2021 Anti-Racism Week Report

Presentation to Human Rights Committee of Council

September 20, 2021

Winnipeg

ANTI-RACISM WEEK - OVERVIEW

- Between March 21 and March 27, 2021, the City of Winnipeg hosted its inaugural Anti-Racism Week.

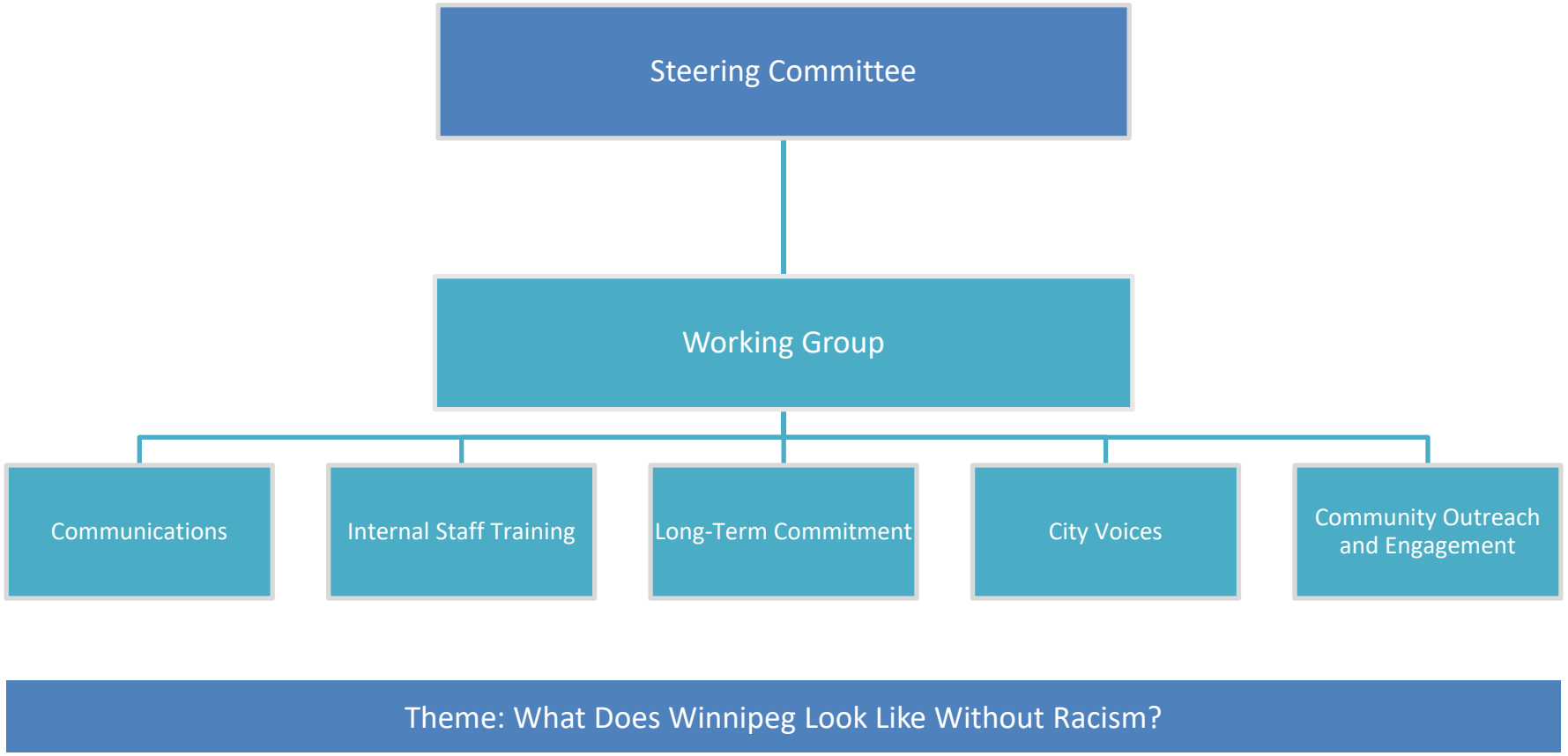
- The goal of Anti-Racism Week was to build awareness and help address racism within the City of Winnipeg. However, this week alone will not resolve the systemic issues that exist within the City, including collective agreements, behaviours and policies.

