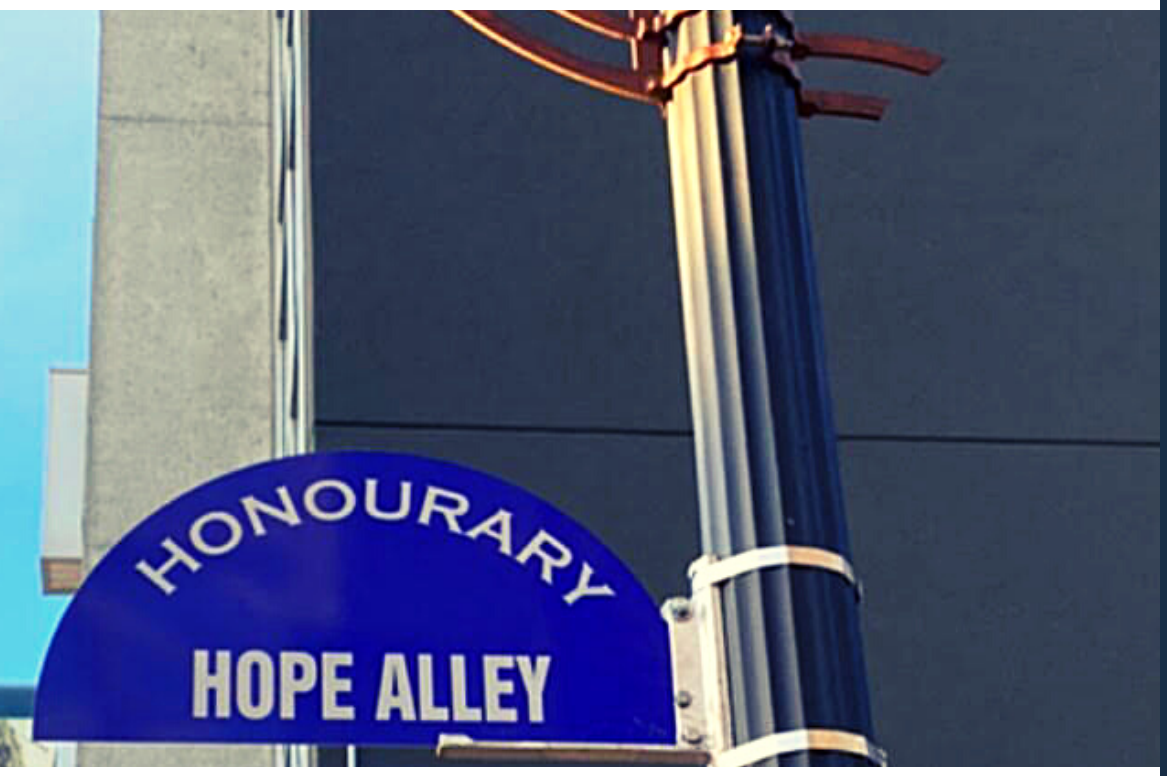

2020

HUMAN RIGHTS COMMITTEE OF COUNCIL

City of Winnipeg

ANNUAL REPORT

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INCOMING CHAIR

A message from Acting Deputy Mayor, Councillor Markus Chambers

"Diversity, Equity, Inclusion, and Belonging remains at the core of my focus as chair as these values promote the social cohesion of a multicultural society. We must also consider accessibility when considering inclusion to ensure there is equity regardless of abilities;
We must also continue to advocate for the 94 calls to action of the National Truth and Reconciliation Commission in order to redress the legacy of residential schools and advance the process of Canadian reconciliation;
We must also be committed to increasing awareness and creating allyships that better discuss and understand LGBTQ2S issues."
- Councillor Chambers



Markus is the City Councillor for the new boundary ward of St Norbert – Seine River. Prior to seeking public office, Markus spent 29 years as a civil servant with the Province of Manitoba in a variety of positions but specifically the last 17 years managing the Provincial Nominee Program, which brings skilled workers and business investment to Manitoba. Councillor Chambers is the first Afro-Caribbean elected in Manitoba's history in any of the three levels of government.

As an avid community volunteer, Markus has sat for 6 years on the Board of Trustees for the United Way of Winnipeg and for 10 years on the Capital Campaign Cabinet for the Friends of the Canadian Museum for Human Rights.
Additionally, Markus has sat on the following boards:

Henteleff Park Foundation and the St Boniface Hospital Research Foundation (International Academy of Cardiovasular Sciences) raising money and awareness for heart health within the Caribbean Community.
Markus is a graduate of the University of Manitoba, where he most recently completed the Public Sector Management program and previously double majored in Political Sciences and Sociology.

