HUMAN RIGHTS COMMITTEE OF COUNCIL
DISPOSITION OF ITEMS

SEPTEMBER 20, 2021

MEMBERS PRESENT: His Worship Mayor Bowman
Idris Elbakri
Jackie Gruber
Kristi Kenyon
Mary Lavigne
Stuart Murray
Al Wiebe

COMMITTEE CLERK: R. Ford, City Clerk's Department

HUMAN RIGHTS COMMITTEE OF COUNCIL
SEPTEMBER 20, 2021
DISPOSITION OF ITEMS

Item	Subject/File	Recommendations	Action Required By
		DELEGATIONS	
1	Jessica Praznik, Immigration Partnership Winnipeg		See Report 4
2	Carolyn Trono, Winnipeg Newcomer Sport Academy		
3	Anne Pinnock, Elmwood Community Resource Centre		
		REPORTS	
1	Report from the Chairperson	The Human Rights Committee of Council received the verbal report from the Chairperson as information.	Nil
2	Report from the Coordinator and Sub-Committee Updates	The Human Rights Committee of Council received the verbal report from the Coordinator and the Sub-Committee updates as information.	Nil
3	Anti-Racism Week Report	The Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service and received the report on Anti-Racism Week as information.	Nil
4	Newcomer Welcome and Inclusion Policy and Strategic Framework: Phase Two Implementation Plan	The Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service and recommended to the Executive Policy Committee: 1. That the status update on Phase 1 activities of the Newcomer Welcome and Inclusion Policy and Strategic Framework as included in Attachment 1, be received as information. 2. That the Phase 2 Implementation Plan of the Newcomer Welcome and Inclusion Policy and Strategic Framework, included in Attachment 1, be approved, subject to the approval of Recommendation 3.A. 3. That the resource requirements for Phase 2 priority projects outlined below, be referred to the 2022 budget process: A. One new full-time equivalent permanent (FTE) staff position in Community Services at a cost of $108,800 beginning in 2022 and increasing annually in accordance with Collective Agreements to project manage the implementation of the Newcomer Welcome and Inclusion Policy and Strategic Framework. B. Additional resources in the amount of $20,000 in 2022 be provided to Community Services, Community Development	Executive Policy Committee

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		Division to develop a targeted communication campaign for ethnocultural community groups on the topics of water safety and drowning prevention. C. One new temporary full-time equivalent (FTE) staff position be approved for a one-year term in the CAO Office, Indigenous Relations Division at a cost of $76,900 in 2022 as a Special Project and Initiatives-Indigenous and Newcomer Engagement Assistant. D. Subject to approval of Recommendation 3.C. additional resources in the amount of $15,000 in 2022 be provided to the CAO Office, Indigenous Relations Division for Indigenous experiential programming, to build community connections and to enhance access to Indigenous history and culture for Newcomer communities. 4. That the Public Service provide the Human Rights Committee of Council a report back in the first quarter of 2023 on the status of the Phase 2 Implementation Plan, as well as share priority activities for a Phase 3 Implementation Plan for the Newcomer Welcome and Inclusion Policy and Strategic Framework, including estimated resource requirements to be considered for the next 4-year budget cycle. 5. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.	
5	The City of Winnipeg's Long-Term Commitment Plan – Equity, Diversity, Inclusion and Anti-Racism	The Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service and recommended to the Executive Policy Committee and Council: 1. That the creation of an Equity Office within Corporate Human Resource Services with focus on hiring staff from a diverse background and who self-declare in one or more of the equity groups, be approved. 2. That the Equity, Diversity & Inclusion Policy and Strategy, attached	Executive Policy Committee

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		as Appendix B, be approved. 3. That subject to the approval of funding and FTE's, that the City of Winnipeg host Anti-Racism training events, in collaboration with partners from First Nations, Metis, Inuit, Black, Racialized and Religious Minority groups. 4. That subject to the approval of funding and FTE's, that a new diversity dashboard reporting tool/report be created that encompasses the City's diversity report components as well as reporting on the effectiveness of the EDI Strategy and steps being taken to increase the diversity of the City's workforce. 5. That 2 additional permanent FTEs, 1 in 2022 for $143,033 and 1 in 2023 for $110,769, as well as additional funding for non-salary expenditures be referred to the 2022 and 2023 budget process. 6. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.	