Minute No. 358
Report – Executive Policy Committee – April 21, 2021

Item No. 5 Equity, Diversity and Inclusion Policy

COUNCIL DECISION:

Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

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.