Call for Justice	City of Winnipeg Department Responsible	Current Measures being Taken	Potential Enhancement
1.1	Indigenous Relations		Indigenous Relations is awaiting the creation of a National Action Plan by the Federal government and will continue to monitor any response by the Federal government.
1.2	Indigenous Relations	Specifically with regards to 1.2v, as part of the response to the Truth and Reconciliation Commission (TRC) Call to Action #43, Indigenous Relations is working towards the adoption and implantation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).	
1.3	Indigenous Relations	The mandate of the Indigenous Relations is to enhance the City of Winnipeg's role to be a leader in reconciliation and Indigenous Relations in Winnipeg, which includes allocating resources to support Winnipeg's Indigenous community.	Indigenous Relations will examine its allocation of resources to ensure that Indigenous women, girls and 2SLGBTQQIA people's needs are being addressed within its budget.
1.4	Indigenous Relations		As identified in the "Poverty Reduction in Winnipeg" Administrative Report, Indigenous Relations is exploring how it can enhance current hiring and training programs; this process will include how these programs can support this Call for Justice.
1.5	Winnipeg Police Service	The Winnipeg Police Service (WPS) will investigate anything criminal in nature. Their 2019 Business Plan includes an objective to "sustain [their] commitment to the Indigenous Women and Girls Safety and Protection Strategy". The WPS's Counter-Exploitation Unit takes measures to prevent the abuse of vulnerable p0opulations, and will intervene and take enforcement action when necessary. Punishment and Compensation is outside the jurisdiction of WPS.	
1.6	Chief Administrative Office		The Chief Administrative Office will explore how it can work with other levels of government to address jurisdictional gaps, as the Call for Justice describes.
1.7	Indigenous Relations		Indigenous Relations is awaiting the creation of a National Action Plan by the Federal government and will continue to monitor any response by the Federal government.
1.8	Winnipeg Police Service	WPS does not supply funding to other organizations for education purposes, but will provide training directly to organizations (sometimes free of charge, sometimes for a fee). They also provide resources in-kind to organizations such as the Bear Clan, on an ongoing basis.	
	Indigenous Relations		Indigenous Relations will work with the appropriate department(s) to examine if it is possible to enhance the current annual budgetary process to consider this as criteria when awarding community grant requests.
1.9	Indigenous Relations	Indigenous Relations works to provide Indigenous awareness educational opportunities to the Public Service through a variety of mechanisms, including courses with the Employee Development Branch, the Corporate Leadership Series Presentations, traveling exhibits.	Indigenous Relations will explore developing an Employee Education and Engagement Campaign about the MMIWG Final Report, which would seek to further support this Call for Justice.
1.10	N/A	Outside the City of Winnipeg's jurisdiction.	
1.11	N/A	Outside the City of Winnipeg's jurisdiction.	
2.1	Indigenous Relations	Indigenous Relations works to provide Indigenous awareness educational opportunities to the Public Service through a variety of mechanisms, including courses with the Employee Development Branch, the Corporate Leadership Series Presentations, traveling exhibits.	Indigenous Relations will seek to provide learning opportunities about the inherent rights of Indigenous Peoples protected under Section 35 of the Constitution, and what it means to have those rights enshrined in the Constitution.
2.2	N/A	Outside the City of Winnipeg's jurisdiction.	
2.3	Community Services	Community Services provides Indigenous cultural activity programs through the Recreation Services Division. Library Services has Indigenous collections to borrow across branches including language	The Community Services Department and Indigenous Relations and will explore how these opportunities can be offered consistently and how Indigenous women, girls and 2SLGBTQQIA people can access these programs equitably.

		learning resources (books, audio, etc.) and cultural resources. Furthermore, Library Services offers programming to address education and awareness on topics in reconciliation (e.g. series with the Treaty Relations Commission of Manitoba). Free classes in Cree, Ojibwe, film screenings and lectures in topics such as treaties and impacts of residential schools are also offered.	
	Indigenous Relations	Indigenous Relations provides funding to 11 organizations through Oshki Annishinabe Nigaaniwak, the City of Winnipeg's Indigenous Youth Strategy; these organizations incorporate Indigenous teachings and practices in their programming to ensure youth have exposure to their culture.	
2.4	Indigenous Relations	Through Oshki Annishinabe Nigaaniwak, the City of Winnipeg's Indigenous Youth Strategy, Indigenous Relations has created numerous videos, some of which have included Elders and Cultural Providers sharing Indigenous knowledge and teachings.	Indigenous Relations will endeavor to film Cultural Committee activities, which are typically facilitated by an Elder or Cultural Provider who shares traditional knowledge/teachings, to support the preserving of this knowledge. This will be done when resources are available and as permitted by the Elders and Cultural Providers.
	Community Services	Library Services resources to support this Call for Justice include free use of library equipment (inc. sound recording, program partnerships), space, information services research support, and room booking fee waivers for not-for-profit activities that meet criteria to facilitate community use. Millennium Library has two permanent Indigenous spaces that include the Indigenous Collections (including language learning materials): main floor children/family area Ah kha koo gheesh (Groundhog Place - Children Emerge from Learning) and Wii ghoss (Birch Bark Centre) on second floor adult area. The Library has the tools to preserve knowledge by digitizing interviews with Knowledge Keepers and language speakers in Millennium Library's ideaMILL technology and our PastForward online repository.	
2.5	Indigenous Relations	There are no current initiatives that support this Call for Justice.	There is no recommendation at this time.
2.6	Indigenous Relations		Indigenous Relations is awaiting the creation of a National Action Plan by the Federal government and will continue to monitor any response by the Federal government.
2.7	Indigenous Relations	Indigenous Relations has provided funding to Broadway Neighbourhood Centre's Just TV program through Oshki Annishinabe Nigaaniwak, the City of Winnipeg's Indigenous Youth Strategy, since 2008.	
	Community Services	Library Services offers free use of equipment for recording, podcasting in the ideaMILL as well as programs and staff guidance on how to use the equipment.	
3.1	N/A	Outside the City of Winnipeg's jurisdiction.	
3.2	N/A	Outside the City of Winnipeg's jurisdiction.	
3.3	N/A	Outside the City of Winnipeg's jurisdiction.	
3.4	Winnipeg Police Service	The Counter-Exploitation Unit's officers are connected to community-based organizations to connect individuals to necessary resources; how this is done is unique to each situation. WPS has participated in distributing harm reduction kits in the community.	
3.5	Winnipeg Police Service	WPS has The Victim Services Section to assist victims of crime and/or tragedy and their families by providing support, information and referrals to community organizations.	WPS has drafted a proposal to create and fund a Social Worker position on an ongoing basis to address this Call for Justice, subject to Council approval of 2020-2023 operating budgets.
