HUMAN RIGHTS COMMITTEE OF COUNCIL

ANNUAL REPORT TO THE COMMUNITY



Gakina Gidinawemaaganidim (We Are All Related)
Named by Elder Marcel McKay Artists:

2021

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MESSAGE FROM THE CHAIRPERSON- MAYOR BRIAN BOWMAN



The COVID-19 pandemic has been a constant defining force across the world for the last two years. There have been so many stories of grief, conflict, fear, and struggle. But over the same time, there have been incredible stories of hope, recovery, and determination that have helped sustain us. Like many of you, I felt like this spring was offering a light at the end of a tunnel, and like you I have been horrified at the images that have greeted us instead – terrible images of war and suffering as the invasion of Ukraine has dominated the news. I want to urge Winnipeggers to have hope in the face of these overwhelming events and to stand united in our pursuit for human rights at home and abroad.

The Human Rights Committee of Council serves as an advisory body to the Mayor and City Council on human rights, equity, diversity, peace, access and disability related issues, and emerging trends as they affect Winnipeg communities. As Mayor, I have placed a great importance on the need for policies and strategies to work on mending some of the profound harms and injustices of the past and present.

I believe that we have been successful because of our diversity, welcoming of newcomers and the close working relationships that exist here between government agencies, community partners, sponsors, Indigenous governments, and Winnipeg's diverse communities. These values are reflected in initiatives like the Newcomer Welcome and Inclusion Policy, and the Equity, Diversity and Inclusion Policy – all initiatives that began as motions at the Human Rights Committee. Winnipeg is a leader in the promotion, protection and education of human rights. Our world-class Human Rights infrastructure in Winnipeg is second to none. From the Canadian Museum for Human Rights to the strong academic programs at our universities, and the many groups and organizations doing community-based human rights work, the foundation for action recommended through the Human Rights Committee of Council, Winnipeg can help lead us into the future. A future where hope, peace, and diversity take their rightful place at centre stage.

I want to thank the members of the Human Rights Committee of Council for their commitment and passion to move this important work forward.

Brian Bowman, B.A.(Adv.), J.D., CPA(Hon.), CGA(Hon.)
Mayor
The City of Winnipeg

Chair
Human Rights Committee of Council

MESSAGE AND INTRODUCTION TO THE COORDINATOR – ALY RAPOSO



Aly Raposo received her Bachelors Degree in 2018 from the University of Manitoba, where she is currently pursuing post graduate studies in counselling while awaiting acceptance into the Masters of Human Rights Program. During her undergraduate degree Aly was heavily involved in leadership roles, particularly in student politics. She was successful in her run to serve as the Women's Representative for the Arts Student Body Council, then again when elected in her run as the University of Manitoba Student Union Representative for the Arts Student Body Council. While undertaking these roles, Aly was able to develop incredible initiatives, including creating Inclusive Gym Hours for Women, Non-Binary and Trans Folks at the Active Living Centre Gym on Campus. She was also co-producer of a short film titled "Take Back our Campus". This was produced with a local production company, Code Breaker Films. Over the past years, Aly has worked tirelessly in all of her roles to advocate for Mental Health and Human Rights. She has been an invited facilitator, researcher and speaker in these fields having delivered speeches nationally and internationally.

Her initiatives have earned her some tremendous awards in the past few years which include but are not limited to: The University of Manitoba Emerging Leader Award in 2018, CBC Manitoba Future 40 finalist in 2017, YMCA-YWCA Young Woman of Distinction Award in 2017 and the Achievement Award Art's Celebrating Art's at the University of Manitoba in 2017. In 2020, Aly was nominated for Woman Entrepreneur of the Year Award. In addition, she was chosen as a delegate to represent the federal riding of Kildonan-St Paul during the 2021 Daughter's of the Vote Equal Voice Canada Political Summit in April of 2021. Following the summit, she was invited to speak with the Government of Canada – Forum of Federations, as a mentor and speaker to young women in the Mena Region including Jordan, Morocco and Tunisia titled "Empowering women for leadership roles".

