Paramedic Service
- Winnipeg Police Service
- Winnipeg Transit

OURWINNIPEG POLICY ALIGNMENT

Quality of Life, 03-1 Opportunity:

Direction 1 – Strive to use mandated municipal services areas, such as libraries and recreation, as opportunities to foster strong cross-cultural relations that contribute to healthy communities.

Direction 2 – Provide equitable access to municipal programs, services, and facilities.

Direction 3 – Work with community partners to foster an inclusive and equitable community.

Direction 4 – Work within municipal service areas as a collaborator on poverty reduction.

Direction 5 – Acknowledge that Indigenous Winnipeggers bring a diverse richness of cultures, traditions, languages, teachings, values, skills, and perspectives to our city.

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

Strategic Opportunity #1 – Corporate Leadership

1.7 Increase Opportunities to Respond to Food Needs throughout Winnipeg and Increase Access to Local and Sustainable Food

SUBMITTED BY

Department:
Division: Indigenous Relations
Prepared by: R. Forgues
Date: October 30, 2019
File No:

Attachments:

Appendix A: *Counter Exploitation: Winnipeg Police Service (2018) PowerPoint*

Appendix B: *Current City of Winnipeg Initiatives and Potential Enhancements to Address the Calls for Justice*

Appendix C: *Executive Summary of the Final Report: National Inquiry into Missing and Murdered Indigenous Women and Girls*