Agenda – Council – June 22, 2023

Report – Executive Policy Committee – June 12, 2023

Item No. 11 Human Rights Committee of Council – Awareness and Action Series Update

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 12, 2023, the Executive Policy Committee concurred in the recommendation of the Human Rights Committee of Council and submitted the following to Council:

1. That the report be received as information.

Report – Executive Policy Committee – June 12, 2023

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 12, 2023, the Executive Policy Committee concurred in the recommendation of the Human Rights Committee of Council and submitted the matter to Council.

COMMITTEE RECOMMENDATION:

On May 12, 2023, the Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service and received the report as information.

On March 27, 2023, the Human Rights Committee of Council laid the matter over to its meeting on May 12, 2023.

COUNCIL DECISION:

On May 26, 2022, Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That the Winnipeg Public Service be directed to continue the efforts of the Anti-Racism Speaker Series and the City's long-term commitment to anti-racism and equity, diversity and inclusion activities in partnership with the Human Rights Committee of Council, including representation from HRCC committee members at events where possible, and approve the following existing funds from the Human Rights Committee of Council operating budget:

    A. Up to $2,000.00 for the upcoming event: Celebration of Human Rights Mural: Gakina Gidinawemaaganidim (We Are All Related) on Friday, June 17, 2022.

    B. Up to $10,000.00 to assist with event costs for the remainder of the 2022 calendar year.

Report – Executive Policy Committee – June 12, 2023

DECISION MAKING HISTORY (continued):

COUNCIL DECISION (continued):

2. That the City of Winnipeg Equity Office be directed to provide to the Human Rights Committee of Council:

    A. Verbal updates on progress at all remaining committee meetings for 2022.

    B. A written report summarizing the activities of the newly formed Equity Office, including the Awareness Series, and the impact made within the City of Winnipeg, and the broader community at a Q1 meeting in 2023.

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

ADMINISTRATIVE REPORT

Title: Awareness & Action Series Update

Critical Path: Human Rights Committee of Council – Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
B. West	A. Cusson	N/A	M. Jack

EXECUTIVE SUMMARY

The Equity Office and the Equity, Diversity and Inclusion (EDI) Policy and Strategy were created and approved by Council in September of 2021 to anchor the City's commitment to promoting human rights, accessibility, equity, diversity and inclusion, anti-racism, anti-oppression and cultural competency within the organization, in alignment with our values of Accountability, Diversity, Respect, Trust and Transparency.

In March of 2022, on the week that marked the United Nations' International Day for the Elimination of Racial Discrimination and the International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade, the Equity Office in partnership with Human Rights Committee of Council (HRCC) put on the Anti-Racism Speaker Series (now called the Awareness & Action Series). That week, a different anti-racism topic was delivered each lunch hour. This important learning was open to both the City of Winnipeg employees and the general public. This is the first of its kind offering by a Canadian City and was well received. To continue the HRCC and Equity Office's commitments to education, it was decided to continue to offer the series throughout the year and not just over one week.

In 2022, the Awareness & Action Series put on 14 learning sessions and created resources for employees and the public on issues of systemic racism from an Indigenous perspective, experiences from the Muslim community, addressing whiteness and privilege, legacy of the transatlantic trade of enslaved persons, experiences of French-speaking 2SLGBTQQIA+ Manitobans, a lived experience insight into homelessness, 2Spirit history and culture, mental health and more. In 2023, the Awareness & Action Series put on their first special Panel Presentation Event with the support of the Canadian Museum of Human Rights, on the Elimination of Gender Based Violence with notable panel members and experts; this Panel Presentation Event was an exceptional way to address and create awareness around this incredibly important topic.

The feedback received from presenters, online participants and the HRCC for the series has been incredibly supportive. Activists, advocates, educators and community builders, have also expressed their appreciation of, and support for, the speaker series and its handling of ongoing issues and challenges in addressing systemic racism and oppression.

The Equity Office works closely with HRCC to establish the calendar of presentations or speakers through the year. The funding and support from the HRCC have been key to the Equity Office being able to offer these awareness sessions. This report gives an overview of the inaugural year of the Awareness & Action Series.

RECOMMENDATIONS

1. That this report be received as information.

REASON FOR THE REPORT

On May 26, 2022, Council concurred in the recommendation of the Executive Policy Committee that the Public Service submit a written report summarizing the activities of the newly formed Equity Office, including the Awareness Series, and the impact made within the City of Winnipeg, and the broader community at a first quarter meeting of the HRCC in 2023.

IMPLICATIONS OF THE RECOMMENDATIONS

There are no implications to receiving this report as information.

