Appendix B

Equity, Diversity & Inclusion Education & Training Program Learning Objectives

Module 1: A Representative and Inclusive Workforce (Mandatory)

The City will strive to build a workforce that represents the population/community it serves.

Participants will:

1. Define and describe Equity, Diversity, Inclusion & Accessibility
2. Describe the City of Winnipeg's Strategic Direction with respect to Equity, Diversity, Inclusion and Accessibility
3. Understand the Human Rights Code and the protected characteristics
4. Understand discrimination, prejudice and bias, and all the workplace "isms" and "phobias"
5. Learn about the Truth and Reconciliation Commission's 94 Calls to Action
6. Understand employment equity designated groups and other equity-seeking groups
7. Describe reasonable accommodation
8. Describe the importance of and necessity for remedial measures
9. Learn about intersectionality and its implications
10. Describe diversity representation and the importance of the Voluntary Employment Equity Self-Declaration Questionnaire
11. Understand each employee's responsibility to help create an inclusive workplace

Module 2: A City without Racism / A Human Rights City (Mandatory)

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

Participants will:

1. Define race (including whiteness, white privilege)
2. Describe history of racism (colonialism, chattel slavery, etc.) in Canada
3. Define power and privilege including institutional power (in the context of anti-oppression)
4. Understand racism: systemic, institutional, every day, anti-Indigenous, anti-Black, intersectionality and gendered, the good/bad racism binary, microaggressions
5. Deepen understanding of intersectionality
6. Understand concepts of anti-racism, anti-oppression (action-focused)
7. Develop cross-cultural competency
8. Promote positive action as upstanders and allies
    a. Discussion: How can I apply the principles and concepts I've learned today in my workplace? (head, heart and hands reflection)

Module 3 - Leadership: Leading by Example (Mandatory, employees in positions of leadership levels TBD)

Participants will:

1. Explain the business case for Equity, Diversity, Inclusion & Accessibility
2. Explain the social justice case for Equity, Diversity, Inclusion & Accessibility
3. Describe how diversity plans / activities align with the City's Human Resource Strategic Plan and their department's HR business plans

4. Explain what under-representation means and list a number of activities that can help address under-representation
5. Define the accountability systems to help ensure strategic priorities are implemented
6. Explain the relationship between creating a respectful workplace and achieving a more diverse workforce
7. Deepen cross-cultural competency and broaden focus on intersectionality and allyship in different situations
8. Describe the Gender Based Analysis + Tool for analyzing systems, policies and procedures on various diversity dimensions and use this equity audit to inform goal-setting and/or improvements
9. Describe the Racial Impact Equity Assessment Tool, a systematic examination of how different racial and ethnic groups will likely be affected by a proposed action or decision
10. Establish leadership goals to support diversity and inclusion and to promote anti-racism and anti-oppression in the workplace and track progress/success:
    a. Undertake courses of self-study
    b. Lead crucial conversations within work teams or within book clubs
    c. Identify where policies, administration standards, protocols could be more inclusive
    d. Share content and outcomes with Equity, Diversity & Inclusion Coordinator so that this can be shared on a central site for others to use and for recognition for being a Champion of Equity, Diversity, Inclusion & Accessibility

Tailored Session for Mayor & Council, and Senior Management Team (Mandatory)

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 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