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

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**

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)
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Appendix B

Equity, Diversity & Inclusion Education & Training Program Learning Objectives

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5. Learn about the Truth and Reconciliation Commission's 94 Calls to Action
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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
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    c. Identify where policies, administration standards, protocols could be more inclusive
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Appendix C

EDI Awareness Series: Open to All Employees, Promoted by Leaders

The Awareness Series will showcase commemorative dates and months throughout the year. These will be led by Employee Resource Groups (for e.g. Women at Work Committee) and / or Communications & the Equity, Diversity & Inclusion Coordinator as well as the Mayor's office where applicable:

Equity, Diversity & Inclusion Awareness Series 2021 (may be adjusted as new dates are created and or removed)

January				
Date	**What's Happening**	**Communications**	**Actions**	**Responsible**
January 4	World Braille Day	Internal	Article	Communications Specialist / EDI Coordinator
January 27	International Day of Commemoration in Memory of the Victims of the Holocaust	Internal	Article	Communications Specialist / EDI Coordinator
February				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
All month	Black History Month	Internal/External	Article Featuring Black Women & Men; Panel Discussion / Video	Communications Specialist / EDI Coordinator and Community Partners Women at Work
February 11	International Day of Women and Girls in Science	Internal/External	Article	Communications Specialist / EDI Coordinator Women at Work
February 16	Chinese New Year / Lunar New Year	Internal	Article	Communications Specialist / EDI Coordinator
February 18	Louis Riel Day	Internal/External	TBD	IRD
February 20	World Day of Social Justice	Internal	Article	Community Services Communications Specialist / EDI Coordinator

Appendix C

February 28	Pink Shirt Day	Internal/External	Article Wear Your Pink Posters	Communications Specialist / EDI Coordinator
March				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
March 1	Zero Discrimination Day	Internal/External	Article	Communications Specialist / EDI Coordinator
March 8	International Women's Day	Internal/External	Article	Women at Work
March 15	Brain Injury Awareness Day	Internal/External	Article	Communications Specialist / EDI Coordinator Safety Coordinator
March 21	1. International Day for the Elimination of Racial Discrimination 2. Anti-Racism Week	Internal/External	Article Event Schedule TBD for Anti-Racism Week	Community Relations, Communications Specialist / EDI Coordinator
March 25	International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade	Internal/External	Article	Communications Specialist / EDI Coordinator Community Services
March 26	Purple Day for Epilepsy Awareness	Internal/External	Article	Communications Specialist / EDI Coordinator
March 31	International Transgender Day of Visibility (TDOV)	Internal/External	Article	Communications Specialist / EDI Coordinator

Appendix C

April				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
April	1. Autism Awareness Month 2. Limb Loss Awareness Month	Internal/External	Article	Communications Specialist / EDI Coordinator Safety Coordinator
April 2	World Autism Awareness Day	Internal/External	Article	Communications Specialist / EDI Coordinator
April 7	International Day of Reflection on the 1994 Genocide against the Tutsi in Rwanda	Internal/External	Article	Communications Specialist / EDI Coordinator
Second Wednesday of April each year	Day of Pink (International Day against bullying, discrimination, homophobia, transphobia, transmisogyny, etc.) DayOfPink.org	Internal/External	Article	Communications Specialist / EDI Coordinator Wellness Coordinator
Fourth Thursday of April	International Girls in Information & Communication Technologies	Internal/External	Article Event / Video	Communications Specialist / EDI Coordinator Women at Work
May				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
May	1. Asian Heritage Month 2. Mobility Awareness Month	Internal/External	Article	Communications Specialist / EDI Coordinator Health Coordinator
May 4 - 10	Mental Health Week	Internal/External	Article	Communications Specialist / EDI Coordinator Wellness Coordinator