HISTORY/DISCUSSION

The City's Equity, Diversity & Inclusion (EDI) Policy was approved by Council on September 29, 2022, resulting in the creation of the City's Equity Office (EO). The EDI Policy and Strategy augments and amplifies the work grounded in the Indigenous Accord; the Newcomer Welcome and Inclusion Policy & Strategy; and the Poverty Reduction Strategy. It also aligns with the values of Respect, Accountability, Trust, and Transparency in the Corporate Key Strategic Directions, as well as many of the goals within OurWinnipeg 2045; specifically Economic Prosperity, Good Health and Well Being, and Social Equity.

The EDI Policy itself states in ***8.4 "the EO Staff will demonstrate visible leadership in promoting a culture of inclusion as follows:***

i. Promote understanding of the EDI Policy & Strategy, through an appropriate combination of communications and training.
ii. Provide advice to employees and managers regarding the EDI Policy & Strategy.

iii. Promote and ensure effective implementation of the EDI Policy & Strategy.
iv. Inform current and prospective employees of the purpose of the Self-Declaration Questionnaire [SDQ] and assure them that the information collected is confidential and will only be used for equity, diversity and inclusion purposes.
v. Formulate City equity, diversity and inclusion goals, strategies and plans in consultation with internal and external experts, stakeholders.
vi. Analyze and report on workforce diversity representation.
vii. Create and implement programming with internal and external experts, stakeholders.
viii. Assist management in consultation with Human Resources Services in the development of recruitment, promotion, and retention strategies and programs.
ix. Conduct research, training and other work as determined by the EDI and other related Policies & Strategies as outlined above in Section 3. Strategic Alignment.

Throughout 2022, with support from the Human Resources Department, the EO worked alongside key connections in the Department of Community Services (CMS), Indigenous Relations Division (IRD), Universal Design, and the Human Rights Committee of Council (HRCC), on a number of items, including the ongoing collaboration around the HRCC Awareness Series week that occurred in 2021.

The principals of collaboration and community co-creation are braided into the philosophy and approach to this work. Taking this approach has taken greater time, energy and resources than initially thought, yet it is important work that needs to be done. It is also providing a pathway or model, for other departments to follow and other Cities to consider. The series wouldn't be possible without the sponsorship from HRCC, as the EO is funded to focus on 3 core internal business needs: (1) Employment programs, (2) Employee Education, and (3) Workforce Demographics.

Another source of connection to this work is the HRCC Terms of Reference which states to "work 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." HRCC's Strategic Plan is for 2023-2026.

Creation of the Awareness & Action Series

In March of 2022, on the week that marked the United Nations' International Day for the Elimination of Racial Discrimination and the International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade, the EO in partnership with the HRCC put on the Anti-Racism Speaker Series (now called the Awareness & Action Series). That week, a different anti-racism topic was delivered each lunch hour. This important learning was open to both the City of Winnipeg employees and the general public.

The Anti-Racism Speaker Series was well received by employees, employers, and the general public and at least 738 people tuned into the Speaker Series over the course of

the week. These offerings were promoted by the City of Winnipeg as well as by local organizations to their employees and members, such as, the CMHR, Shared Health, and Association of Regulated Nurses of Manitoba.

The EO and the HRCC are aware of certain groups and organizations that are utilizing the Speaker Series as part of their ongoing employee development or as part of community conversations. Many Winnipeggers throughout the year have tuned into the programming, either live or later on to participate in the Speaker Series. These groups and organizations include: CMHR, Equity and Diversity Office (Province of Manitoba), the United Way of Winnipeg, Seven Oaks School Division, West End Women's Resource Centre, Winnipeg Taxation Office (Revenue Canada), and Winnipeg One School Division (school groups).

There were nine sessions following the March launch. Every speaker invited touched on an area of human rights, anti-oppression and or anti-racism, and included an intersectional lens. The sessions are broadcasted via Microsoft Teams to City of Winnipeg employees and the general public. The sessions were recorded and loaded up on the City of Winnipeg YouTube Channel; with accessibility in mind, the sessions provided Closed Captions; along with American Sign Language and French Sign Language being added as the year progressed. Many of the sessions continue to be accessible on our City of Winnipeg website on the Anti-Racism page.
Although total views of the series are not able to be fully tracked, we do know that well over 1,000 individuals of both general public and Public Service employees participated in viewing the Series. A number of communities are utilising the Series as a part of their regular took kit for their employees' development, including The United Way of Winnipeg; CMHR; various depts of the Province of Manitoba, via their Diversity and Inclusion Office. The EO and HRCC has also received positive feedback about the Series from community service groups, women's shelters, school divisions and post-secondary student organisations.

