# Phase Two Implementation of the Newcomer Welcome and Inclusion Policy and Strategic Framework

**Presentation to Human Rights Committee of Council**

**September 20, 2021**

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# OVERVIEW

- The Newcomer Welcome and Inclusion Policy and Strategic Framework is the inaugural policy established by the Human Rights Committee of Council
    - Passed by Council on February 27, 2020

- The Policy and Framework is focused on five strategic priorities:
    - 1. A Welcoming City
    - 2. A City Without Racism
    - 3. Equitable and Accessible Services
    - 4. A Representative Workforce
    - 5. Active Implementation

- The Policy and Framework identify thirty-five (35) key activities to support the objectives of the Policy. Fifteen (15) activities were identified as being within existing 2020 resources. Twenty (20) activities identified in the Framework remain unfunded and require additional or realigned resources to implement.

- In early March 2020, the City of Winnipeg, like all municipalities across Canada, was gripped by the COVID-19 pandemic. Since this time, many changes have taken place at the City, both internally and externally, that has impacted work related to the Policy.

# FIRST PHASE IMPLEMENTATION STATUS

- Delays due to COVID-19 Pandemic

- Unexpected successes
  - *Strategic Priority 2: "A City Without Racism",* has seen the greatest progress in 2020 & 2021, as some initially unfunded activities were fast tracked.
    - City of Winnipeg Anti-Racism Week March 21-March 27, 2021
    - 2021 Fall Events of Anti-Racism
    - COVID-19 Doesn't Discriminate Nor Should You Campaign
    - IPW's Anti-Racism in Sport Campaign

- Positive growth
  - *Strategic Priority 4: "A Representative Workforce"*
    - HR Services is working to understand the current demographics of the City's workforce & will lead the creation of a new employee self disclosure questionnaire to roll out this Fall.
    - The EDI Strategy and Policy is being presented to Council in Fall 2021. The development of this Strategy was done in consultation with both community and inter-departmental Public Service participation




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# PHASE TWO IMPLEMENTATION PLAN

- In May 2021, A Newcomer Welcome and Inclusion inter-departmental working group was re-established to determine the priority actions for the Phase 2 Implementation Plan.

- **The Community Services Department (CmS)** has been a leader in the implementation of the Newcomer Welcome and Inclusion Policy and many EDI efforts across the City. However, they do not have a coordinator dedicated to the implementation of this Policy.

- To further advance the work of the Newcomer Welcome and Inclusion Policy:

    - **Community Services** is seeking to hire one new full-time permanent staff position in the Community Development Division to be responsible for the project coordination and implementation of the Newcomer Welcome and Inclusion Policy and Framework.

    - In addition, CmS is seeking an additional $20,000 in the 2022 budget to develop a targeted communication campaign for ethnocultural community groups on the topics of water safety and drowning prevention to accomplish *Objective 1.4 "Educate Newcomers on Important life safety issues through targeted information campaigns".*

# PHASE TWO IMPLEMENTATION PLAN

Additionally, the following City departments have been identified as crucial members in the implementation of Phase 2. They will work closely with the Community Development Division to support the following:

- **The Indigenous Relations Division (IRD)** is committed to taking concrete steps regarding *Objective 2.4. "Work to build understanding between Newcomers and Indigenous peoples",* in the Phase 2 implementation Plan.
    - To achieve progress regarding key activities associated with *Objective 2.4.,* IRD is requesting one new temporary full-time staff to develop a pilot project to create opportunities for engagement for both Newcomer and Indigenous communities to foster effective relationships.
    - In addition, IRD requires $15,000 in project funds to be able to offer Indigenous experiential programming, to build community connections and to enhance access to Indigenous history and culture for Newcomer communities.

# PHASE TWO IMPLEMENTATION PLAN

- **Human Resource Services Department:** The forthcoming EDI Policy & Strategy directly aligns with the Newcomer Welcome and Inclusion Policy and Framework and builds on some of the core pillars of the Policy. In particular, the EDI Policy & Strategy seeks to advance several objectives in *Strategic Priority 4: "A Representative Workforce"*.

- **The City Clerk's Department** will begin to move forward activity 5.2.2 *'Review recruitment and composition of City of Winnipeg boards, commissions and advisory committees and adapt processes to ensure representation of a diverse cross-section of members that reflects community demographics, equity groups and intersectionality.',* ensuring engagement with various Newcomer and equity stakeholder groups.

- **The Winnipeg Police Service** will respond to the increased incidents of hate crimes occurring in various communities (ie: Asian, Muslim communities) by working collaboratively to engage various ethnocultural and faith groups.

- **The Customer Service & Communications Department** will continue to work on the creation of a Newcomer webpage.

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# RESOURCE REQUIREMENTS

- Requesting the resource requirements below be referred to the 2022 budget process:
  - One (1) new full-time permanent staff in Community Services (CmS) beginning in 2022 to project manage the implementation of the Newcomer Welcome and Inclusion Policy and Strategic Framework – Cost: $108,000
  - Funds to CmS to develop a targeted communication campaign for ethnocultural community groups on the topics of water safety and drowning prevention – Cost: $20,000
  - One (1) new temporary full-time staff (one-year term) in the Indigenous Relations Division (IRD) in 2022 as a Special Project and Initiatives- *Indigenous and Newcomer Engagement Assistant* – Cost: $76,900
  - Funds to IRD for Indigenous experiential programming, to build community connections and to enhance access to Indigenous history and culture for Newcomer communities – Cost: $15,000

# PHASE TWO IMPLEMENTATION PLAN

- Any Questions?