She currently sits on the Board of Directors for the Alpha House Project in Winnipeg, where she advocates ending gender-based violence. She also sits on a national Board of Directors for the Canadian Association for Suicide Prevention (CASP). She was appointed to the first Human Rights Committee of Council for the City of Winnipeg in 2019. In 2020, Aly was hired as the Coordinator for the Human Rights Committee of Council for the City of Winnipeg. In 2022, she was also selected to serve as a council member for the Winnipeg Regional Health Authority (WRHA) Ethics Council.

Message from the Coordinator

In 2021, I took on the respective role as Coordinator for the Human Rights Committee of Council. Prior to this I was an appointed citizen to the committee, as well as Chair for both the Equity and Diversity and Accessibility and Inclusion Sub Committees of the Human Rights Committee of Council.

I was very honored to be an appointed citizen and during my time as such, I experienced so many interesting and exciting changes. I was always very eager to work with so many dynamic, strong leaders working towards the same goal to put Winnipeg on the map as a hub for human rights.

I am very proud of the work that has been done by the committee for the public service, as well as with both subcommittees and I am very thankful to have two newly appointed chairs that provide their time and sweat equity to make sure that everyone feels at home here in Winnipeg. I would like to express tremendous thanks to the Chair, Mayor Brian Bowman for putting this vision into a reality for all of us.

I'm very eager for the future of this committee and I know that we will make some incredible headway with a lot of our upcoming events, including the continuation of Anti-Racism Week and the Awareness Series where we intend to highlight key issues and have them addressed by experts who work directly with community organizations and stakeholders in order to enhance our cities overall reach and impact.

Aly Raposo, BA

Coordinator, Human Rights Committee Of Council, City of Winnipeg

MESSAGE FROM (INCOMING) PUBLIC SERVICE REPRESENTATIVE – ANGELIQUE CUSSON



In 2021 I was excited to become the Public Service's representative for the Human Rights Committee of Council (HRCC). So much has been accomplished in the short time the committee has been active. I look forward to continuing to advance and anchor the City's commitment to promoting human rights, accessibility, equity, diversity, and inclusion through our work.

Human Resource Services is privileged to lead the creation of the City's first Equity, Diversity & Inclusion (EDI) Policy & Strategy with the support of community partners, HRCC, and City departments. It was adopted by Council in September 2021, and the Equity Office soon followed.

The work of the Equity Office aligns with our City's strategic plan and values of Accountability, Diversity, Respect, Trust, and Transparency. We also support city departments doing other important EDI work in Community Services, Indigenous Relations, Corporate Communications, Employee Health & Safety, Accessibility, Materials Management, and the Office of the Chief Administrative Officer. This year the Equity Office has many new initiatives underway which will include:

- Working with EDI rightsholders and stakeholders to create a Governance Model for the Equity Office, which will provide a road map for how we do EDI work at the City;
- We will add policy and structure that help us understand, challenge, and disrupt racism;
- The EDI Leadership Committee will be formed with key staff to guide the work of EDI;
- Employee Training on Anti-Racism, Anti-Oppression, and Cultural Competency will be delivered in partnership with Tripwire and Tasha Spillett as well as other esteemed community leaders;
- We will implement the new Diversity Dashboard across the City to transparently track and report on our progress as we continue to increase the diversity of our City's workforce;
- We will partner with the HRCC to provide ongoing opportunities for staff and the public to access important learning and awareness on the many forms of racism that exist and the action that we must undertake;
- We will expand the Equity Office Team by adding a new position this year; and
- We will work with City departments to create EDI projects to help increase staff diversity.

I would like to thank City Council, specifically Mayor Brian Bowman, and Mike Jack, CAO, for supporting the vision, and renewal of commitment to the EDI journey at the City. Through continued partnership with the Human Rights Committee of Council, it is going to be another foundational year for EDI priorities and accomplishments within the Public Service.