One of the highlights for the 2022 Speakers Series was the November 25, 2022, Special Panel Presentation event hosted at the CMHR, part of the ongoing conversations around the elimination of gender-based violence. Elder Thelma Morrison opened and closed the panel with prayers and reflections on the path to mutual respect, honouring and understanding.

The panel participants included Minister for Families and Status of Women Rochelle Squires; Angela Lavallee, representing the voices of Murdered and Missing Indigenous Women, Girls, and Two-Spirit Persons; Councillor Sherri Rollins (Chair of the Standing Policy Committee on Property and Development); Cherri Hennessy, the Executive Director of Alpha House Project and moderated by Aly Raposo, the HRCC Coordinator. Additional resources were required to make this special Panel Presentation happen (necessary AV technology, ASL and French language translation services, and promotion costs) the Public Service were able to do this with support from the CMHR, the City of Winnipeg HR Department, and HRCC.

The EO plans to continue exploring how to offer these high-impact panel events annually by continuing to explore potential collaborations with the CMHR, the Province of Manitoba, City departments, community partners, and HRCC.

Other Equity Office Events in Partnership with HRCC

The HRCC and EO worked together on the June 2022 event to celebrate our Human Rights Mural: Gakina Gidinawemaaganidim (We Are All Related) that was commissioned as part of the City's long-term commitment to human rights and anti-racism, which stems from the work of the Public Service ignited by the HRCC. This art mural symbolizes all the human rights-related work that the City is undertaking and is committing to: Human Rights, Anti-Racism, Anti-Oppression, Equity, Diversity & Inclusion, Belonging, and Community. This mural was created by artist Jeannie White Bird with assistance from artist Ellen Hart, and muralist and artist Charlie Johnston. The piece was gifted a traditional Anishinaabemowin name Gakina Gidinawemaaganidim (We Are All Related) by Marcel McKay with translation by Elder Roger Roulette. To honour the mural and all it represents an event celebration was held on June 17, 2022, by the Equity Office with financial support from the Mayor's Office and the HRCC. The description is as follows:

> The design consists of a Maple Tree starting at the east side with its blowing leaves that morph into orbs encased by colourful spiritual energies. It is a lively and harmonious flow of interconnected physical, emotional and spiritual energies depicting far-reaching inclusion and belonging. The spiritual energies will be "SHADES of humanKIND". The emotional and spiritual aspects conveyed are that NO ONE is alone as we are all connected. The physical aspects are displayed through the far-reaching roots of the Maple Tree extending and embracing ALL people across Canada. A celestial star element reminds us of our humble existence upon our home, Mother Earth.

This event was emceed by Councillor Rollins, and included participation by Mayor Brian Bowman, Chief Administrative Officer Mike Jack, Dennis White Bird, and artists Jeannie White Bird, Ellen Hart, and Charlie Johnston. John Oman lit the sacred fire which burned throughout the event and provided a teaching on the sacred fire and tobacco ties. Jaime Graysby's Big Drum Group of youth performed the big drum opening and song, as well as a closing song. Colourful orb gifts, painted with materials the mural is made of, were gifted to each guest.

Budget

On May 26, 2022, Council approved $10,000 from the HRCC operating budget to support the continuation of the Awareness in Action Series for the remainder of 2022.

This ask was necessary since the EO budget only included funding for the initial kick-off week.

The goal for the series is to provide approximately one session per month throughout the year and one to two special events, depending on collaborations with potential community partners, (as was done for the Special Panel Presentation in November 2022). In total, 14 sessions were delivered in 2022, and nine of those sessions were delivered thanks to the financial support of the HRCC. These are outlined in Appendix A.

On December 15, 2022, Council approved another $10,000 for the Awareness & Action Series from the HRCC Operating Budget for the 2023 year. The HRCC Coordinator is supporting both the foundation funding application along with a request for an additional $5,000 to cover production costs of any off-site special events, like the Panel Presentation Events, and/or unexpected increases in pricing.

FINANCIAL IMPACT

Financial Impact Statement **Date:** March 6, 2023

Project Name:

Awareness & Action Series Update

Comments:

There are no financial implications associated with receiving this report as information.

Jason Duke - March 6, 2023
Jason Duke CPA, CGA
Acting Mgr. of Finance and Admin. - Campus Depts.

CONSULTATION

N/A

OURWINNIPEG POLICY ALIGNMENT

The work of the EO and the HRCC Speakers Series impacts and supports the goals of the Our Winnipeg 2045 - specifically Economic Prosperity, Good Health and Well Being, and Social Equity.

Policy alignment:
1.7 Equitable Service Access. Identify and provide access to a base level of municipal services to everyone, directly or facilitated through partnerships. Remove systemic barriers to participation, based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, physical or mental ability, official language used, citizenship status, socio-economic status, geographic location or climate change vulnerability.

