Agenda – Council – April 29, 2021

Report – Executive Policy Committee – April 21, 2021

Item No. 5 Equity, Diversity and Inclusion Policy

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On April 21, 2021, the Executive Policy Committee concurred in the recommendation of the Human Rights Committee of Council and submitted the following to Council:

1. That the Winnipeg Public Service be directed to report back to the Human Rights Committee of Council within 60 days with an Equity, Diversity and Inclusion Policy and Strategy for Council's consideration outlining steps that will be taken to increase the equity, diversity and inclusivity of the City's workforce that, based on the input from the community organizations involved in planning Anti-Racism Week, could include but are not limited to:

    A. The creation of an Equity and Diversity Division, reporting to the City's Director of Human Resources, with focus on hiring employees from diverse backgrounds who self-declare in one of the equity groups;

    B. The implementation of recruitment practices focused on preferred hiring in designated positions similar to the practices currently in place by the Province of Manitoba;

    C. The development of bridging employment programs for employment equity groups;

    D. The creation of departmental specific equity strategies;

    E. Equity leadership development programs, learning series for civic employees, and the creation of employee resource groups;

    F. An annual reporting process which provides progress updates on the effectiveness of steps being taken to increase the diversity of the City's workforce;

2. 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 April 21, 2021, the Executive Policy Committee concurred in the recommendation of the Human Rights Committee of Council and submitted the matter to Council.

COMMITTEE DECISION:

On March 23, 2021, the Human Rights Committee of Council passed the following motion:

WHEREAS March 21-27, 2021 marks Anti-Racism Week planned collectively by the City of Winnipeg, Immigration Partnership Winnipeg, Treaty Relations Commission of Manitoba, Winnipeg Chamber of Commerce, Elmwood Community Resource Centre, Manitoba Association for Rights and Liberties, Human Rights Hub, and Black History Manitoba;

AND WHEREAS the negative impact of racism cannot be eradicated if we do not acknowledge it exists;

AND WHEREAS the City acknowledges that systemic racism does exist in its organization, as it does in many institutions, and that eliminating racism requires collective action throughout the organization;

AND WHEREAS in addition to partnering with community organizations to plan numerous forums and opportunities in which difficult and meaningful conversations about what Winnipeg would look like without racism can take place, in the lead-up to Anti-Racism Week there was a lot of discussion about what long-term steps the City of Winnipeg could take to address racism and unconscious bias within its own workforce;

AND WHEREAS the City of Winnipeg understands the importance of being welcoming and inclusive of diversity in the workplace, as underscored by its Newcomer Welcome and Inclusion Policy;

AND WHEREAS programs other jurisdictions have implemented to improve workforce diversity, equity and inclusivity were examined, including recruitment practices focused on preferred hiring in designated positions, bridging employment programs for employment equity groups, departmental specific equity strategies, equity leadership development programs, learning series for civic employees, and the creation of employee resource groups;

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DECISION MAKING HISTORY (continued):

COMMITTEE DECISION (continued):

AND WHEREAS the creation of an Equity and Diversity Division, reporting to the City's Director of Human Resources, with a focus on hiring employees from diverse backgrounds who self-declare in one of the equity groups is another measure that could be taken to increase workforce diversity and inclusivity;

AND WHEREAS it is important than an equity, diversity and inclusion policy include a tracking component to measure progress and share results annually;

AND WHEREAS as approved by Council on December 17, 2020, Anti-Oppression training is underway beginning with the Mayor, City Councillors and Senior Public Servants receiving their training during Anti-Racism Week.

THEREFORE BE IT RESOLVED that the Human Rights Committee of Council recommend to the Executive Policy Committee and Council:

1. That the Winnipeg Public Service be directed to report back to the Human Rights Committee of Council within 60 days with an Equity, Diversity and Inclusion Policy and Strategy for Council's consideration outlining steps that will be taken to increase the equity, diversity and inclusivity of the City's workforce that, based on the input from the community organizations involved in planning Anti-Racism Week, could include but are not limited to:

    A. The creation of an Equity and Diversity Division, reporting to the City's Director of Human Resources, with focus on hiring employees from diverse backgrounds who self-declare in one of the equity groups;

    B. The implementation of recruitment practices focused on preferred hiring in designated positions similar to the practices currently in place by the Province of Manitoba;

    C. The development of bridging employment programs for employment equity groups;

    D. The creation of departmental specific equity strategies;

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DECISION MAKING HISTORY (continued):

COMMITTEE DECISION (continued):

E. Equity leadership development programs, learning series for civic employees, and the creation of employee resource groups;

F. An annual reporting process which provides progress updates on the effectiveness of steps being taken to increase the diversity of the City's workforce;

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