Markus was appointed Deputy Mayor of the City of Winnipeg from 2018 – 2020 and serves on the following Standing Policy Committee:

Standing Policy Committee of Public Works
Markus currently chairs the following boards or Standing Policy Committees
Acting Deputy Mayor City of Winnipeg
Winnipeg Police Board (Chair)
Chair, Human Rights Committee of Council
City Council Governance Committee
Winnipeg Arts Council
Red River Basin Commission
Councillor Markus Chambers represents the City of Winnipeg on a variety of stakeholder issues and is committed to the values and principles of Equity, Diversity and Inclusion.

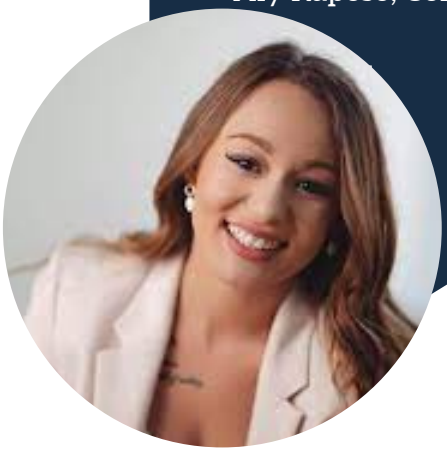
COORDINATOR MESSAGE

A message from the Committee Coordinator, Aly Raposo

" I am pleased to reflect on the previous year and all of the successes and growth the committee was able to achieve, including the following:

1) The development of the first four-year Strategic Plan,
2) The production of powerful awareness initiatives;
3) The development of new partnerships.

These are all good examples of growth that the committee has undergone.
I am excited about the innovative ways that the committee will continue to highlight equity, diversity and inclusion in the coming years. "
-Aly Raposo, Comittee Coordinator



Alysa (Aly) Raposo received her Bachelors Degree in 2018 from the University of Manitoba, where she is currently pursuing post graduate studies in Counselling.

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 such as Inclusive Gym Hours for Women, Non-Binary and Trans Folks at the Active Living Centre Gym on Campus, as well as co-producing a short film titled "Take Back our Campus". This was produced with 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. She was also listed as one of "8 Influential Millennial's in Winnipeg to Watch in 2017" in an article by Danielle Doiron in Narcity Winnipeg. In 2020, 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. Aly was listed as one of the "Prairies Peek Player". She currently sits on a national Board of Directors for 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. She was also selected to serve on the Winnipeg Regional Health Authority (WRHA) Ethics council.

COUNCILLOR APPOINTMENT

An introduction and Message from Councillor Sherri Rollins

"I am excited to be apart of the human rights committee of council to establish a safe, equitable and inclusive Winnipeg."

- Councillor Sherri Rollins



Councillor Sherri Rollins, City Councillor Fort Rouge – East Fort Garry and Chair of Property and Development. In addition to her duties as the ward councillor for Fort Rouge East Fort Garry, Sherri works on council to build safer communities through safer streets, community safety, social and economic development. This includes building a more inclusive city through education, daycare, and poverty reduction efforts. This includes supports for harm reduction, equitable access, community building and safer service delivery for those and by those that are impacted by substance abuse.

Councillor Rollins along with Mayor Bowman had ushered in the $1M for 24/7 safe space. Recently, this money helped to leverage $8Million more from the Federal Govt. This work continues with Mayor Gillingham on calls to Justice as well as have responsibilities for housing with her new portfolio.

Prior to becoming the City Councillor for Fort Rouge-East Fort Garry, she was Senior Advisor to the National Inquiry into Missing and Murdered Indigenous Women and Girls, and Chairperson for the largest and oldest school board in Manitoba: the Winnipeg School Division.

Sherri has a BA in Conflict Resolution Studies from the University of Winnipeg. In 2010 she chose Judaism, completing the conversion process at Shaarey Zedek Synagogue. She is a proud Wendat woman. She lives in Winnipeg with her partner Darcy Rollins and her three children.