3.6	N/A	Outside the City of Winnipeg's jurisdiction.	
3.7	N/A	Outside the City of Winnipeg's jurisdiction.	
4.1	Planning, Property and Development		The Planning, Property and Development Department's Housing and Neighbourhood Revitalization Coordinator and Indigenous Relations will collaborate to explore unique opportunities that might address this Call for Justice, particularly with regards to safe housing.

			The Winnipeg Food Council will be consulted by Indigenous Relations with regards to addressing the issue of access to adequate food.
	Community Services		The Community Services Department and Indigenous Relations will collaborate to explore the feasibility of incorporating a "neighbourhood hub" model in City-managed recreation centres to help ensure that the provision of services meet the needs of the Indigenous community.
4.2	Indigenous Relations	Indigenous Relations has provided funding to 9 organizations through the main stream of Oshki Annishinabe Nigaaniwak, the City of Winnipeg's Indigenous Youth Strategy since 2008.	
4.3	Winnipeg Police Service	The Counter-Exploitation Unit is a member of the Sexual Exploitation Youth (SEY) Community Coalition, whose membership also consists of people with lived experience in the sex industry. WPS works with the judicial system and Employment and Income Assistance (EIA) to assist vulnerable women at risk of exploitation to access supports.	
4.4	Indigenous Relations	Indigenous Relations provides funding to 11 organizations through Oshki Annishinabe Nigaaniwak, the City of Winnipeg's Indigenous Youth Strategy; 10 of these organizations provide training and employment opportunities for Indigenous youth. Educational supports are also provided to Indigenous youth through scholarship and award programs.	Currently, resources for educational, training and employment opportunities are available for Indigenous youth between the ages of 15-30 years of age. Indigenous Relations will explore the feasibility of providing similar supports for all Indigenous women, girls and 2SLGBTQQIA people.
4.5	N/A	Outside the City of Winnipeg's jurisdiction.	
4.6	Planning, Property and Development		The Planning, Property and Development Department's Housing and Neighbourhood Revitalization Coordinator and Indigenous Relations will collaborate to explore how the City of Winnipeg might address this Call for Justice.
4.7	Planning, Property and Development	Currently, the City of Winnipeg has a Tax Sale Housing Inventory; in January 2018, Council approved a 2-year pilot project to sell surplus City-owned land within the William Whyte neighbourhood at 50% of the market rate to Non-Profit Housing Providers for affordable housing development.	
4.8	Winnipeg Transit		Winnipeg Transit and Indigenous Relations will collaborate to see how current safety measures might be enhanced to improve the safety of Indigenous women, girls and 2SLGBTQQIA people on City of Winnipeg busses.
5.1	Winnipeg Police Service	Although the ability to change the Canadian justice system is outside the jurisdiction of WPS, the Service currently has a restorative justice program, which attempts to divert individuals outside of the justice system.	As per the WPS 2019 Business Plan, the Service is committed to "expand[ing] the use of diversions and referring individuals to restorative justice programming for non-violent offences".
5.2	N/A	Outside the City of Winnipeg's jurisdiction.	
5.3	N/A	Outside the City of Winnipeg's jurisdiction.	
5.4	N/A	Outside the City of Winnipeg's jurisdiction.	
5.5	N/A	Outside the City of Winnipeg's jurisdiction.	
5.6	Winnipeg Police Service and Community Services	The Community Services Department currently funds a Community Crisis Worker to work in partnership with the Winnipeg Police Service to provide support and referrals to appropriate agencies, as described in the Call for Justice. The Victim Service Section has implemented a change in their system to better support victims of sexual assault.	WPS has drafted a proposal to create and fund a Social Worker position on an ongoing basis to address this Call for Justice, subject to Council approval of 2020-2023 operating budgets.
5.7	Winnipeg Police Service	The Winnipeg Police Board Indigenous Council on Policing and Crime Prevention, which was created as an advisory committee of the board, ceased to have effect after December 31, 2018, as per its Terms of Reference.	
5.8	N/A	Outside the City of Winnipeg's jurisdiction.	

5.9	Winnipeg Police Service	Protection Orders are issued by the Province, therefore they are outside of the Municipal jurisdiction; however, WPS has the ability to put an undertaking in place against individuals, which helps to support vulnerable Indigenous women and girls.	
5.10	N/A	Outside the City of Winnipeg's jurisdiction.	
5.11	N/A	Outside the City of Winnipeg's jurisdiction.	
5.12	N/A	Outside the City of Winnipeg's jurisdiction.	
5.13	N/A	Outside the City of Winnipeg's jurisdiction.	
5.14	N/A	Outside the City of Winnipeg's jurisdiction.	
5.15	N/A	Outside the City of Winnipeg's jurisdiction.	
5.16	N/A	Outside the City of Winnipeg's jurisdiction.	
5.17	N/A	Outside the City of Winnipeg's jurisdiction.	
5.18	N/A	Outside the City of Winnipeg's jurisdiction.	
5.19	N/A	Outside the City of Winnipeg's jurisdiction.	
5.20	N/A	Outside the City of Winnipeg's jurisdiction.	
5.21	N/A	Outside the City of Winnipeg's jurisdiction.	
5.22	N/A	Outside the City of Winnipeg's jurisdiction.	
5.23	N/A	Outside the City of Winnipeg's jurisdiction.	
5.24	N/A	Outside the City of Winnipeg's jurisdiction.	
5.25	Winnipeg Police Service	WPS is currently working with Dr. Jane Ursel of the University of Manitoba on a study examining sexual assaults and offenders in order to better inform services.	
6.1	N/A	Outside the City of Winnipeg's jurisdiction.	
7.1	Community Services		The Community Services Department and Indigenous Relations will collaborate to review the training opportunities for Community Crisis Workers who work in the department to determine if additional opportunities might address this Call for Justice.
	Winnipeg Fire Paramedic Service	In 2014, the Winnipeg Fire Paramedic Service partnered with Indigenous Relations to deliver an enhanced Primary Care Paramedic program for 16 Indigenous youth; enhancements included extending the length of the program to include access to an Elder, City of Winnipeg facility passes and financial supports. Of the 16 youth who graduated, 11 were hired by the Winnipeg Fire Paramedic Service. All front-line paramedics have attended the half day Indigenous Awareness Course which provides insight from an Indigenous perspective on culture, traditions and historical events in Winnipeg with a focus on the Residential School System and the impacts on Indigenous people; this course is called "W'daeb Awaewe", which is Ojibway for "The Truth As We Know It". Since 2016, all new front-line staff, including paramedics, firefighters, and dispatchers, have attended the two-day "Chi Ki Ken Da Mun" course led by Elders and Indigenous Cultural Providers.	Winnipeg Fire Paramedic Service and Indigenous Relations will collaborate to review the training opportunities for Primary Care Paramedics to determine if additional opportunities might address this Call for Justice.