Appendix C

May 9	Indigenous Economic Development Day	Internal/External	Article	Communications Specialist / EDI Coordinator Procurement (showcasing work with Indigenous suppliers)
May 5 – June 4 Changes every year	Ramadan	Internal/External	Article	Communications Specialist / EDI Coordinator
May 17	International Day Against Homophobia, Transphobia and Biphobia	Internal/External	Article	Communications Specialist / EDI Coordinator Wellness Coordinator
May 21	1. World Day for Cultural Diversity for Dialogue and Development 2. Global Accessibility Awareness Day	Internal/External	Article	Communications Specialist / EDI Coordinator Community Services Universal Design Specialist
Four days following Victoria Day	Aboriginal Awareness Week	Internal/External	Article	IRD
May 27 – June 2	National AccessAbility Week	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator Universal Design Specialist
June				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
All month	National Indigenous History Month	Internal/External	Article	IRD
June	Pride Month	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator

Appendix C

June 19	International Day for the Elimination of Sexual Violence in Conflict	Internal/External	Article	Communications Specialist / EDI Coordinator Women at Work
June 20	World Refugee Day	Internal/External	Article	Communications Specialist / EDI Coordinator Community Services
June 21	National Indigenous Peoples Day	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator
June 27	Canadian Multiculturalism Day	Internal/External	Article	Communications Specialist / EDI Coordinator Community Services
July/August				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
July 14	International Non-Binary People's Day	Internal	Article	Communications Specialist / EDI Coordinator
July 16	Disability Awareness Day	Internal/External	Article	Communications Specialist / EDI Coordinator Wellness & Safety Coordinators
August 9	International Day of the World's Indigenous Peoples	Internal/External	Article	Communications Specialist / EDI Coordinator IRD

Appendix C

September				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
Sept 18	International Equal Pay Day	Internal	Article	Communications Specialist / EDI Coordinator Women at Work
Sept 23	International Day of Sign Languages	Internal	Article	Communications Specialist / EDI Coordinator
September 23 - 30	International Week of the Deaf	Internal	Article	Communications Specialist / EDI Coordinator
Sept 30	Orange Shirt Day	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator
October				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
All month	1. Women's History Month 2. Disability Employment Awareness Month 3. Diversity Awareness Month 4. LGBTQ2+ History Month	Internal/External	Article	Women at Work Communications Specialist / EDI Coordinator
All month	Winter Clothing Drive for Donations to Shelters	Internal	Article Video	Community Services Communications Specialist / EDI Coordinator
October 10	World Mental Health Day	Internal/External	Article	Communications Specialist / EDI Coordinator Wellness Coordinator

Appendix C

October 11	1. International Day of the Girl 2. National Coming Out Day	Internal/External	Article	Communications Specialist / EDI Coordinator Women at Work
October 15	International Day of Rural Women	Internal/External	Article	Communications Specialist / EDI Coordinator Women at Work
Third Wednesday in October	International Pronouns Day	Internal/External	Article	Communications Specialist / EDI Coordinator
October 17	International Day for the Eradication of Poverty	Internal/External	Article	Communications Specialist / EDI Coordinator Community Services
October 18	Persons Day	Internal/External	Article	Communications Specialist / EDI Coordinator Women at Work
Second Thursday in October	World Sight Day	Internal/External	Article	Communications Specialist / EDI Coordinator
November				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
November	Trans Awareness Month	Internal/External	Article	Communications Specialist / EDI Coordinator
November 8	Indigenous Veterans Day	Internal/External	Article	IRD
Nov 16	International Day of Tolerance	Internal	Article	Communications Specialist / EDI Coordinator Community Services

Appendix C

Nov 20	Transgender Day of Remembrance	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator Women at Work
Nov 25	International Day for the Elimination of Violence Against Women	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator Women at Work Community Services
Nov 25 – Dec 10	16 Days of Activism Against Gender Violence			
December				
Date	**What's Happening**	**Communications**	**Action**	**Responsible**
December 3	International Day of Persons with Disabilities	Internal/External	Article Event / Panel Discussion / Video	Workforce Communications / Diversity / Health & Safety
December 6	National Day of Remembrance and Action on Violence Against Women	Internal/External	Article Event / Panel Discussion / Video	Communications Specialist / EDI Coordinator Women at Work
December 10	Human Rights Day	Internal/External		Communications Specialist / EDI Coordinator Community Services

