Appendix A

Equity, Diversity & Inclusion Education & Training Program Framework

Phase I – Mandatory

Module 1: A Representative and Inclusive Workforce (All Employees)

This module will provide the full context of equity, diversity, inclusion and accessibility at the City of Winnipeg. It will describe the City's strategic direction, human rights and accessibility legislation in Manitoba, employment equity and remedial measures. It will define key concepts such as discrimination, prejudice and bias. It will highlight the equity-seeking groups and introduce the concept of intersectionality. Finally, employees will understand that this effort is the responsibility of each and every one of us.

Format: Online interactive learning module

Module 2: A City Without Racism / A Human Rights City (All Employees)

This module will outline all facets of racism. It will underscore the historic and ongoing issues. It will define key concepts and provide some tools to disrupt / remedy all forms of racism in our workplace and in the community. The lived experience of BIPOC members (Black, Indigenous, and People of Colour) will be shared in events and/or articles as part of the Awareness Series showcasing commemorative dates and months throughout the year.

Format: Online interactive learning module

Module 3: Leadership Training Session (all employees in leadership positions excluding SMT, Mayor & Council - Levels TBD)

Leaders will learn more about the business case for equity, diversity, inclusion and accessibility which includes social justice, social responsibility. They will be equipped with the necessary tools to examine their teams, policies and procedures to create an inclusive work environment.

Format: Online interactive learning module

Tailored Module 4: Mayor & Council and Senior Management Training Session

This session will outline the magnitude and scope of the equity, diversity, inclusion training program. It will be developed and delivered with the assistance of academic and legal experts on social justice and organizational change. It will also detail the accountability systems that will be implemented to help ensure leaders are consistently incorporating the EDI lens in all their work.

It will focus on the following:

- Highlights of program content to provide foundational knowledge (level-setting)
- Organizational change to dismantle oppressive structures, systems, and policies within the workplace to create an inclusive work environment
- Sustainability to ensure continuity of this effort for real change and lasting progress

Format: Online with Facilitators

Appendix A

Phase II: Recommended
Module 5: Indigenous Perspectives This module will consist of all education and training that the Indigenous Relations Division has in place to provide a full Indigenous perspective. The lived experience of Indigenous Peoples will be shared in events and/or articles as part of the Awareness Series showcasing commemorative dates and months throughout the year. **Format:** various
Module 6: Women at Work This module will consist of all education and training that the Women at Work Committee deems important to impart critical knowledge with respect to women's issues, gender equity and equality. The lived experience of Women will be shared in events and/or articles as part of the Awareness Series showcasing commemorative dates and months throughout the year. **Format:** various
Module 7: Racialized Peoples / Visible Minorities This module will consist of all education and training that the future Employee Resource Group deems important to impart critical knowledge with respect to issues faced by racialized peoples / visible minorities. The lived experience of Racialized Peoples will be shared in events and/or articles as part of the Awareness Series showcasing commemorative dates and months throughout the year. **Format:** various
Module 8: Persons with Disabilities This module will consist of all education and training that the future Employee Resource Group deems important to impart critical knowledge with respect to issues faced by Persons with Disabilities. The lived experience of Persons with Disabilities will be shared in events and/or articles as part of the Awareness Series showcasing commemorative dates and months throughout the year. **Format:** various
Module 9: Newcomers This module will consist of all education and training that the future Employee Resource Group deems important to impart critical knowledge with respect to issues faced by Newcomers. The lived experience of Newcomers will be shared in events and/or articles as part of the Awareness Series showcasing commemorative dates and months throughout the year. **Format:** various

Appendix A

Module 10: LGBTQ2+

This module will consist of all education and training that the future Employee Resource Group deems important to impart critical knowledge with respect to issues faced by the LGBTQ2+ community. The lived experience of LGBTQ2+ peoples will be shared in events and/or articles as part of the Awareness Series showcasing commemorative dates and months throughout the year.

Format: various

Intersectionality Overview	Indigenous Peoples	Racialized Peoples	Women	Persons with Disabilities	New-comers	LGBTQ2+
Indigenous Perspectives	**Yes**		Yes	Yes		Yes
Women at Work	Yes	Yes	**Yes**	Yes	Yes	Yes
Racialized Peoples		**Yes**	Yes	Yes	Yes	Yes
Persons with Disabilities	Yes	Yes	Yes	**Yes**	Yes	Yes
Newcomers		Yes	Yes	Yes	**Yes**	Yes
LGBTQ2+	Yes	Yes	Yes	Yes	Yes	**Yes**