7.2	Community Services		The Community Services Department and Indigenous Relations will collaborate to review what resources Community Crisis Workers who work in the department have access to in order to determine if additional opportunities might address this Call for Justice.
	Winnipeg Fire Paramedic Service		Winnipeg Fire Paramedic Service and Indigenous Relations will collaborate to review what resources Primary Care Paramedics have access to in order to determine if additional opportunities might address this Call for Justice.
7.3	N/A	Outside the City of Winnipeg's jurisdiction.	

7.4	N/A	Outside the City of Winnipeg's jurisdiction.	
7.5	N/A	Outside the City of Winnipeg's jurisdiction.	
7.6	Indigenous Relations	In response to the Truth and Reconciliation Commission (TRC) Call to Action #57, mandatory Indigenous awareness training has been delivered to over 9,400 City of Winnipeg employees to-date. Indigenous Relations works to provide additional Indigenous awareness educational opportunities to the Public Service through a variety of mechanisms, including courses with the Employee Development Branch, the Corporate Leadership Series Presentations, traveling exhibits.	
7.7	Winnipeg Fire Paramedic Service	In 2014, the Winnipeg Fire Paramedic Service partnered with Indigenous Relations to deliver an enhanced Primary Care Paramedic program for 16 Indigenous youth; enhancements included extending the length of the program to include access to an Elder, City of Winnipeg facility passes and financial supports. Of the 16 youth who graduated, 11 were hired by the Winnipeg Fire Paramedic Service.	Winnipeg Fire Paramedic Service and Indigenous Relations will collaborate to examine how they can work together to increase the number of Indigenous Primary Care Paramedics.
7.8	N/A	Outside the City of Winnipeg's jurisdiction.	
7.9	Winnipeg Police Services	This Call for Justice is part of the mandate of the WPS Counter-Exploitation Unit; they provide lectures and presentations for a variety of audiences, including schools and group homes. WPS also has a School Resource Officer Program to assist with supporting and educating youth on the issue of grooming and sexual exploitation.	
8.1	Winnipeg Transit		Winnipeg Transit and Indigenous Relations will collaborate to see how current training for Bus Operators might be enhanced to address this Call for Justice.
	Community Services	Beginning in 2016, the Canadian Centre for Child Protection and the City of Winnipeg teamed up for a first-of-its-kind program to enhance the protection of children within all city-run aquatic centres, recreation and leisure centres, and libraries. The program aims to educate employees and patrons on how they can better protect children and reduce victimization within public facility environments by augmenting current administrative procedures and protocols; clarifying how to respond to and report concerns; and increasing capacity of staff to address issues of child sexual abuse and exploitation through training.	The Community Services Department and Indigenous Relations will collaborate to see how current training for staff who work in City facilities such as recreation, pools and libraries might be enhanced, including funding, to address this Call for Justice.
9.1	Winnipeg Police Service	On October 18, 2018, Winnipeg Police Chief Danny Smyth apologized to the Indigenous community at the Final Hearing of the National Inquiry: "I… want to acknowledge that the police in Winnipeg have not always been on the right path, that our past actions and procedures contributed to harming Indigenous people in our community, that Indigenous women were not treated with the respect and dignity that they deserve. As the chief of the Winnipeg Police Service, I offer my apologies for past conduct and policies that contributed to harming Indigenous women and girls".	
9.2	Winnipeg Police Service and Community Services	i) • WPS is a signatory to Winnipeg's Indigenous Accord. • The Indigenous Partnership Section (IPS) is responsible for assisting to train WPS members (staff and civilian) in Indigenous awareness training. This training is led by TRC Calls to Action/United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) recommendations and utilizes Indigenous people and organizations to provide the content. • IPS connects with an Elder and other Knowledge Keepers and Indigenous organizations to ensure information and content is culturally appropriate. • Division 51 (Community Support), is responsible for 2SLGBTQQIA training for	

		supervisors (Respectful Workplace Training); this includes content from people from the 2SLGBTQQIA people. • Victim and Volunteer Services provides resources, information and training to staff and citizens reaching out to victims of crime; connections with culturally relevant organizations are shared. ii) • Division 51 (Community Support), has contacts with the political and cultural communities (grassroots) within Winnipeg and across Manitoba, including women, Elders, youth, and 2SLGBTQQIA people. o WPS recently held the 3rd Annual Indigenous Unity Gathering, which was named by the Ma Mawi Wi Chi Itata Centre's Sacred Seven Youth Council; this council also provided guidance and input on the planning event. Over 150 people from over 20 Indigenous organization attended this event in 2019. o The IPS has been gifted an Eagle Staff; teachings, protocols and information regarding the Eagle Staff and its use have been shared with WPS members and the public. • WPS has initiated ongoing partnerships with: o Youth in schools through the School Resource Officer Program and partnerships with schools that focus on rural Indigenous youth relocating to the City with a focus on personal safety. • Block by Block Community Wellbeing Initiative and Thunderwing Program provides culturally relevant and wraparound supports to families; A WPS Executive, support from Division 51 (Community Support), and a full-time police officer is assigned to Thunderwing to ensure community connection and support. iii) • There was an Inspector allocated as a resource to the Winnipeg Police Board Indigenous Council on Policing and Crime Prevention. iv) • Division 51 (Community Support) facilitated a variety of cultural training for various areas within WPS including a Blanket Exercise, Sweat Lodge, Medicine Teaching, and Eagle Feather/Eagle Staff Teaching. • Division 51 (Community Support) and Victim and Volunteer Services has been trained in trauma-informed practices and will be assisting in the development of a trauma-informed practices course for policing. • The Community Services Department currently funds a full-time Community Crisis Worker to support Division 51 (Community Support) and Victim and Volunteer Services to provide trauma-informed support, information and referrals to anyone who has been impacted by an incident. • Division 51 and Volunteer and Victim Services have a full-time Family Information Liaison Unit worker that works full-time to support families; this role is designed to assist the families of Missing and Murdered Indigenous Women and Girls whose matters are under investigation by the Service.	iv) • The Training Division has assigned a curriculum designer, and one officer to take training regarding trauma inform practices. This training will include sessions from KLINIC which is a local crisis centre which has specialized services for sexual assault survivors, and the Ma Mawi Wee Chi Itata Centre which is an indigenous social service agency. The Training Division will review the best practices across Canada and other progressive law enforcement agencies. Once this is completed the WPS will be creating an on-line training session cover Trauma informed practices. This training should be available in the second quarter of 2020.
