Good Morning, Mayor Gillingham and Councillors members of the Executive Policy Committee, thank you for this opportunity to speak with you all today about the 2023 budget.

I am a Project Manager with Immigration Partnership Winnipeg. Immigration Partnership Winnipeg (IPW) is a community-based organization responsible for engaging stakeholders, identifying needs, priorities, and areas of action to support the settlement and integration of newcomers, immigrants and refugees in Winnipeg, while building a more Inclusive City.

We want to acknowledge that our organization has a positive history of collaboration with the City and in particular with the Community Services Department. IPW was one of the external community partners who were involved in the development of the City of Winnipeg's Long Term Commitment Plan that focuses on Equity, Diversity, Inclusion and Anti-Racism for our city. As a result, we co-created and collaborated on the development of the Newcomer Welcome and Inclusion Policy. When this Policy was adopted and passed by council in February 2020. We were excited and could see that there were great intentions to work collaboratively with the community to build a more Inclusive and Welcoming City.

Most recently, we were encouraged when Mayor Gillingham announced support for the Policy at the Newcomer Mayoral Forum on October 15th 2022, included the implementation of the policy in his platform and committed to working with IPW to implement it.

I am here today to ask you to allocate specific funding for the implementation of the policy as well to have dedicated staff, between 3 to 4 staff to bring this implementation into a reality and having specific funding for the programing costs related to it. Currently the 2023 Budget doesn't not have any specific resources allocate it to the Policy and without the demonstrated commitment of resource allocation, this policy will not live up to its potential, to make Winnipeg more welcoming and inclusive, and risks only acting as a non-binding framework.

However, why does this matter? As an Immigrant woman who has lived and made Winnipeg my home for the last 14 years, I want to highlight some facts related to Immigration. Immigration contributes to our city's grow, diversity and economic growth in a multitude of ways, and as such we hope that our contributions are acknowledge and that we can be embraced and include in the city that we call home. Having Municipal Policies that acknowledges our presence and contributions, that make services and programs accessible, safe and welcoming. Make a difference in creating a sense of belonging and attachment to the City and the Country that has become our new home.

According to the latest Canadian Census it is projected that by 2041 half of the Canadian Population will be made up of Immigrants and their Canadian born children. An approximate 52.4% of the Canadian population.

Currently the Immigrant population in Winnipeg is 32% including permanent and non-permanent residents (work permit, students, asylum claimants etc). In 2018, before the last

municipal election the Newcomer population was 17% of the total city. Newcomer, Immigrants and Refugees who live in Winnipeg, contribute to the economy, pay taxes, provide employment and we contribute to making our community more diverse and vibrant. Many of the newcomer residents are permanent residents that have been contributing to our city's economic and social fabric and at this time aren't allow to vote, but there is room with this policy to pave the way to change this. According to Statistics Canada, Canada has one of the highest rates on naturalization in the world. Over 80% of Permanent Residents will become Canadian Citizens who will be voting and active participants in our community and democracy.

There is currently a National Movement of Municipalities Debating and Passing Motions to allow PR's the right to vote and bringing that important discussion to the provincial level. New Brunswick might be the first Province Amending their election action and allowing Permanent Residents to vote in 2026.

By 2041, Statistics Canada projected that in urban areas like Winnipeg, the percentage of racialized people will be around 41% and nationally it is projected that 2 in 5 Canadians will be part of a racialized group.

Immigration is a multijurisdictional responsibility between all levels of government. While the municipal governments responsibility is to sustain settlement and successfully integrate newcomers to the city, the provincial and federal government, share responsibility in terms of funding programs and policies regarding resettlement and integration (Immigration Refugee and Citizenship Canada, 2022). We believe the Newcomer Welcome and Inclusion Policy is a great first step towards Immigrant Integration into our city.

Without having an allocated budget and dedicated staff to oversee its implementation, it falls short in creating a climate towards belonging. And without a sense of belonging is what keeps us here and prevents secondary migration to other Canadian Cities that intentionally have policies and programs that are responsive to the realities and needs of Newcomer, Immigrant and Refugees.

The Newcomer Welcome and Inclusion Policy and Framework outlines a variety of areas that address the needs of Immigrants and so much more. We believe the full implementation of this Policy will move the City forward towards meaningful inclusion and integration of Newcomers and other racialized communities as well. To quote the Policy:

The Newcomer Welcome and Inclusion Policy and Strategic Framework have been designed utilizing the principles of human rights, anti-oppression, intersectionality, and community development as the guiding principles for all of its work and actions.

Within these guiding principles, five Strategic Priorities form the foundation for the Newcomer

Welcome and Inclusion Policy and Strategic Framework:

1. **A Welcoming City:** Work to ensure all newcomers to Winnipeg are welcomed and

supported.

2. **A City Without Racism:** Address racism and discrimination in the city and work to eliminate inequities through education, public awareness and leading by example.

3. **Equitable and Accessible Services:** Work to provide City services that are equitable, responsive to community need, and accessible for all, through partnerships, social cooperation and advocacy.

4. **A Representative Workforce:** Strive to build a City workforce that represents the population it serves.

5**. Active Implementation**: Implement through collaborative interdepartmental and intergovernmental relations, multi-stakeholder partnerships, communication and advocacy.

I want to call to your attention, a great example of a program that shows what the implementation of the Policy looks like. The Diversity Equity Fire Training (DEFT) program; it is connected to the 4th strategic Priority of creating a Representative Workforce and more specifically 4.3 Build a Winnipeg Police Service and Winnipeg Fire Paramedic Service that represent the demographics of the communities they serve.

Newcomers and other minority groups, while making up a significant portion of the population, they have been traditionally underrepresented in the firefighting profession at Winnipeg Fire Paramedic Service (WFPS) and in other city roles. DEFT helps to reduce geographic and socio-economic barriers that may deter members of these groups from pursuing firefighter certification. And is now in it's second cohort of participants taking this training that will provide the qualification to apply to positions within the Fire and Paramedic Service.

The example above is just a small demonstration of how this Policy addresses unique needs, barriers and challenges that face newcomers, immigrants, and refugees in our City.

We want to continue to collaborate with the City of Winnipeg to ensure newcomers, immigrant and refugees voices are listen to and opportunities are provided for successful settlement and integration. Winnipeg can join the path of many other Canadian Municipalities like Edmonton, Toronto, Vancouver ,Fredericton to have city services that truly reflect the populations they serve.

With all the great work that the City has already done in regards to the a variety of the Equity, Diversity, Inclusion and Anti-Racism Training and other initiatives. I strongly request that the newcomer components of these initiatives are equitably funded and there is a meaningful budget allocated for the full implementation of the Newcomer Welcome and Inclusion Policy.

Thank you for your time.

Erika Frey Morote

Immigration Partnership