Respectfully,

Angie Cusson, CPHR, MSc. (she/her)
Director, Human Resource Services & Equity Office
Human Rights Committee of Council – City of Winnipeg Representative

MISSION AND MANDATE

The Human Rights Committee of Council serves as an advisory body to the Mayor and City Council using a public perspective on human rights, equity, diversity, immigration, age-friendly, access and disabilities, and peace-related issues and how associated matters affect the community and civic operations.

Working co-operatively with existing City Departments and community organizations to carry out community outreach initiatives through regular meetings, public forums and workshops to share city policy on human rights, equity, diversity, peace, age-friendly, access and disability-related issues and convey concerns to City Council.

Our aim is to put Winnipeg on the map as an international hub for Human Rights

SUPPORTING OUR COMMUNITY

- We act as vocal advocates for human rights locally, nationally and internationally.
- The committee advocates actively on issues related to human rights, equity, diversity, peace, immigration, age-friendly, access and disabilities.
- We work in conjunction with the Universal Design Steering Committee to ensure that the City of Winnipeg conducts a review of projects and new services through a universal design lens.
- Assist in address concerns of citizens regarding issues of human rights, equity, diversity, peace, immigration, age-friendly, access and disabilities.
- Ensure communications and involvement between City and the community on issues of human rights, equity, diversity, peace, immigration, age-friendly access and disabilities.

TAKING ACTION

- Actively monitor equity, diversity and access programs, and programs for newcomers.
- Assist the City of Winnipeg in becoming a leader in human rights, and in diversifying its work force.
- Review and recommend changes to by-laws, resolution, policies, regulations, and budgets related issues of human rights.
- Monitor progress of City Council in implementing recommendations made by the Human Rights Committee.
- Assist the City of Winnipeg by diversifying its work force.

The Human Rights Committee of Council encourages members of the public to connect with us on all human rights initiatives, events and occurences. Working collectively to assist the City of Winnipeg in becoming a leader in human rights.

HUMAN RIGHTS COMMITTE OF COUNCIL MEMBERS 2021

MEMBERS:
His Worship Mayor Brian Bowman, Chairperson
Councillor Markus Chambers

CITZEN MEMBERS:

Michael Baker
Kristi Kenyon
Mary Lavigne
Nadia Thompson
Ran Ukashi
Idris Elbakri
Jackie Gruber
Stuart Murray
Alden Wiebe

WINNIPEG PUBLIC SERVICE:
A. Cusson, Director of Human Resource Services
C. Fernandes, Director of Community Services
A. Poitras, Manager of the Decision Making Process
R. Ford, City Clerk's Department

COMPOSITION:
Membership of the Human Rights Committee shall be comprised of the Mayor, or designate, as Chair, and one City Councillor and a minimum of eight (8) members and a maximum of twelve (12) all to be appointed by Council, and advertised in accordance with the Council Policy on Citizen Appointments to Boards and Commissions.

EQUITY AND DIVERSITY SUBCOMMITTEE



Message from the Chair:

When I decided to take on the role of chairing the Equity and Diversity subcommittee I knew that it would be challenging but I'm always open to jumping in with both feet so this was going to be another one of those adventures.

Starting fresh during a pandemic has been harder than I expected but I foresee great things for this team as we move into 2022. I know the group has been working hard in their individual capacities, so I'm excited to see what we can accomplish as a group.