9.3		i) • Approximately 11% of members self-identified as Indigenous	i) • IPS frequently partners or assists Human Resources to focus recruitment towards diverse or Indigenous communities and attend many events to encourage recruitment and connection, such as: o Presentations to Indigenous organization's events or schools

		ii) • WPS has limited data to assess the Indigenous language capacity of its members, by the data that does exists suggests there are no members fluent in an Indigenous language. iii) • The Service's pre-employment psychological evaluations can identify potential biases. The current process for all Police and Cadet applicants includes screening for discriminatory bias during the background investigation stage. iv) • Through the development of the 2015-2019 Strategic Plan and ongoing consultations with Indigenous communities, Indigenous people have contributed to the Service's recruiting priorities. v) • In 2014 the City of Winnipeg made it mandatory for all employees to take Indigenous history training. All Winnipeg Police Service recruits take four days diversity training with two days solely devoted to indigenous culture. There is an additional half day course which covers the history of the treaties in particular treaty one and is called "W'daeb Awaewe" is Ojibway for "The Truth As We Know It". Participants are provided with an experiential approach to understanding Indigenous culture and promoting reconciliation and the spirit of inclusion. The teachings provide insight from an Indigenous perspective on culture, traditions and historical events in Winnipeg with a focus on the Residential School System and the impacts on Indigenous peoples. • Winnipeg Police recruits are given an hour lecture on hate crimes and 4.5 hours on Bias Awareness. • At this time the Winnipeg Police does not offer language training to recruits. vi) • There are no current initiatives that support this Call for Justice. vii) • Outside the City of Winnipeg's jurisdiction, as it relates to remote and rural communities.	o Participating in Grand Entries, Sacred Fires, Sweat Lodge, Youth Conferences, etc. iv) • The Service may consider continuing to host events such as the Future Women in Law Enforcement (FWILE) conference of the Diversity Career Exposition again in the future. vi) • There is no recommendation at this time.
9.4		i) • IPS connects as above with Indigenous communities, schools and organizations to provide safety information and collaborating regarding safety for Indigenous women, girls and 2SLGBTQQIA people. IPS has been a resource for other large police services to consult on best practices in this regard. ii and iii) • WPS has an Indigenous Partnerships Section within Diversity Relations, who works with Winnipeg's Indigenous citizens to provide information on public safety issues and help create partnerships which encourage social development.	
9.5		i) • Safety tool kits have been created by several Indigenous organizations. IPS connects with Indigenous leaders, organizations and communities to share and forward information; this includes working with WPS Video Productions Unit to create a Public Safety Message regarding sexual assault information and protocol, and	

		domestic violence safety information. • Ongoing partnerships with numerous organizations providing supports and safety, such as: Ka Ni Kanichihk, Bear Clan, Ma Mawi Wi Chi Itata Centre, Ndinawemaagang Endaawaad, Behavioural Health Foundation, Onashowewin, Life's Journey and Native Clan. ii) • Victim and Volunteer Services and the Family Information Liaison Unit worker coordinate with investigative units to facilitate this. iii) • The Canadian Association of Chiefs of Police (CACP)'s Policing with Indigenous Peoples (PWIP) Committee will be developing a national framework/best practices training in relation to responding to protests and assemblies. One of the WPS Inspectors will be facilitating a training course with PWIP and the OPP liaison team in Fall 2019. • WPS partners with Indigenous leaders and organizations on numerous events and initiatives, including Block by Block and Thunderwing. • Volunteer and Victim Services and IPS coordinated provincially and nationally for victim support and information.	
9.6		There are no current initiatives that support this Call for Justice.	There is no recommendation at this time.
9.7		IPS and Division 51 (Community Support) currently partner with over 20 organizations that contact this work, such as: Ka Ni Kanichihk, Bear Clan, Ma Mawi Wi Chi Itata Centre, Ndinawemaagang Endaawaad, Behavioural Health Foundation, Onashowewin, Life's Journey and Native Clan. Block by Block and Thunderwing have over 30 organizations represented.	
9.8		The Winnipeg Police Board Indigenous Council on Policing and Crime Prevention, which was created as an advisory committee of the board, ceased to have effect after December 31, 2018, as per its Terms of Reference.	
9.9	N/A		WPS is awaiting the creation of a National Task Force by the Federal government.
9.10	N/A		WPS is awaiting the creation of a National Task Force by the Federal government.
9.11		There has been changes within the WPS, which has included the transition from the Vice-Morals Unit to the Counter-Exploitation Unit, which reflects a change from traditional enforcement which focused on arresting the exploited to arresting the exploiters. The Counter-Exploitation Unit is a member of the Sexual Exploitation Youth (SEY) Community Coalition, whose membership also consists of people with lived experience in the sex industry.	
10.1	N/A	Outside the City of Winnipeg's jurisdiction.	
11.1	Community Services	Library Services provide public awareness on Missing & Murdered Indigenous Women, Girls & Two-Spirit through both ongoing and periodic initiatives: • Info Guide on Indigenous resources and topics includes focus on Missing & Murdered Indigenous Women, Girls & Two-Spirit https://guides.wpl.winnipeg.ca/indigenous • Library social media shares timely resources on MMIWG (e.g. when the report was released).	
11.2	N/A	Outside the City of Winnipeg's jurisdiction.	
12.1	N/A	Outside the City of Winnipeg's jurisdiction.	

12.2	N/A	Outside the City of Winnipeg's jurisdiction.	
12.3	N/A	Outside the City of Winnipeg's jurisdiction.	
12.4	N/A	Outside the City of Winnipeg's jurisdiction.	
12.5	N/A	Outside the City of Winnipeg's jurisdiction.	
12.6	N/A	Outside the City of Winnipeg's jurisdiction.	
12.7	N/A	Outside the City of Winnipeg's jurisdiction.	
12.8	N/A	Outside the City of Winnipeg's jurisdiction.	
12.9	N/A	Outside the City of Winnipeg's jurisdiction.	
12.10	Community Services		The Community Services Department and Indigenous Relations will collaborate to explore the feasibility of incorporating a "neighbourhood hub" model in City-managed recreation centres to help ensure that the provision of services better meet the needs of the Indigenous community.
