Agenda – Executive Policy Committee – December 9, 2020

REPORTS

Item No. 7 Anti-Racism Initiatives

COMMITTEE RECOMMENDATION:

On November 23, 2020, the Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service and submitted the following to Council:

1. That the Framework: Equity, Diversity & Inclusion Education & Training Program, attached as Appendix A, be approved.

2. That the Learning Objectives: Equity, Diversity & Inclusion Education and Training Program for Phase I Mandatory Modules, attached as Appendix B, be approved.

3. That the Awareness Series Phase II, attached as Appendix C, be received as information.

4. That the Proper Officers of the City do all things necessary to implement the intent of the foregoing.

DECISION MAKING HISTORY:

COMMITTEE RECOMMENDATION:

On November 23, 2020, the Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service and submitted the matter to the Executive Policy Committee and Council.

COUNCIL DECISION:

On July 23, 2020, Council concurred in the recommendation of the Executive Policy Committee which included the following:

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.

ADMINISTRATIVE REPORT

Title: Equity, Diversity & Inclusion Education & Training Program

Critical Path: Human Rights Committee of Council – Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
J. Greenberg & D. Burelle	A. Cusson	P. Olafson, Interim CFO	M. Ruta, Interim CAO

EXECUTIVE SUMMARY

The Newcomer Welcome & Inclusion Policy was adopted by Council in February 2020. The Policy identified a number of deliverables for various departments. Following the approval of the Policy, Council adopted the recommendation from the Anti-Racism Initiatives report on July 23, 2020 requiring all civic employees to participate in mandatory anti-racism, anti-oppression, employment equity and cross-cultural competency training.

Corporate Human Resources have created a two-phased approach to the Equity, Diversity & Inclusion Education & Training Program (Program). The Program framework includes learning objectives for Phase I – Mandatory Modules and Phase II – Recommended Modules with additional learning objectives to ensure education continues beyond the mandatory requirements. The framework categorizes the training for three groups of staff: all employees, those in leadership positions (excluding Senior Management, Mayor & Council) and a tailored module for Senior Management, Mayor & Council.

RECOMMENDATIONS

1. That the Framework: Equity, Diversity & Inclusion Education & Training Program, attached as Appendix A, be approved.

2. That the Learning Objectives: Equity, Diversity & Inclusion Education and Training Program for Phase I Mandatory Modules, attached as Appendix B, be approved.

3. That the Awareness Series Phase II, attached as Appendix C, be received as information.

4. That the proper officers of the City do all things necessary to implement the intent of the foregoing.

REASON FOR THE REPORT

On July 23, 2020, Council directed the Public Service to report back on the following:

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.

IMPLICATIONS OF THE RECOMMENDATIONS

The delivery and creation of this Program will be funded internally.

HISTORY / DISCUSSION

In March 2020, as part of the City of Winnipeg first multi-year budget process, Council approved a new position to support the creation of an employment focused Diversity, Equity & Inclusion Program. The Diversity, Equity & Inclusion Coordinator is a stand-alone position required to create the program and internal systems and create partnerships required to educate the workforce and employment opportunities.

On February 18, 2020 the Newcomer Welcome & Inclusion Policy was adopted by City Council. In this Policy there are a number of deliverables that are to be completed by various Departments and stakeholders with the city. Corporate Human Resources is responsible for developing an Equity, Diversity & Inclusion Education & Training Program. In addition, Corporate Human Resources is responsible for developing a mandatory anti-racism, anti-oppression and cross-cultural training as part of the Program.

On July 15, 2020 the Executive Policy Committee recommended 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.

Following the July disposition, the Public Service has been creating and working on the Equity, Diversity & Inclusion Training Program (Program). The Program framework has been broken down into two phases.

Phase I is comprised of mandatory training (two modules, and an additional module for those in leadership positions) for all employees. Roll out for Phase I is as follows:

- Module 1: A Represented and Inclusive Workforce – Early 2021
- Module 2: A City without Racism / A Human Rights City – March 2021 during Anti-Racism Week
- Module 3: Leading by Example – late 2021, early 2022
- Module 4*: Tailored Session for Senior Management, Mayor & Council – March 2021 during Anti-Racism Week

*This module will be a mandatory education session for the Senior Management Team, Mayor & Council lead by academic experts and a Human Rights lawyer that will:

- Outline the magnitude and scope of the topics covered in the Program (level-setting, foundational knowledge)
- Provide organizational change strategies to dismantle oppressive structures, systems, and policies within the workplace to create an inclusive work environment
- Detail the accountability systems that must be implemented to help ensure leaders are consistently incorporating the EDI lens in all their work
- Outline sustainable strategies to ensure continuity of this effort for real change and lasting progress.

Phase II is not mandatory but recommended for all employees. This phase will include six recommended modules that will be developed for employees to participate in. These modules will be focused on the Equity seeking groups. Roll out for Phase II will commence in 2021 and go into 2023. Modules to be included are:

- Module 5: Indigenous Perspectives
- Module 6: Women at Work
- Module 7: Racialized People / Visible Minorities
- Module 8: Persons with Disabilities
- Module 9: Newcomers
- Module 10: LGBTQ2+

For more information on the phases, modules and learning objections refer to Appendix A & B.

FINANCIAL IMPACT

Financial Impact Statement — Date: November 17, 2020

Project Name: — **First Year of Program** 2021

Equity, Diversity & Inclusion Education & Training Program

	2021	2022	2023	2024	2025
Capital					
Capital Expenditures Required	$ -	$ -	$ -	$ -	$ -
Less: Existing Budgeted Costs	-	-	-	-	-
Additional Capital Budget Required	$ -	$ -	$ -	$ -	$ -
Funding Sources:					
Debt - Internal	$ -	$ -	$ -	$ -	$ -
Debt - External	-	-	-	-	-
Grants (Enter Description Here)	-	-	-	-	-
Reserves, Equity, Surplus	-	-	-	-	-
Other - Enter Description Here	-	-	-	-	-
Total Funding	$ -	$ -	$ -	$ -	$ -
Total Additional Capital Budget Required	$ -				
Total Additional Debt Required	$ -				
Current Expenditures/Revenues					
Direct Costs	$ 46,572	$ -	$ -	$ -	$ -
Less: Incremental Revenue/Recovery	-	-	-	-	-
Net Cost/(Benefit)	$ 46,572	$ -	$ -	$ -	$ -
Less: Existing Budget Amounts	46,572	-	-	-	-
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1) Direct Costs above include estimates related to anti-oppression anti-racism experts/ facilitators in addition to additional resources for EDI Programming i.e. books, membership to Canadian Centre for Diversity, external course for Black History month provided by Morneau Shepell. At this time estimates have assumed this to be a one year program, however this may change in the future.

2) This program will be funded internally by existing operating budget.

original signed by T. Yanchishyn

Tanis Yanchishyn, CPA, CA
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:
Corporate Finance

OURWINNIPEG POLICY ALIGNMENT

N/A

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

SUBMITTED BY

Department: Corporate Human Resource Services
Division: Equity, Diversity & Inclusion
Prepared by: Jordana Greenberg & Diane Burelle
Date: November 17, 2020
File No: N/A

Attachments:

Appendix A Program Framework

Appendix B Learning Objectives for the Mandatory Modules

Appendix C Draft Awareness Series