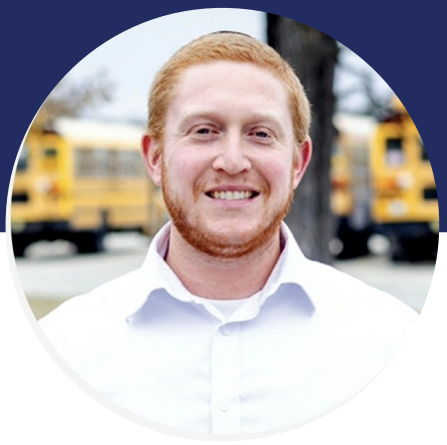
This year we will thrive to engage more, with meaningful conversations around Equity and Diversity. I have big shoes to fill following after Aly, but I appreciate her guidance and support as I maneuver this new role. I am still learning so I do thank the committee for their patience with me as well.
As a city we are looking forward to a better tomorrow and a new normal. As a committee we will strive to grow together and provide information throughout the year that will benefit the Human Rights Board as a whole.

I appreciate everyone who has committed to this subcommittee and I encourage those who are interested in joining to please do. We have a blank canvass to work with so your thoughts and opinions are valued and appreciated.

Thank you to Mayor Bowman and the Human Rights Committee for entrusting me as chair, I am grateful for the opportunity. Oh...and Happy Black History Month to everyone!

Submitted with respect and kindness,
Nadia Thompson

ACCESSIBILITY AND INCLUSION SUBCOMMITTEE



Message from the Chair

It is with honor and humility I write this yearend report. Over the course of this year, I have had the pleasure of serving the Winnipeg community as a member of the Human Rights Committee of Council and as a member of the Accessibility and Inclusion Subcommittee. Finishing off this calendar year, I graciously accepted the title of chair of this subcommittee. I want to take this opportunity to thank our outgoing chair Aly Raposo for her continued work and guidance. I also want to thank the Honorable Mayor and Council for their continued support. I look forward to 2022, with all its unforeseen potential and possibilities.

Sincerely,
Michael Baker

Year at a Glance

The Accessibility and Inclusion Subcommittee is comprised of passionate and ardent advocates who come to the table every meeting engaged, on target, and looking to make a difference. This subcommittee is steadfast in their dedication.

As volunteers, the members of this subcommittee continue to exemplify the resilience and forethought of leaders. The Covid-19 pandemic has been challenging for all. It is with the deepest admiration that I commend all Human Rights and subcommittee members for all of the tireless work.

This year we welcomed presentations from community and city of Winnipeg staff, including a presentation from Rooj Ali of the Youth Nuclear Peace Summit. All presentations have garnered engaging conversation surrounding equity, diversity, inclusion and accessibility.

Looking Forward: 2022

As a subcommittee, we look to 2022 with hopes to increase community engagement through redoubled efforts. With the vast majority of subcommittee members expressing interest in outreach, we express our full intention to expand our community networks and advocacy work.

Providing a platform will be a driving force in 2022. On behalf of all subcommittee members, we look forward to this coming year.

EQUITY, DIVERSITY & INCLUSION POLICY AND STRATEGY

The Equity, Diversity and Inclusion Policy & Strategy (EDI Policy & Strategy) was developed and the policy passed in September 2021, to reinforce the commitment to promoting human rights, accessibility, equity, diversity and inclusion, anti-racism and anti-oppression.

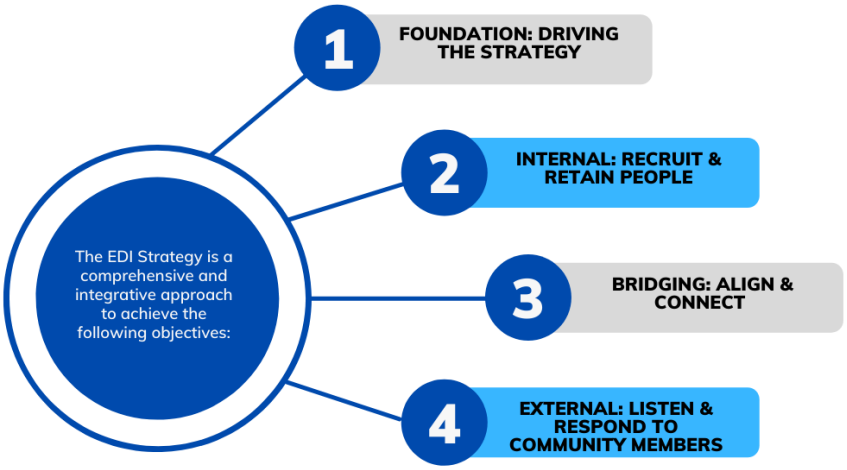
The EDI Policy & Strategy aims to align with and support the following: Indigenous Relations Strategy, The Newcomer Welcome and Inclusion Policy & Strategy, The Poverty Reduction Strategy, French Language Services, The Universal Design Policy, The Respectful Workplace Administrative Standard Job Accommodation, Accessibility and Return to Work, Sustainable Procurement and OurWinnipeg.