12.11	N/A	Outside the City of Winnipeg's jurisdiction.	
12.12	N/A	Outside the City of Winnipeg's jurisdiction.	
12.13	Indigenous Relations	In response to the Truth and Reconciliation Commission (TRC) Call to Action #57, mandatory Indigenous awareness training has been delivered to over 9,400 City of Winnipeg employees to-date. Indigenous Relations works to provide additional Indigenous awareness educational opportunities to the Public Service through a variety of mechanisms, including courses with the Employee Development Branch, the Corporate Leadership Series Presentations, traveling exhibits.	Indigenous Relations will continue to work with departments to identify policies and practices that negatively impact the Indigenous community's ability to fully participate in civic programs and services. This includes the ongoing work to address TRC Call to Action #43 and #47, in partnership with Legal Services.
12.14	N/A	Outside the City of Winnipeg's jurisdiction.	
12.15	Winnipeg Police Service	The WPS Child Abuse Unit is required to investigate the death of any persons under the age of 18, in consultation with the Homicide Unit.	
13.1	N/A	Outside the City of Winnipeg's jurisdiction.	
13.2	Planning, Property and Development		Development within the City of Winnipeg is restricted by the requirements of the Province's Historic Resource Branch (HRB). However, the Planning, Property and Development Department will explore how their processes might incorporate a gender-based socioeconomic lens when considering the lease or sale of surplus lands.
13.3	N/A	Outside the City of Winnipeg's jurisdiction.	
13.4	N/A	Outside the City of Winnipeg's jurisdiction.	
13.5	N/A	Outside the City of Winnipeg's jurisdiction.	
14.1	N/A	Outside the City of Winnipeg's jurisdiction.	
14.2	N/A	Outside the City of Winnipeg's jurisdiction.	
14.3	N/A	Outside the City of Winnipeg's jurisdiction.	
14.4	N/A	Outside the City of Winnipeg's jurisdiction.	
14.5	N/A	Outside the City of Winnipeg's jurisdiction.	
14.6	N/A	Outside the City of Winnipeg's jurisdiction.	
14.7	N/A	Outside the City of Winnipeg's jurisdiction.	
14.8	N/A	Outside the City of Winnipeg's jurisdiction.	
14.9	N/A	Outside the City of Winnipeg's jurisdiction.	
14.10	N/A	Outside the City of Winnipeg's jurisdiction.	
14.11	N/A	Outside the City of Winnipeg's jurisdiction.	
14.12	N/A	Outside the City of Winnipeg's jurisdiction.	

14.13	N/A	Outside the City of Winnipeg's jurisdiction.	
15.1	Indigenous Relations		Indigenous Relations will explore developing an Employee Education and Engagement Campaign about the MMIWG Final Report, which would seek to address this Call for Justice.
15.2	Indigenous Relations	Indigenous Relations works to provide Indigenous awareness educational opportunities to the Public Service through a variety of mechanisms, including courses with the Employee Development Branch, the Corporate Leadership Series Presentations, traveling exhibits. This also includes hosting an annual National Indigenous Peoples Day celebration for City of Winnipeg employees, incorporating the practice of traditional territory acknowledgement at the beginning of meetings and events, and developing a Walking Tour in support of the Welcoming Winnipeg Policy.	Indigenous Relations will explore developing an Employee Education and Engagement Campaign about the MMIWG Final Report, which would seek to further address this Call for Justice.
	Community Services	Library Services encourages and offers frequent opportunity to learn about Indigenous Peoples through extensive collections (read, listen, watch), programs (lectures, films, story times etc.) and information displays and exhibits (including many by Indigenous organizations, artists, filmmakers). Indigenous collections are broad range of materials from historical to contemporary issues with a priority on Indigenous-authored content. As well, Library Services posts on social media and provides an informative Indigenous Info Guide and a Residential School Info Guide. https://guides.wpl.winnipeg.ca/indigenous and https://guides.wpl.winnipeg.ca/residentialschools of recommended reading and information.	
15.3	Indigenous Relations		Indigenous Relations will explore developing an Employee Education and Engagement Campaign about the MMIWG Final Report, which would seek to address this Call for Justice.
	Community Services	Library Services provides public awareness on Missing & Murdered Indigenous Women, Girls & Two-Spirit through both ongoing and periodic initiatives: • Info Guide on Indigenous resources and topics includes focus on Missing & Murdered Indigenous Women, Girls & Two-Spirit https://guides.wpl.winnipeg.ca/indigenous • Library social media shares timely resources on MMIWG (e.g. when the report was released).	
15.4	Indigenous Relations		Indigenous Relations will explore developing an Employee Education and Engagement Campaign about the MMIWG Final Report, which would seek to further address this Call for Justice.
15.5	Indigenous Relations		Indigenous Relations will explore developing an Employee Education and Engagement Campaign about the MMIWG Final Report, which would seek to address this Call for Justice.
15.6	Indigenous Relations		Indigenous Relations will explore developing an Employee Education and Engagement Campaign about the MMIWG Final Report, which would seek to address this Call for Justice.
15.7	Indigenous Relations	Indigenous Relations works to provide Indigenous awareness educational opportunities to the Public Service through a variety of mechanisms, including courses with the Employee Development Branch, the Corporate Leadership Series Presentations, traveling exhibits. This also includes hosting an annual National Indigenous Peoples Day celebration for City of Winnipeg employees, incorporating the practice of traditional territory acknowledgement at the beginning of meetings and events, and developing a Walking Tour in support of the Welcoming Winnipeg Policy.	Indigenous Relations will explore developing an Employee Education and Engagement Campaign about the MMIWG Final Report, which would seek to further address this Call for Justice.
15.8	Indigenous Relations	At its meeting on June 11, 2019, the Executive Policy Committee directed the Winnipeg Public Service to review the Final Report of the Nation 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.	
16.1	N/A	Outside the City of Winnipeg's jurisdiction.	
16.2	Indigenous Relations		Through the Welcoming Winnipeg Policy, Indigenous Relations will examine existing by-laws, as necessary, to determine if any require amendment to support this Call for Justice.
16.3	N/A	Outside the City of Winnipeg's jurisdiction.	
16.4	City of Winnipeg	In 2016, the City of Winnipeg committed $5M over 5 years to the Winnipeg Art Gallery's new Inuit Art Centre, which will allow onlookers to engage with Inuit art culture and history.	
	Community Services	Community Services provides Cree and Ojibwe Indigenous language classes through Library Services; Library Services has materials on Inuit language and culture in the Indigenous Collections. Indigenous cultural activity programs are delivered through the Recreation Services Division.	The Community Services Department and Indigenous Relations will seek to collaborate to explore how these opportunities might be offered consistently and include Inuit history and culture.
