Agenda – Council – April 28, 2022

Report – Executive Policy Committee – April 20, 2022

Item No. 21 The Winnipeg Chamber of Commerce CODE Coalition

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On April 20, 2022, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the following to Council:

1. That the City of Winnipeg become an official signatory of the Winnipeg Chamber of Commerce CODE Coalition.

2. That the Chief Administrative Officer be delegated authority to share information with the Winnipeg Chamber of Commerce pertaining to the City's Equity, Diversity and Inclusion commitment.

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

Report – Executive Policy Committee – April 20, 2022

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On April 20, 2022, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

David Grant submitted a communication dated April 19, 2022, with respect to the matter.

ADMINISTRATIVE REPORT

Title: The Winnipeg Chamber of Commerce CODE Coalition

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
D. Burelle	A. Cusson	N/A	M. Jack

EXECUTIVE SUMMARY

The Winnipeg Chamber of Commerce (WCC) is inviting businesses in Winnipeg to carefully consider commitments to increasing Equity, Diversity & Inclusion (EDI) practices by launching the CODE (Commitment to Opportunity, Diversity & Equity) Coalition. The CODE Coalition, is a community movement to advance EDI practices in the workplace. The City of Winnipeg requires the approval of Council to officially sign on as a CODE Coalition Signatory.

The City of Winnipeg is well placed to sign as we are already in the process of strengthening our commitment to Anti-Racism, Anti-Oppression and EDI through the work of a newly created Equity Office and partnering with other City Departments such as Community Services and the Indigenous Relations Division.

Participation in CODE can strengthen the City's EDI Policy & Strategy implementation, information sharing and relationship building with other leaders of human rights-related strategies, and ultimately continue to create a better City for all. The WCC is a valuable community leader, business networking organization, and a public policy influencer with a vision to help build a city where industry prosperity and community wellness grow. Additionally, the Winnipeg Chamber of Commerce has worked alongside the Public Service on all anti-racism events in 2021.

In addition to the EDI Policy & Strategy, this will support the Indigenous Relations Strategy, Newcomer Welcome & Inclusion Strategy, Poverty Reduction Strategy, French Language Services, Sustainable Procurement, OurWinnipeg 2045, the Universal Design Policy, the Respectful Workplace Administrative Standard, Job Accommodation, Accessibility and Return to Work. This will also directly support the Journey of Reconciliation, Journey of Inclusion and Journey to a Human Rights City.

RECOMMENDATIONS

1. That the City of Winnipeg become an official signatory of the Winnipeg Chamber of Commerce CODE Coalition.

2. That the Chief Administrative Officer be delegated authority to share information with the Winnipeg Chamber of Commerce pertaining to the City's Equity, Diversity and Inclusion commitment.

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

REASON FOR THE REPORT

City of Winnipeg participation in the CODE Coalition requires Council support and approval.

IMPLICATIONS OF THE RECOMMENDATIONS

There is no incremental cost to join the CODE Coalition as a signatory, nor are there any additional financial implications, due to the fact that the City is already undertaking this work within existing resources.

HISTORY/DISCUSSION

Background on CODE:

In February 2022, the Winnipeg Chamber of Commerce (WCC) launched their CODE (Commitment to Opportunity, Diversity & Equity) Coalition, a community movement to advance equity, diversity & inclusion (EDI) in the workplace. They underscore that, based on the latest research, EDI is a key solution to economic recovery through promoting the recruitment of diverse talent in support of operational excellence and innovation.

As a CODE Coalition Member, organizations will:

- Publicly support the CODE Statement and support our outreach to Winnipeg organizations.
- Commit to embodying the Statement's three Key Commitments into their organizational practices and procedures.
- Commit to reporting on their progress annually to collectively measure our progress toward equity.

The CODE Coalition three Key Commitments are as follows:

- Commitment to continuous learning.
- Commitment to creating and implementing a workplace diversity and inclusion strategy.
- Commitment to measuring progress.

Reasons to become a signatory:

Signatories will have access to credible resources and custom educational workshops (free and paid) to help organization along their EDI journey.

Signatories will have access to the WCC's free online CODE Resource Hub for EDI tools, templates, webinars, reports, etc. as well as be connected with local practitioners and non-profit organizations who specialize in EDI.

