Agenda – Council – July 23, 2020

Report – Executive Policy Committee – July 15, 2020

Item No. 11 Anti-Racism Initiatives

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On July 15, 2020, the Executive Policy Committee submitted the following to Council:

1. That the Winnipeg Public Service immediately implement section 4.2 a) (ii) of the Newcomer Welcome and Inclusion Policy within existing budgetary allocations, namely:

   "(ii) Train the Public Service on anti-oppression, including anti-racism and cross cultural competency."

   and report back on the progress of this implementation to the Human Rights Committee of Council within 90 days.

2. That the City of Winnipeg participate in the current Immigration Partnership Winnipeg "Manitobans: COVID-19 Doesn't Discriminate. Nor Should You!/Manitobain(e)s, La COVID-19 ne discrimine pas. Vous non plus!"campaign and their upcoming "Anti-Racism in Sport and Recreation" public awareness campaigns. City support for the "Anti-Racism in Sport and Recreation" campaign will include:

   A. Participation on the campaign Steering Committee;
   B. In-kind space at City of Winnipeg facilities for events, presentations and workshops;
   C. In-kind campaign media support, including promotion of campaign messages via the City's social media channels and advertising space;
   D. Assistance with the delivery of training presentations and workshops alongside IPW's Anti-Racism Coordinator, as needed.

3. That the Winnipeg Public Service be directed to collaborate with Immigration Partnership Winnipeg in the development and implementation of an Anti-Racism Week, to coincide with the International Day for the Elimination of Racial Discrimination on March 20, 2021.

4. That the Winnipeg Police Board be requested to report back to the Standing Policy Committee on Protection, Community Services and Parks within 90 days with a report that outlines the partnerships and programs that the Winnipeg Police Service has undertaken and will continue to undertake, and that align with the adopted Newcomer Welcome and Inclusion Policy, related to the following goals:

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EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

A. training its officers to better understand and respond to issues affecting racialized, minority, and LGBTTQ* communities;
B. working with community members and organizations to better respond to calls for service that are related to mental health and addictions, and support crisis prevention and non-violent crisis intervention;
C. building relationships that foster newcomer community safety and trust by developing open lines of communication and partnerships with ethno-cultural and religious groups;
D. building a Winnipeg Police Service that better represents the demographics of the community.

5. That the Winnipeg Public Service provide a written report to the Executive Policy Committee within 90 days on the progress of the work undertaken through the City of Winnipeg's participation in the Bloomberg Harvard City Leadership Initiative, where together with community partners it is examining an innovative, made-in-Winnipeg way to better align the type of agency being dispatched with the needs of residents calling 911.

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

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DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On July 15, 2020, the Executive Policy Committee passed the following motion:

WHEREAS as a result of the Black Lives Matter movement there has been increased public discourse in recent weeks regarding the importance of appropriate resources being allocated to respond to various emergency situations;

AND WHEREAS systemic racism exists in our society;

AND WHEREAS the City of Winnipeg acknowledges the importance of promoting and enhancing the fundamental human rights of all its residents including the Black, Indigenous, People of Colour (BIPoC) community, people with disabilities, and LGBTTQ* individuals;

AND WHEREAS the City of Winnipeg has taken meaningful steps to create the structures and policies to improve the fundamental human rights of its residents through initiatives such as:

- Establishing of the Indigenous Relations Division;
- Creating the Human Rights Committee of Council;
- Adopting the Newcomer Welcome and Inclusion Policy; and
- Creating an Equity, Diversity, and Inclusion Program Coordinator position

AND WHEREAS the City of Winnipeg has and continues to take meaningful steps to make our community a safe place to live, play, and grow for all its residents;

AND WHEREAS the section of the Newcomer Welcome and Inclusion Policy entitled "Strategic Priorities for Policy Implementation '4.2 - A City without Racism'" directs that:

"a) The City intends to address racism and discrimination in Winnipeg and work to eliminate inequities through education, public awareness, and leading by example.