The EDI Policy & Strategy applies to the Public Service, elected officials, committees and sub-committees of Council.

The adoption and application of the policy will strengthen the following: Full inclusion of current and future diverse employees, with a focus on underrepresented equity groups. It will help to identify and eliminate racism and to dismantle biased, oppressive structures. It brings social responsibility to ensure full inclusion is achieved for community members by respecting and promoting human rights, eliminating racism and dismantling systemic barriers and by defining sustainable, equitable and accessible programs and services in collaboration with community partners.

The vision, mission and goals of the EDI policy are to create a diverse, high-performing public service that is fully engaged in operational excellence and in providing responsive products, programs and services for our diverse community members. The Mission is to effectively attract, retain and recognize a responsive, representative and resilient public service in a safe and inclusive work environment. The Goals are to achieve a diverse workforce representation, reflective of the community we serve, at all levels of the organization and to create an inclusive work environment where employees feel safe, supported, included and engaged in meaningful work, including anti-racism, anti-oppression and cultural competency work.

This Policy was adopted by Council on September 29, 2021



NEWCOMER, WELCOME AND INCLUSION POLICY

The Newcomer Welcome and Inclusion Policy presents a vision for how the City of Winnipeg (the "City") can better support the settlement and integration of Newcomers, and foster a welcoming, inclusive, and equitable city for all new residents of Winnipeg. Strategic Priorities and Objectives are identified in the Policy as key aspects for implementation by City employees and elected officials, and to illustrate the importance of being welcoming and inclusive of diversity in the workplace and community.

In order to implement the Policy, key strategic priorities were identified. These include:
1. A Welcoming City
2. A City Without Racism
3. Equitable & Accessible Services
4. A Representative Workforce
5. Active Implementation

Some of the active implantation include, but are not limited to:

Create welcoming and orientation opportunities for Newcomers to learn about and connect with the City,

- Educate newcomers on important life safety issues through targeted information campaigns.
- Training the Public Service on anti oppression, including anti-racism and cross-cultural competency.
- Work to build understanding between Newcomers and Indigenous peoples. Improve access to recreation for Newcomers, and adapt services and programs to meet Newcomers' unique needs.
- Diversify the Public Service by creating opportunities for Newcomers and employment equity seeking groups.
- Create training and employment opportunities for Newcomer youth at the City
- Build a Winnipeg Police Service and Winnipeg Fire Paramedic Service that represent the demographics of the communities they serve.
- Support Newcomer employment opportunities through social procurement policies and related initiatives
- Diversify representation on civic committees.
- Collaborate with the community to implement the Strategic Framework.
- Collaborate with other levels of government to support better inclusion, settlement, and integration of Newcomers.