WCC extends sponsorship opportunities to organizations that are interested to contribute to the movement.

Timelines for reporting to the WCC align with the City's fiscal year and reporting to the Human Rights Committee of Council, Executive Policy Committee & Council by the end of June. Reporting to WCC begins July 2023.

Signatories' reports will be aggregated to create an anonymized WCC CODE Coalition report on an annual basis, as part of the annual report released during the WCC's AGM in October.

Three advisory boards leading WCC's internal and external EDI efforts include the (1) CODE Collaborative, (2) Truth and Reconciliation Advisory Council and (3) the Newcomer Employment Advisory Council.

WCC has also partnered with the University of Winnipeg's Institutional Analysis Office to evaluate the success of CODE and its impact on Winnipeg workplaces. This evaluation also informs continuous improvement of CODE to be most impactful and relevant to signatories.

What the City of Winnipeg is currently doing on Equity, Diversity and Inclusion:

On March 23, 2021, the HRCC made a motion for the Public Service to create an Equity, Diversity & Inclusion (EDI) Policy & Strategy (see Appendix A). This work was undertaken and Council approved the final EDI Policy & Strategy, the first at the City of Winnipeg, on September 29, 2021.

The newly created Equity Office will anchor the City's commitment to promoting human rights, accessibility, equity, diversity and inclusion, anti-racism, anti-oppression and cultural competency within the organization. This focus aligns with our values of Accountability, Diversity, Respect, Trust and Transparency, the Corporate Strategic Plan, as well as OurWinnipeg and the proposed OurWinnipeg 2045.

In addition to the Human Rights Committee of Council and the Equity Office, the City of Winnipeg has several departments whose policies and strategies have a specific focus on human rights and EDI:

- Indigenous Relations Strategy
- The Newcomer Welcome and Inclusion Policy & Strategy
- The Poverty Reduction Strategy
- French Language Services
- The Universal Design Policy
- The Respectful Workplace Administrative Standard
- Job Accommodation, Accessibility and Return to Work
- Social Procurement
- OurWinnipeg

The EDI Vision is to be a leading employer where our diverse, high-performing Public Service is fully engaged in operational excellence and in providing responsive products, programs, and services for our diverse community members.

The EDI Mission is to effectively attract, retain and recognize a responsive, representative and resilient Public Service in a safe and inclusive work environment in support of operational excellence.

The EDI Strategy is framed within the Global Diversity, Equity & Inclusion Benchmarks model to help ensure all facets are being addressed in a holistic way.

Key components to the EDI Strategy are workforce analyses to understand current gaps in representation and to measure progress toward our goals. The City of Winnipeg recently launched a newly expanded self-declaration questionnaire that is inclusive of all employees, with a special focus on under-represented equity groups: Indigenous peoples, Women, Racialized peoples, Persons with Disabilities, 2SLGBTQ+ peoples and Newcomers. There is also the collection of more disaggregated data within these equity groups, in alignment with Anti-Racism Secretariat best practices.

A dynamic Diversity Dashboard is currently being created by the Diversity Reports Working Group which has members from the Equity Office, Innovation and Technology and the CAO's Office. The Diversity Dashboard will be providing aggregate data to departments to conduct gap analyses and track their EDI efforts and progress.

Employee Resource Groups (ERGs) are another priority within the EDI Strategy. At present time, the Women at Work Committee is starting its second year and the Indigenous Employees Group is resuming its activities. Lunch & Learn events hosted by the ERGs are an important component of the Awareness Series of the EDI Education & Training.

Another important component of the EDI Strategy is the 2021-22 City of Winnipeg Workplace Cultural Assessment, with particular emphasis on EDI-related questions, that is currently underway and expected to move to RFP in the coming months. The Public Service wants to ask the right questions in this survey to get insights on the right actions to undertake to create a more inclusive workplace.

The Anti-Racism Movement at the City of Winnipeg was launched with the City's Anti-Racism Week in March 2021 as part of the Newcomer Welcome & Inclusion Policy & Strategy. A collaborative cross-functional team initiated a powerful anti-racism movement for ongoing dialogue and change on our journey to a human rights city. A Speaker Series and Targeted Recruitment Fair were held in March 2022. The learning events were available to the community in addition to the Public Service. Speaker Series recordings are now on the City's Anti-Racism in Action 2022 website. The engagements will continue all year.