Canadian Centre for Diversity & Inclusion

As an Employer Partner with the Canadian Centre for Diversity & Inclusion, our employees would have:

- Unlimited access to live and interactive webinars. CCDI usually offers two webinars per month and provides unlimited access to previously recorded webinars.
- Unlimited attendance to the Community of Practice events, held across Canada in the spring and fall. These have been online during the pandemic.
- Four complimentary passes to the annual D&I: The UnConference, held across Canada in the winter. This will be online during the pandemic.

- Unlimited access to the online Knowledge Repository, curated with 600+ documents, reports, toolkits, templates and other content.

Visit www.ccdi.ca/employers for a complete list of 200 Employer Partners including many municipalities.

Optional Training to be added in the course calendar for 2021, specifically for Black History Month

***The Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship**
Course by Morneau Shepell

Facilitator: Joseph Smith

Module 1: Challenging what we think we know about racism
Module 2: Anti-Racism in Action: Exploring power, privilege and allyship in the workplace
Module 3: Inclusive Leadership: Moving beyond diversity towards racial equity

*Note: The above noted program was piloted by 25 employees in leadership positions from each department of the city. The feedback was overwhelmingly positive from this group. Pilot participants indicated that the training was like no other they have attended with the City and as leaders would like access to more training of this caliber.

Self-Study Resources

Anti-Racism[1]

The City of Winnipeg will explore the feasibility of Community Services' Libraries carrying multiple copies of these texts.

Required texts for the anti-racism self-study program as outlined by Laurelle A. Harris:

• Robyn Maynard, *Policing Black Lives: State Violence in Canada from Slavery to the Present* (2017)

• Dr. Derald Wing Sue and Dr. Lisa Beth Spanierman, *Microaggressions in Every Day Life*, 2nd Edition (2020)

• Robin DiAngelo, *White Fragility: Why It's So Hard for White People to Talk About Racism* (2018)

• Reni Eddo-Lodge, *Why I'm No Longer Talking to White People about Race* (2017)

• Ozlem Sensoy; Robin DiAngelo, et al. *Is Everyone Really Equal?: An Introduction to Key Concepts in Social Justice Education* (2011)

• Chelsea Vowel. *Indigenous Writes, A Guide to First Nations, Métis & Inuit Issues in Canada* (2016)

Please note that some of these texts and videos are written in the American context. As will be seen, the Canadian context is analogous.

This list is intended to be read or watched in order.

[1] Source: PHASE ONE REPORT – REBUILDING THE FOUNDATION, External review into systemic racism and oppression at the Canadian Museum for Human Rights; by Laurelle A. Harris, B.A., L.L.B., C.F.M, Review Lead
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Appendix C

Introduction to Topics

a. Read: *Is Everyone Really Equal?* Chapter 1: How to Engage Constructively in Courses that Take a Social Justice Approach

b. Watch: Dr. Robin DiAngelo interviewed by Gwen Iffel on Amanpour & Co. (17:13) https://www.youtube.com/watch?v=Qx-gUfQx4-Q

c. Watch: Kimberlé Crenshaw, On Intersectionality (2016, 30:40) https://www.youtube.com/watch?v=-DW4HLgYPlA

1. Read: *Is Everyone Really Equal?* Chapter 3, Culture and Socialization, Chapter 4, Prejudice and Discrimination

2. Watch: Dr. Robyn DiAngelo, White Fragility Lecture (2019, 1:42:00) https://www.youtube.com/watch?v=HrOFpaB-PQI

   Note: while the text, *White Fragility*, is not included in these materials, it should be read independently.

3. Read: *Why I'm No Longer Talking to White People about Race*, Chapter 2, The System, Chapter 3, What is White Privilege?, and Chapter 7, There's No Justice, There's Just Us.