- Using a co-creation model, the Public Service and seven (7) community partner agencies worked together over the course of seven (7) months, to design, plan, and implement this initiative, with other partners joining along the way.

Winnipeg | Immigration Partnership Winnipeg | The Chamber The Winnipeg Chamber of Commerce | BLACK HISTORY MANITOBA | Human Rights hub | ECRC | marl

Winnipeg

STRUCTURE


Steering Committee
Working Group
Communications
Internal Staff Training
Long-Term Commitment
City Voices
Community Outreach and Engagement
Theme: What Does Winnipeg Look Like Without Racism?

EVENTS, TRAINING & CAMPAIGNS

Anti-Racism Week sub-committees organized:

- 20 unique events & training sessions, including 12 internal staff trainings and 8 public facing events
- Over 1,000 individual participants took part
- A large scale public awareness campaign with City wide billboards and ads
- Anti-Racism lawn signs distributed by all City libraries to over 2000 residents and groups across the City

EVENTS, TRAINING & CAMPAIGNS

KEY HIGHLIGHTS

- The Treaty Relations Commission of Manitoba generously planned an intimate pre-launch blessing, which included a pipe and water ceremony led by Indigenous elders which was held in the Mayor's Foyer.
- The launch event, hosted at the Canadian Museum for Human Rights, went live to the public through the City's Facebook page and YouTube channel on Sunday, March 21, 2021 at 2pm.
- The Manitoba Association of Rights and Liberties (MARL) designed and delivered 6 Anti-Racism Cafés.
- The Anti-Racism City Voices Panel discussion, attended by nearly 300 City staff, was a forum where four (4) City of Winnipeg staff shared their experiences of racism candidly with their colleagues
- *'A conversation on anti-racism with youth'* brought together more than 13 youth organizations and over 75 youth from across the city to discuss their experiences and possible solutions to systemic racism. A select group of youth from this session were later invited to share their reflections and experiences with Mayor Brian Bowman
- Winnipeg Public Library has compiled several Info Guides on a variety of anti-racism related topics.

WHAT WE LEARNED



- The importance of Allyship

- Racism, whether overt, covert or implicit, does exist within the Public Service and across Winnipeg
  - This has a profound impact on those who experience it on a regular basis.
  - When interacting with the public, with colleagues, and within communities, there is a need to identify and act against instances, structures and systems that uphold racism and discrimination.
  - One of the panelists who took part in the City Voices session acknowledged this stating:

"If you see injustice, take actions. If you see hate, speak out. If you see people being abused, attacked, please stand up, help and support them. Do not be silent. Because our silence is complicity".

RIPPLE EFFECT

- Louis Riel School Division shared student and divisional initiatives, helping our community move toward lasting change
- The Jewish Community used Anti-Racism Week as an opportunity to look inward at practices used in their institutions to make them more inclusive and welcoming
- On March 22, 2021 University of Manitoba President released a statement on becoming an Anti-Racist community:
  - President's Task Force on Equity, Diversity, and Inclusion is completing an action plan, informed by community, that will transform the U of M campus



MOVING FORWARD

- The City of Winnipeg is committed to continuing to work toward a City without Racism in the following ways:
  - Continue to work collaboratively with community organizations and stakeholders to address complex social issues like racism.
  - Continue to lead and implement the actions in the Newcomer Welcome and Inclusion Policy and Framework
  - Continue to move forward on the Indigenous Accord, Truth and Reconciliation Commission of Canada Calls to Action and the Missing Murdered Indigenous Woman and Girls Calls for Justice
  - The adopted and implementation of the Equity, Diversity and Inclusion strategy with the goal of having a representative workforce through tangible programs, practices, and department specific initiatives aimed at increasing the number of people employed at the City that identify as Indigenous persons, Racialized persons, Female, Persons with disabilities, Newcomer, and LBGTQ2+.