	Indigenous Relations	Indigenous Relations coordinates and delivers opportunities for City employees to learn and participate in Traditional Knowledge activities through its Cultural Committee.	Indigenous Relations will review the Cultural Committee's annual calendar of activities for 2020 to ensure Inuit history and culture is programmed on a regular and equitable basis.
16.5	N/A	Outside the City of Winnipeg's jurisdiction.	
16.6	Chief Administrative Office		The Chief Administrative Offices and Indigenous Relations will collaborate to examine current methods the City of Winnipeg uses for data collection and how they might be improved to desegregate data, to address this Call for Justice.
16.7	Community Services	Community Services provides Indigenous cultural activity programs through the Recreation Services Division.	The Community Services Department and Indigenous Relations will seek to collaborate to ensure that these opportunities are offered consistently and include Inuit perspectives of health and wellness.
16.8	Winnipeg Fire Paramedic Services	In 2014, the Winnipeg Fire Paramedic Service partnered with Indigenous Relations to deliver an enhanced Primary Care Paramedic program for 16 Indigenous youth; enhancements included extending the length of the program to include access to an Elder, City of Winnipeg facility passes and financial supports. Of the 16 youth who graduated, 11 were hired by the Winnipeg Fire Paramedic Service.	Winnipeg Fire Paramedic Service and Indigenous Relations will collaborate to examine how they can work together to increase the number of Inuit Primary Care Paramedics.
16.9	N/A	Outside the City of Winnipeg's jurisdiction.	
16.10	N/A	Outside the City of Winnipeg's jurisdiction.	
16.11	N/A	Outside the City of Winnipeg's jurisdiction.	
16.12	Indigenous Relations		Currently, Indigenous Relations does not have the capacity to provide programming targeted at specific demographics within the Indigenous community. They will review their mandate for 2020 to determine how they can enhance the provision of services for Inuit men and boys, within existing resources.
16.13	Indigenous Relations		Indigenous Relations will utilize its connection to the Winnipeg Suicide Prevention Network to bring awareness about the National Inuit Suicide Prevention Strategy. As this is a national strategy, Indigenous Relations will continue to monitor the Federal government's response.
16.14	N/A	Outside the City of Winnipeg's jurisdiction.	
16.15	N/A	Outside the City of Winnipeg's jurisdiction.	
16.16	N/A	Outside the City of Winnipeg's jurisdiction.	
16.17	N/A	Outside the City of Winnipeg's jurisdiction.	
16.18	Planning, Property and Development	Currently, the City of Winnipeg has a Tax Sale Housing Inventory; in January 2018, Council	The Planning, Property and Development Department's Housing and Neighbourhood

		approved a 2-year pilot project to sell surplus City-owned land within the William Whyte neighbourhood at 50% of the market rate to Non-Profit Housing Providers for affordable housing development.	Revitalization Coordinator and Indigenous Relations will collaborate to explore how the City of Winnipeg might address this Call for Justice.
16.19	Indigenous Relations		Indigenous Relations will examine how Oshki Annishinabe Nigaaniwak programming or funding structure might be improved to respond to this Call for Justice.
16.20	N/A	Outside the City of Winnipeg's jurisdiction.	
16.21	N/A	Outside the City of Winnipeg's jurisdiction.	
16.22	Community Services		The Community Services Department and Indigenous Relations will collaborate to explore the feasibility of incorporating a "neighbourhood hub" model in City-managed recreation centres to help ensure that the provision of services better meet the needs of the Indigenous community, including as it relates to this Call for Justice.
16.23	Indigenous Relations		Indigenous Relations will explore developing an Employee Education and Engagement Campaign about the MMIWG Final Report, which would seek to address this Call for Justice.
16.24	Community Services		The Community Services Department and Indigenous Relations will collaborate to explore the feasibility of incorporating a "neighbourhood hub" model in City-managed recreation centres to help ensure that the provision of services better meet the needs of the Indigenous community, including as it relates to this Call for Justice.
16.25	N/A	Outside the City of Winnipeg's jurisdiction.	
16.26	N/A	Outside the City of Winnipeg's jurisdiction.	
16.27	Indigenous Relations		Indigenous Relations will explore the development of a half-day Inuit-specific course to be delivered through Employee Development for City of Winnipeg employees.
16.28	N/A	Outside the City of Winnipeg's jurisdiction.	
16.29	Winnipeg Police Service	At this time, the Victim Service Section does not provide this, but would provide an appropriate referral to a community organization.	The expansion of Snowflake Place (of which WPS is a partner) is being explored with the Child Abuse Unit embedded with other agencies in one location to ensure there a supportive and holistic environment for youth and children.
16.30	N/A	Outside the City of Winnipeg's jurisdiction.	
16.31	N/A	Outside the City of Winnipeg's jurisdiction.	
16.32	Winnipeg Police Service	At this time, there are no members who self-identify as Inuit.	The Service is considering several options to enhance the cultural and linguistic diversity of its Indigenous members.
16.33	N/A	Outside the City of Winnipeg's jurisdiction.	
16.34	N/A	Outside the City of Winnipeg's jurisdiction.	
16.35	N/A	Outside the City of Winnipeg's jurisdiction.	
16.36	N/A	Outside the City of Winnipeg's jurisdiction.	
16.37	N/A	Outside the City of Winnipeg's jurisdiction.	
16.38	Indigenous Relations		Indigenous Relations will examine its mandate for 2020 to incorporate an Inuit-specific lens into the work it does moving forward.
16.39	N/A	Outside the City of Winnipeg's jurisdiction.	
16.40	N/A	Outside the City of Winnipeg's jurisdiction.	
16.41	Indigenous Relations		Indigenous Relations will collaborate with the appropriate department(s) to consider how they can increase access and awareness regarding the recruitment of members for City of Winnipeg Boards and Committees to Inuit women, girls and 2SLGBTQQIA people.
16.42	N/A	Outside the City of Winnipeg's jurisdiction.	
16.43	N/A	Outside the City of Winnipeg's jurisdiction.	
16.44	Chief Administrative Office		The Chief Administrative Offices and Indigenous Relations will collaborate to examine current methods the City of Winnipeg uses for data collection and how they might be

			improved to desegregate data, to address this Call for Justice.
	Indigenous Relations		Indigenous Relations will examine its data collection methods as they relate to outcomes of the City of Winnipeg's Indigenous Youth Strategy, Oshki Annishinabe Nigaaniwak, to determine how they might be improved to desegregate data, to address this Call for Justice.