This Policy was adopted by Council on February 27, 2020 and the Phase Two Implementation Plan was brought forward to the HRCC in September 2021

HUMAN RIGHTS INITIATIVES AND ADVANCEMENTS AT THE CITY

- **OurWinnipeg & OurWinnipeg 2045**
- **The Newcomer Welcome and Inclusion Policy & Strategy**
- **The Poverty Reduction Strategy**
- **Journey to Reconciliation**
- **Indigenous Relations Youth Strategy**
- **City of Winnipeg Indigenous Accord**
- **French Language Services**
- **The Universal Design Policy**
- **Equity, Diversity & Inclusion Policy & Strategy**
- **The Respectful Workplace Administrative Standard Job Accommodation**
- **Accessibility and Return to Work**
- **Sustainable Procurement**

ANTI-RACISM WEEK 2021

The Anti-Racism Week was organized by the City of Winnipeg in partnership with Immigration Partnership Winnipeg, Winnipeg Chamber of Commerce, Treaty Relations Commission of Manitoba, Elmwood Community Resource Centre, Manitoba Association for Rights and Liberties, Human Rights Hub, and Black History Manitoba. The theme of Anti-Racism Week is “What would Winnipeg look like without racism?” and this theme will help shape events and conversations during the week.

Between March 21 and March 27, 2021, the City of Winnipeg hosted its inaugural Anti-Racism Week. Using a co-creation model, the Public Service and seven community partner agencies worked together over the course of seven months, to design, plan, and implement this initiative. 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 problematic and systemic issues that exist within the City, including its systems, collective agreements, behaviours and policies. Continued action is needed in the months and years ahead to address the issue of racism and create a city and Public Service that is safe for all staff and residents.

In total, the Anti-Racism Week sub-committees organized 20 unique events and training sessions, including 12 internal staff training events and eight public facing events with over 1,000 individual participants. Community partner organizations for Anti-Racism Week, such as the Rotary Club of Winnipeg and the Manitoba College of Social Workers, hosted an additional six events that were part of the Anti-Racism week event calendar.

https://winnipeg.ca/Interhom/anti-racism/default.stm

THANK YOU TO OUR OUTGOING PUBLIC SERVICE REPRESENTATIVE CINDY FERNANDES, DIRECTOR OF THE COMMUNITY SERVICES DEPARTMENT, FOR HER YEARS OF SERVICE FROM 2019-2021



With nearly 30 years experience in local government, the Director of the City of Winnipeg's Community Services Department, Cindy Fernandes, is responsible for a diverse portfolio of public services delivered by the City of Winnipeg with an operating and capital budget of over 120 million dollars. Program areas of responsibility include: Community By-law Enforcement Services, Community Development, Recreation Services, Library Services, Animal Services and the Department's Asset Management office.

Cindy is a member of the End Homelessness Winnipeg Board, Immigrant Partnership Winnipeg Council Board, Winnipeg Police Pension Board, and was the administrative representative on the Human Rights Committee of Council (2019, 2020).

Cindy also directed/managed the creation of City of Winnipeg's Newcomer Welcome and Inclusion Strategy (2020), Poverty Reduction Strategy (2021), the City's inaugural Anti-Racism events of 2021.



The Gakina Gidinawemaaganidim (We Are All Related) mural has been installed at City Hall. The art piece commissioned as part of our long term commitment to human rights and anti-racism.

The piece was gifted a traditional Anishinaabemowin name Gakina Gidinawemaaganidim (We Are All Related) by Elder Marcel McKay and translated by Elder Roger Roulette.
"We truly are all related upon Mother Earth and we are all connected," said Jeannie White Bird, traditional helper and emerging artist from Rolling River First Nation who created the piece. White Bird was assisted by Ellen Hart and collaborated with celebrated muralist Charlie Johnston, from C5 artworks, to create the piece.

BE INFORMED AND STAY CONNECTED

All Human Rights Committee of Council meetings are aired live, available to attend in person and made available to access on the Decision Making Information System (DMIS).

HRCC Webpage Coming Soon!

For more informagion or futher updates please reach out to our Coordinator, Aly Raposo

Contact the Coordinator:

Aly Raposo, Coordinator, Human Rights Committee of Council, City of Winnipeg

Email: ARaposo@winnipeg.ca

Reach out to a Subcommittee:

Equity and Diversity Subcommittee:

HrccEquityDiversity@winnipeg.ca

Accessibility and Inclusion Subcommittee

HrccAccessInclusion@winnipeg.ca