4. Read: *Microaggressions in Everyday Life*: Chapter 1, Microaggressions as Toxic Rain: Here, There and Everywhere; Chapter 3, The Psychological Dilemmas and Dynamics of Microaggressions; Chapter 5, Microagressive Stress: Impact on Physical and Psychological Well-Being

Self-lead work: Try to reflect on what microaggressions which you may have committed or which you may have experienced.

5. Watch: Harry Daniels: A Métis Man for The People https://www.youtube.com/watch?v=PSxrySVcuOA

   and

   Watch: Supreme Court of Canada extends rights to Métis and non-status Indians https://www.youtube.com/watch?v=Fm8qzcV8qDs

6. Read: *Policing Black Lives*: Introduction, "On State Violence and Black Lives", Chapter 1, Devaluing Black Life, Demonizing Black Bodies" and Chapter 2, "The Black Side of the Mosaic"

   and

   Read: *A Guide to First Nations, Métis & Inuit Issues in Canada* (2016), Part 2, Chapters 3, 4, 5 and 6

7. Watch: Dr. Ibram X. Kendi, The Difference Between "Not Racist" and Antiracist (2019, The Aspen Institute, 50:58) https://www.youtube.com/watch?v=TzuOlyyQlug

Further Readings to deepen learning and understanding:

8. Paulette Regan, *Unsettling the Settler Within* (2011)

Appendix C

9. Desmond Cole, *The Skin We're In* (2020)

10. Ibram X. Kendi, *How to Be an Antiracist* (2019)

11. Anne Bishop, *Becoming an Ally, Breaking the Cycle of Oppression in People*, 3rd Edition (2015)

12. Arthur Manuel and Grand Chief Ronald Derrickson, *The Reconciliation Manifesto, Recovering the Land, Rebuilding the Economy* (2017)

14. Lee Maracle, *My Conversations With Canadians* (2017)

15. Bob Joseph, *21 Things You May Not Know About the Indian Act, Helping Canadians Make Reconciliation With Indigenous Peoples a Reality* (2018)

16. Bob and Cynthia Joseph, *Indigenous Relations: Insights, Tips & Suggestions to Make Reconciliation a Reality* (2019)

Managing Unconscious Bias

Project Implicit, Harvard University

Take the implicit association test to learn more about your unconscious biases
https://implicit.harvard.edu/implicit/takeatest.html

Thought Leaders

Verna Myers | Diversity is Being Invited to the Party: Inclusion is Being Asked to Dance |
https://www.youtube.com/watch?v=9gS2VPUkB3M

Verna Myers | How to Overcome our Biases: Walk Boldly Toward Them |
https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them

Iris Bohnet | the Roy E. Larsen Professor of Public Policy, Academic Dean of Harvard Kennedy School| We are Biased | https://www.youtube.com/watch?v=niH9wfKsUIc

Dushaw Hockett | We all have implicit biases. So what can we do about it? | TEDxMidAtlanticSalon-
https://www.youtube.com/watch?v=kKHSJHkPeLY

Gail Tolstoi-Miller | Unconscious bias: Stereotypical hiring practices. | TEDxLincolnSquare-
https://www.youtube.com/watch?v=QCFb4BiDDcE

Daniel Simons |The Monkey Business Illusion video
http://www.theinvisiblegorilla.com/videos.html

Google Resources

One hour Google unconscious bias training
https://www.youtube.com/watch?v=nLjFTHTgEVU

Resources from Google which can be leveraged in your organization
https://rework.withgoogle.com/subjects/unbiasing/

Facebook Unconscious Bias training

Resources from Facebook which can be leveraged in your organization
https://managingbias.fb.com/

Appendix C

Videos under four minutes

McKinsey & Co | Addressing Unconscious bias | https://www.youtube.com/watch?v=JFW2cfzevio

Accenture | Inclusion Starts with I | https://www.youtube.com/watch?v=2g88Ju6nkcg

Prince Ea | This Is Who You Are | https://www.youtube.com/watch?v=BbO9K0tdhuU

Books

Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives |Howard J. Ross

What Works, Gender Equality By Design | Iris Bohnet

The Power of the Other| Henry Cloud