16.45	N/A	Outside the City of Winnipeg's jurisdiction.	
16.46	N/A	Outside the City of Winnipeg's jurisdiction.	
17.1	N/A	Outside the City of Winnipeg's jurisdiction.	
17.2	N/A	Outside the City of Winnipeg's jurisdiction.	
17.3	Indigenous Relations		Indigenous Relations will examine its mandate for 2020 to incorporate a Métis-specific lens into the work it does moving forward.
17.4	Community Services	Community Services provides Cree and Ojibwe Indigenous language classes through Library Services; Library Services has materials on Métis language and culture in the Indigenous Collections. Indigenous cultural activity programs are delivered through the Recreation Services Division.	The Community Services Department and Indigenous Relations will collaborate to explore how these opportunities could be offered consistently and include Métis history and culture.
17.5	Indigenous Relations	The mandate of the Indigenous Relations is to enhance the City of Winnipeg's role to be a leader in reconciliation and Indigenous Relations in Winnipeg, which includes eliminating barriers for all Indigenous citizens accessing programs and services.	
17.6	Indigenous Relations		Indigenous Relations will examine its mandate for 2020 to incorporate a Métis-specific lens into the work it does moving forward.
17.7	Community Services	Community Services provides Indigenous language classes through Library Services and Indigenous cultural activity programs through the Recreation Services Division.	The Community Services Department and Indigenous Relations and will seek to collaborate to explore how these opportunities can be offered consistently and include Métis history and culture.
17.8	Indigenous Relations	The City of Winnipeg, through the Employee Development Branch, offers a half-day Métis-specific course for employees.	Indigenous Relations will review the current training to determine if the curriculum and scheduling might be enhanced to address this Call for Justice.
17.9	Winnipeg Transit		Winnipeg Transit and Indigenous Relations will collaborate to see how current safety measures might be enhanced to improve the safety of Métis women, girls and 2SLGBTQQIA people on City of Winnipeg busses.
17.10	Indigenous Relations	There are no current initiatives that support this Call for Justice.	There is no recommendation at this time.
17.11	Indigenous Relations	Indigenous Relations collaborates with the Office of Public Engagement on projects, as necessary, to create opportunities for stakeholders, including Métis, Inuit and First Nations representatives to connect.	
17.12	Winnipeg Police Service	WPS has an Indigenous Partnerships Section that participates in recruitment presentations and community events to build positive relationships. There is also WPS representation on the Thunderwing: Block by Block initiative.	
17.13	Winnipeg Police Service	Currently the WPS offers Indigenous awareness training that is led by TRC Calls to Action/United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) recommendations and utilizes Indigenous people and organizations to provide the content. There is nothing specific to the history of Métis communities.	
17.14	Winnipeg Police Service	The Winnipeg Police Board Indigenous Council on Policing and Crime Prevention, which was created as an advisory committee of the board, ceased to have effect after December 31, 2018, as per its Terms of Reference.	
17.15	Mayor's Office	In 2019, the Bear Clan was provided with a $50K grant from the Mayor's Office.	
17.16	N/A	Outside the City of Winnipeg's jurisdiction.	
17.17	N/A	Outside the City of Winnipeg's jurisdiction.	

17.18	N/A	Outside the City of Winnipeg's jurisdiction.	
17.19	Community Services		The Community Services Department and Indigenous Relations will review if the Winnipeg Poverty Reduction Strategy might be developed to include initiatives that support Métis women, girls and 2SLGBTQQIA people specifically.
	Indigenous Relations	Indigenous Relations provides funding to 11 organizations through Oshki Annishinabe Nigaaniwak, the City of Winnipeg's Indigenous Youth Strategy; 10 of these organizations provide training and employment opportunities for Indigenous youth. Educational supports are also provided to Indigenous youth through scholarship and award programs.	Indigenous Relations will review the existing Memorandum of Understanding between the City of Winnipeg and the Manitoba Métis Federation (MMF) and work with Human Resources and the MMF to determine next steps.
17.20	N/A	Outside the City of Winnipeg's jurisdiction.	
17.21	N/A	Outside the City of Winnipeg's jurisdiction.	
17.22	Indigenous Relations		Indigenous Relations will conduct an inter-departmental scan to determine what, if any, services provided by the City of Winnipeg are impacted by Jordan's Principle.
17.23	N/A	Outside the City of Winnipeg's jurisdiction.	
17.24	N/A	Outside the City of Winnipeg's jurisdiction.	
17.25	Community Services	Community Services provides Cree and Ojibwe Indigenous language classes through Library Services and Indigenous cultural activity programs through the Recreation Services Division.	The Community Services Department and Indigenous Relations will seek to collaborate to explore how these opportunities can be offered consistently and include Métis history and culture.
17.26	Community Services	Library Services regularly offers a Métis Genealogy workshop (in partnership) and the Indigenous Collections include Métis language and culture resources.	
17.27	N/A	Outside the City of Winnipeg's jurisdiction.	
17.28	Winnipeg Police Service		The expansion of Snowflake Place (of which WPS is a partner) is being explored with the Child Abuse Unit embedded with other agencies in one location to ensure there a supportive and holistic environment for youth and children.
17.29	N/A	Outside the City of Winnipeg's jurisdiction.	
18.1	Employee Development	The City of Winnipeg, through the Employee Development Branch, offer the course "Gender and Sexual Diversity", which seeks to increase employees' awareness and understanding of Lesbian, Gay, Bi-sexual, Transgender, Two Spirit, Inter-sex, Queer and Questioning people and the powerful role allies (2SLGBTQQIA and heterosexual) play in creating empowered, respectful and engaged workplaces.	
	Community Services	Library Services has 2SLGBTQQIA collections (tagged for easy findability) and an online informative Info Guide: https://guides.wpl.winnipeg.ca/LGBTTQ. Library Services takes part in annual Pride events, partners with Sunshine House for *Read by Queens*, and regularly seeks out other opportunities to program with 2SLGBTQQIA communities (e.g. in 2019 hosting web comic author Sophie Labelle with Trans Manitoba).	
18.2	Indigenous Relations		Indigenous Relations will explore developing an Employee Education and Engagement Campaign about the MMIWG Final Report, which would seek to address this Call for Justice.
	Indigenous Relations		Indigenous Relations will collaborate with the appropriate department(s) to explore how the civic system is engaging with the 2SLGBTQQIA community when doing public engagement sessions.
	Indigenous Relations		Indigenous Relations will collaborate with the appropriate department(s) to explore the representation of self-declared 2SLGBTQQIA people within decision-making positions and how to target recruitment, if necessary.
18.3	Chief Administrative Office		The Chief Administrative Offices and Indigenous Relations will collaborate to examine current methods the City of Winnipeg uses for data collection and if they could be improved to desegregate data, to address this Call for Justice.