Finally, the mandatory Anti-Racism, Anti-Oppression and Cultural Competency Training will be completed and launched in 2022.

FINANCIAL IMPACT

Financial Impact Statement

Date: March 31, 2022

Project Name:

The Winnipeg Chamber of Commerce CODE Coalition

COMMENTS:

There is no additional cost to the City in joining the CODE coalition.

(Approved by F. Dela Cruz for J. Peters)
Jocelyn Peters, CPA, CGA
Manager of Finance & Administration (Campus)

CONSULTATION

N/A

OURWINNIPEG POLICY ALIGNMENT

Page 49. 01-3 Prosperity. Direction 1:
Support a competent, productive and healthy workforce through strategic human resource planning that promotes flexible human resource systems, invests in human resource development and is based on values of equity, diversity, innovation and accountability.

Page 50. 01-3 Prosperity. Direction 4:
Engage higher education institutions and community agencies in research, service, teaching and capacity development.

Page 51. 01-3 Prosperity. Direction 6:
Generate more opportunities to retain existing, experienced employees in the workforce.

Page 73. 03-1 Opportunity:
International newcomers are Winnipeg's largest source of population growth. International immigration to Winnipeg is steadily increasing, and newcomers now comprise about 18 percent of the city's total population. As Winnipeg enters a period of growth and change, the cultural diversity of our city is expected to increase. In order to grow sustainably, the City and its community partners will need to respond effectively to an increasingly diverse community, including recognizing the needs of people who come to Winnipeg having experienced war, genocide, colonization and displacement. As a collaborator, the City will seek to support community led initiatives aimed at fostering equity and inclusion or opposing discrimination.

Page 75. 03-1 Opportunity. Direction 03:
Work with community partner to foster an inclusive and equitable community.

- Support social inclusion and equitability in the general community and in City programs, services and activities. Support community-led initiatives aimed at fostering equity and inclusion or at opposing discrimination.

Page 77. 03-1 Opportunity. Direction 6:
Foster opportunities for Aboriginal Winnipeggers, particularly youth, to obtain meaningful employment by building on current civic practices, processes and community partnerships.

- Provide pre-employment and employment development opportunities within the civic system.
- Support community-based organizations that provide employment-based programs and supports for Aboriginal youth.
- Collaborate with Aboriginal community-based organizations to develop a continuum of employment-based services to Aboriginal youth.
- Develop and implement mentorship and retention strategies to ensure Aboriginal youth stay engaged within our civic system through programs, services and employment.
- Work collaboratively with partners to provide training and professional development.

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

This recommendation supports the EDI Policy & Strategy at the City of Winnipeg, which directly supports other human rights related strategies, including the Poverty Reduction Strategy. Specifically, EDI efforts align, in principle, with the following:

GUIDING PRINCIPLES:

- We will Uphold Human Rights. (Manitoba Human Rights Code; UNDRIP; UN Rights of the Child; Jordan's Principle; Accessibility for Manitobans Act)
- We will Honour Relationships and Reconciliation with Indigenous Peoples. (Treaty #1 and National Homeland of the Red River Métis; TRC Calls to Action; MMIWG2S+ Calls for Justice, Winnipeg Indigenous Accord)
- We will Address Systemic Oppression, Trauma, and Social Inequity.
- We will Promote and Maintain the Welfare of all residents.
- We will Develop Trust and Meaningful Partnerships to find solutions and drive change.

LIFE POLES:

- Indigenous Children, Youth and Families

STRATEGY GOALS:

Goal 1: Equity and a Culture of Caring are Demonstrated through Strategy Implementation and Systems Change
Goal 3: Equity is Embedded in all City Employment and Income Opportunities
Goal 4: Community Well-Being Supports for those in Greatest Need are Increased
Goal 6: All City Services are Equitable, Inclusive and Accessible
Goal 8: Equity in Community Safety is Increased through Collaboration

SUBMITTED BY

Department: Human Resource Services
Division: Equity Office
Prepared by: Diane Burelle, Equity, Diversity & Inclusion Coordinator
Date: April 6, 2022
File No: N/A

Appendix A: Equity, Diversity and Inclusion Policy