2022 COMMITTEE MEMBERS

MEMBERS:
Former Mayor Brian Bowman
Councillor Markus Chambers

CITIZEN MEMBERS:
Dr. Idris Elbakri
Kristi Kenyon
Alden Wiebe
Ran Ukashi
Mary Lavigne
Stuart Murray
Nadia Thompson
Michael Baker

SUBCOMITTEE CHAIR'S:
Nadia Thompson, Equity & Diversity Subcomittee
Michael Baker, Accesibility & Inclusion Subcomittee

WINNIPEG PUBLIC SERVICE:
A. Cusson, Director of Human Resource Services
R. Ford, City Clerk’s Department

MESSAGE FROM THE SUBCOMITTEES

The year of 2022 was a great year of learning, collaboration, and growth in and for the Accessibility and Inclusion Sub-Committee. As the chair, I had the privilege of working alongside a lot of innovative, passionate, and resilient community members. Amongst our many achievements, I want to highlight and commend this committee for vetting the motion I made, as a member of the Human Rights Committee of Council, recommending the Adoption of a New Accessibility Icon

http://clkapps.winnipeg.ca/DMIS/permalink.asp?id=M20220914(RM)EPC-9.

I look forward to continuing as the Chair of this Sub-Committee in 2023."

--Michael Baker, Accessibility & Inclusion Subcomittee Chair



"It has been a pleasure working with the subcommittee for the past couple of years. Working through the pandemic proved to be a challenge; but also an opportunity to meet some very dedicated folks who are making changes in our city everyday. Moving forward; I hope that the subcommittee can find some traction and continue the great work that we are doing. Thank you again to Mayor Bowman for the encouragement and Aly Raposo for her leadership and patience. All the best for 2023."

Respectfully submitted,
Nadia Thompson



4 YEAR STRATEGIC PLAN

In accordance with the Terms of Reference, a multi-year Strategic Plan was developed by Tracey Proctor in partnership with the Human Rights Committee of Council (HRCC) in September of 2022.

The development of this plan included three phases.
Preliminary research was conducted with the three main stakeholder groups:

1) HRCC committee members
2) Mayor Bowman, Aly Raposo, Committee Coordinator and supporting Public Service members, and
3) Members of the Accessibility & Inclusion and Equity & Diversity sub-committees

From the preliminary research, four priorities were identified within the feedback process and these will frame the basis of the work of the HRCC for the next four years (2023 – 2026). They will be worked on simultaneously and include:

- the creation of an annual workplan;
- increasing community engagement and development of partnerships;
- committee development (HRCC and sub-committees); and
- the establishment of Winnipeg as a Human Rights City.

Further, the document provides clear, organized objectives and action items to take in order for the committee to meet all of the goals efficiently and in a timely manner.

EQUITY OFFICE

Keeping in line with the Equity, Diversity and Inclusion Policy, the Equity Office has proven to be an incredible resource and Partner to the Human Rights Committee of Council and to the City of Winnipeg. The Equity Office (EO) provides leadership, commitment and accountability for sustainable and meaningful progress of the EDI Policy & Strategy. The Equity Office supports the Public Service's achievement of the EDI Vision, Mission and Goals in alignment with the City of Winnipeg Strategic Plan and applicable human rights related strategies.

The primary areas of focus of the equity office is (1) Employment Programs, (2) Employee Education, and (3) a representative workforce.

The Equity Office is made up by Diversity and Inclusion Coordinator, Diane Burelle along with Bradley West, who joined us in the capacity of Equity Office Manger in September, 2022 and Director of Human Resources, Equity Office and Human Rights Committee City of Winnipeg Respresentative, Angie Cusson.

Some of the integral work that has been a product of the Equity Office and action items stemming from the Equity, Diversity and Inclusion Policy Include but are not limmited to:

The Self-Declaration Questionnaire (SDQ) is a critical ongoing project. They currently have a 38.9% response rate and are aiming for 65% or better. The SDQ Campaign has included extensive communication plans and those will continue into 2023.

The Diversity Dashboard continues to be refined in order to provide departments with diversity representation data to inform their EDI efforts. There are 56 city employees who have been granted access to the Diversity Dashboard.

The creation of the EDI Calendar of events has helped the city to leverage its employer partnerships with the Canadian Centre for Diversity & Inclusion and Pride at Work to promote various webinars and workshops. The HRCC & EO Awareness & Action Series, as well as other free offerings with community partners have also been added to the EDI Calendar.

EQUITY OFFICE TEAM

"As the Public Service representative on the Human Rights Committee of Council, it remains my privilege to be a part of this Committee. The connection with my role as Director of Human Resource Services and Equity Office has been invaluable.