18.4	Community Services	• The gender field was removed from leisureONLINE account creation in early 2019; • Community Services has also removed gender from their registered program evaluation survey questions; • For non-registered recreation programming, gender is not included in the tracking system that Community Services has developed –gender is no longer requested on attendance/registration forms; • Gender was eliminated from library card membership applications in 2019, and removed from membership database.	The Community Services Department and Indigenous Relations will collaborate to examine current data collection methods the department uses for programming/registration, and if they can be improved, to address this Call for Justice.
	Chief Administrative Office		The Chief Administrative Offices and Indigenous Relations will collaborate to examine current methods the City of Winnipeg uses for data collection and if they could be improved to desegregate data, to address this Call for Justice.
	Indigenous Relations		Indigenous Relations will collaborate with the appropriate department(s) to examine current data collection methods the organization uses when recruiting, and if they can be improved, to address this Call for Justice.
18.5	Indigenous Relations		Indigenous Relations will collaborate with the appropriate department(s) to explore the representation of self-declared 2SLGBTQQIA people within front-line positions and how to target recruitment, if necessary.
18.6	Indigenous Relations		Indigenous Relations will examine how Oshki Annishinabe Nigaaniwak programming or funding structure might be improved to respond to this Call for Justice.
18.7	Indigenous Relations	Indigenous Relations provides funding to 11 organizations through Oshki Annishinabe Nigaaniwak, the City of Winnipeg's Indigenous Youth Strategy.	
18.8	Community Services		The Community Services Department and Indigenous Relations will collaborate to explore the feasibility of incorporating a "neighbourhood hub" model in City-managed recreation centres to help ensure that the provision of services better meet the needs of the 2SLGBTQQIA community, including as it relates to this Call for Justice.
18.9	N/A	Outside the City of Winnipeg's jurisdiction.	
18.10	Planning, Property and Development	The Planning, Property and Development Department, in collaboration with Indigenous Relations, is working to implement a Smudging Standard that will allow for smudging in various City-run facilities.	The Planning, Property and Development Department will explore the allowances for smudging permission in city run facilities as it pertains to building code.
18.11	Planning, Property and Development	The City of Winnipeg is implementing a Universal Design Policy in all new City facilities, which aims to address this Call for Justice.	
18.12	Winnipeg Police Services	Members of the Major Crimes Investigative Unit are assigned/designated to investigate these types of crime specifically.	
18.13	Winnipeg Police Services	WPS offers Respectful Workplace Training to its members, with content developed in consultation with people from the 2SLGHTQQIA community.	
18.14	Winnipeg Police Service	One of the Counter-Exploitation Unit's priorities is the safety and wellbeing of those involved in the sex trade; they work with a number of community organizations to help meet this	
18.15	Indigenous Relations		Indigenous Relations will review the Cultural Committee's annual calendar of activities for 2020 to ensure 2SLGBTQQIA people's history (from a pre-colonial perspective) is programmed.
	Employee Development	The City of Winnipeg, through the Employee Development Branch, offer the course "Gender and Sexual Diversity", which seeks to increase employees' awareness and understanding of Lesbian, Gay, Bi-sexual, Transgender, Two Spirit, Inter-sex, Queer and Questioning people and the powerful role allies (2SLGBTQQIA and heterosexual) play in creating empowered, respectful and engaged workplaces.	
18.16	Indigenous Relations	Indigenous Relations reviews requests for funding as they come up and would consider supporting these types of events, as funding permits.	
18.17	Indigenous Relations		Indigenous Relations will explore developing an Employee Education and Engagement

			Campaign about the MMIWG Final Report, which would seek to address this Call for Justice.
18.18	N/A	Outside the City of Winnipeg's jurisdiction.	
18.19	Indigenous Relations		Indigenous Relations will collaborate with the appropriate department(s) to find ways that 2SLGBTQQIA histories and issues might be embedded throughout the organization's communication strategies.
	Community Services	Library Services has 2SLGBTQQIA collections (tagged for easy findability) and an online informative Info Guide: https://guides.wpl.winnipeg.ca/LGBTTQ. Library Services takes part in annual Pride events, partners with Sunshine House for *Read by Queens*, and regularly seeks out other opportunities to program with 2SLGBTQQIA communities (e.g. in 2019 hosting web comic author Sophie Labelle with Trans Manitoba).	
18.20	N/A	Outside the City of Winnipeg's jurisdiction.	
18.21	N/A	Outside the City of Winnipeg's jurisdiction.	
18.22	N/A	Outside the City of Winnipeg's jurisdiction.	
18.23	N/A	Outside the City of Winnipeg's jurisdiction.	
18.24	Community Services		The Community Services Department and Indigenous Relations will review if the Winnipeg Poverty Reduction Strategy might be developed to include initiatives that support 2SLGBTTQIA people specifically.
	Planning, Property and Development		The Planning, Property and Development Department's Housing and Neighbourhood Revitalization Coordinator and Indigenous Relations will collaborate to explore how the City of Winnipeg can address this Call for Justice.
18.25	Indigenous Relations		Indigenous Relations will examine how Oshki Annishinabe Nigaaniwak programming or funding structure might be improved to respond to this Call for Justice.
	Planning, Property and Development		The Planning, Property and Development Department's Housing and Neighbourhood Revitalization Coordinator and Indigenous Relations will collaborate to explore how the City of Winnipeg might address this Call for Justice.
18.26	Winnipeg Fire Paramedic Service	The staff and leadership of the Winnipeg Fire Paramedic Service were leaders in modernizing the City of Winnipeg policy regarding participation of City personnel in uniform and City vehicles in the annual Winnipeg Pride Parade in 2016. Uniformed fire and paramedic personnel and vehicles have participated in each subsequent year, demonstrating the open and welcoming environment for all 2SLGBTQQIA people.	Winnipeg Fire Paramedic Service and Indigenous Relations will collaborate to review the training opportunities for Primary Care Paramedics to determine if additional opportunities might be required to address this Call for Justice.
18.27	Community Services		The Community Services Department and Indigenous Relations will collaborate to review what resources Community Crisis Workers who work in the department have access to in order to determine if additional opportunities might be required to address this Call for Justice.
18.28	N/A	Outside the City of Winnipeg's jurisdiction.	
18.29	N/A	Outside the City of Winnipeg's jurisdiction.	
18.30	N/A	Outside the City of Winnipeg's jurisdiction.	
18.31	N/A	Outside the City of Winnipeg's jurisdiction.	
18.32	N/A	Outside the City of Winnipeg's jurisdiction.	