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DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

Objectives include:
(i) Demonstrate anti-racism leadership city-wide.
(ii) Train the Public Service on anti-oppression, including anti-racism and cross cultural competency.
(iii) Build relationships to foster community safety and trust.
(iv) Work to build understanding between Newcomers and Indigenous peoples;"

AND WHEREAS Immigration Partnership Winnipeg (IPW) and other community partners are currently undertaking the "Manitobans: COVID-19 Doesn't Discriminate. Nor Should You!/Manitobain(e)s, La COVID-19 ne discrimine pas. Vous non plus!" campaign with three key objectives as follows:

1. Bring awareness of the racism, discrimination and xenophobia experienced by Asian community members, other racialized groups and newcomers due to COVID-19, while condemning the association of COVID-19 with any ethnic or racial group;
2. Provide information and tools for these community groups and the general public to stay safe and respond to acts of racism, discrimination and xenophobia; and
3. Highlight the key role many of these community members play in Manitoba's response to COVID-19 as essential workers

AND WHEREAS Immigration Partnership Winnipeg will be launching a city-wide "Anti-Racism in Sports and Recreation" public awareness campaign in partnership with the Winnipeg Blue Bombers, Valour FC, the Treaty Relations Commission and other partners. This campaign will seek to address and eliminate barriers to social participation in sports and recreation among racialized communities, Indigenous Peoples and religious minorities through education and awareness activities including research, training and public awareness;

AND WHEREAS City of Winnipeg's participation in both of these the Immigration Partnership Winnipeg campaigns would help the City of Winnipeg build relationships that foster community safety and trust, an important objective of the Newcomer Welcome and Inclusion Policy;

AND WHEREAS the City of Winnipeg acknowledges the importance of engaging and working with the community to enhance public safety;

AND WHEREAS the Winnipeg Police Service and its dedicated members continue to play an essential role in maintaining public safety in the City of Winnipeg;

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DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

AND WHEREAS the functions and jurisdiction of the Winnipeg Police Service are defined by Federal legislation, Provincial legislation, and Common Law;

AND WHEREAS the City of Winnipeg is currently working with the Harvard Bloomberg Leadership Initiative to study where together with community partners it is examining an innovative, made-in-Winnipeg way to better align the type of agency being dispatched with the needs of residents calling 911;

THEREFORE BE IT RESOLVED:

1. That the Winnipeg Public Service immediately implement section 4.2 a) (ii) of the Newcomer Welcome and Inclusion Policy within existing budgetary allocations, namely:

   "(ii) Train the Public Service on anti-oppression, including anti-racism and cross cultural competency."

   and report back on the progress of this implementation to the Human Rights Committee of Council within 90 days.

2. That the City of Winnipeg participate in the current Immigration Partnership Winnipeg "Manitobans: COVID-19 Doesn't Discriminate. Nor Should You!/Manitobain(e)s, La COVID-19 ne discrimine pas. Vous non plus!"campaign and their upcoming "Anti-Racism in Sport and Recreation" public awareness campaigns. City support for the "Anti-Racism in Sport and Recreation" campaign will include:

   A. Participation on the campaign Steering Committee;
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   D. Assistance with the delivery of training presentations and workshops alongside IPW's Anti-Racism Coordinator, as needed.

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DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

3. That the Winnipeg Public Service be directed to collaborate with Immigration Partnership Winnipeg in the development and implementation of an Anti-Racism Week, to coincide with the International Day for the Elimination of Racial Discrimination on March 20, 2021

4. That the Winnipeg Police Board be requested to report back to the Standing Policy Committee on Protection, Community Services and Parks within 90 days with a report that outlines the partnerships and programs that the Winnipeg Police Service has undertaken and will continue to undertake, and that align with the adopted Newcomer Welcome and Inclusion Policy, related to the following goals:

    A. training its officers to better understand and respond to issues affecting racialized, minority, and LGBTTQ* communities;
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6. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

and submitted the matter to Council.