Human Resource Services, through the Equity Office works regularly and in partnership with HRCC. It has been our privilege in the Equity Office to continue to lead important work such as:

- Continue to lead the implementation of the City's first Equity, Diversity & Inclusion (EDI) Policy & Strategy with the support of community partners, HRCC, and City department teams;
- Made tremendous traction on the EDI Policy & Strategy goals in partnership with the HRCC and City departments;
- Hired our Equity Office Manager, Bradley West and a administrative professional;
- Currently completing the final stages of the Equity Office governance model;
- In the initial stages of creating an EDI leadership committee to assist with EDI work across the City;
- Created the first 2 of 6 professional equity network groups (PEN's) including the Women at Work Committee and 2SLGBTQQIA+ Group, with two more scheduled this year
- Proud to have launched the Awareness & Action Speaker Series which commits to quality education for city staff and the public and that is funded through the HRCC;
- The Diversity Dashboard went live in 2022 and provides transparent demographic data on the City's workforce to allow for measurable goals;
- Public engagement with stakeholders and Indigenous Rightsholders on the Statutory Holiday and Days of Observance through an Equity Lens, report to be published in early 2023; and
- Finally, I am very proud to share that the Equity Office itself, and two (2) EDI supported projects have been nominated for (5) five business excellence awards through the Chartered Professional in Human Resources (CPHR) Manitoba in 2023.

This is a very exciting time for the City and our employees.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 and through supporting the Human Rights Committee of Council.

I would like to thank the present and past Council and members of the HRCC, our Equity Office Team (Diane Burelle and Bradley West), and our CAO Mike Jack, for creating, leading, and supporting the vision and commitment to this important journey of EDI at the City of Winnipeg.."

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



EQUITY OFFICE TEAM



"It has been a very exciting and eventful 2022 for the Equity Office (EO). The collaboration with and support from the Human Rights Committee of Council (HRCC) on several significant projects have been impactful from the HRCC & EO Awareness & Action Series which educates the Public Service and the public on human rights issues, the celebration of the artists and human rights mural, Gakina Gidimawemaaganidim as well as the review of Statutory Holidays and Days of Observance Through an Equity Lens. More work with the HRCC and the HRCC subcommittees, Diversity & Equity and Accessibility & Inclusion is planned for 2023 and I'm so looking forward to making great strides together!"

– Diane Burelle (she/her/elle), CPHR

Diane Burelle has worked in human resources for over 20 years, with a specialization in and passion for human rights, reconciliation, accessibility, equity, diversity & inclusion. She has been in her role as EDI Coordinator at the City of Winnipeg for two years. She has led the development of the City's first EDI Policy & Strategy and with it, the creation of the Equity Office.

She brings and applies an intersectional lens and systems approach to her work to help ensure meaningful progress is achieved, sustained and aligned with diverse needs and interests in the workplace and in the community. Diane is a proud Red River Métis, Francophone, mother of four and grandmother of one. She volunteers in the community as Vice-Chair of the Lorette Métis Local Executive and Co-Chair of the Manitoba Women's Institute Virtual Branch "Zooming Monarchs".

"2022 has been quite the year for the Equity Office. I joined the City of Winnipeg as Manager, Equity Diversity & Inclusion (EDI), September 2022. Along with my colleague, Diane Burelle, Equity, Diversity & Inclusion Coordinator our focus is on advising and supporting employee education, employee programming and employee demographic, as we journey toward becoming a truly reflective and representative workforce for Winnipeg.

As such, we have been busy solidifying the foundations needed for the office in terms of governance structures; working on our commitments as part of the EDI Strategy; supporting the work happening across the departments at the City of Winnipeg with programing and education/ awareness programs as part of the City of Winnipeg Newcomer Welcome and Inclusion, Poverty Reduction and Anti-Racism / Anti Oppression work. A part of that work has been the successful collaboration with the Human Rights Committee of Council, Action & Awareness Speakers Series

It has been an honour to work alongside Aly and the Human Rights Committee of Council in 2022; I am excited about the opportunities that are presenting themselves in 2023 as we progress toward a City that works for all of us, and not just some of us."

-Bradley West



Biography: Bradley West [pronoun his name as preferred pronoun] CPHR. SHRM-SCP.CCP.PMC.

In his role as Manger, Equity, Diversity & Inclusion, Equity Office with the City of Winnipeg Bradley brings decades of working, volunteering and leading within the equity, diversity and inclusion sector has given him a depth and breadth of experience, understanding, knowledge and skills. To compliment his experience, Bradley is a Chartered Professional in Human Resources (CPHR) in Canada, a Senior Certified Professional (SHRM-SCP) in the United States. As a certified coach practitioner (CCP), and a certified management coach (PMC). Bradley is an award-winning leader with expertise as a trainer, educator, and facilitator with a strong foundation in sociology, organizational development, gender and sexual diversity, and human systems management.

ANTI-RACISM RECAP/AWARENESS & ACTION SERIES

The Anti-Racism awareness series has proved to be a great resource, and so the Human Rights Committee of Council, in partnership with the City of Winnipeg Equity Office launched the Awareness & Action Series which features experts who educate the Public Service and public on human rights issues.

A list of the videos that were streamed live and are available online include:

- Can Good People Participate in Systemic Racism? with Cecil Sveinson
- Friendly Manitoba: Experiences from the Muslim Community with Dr.Idris Elbakri
- Adressing Whiteness as a Barrier to Progress on Anti-Racism with Dr. Ian Whetter
- A Living Legacy: Canadian Anti-Blackness and the Transatlantic Trade of Enslaved Persons with Laurelle Harris
- Living in a Liminal Space: The Experiences of French-Speaking 2SLGBTQQIA+ Manitobans with Kevin Prada
- L'immigration francophone, avancées et défis : de la sensibilisation à la mobilisation
- Homelessness- Life Hanging by a Thread with Al Wiebe
- Indigenous - 2Spirit History and Culture with Elder Albert McLeod
- The Psychological Risk Factors of Being a Person of Colour Immigrant with Dr. Rehman Abdulrehman
- Mental Health: Impact of the Pandemic – A Lived Experience with Aly Raposo

PANEL PRESENTATION ON THE ELIMINATION OF GENDER BASED VIOLENCE.



The City of Winnipeg Equity Office in partnership with the Human Rights Committee of Council and the Canadian Museum for Human Rights hosted a panel discussion to commemorate the International Day for the Elimination of Violence Against Women (Nov. 25), 16 Days of Activism Against Gender Violence (Nov. 25 – Dec. 10), and the National Day of Remembrance and Action on Violence Against Women (Dec. 6).

Pandemic impacts include increased gender-based violence rates and intersectionality with other equity groups including Indigenous women, racialized women, women with disabilities, and newcomer women.

Gender-based violence (GBV) is perpetrated against someone based on their gender expression, gender identity or perceived gender. Violence against diverse women and girls is one form of GBV, including Indigenous and racialized women and girls, women and girls with disabilities, and women who are seniors. GBV also has a disproportionate impact on 2SLGBTQQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Plus) and gender-non-conforming people. This discussion will include calls to action and cover ways to make meaningful contributions to help eliminate gender-based violence.

Panelists: Honourable Rochelle Squires, Minister of Families and responsible for the Status of Women; Councillor Sherri Rollins, City Councillor and Chairperson of Property & Development; Cherie Hennessey, Executive Director, Alpha House Project; Angela Lavallee, MMIWG2S+ Representative.

SUPPORT, PARTNERSHIPS AND COMMUNITY

A&O Support for Older Adults Grandparents Day Event





The Human Rights Committee of Council was pleased to support the A & O: Support Services for Older Adults to celebrate Grandparents' Day: Connecting the Generations and Celebrating Diversity event on Sunday September 11th at Assiniboine Park, Lyric stage.

The event aimed to raise awareness about ageism, reinforce the value of respect while promoting the programs and services of A & O.

Newcomer Welcome Fair & Multiculturalism Day Celebration



A day to welcome Afghan refugees, Ukrainian new arrivals and other Newcomers to Winnipeg. Celebrating Multiculturism Day in Canada, The Human Rights Committee of Council supported this day filled with resources, community supports, City of Winnipeg resources, activities, food and drink!



Al Wiebe has been a dedicated member of the Human Rights Committee of Council since it's inauguration.

Al spent over two years living on the streets after losing a well-paying job in advertising. He struggled through his time without a home, and almost lost his life to it, but Wiebe made it through and now works as an advocate for people living experiences as he once lived.

For the past two years, Wiebe has been trying to get a small, narrow stretch of alley along Henry Avenue that connects Main Street to King Street renamed as Hope Alley.

On Sept. 21, the city bestowed the alley with the honorary street name.

The Human Rights Committee of Council applauds Al Wiebe and commends his tireless and admirable advocacy for the homeless.



The Human Rights Committee of Council thanks former Chair and Mayor Brian Bowman for his years of service, leadership and passion for Winnipeg.