1.18 Responsive, Representative and Resilient Workforce. Provide responsive municipal service delivery, through an accountable, informed, qualified, competent, creative, healthy and productive workforce that is representative of the community it serves including the use of equitable, anti-oppression recruitment, training, and retention processes.

3.14 Strategic Enterprise Supports
Adapt municipal procurement criteria to create local employment opportunities for people who face barriers to workforce participation, such as through community benefit agreements and social enterprise.

3.15 Community Capacity Development. Support economic agencies, institutions and community development organizations who are providing workforce education and skills development that aligns with emerging, evidence-informed economic opportunities.

5.4 Reconciliation with Indigenous Peoples
Prioritize municipal implementation responsibilities within the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission of Canada's Calls to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girls' Calls for Justice.

5.5 Indigenous Lens
Develop an Indigenous lens, which recognizes, respects and advances multiple and diverse First Nations, Inuit, and Métis rights, knowledge and perspectives. Apply the lens throughout municipal leadership and governance processes, policies, programs and practices to be inclusive and eliminate elements that knowingly or unknowingly enable the exclusion of Indigenous Peoples.
5.6 Equitable Service Access. Welcome and support Indigenous Peoples, newcomers, and those who migrate from rural communities, through strategic collaboration and action that expedites service access and sense of belonging for residents.

5.7 Community Cohesion. Promote opportunities for life-long learning and cross-cultural, intergenerational relationship-building, as a means of preventing social isolation, discrimination and racism.

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

Goal 3: Equity is Embedded in all City Employment and Income Opportunities

Goal 4: Community Well-being Supports for those in the Greatest Needs are increased

SUBMITTED BY

Department: Human Resource Services
Division: Equity Office
Prepared by: Bradley West, Equity Office Manager
Date: March 6, 2023
File No: N/A

Attachments:

Appendix A – 2022 Awareness & Action Series Offerings

Appendix A – 2022 Awareness & Action Series Offerings

Anti-Racism Speaker Series

Date	Speaker	Title & Summary
March 21, 2022	Cecil Sveinson, Manager, Indigenous Relations	***Can Good People Participate in Systemic Racism?*** The Manitoba Human Rights Commission's website defines systemic discrimination, "as and practices or attitudes that have, whether by design or impact, the effect of limiting an individual's or a group's right to the opportunities generally available because of attributed rather than actual characteristics." Systemic discrimination is similarly defined in section 9(3) of The Code, which refers to a mix of rules or practices that may not seem discriminatory when looked at individually, together resulting in discrimination. In this session, participants will be asked to gauge their level of complicity in systemic racism. The presenter, Cecil Sveinson, will provide concrete, real world examples of systemic racism and the toll it has taken on his community and himself, personally.
March 22, 2022	Dr. Idris Elbakri	***Friendly Manitoba: Experiences from the Muslim Community*** While we pride ourselves on being a friendly province, this friendliness is not exhibited by all and is not experienced by all. Presenter, Dr. Idris Elbakri will share some early results from a project conducted by the Manitoba Islamic Association aiming at documenting experiences of Islamophobia within the community. The results point toward alarming trends, both in the prevalence of experiencing Islamophobia and its impact on members of the community.

March 23, 2022	Dr. Joseph Smith	***Social Conditioning: The Historical and Socio-Political Context of Systemic Discrimination*** Through exploring the psycho-social implications of systemic discrimination, we will take a focused look at unpacking whiteness as a racial construct, PTSS (Post-Traumatic Slave Syndrome), Colourism, Racial Trauma, Privilege and Power, and the relationship between our psychological transferences and identity formation in light of our brain development.
March 24, 2022	Dr. Ian Whetter	***Addressing Whiteness as a Barrier to Progress on Anti-Racism*** Fighting for an end to racism requires understanding and addressing whiteness, white supremacy, white privilege and white fragility. Dr. Ian Whetter will explore these concepts, how they get in the way of anti-racism and actions we can take to address them.
March 25, 2022	Laurelle Harris	***A Living Legacy: Canadian Anti-Blackness and the Transatlantic Trade of the Enslaved Person*** In this keynote address, Laurelle Harris of Equitable Solutions Consulting will explore the involvement of what is now Canada in the commercial trade of enslaved persons and the ways in which the legacy of the transatlantic slave trade has shaped Canadian society as we observe the United Nations' International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade.

Awareness & Action Series

Date	Speaker	Title & Summary
May 4. 2022	Aly Raposo	***Mental Health: The Impact of the Pandemic – A Lived Experience*** Storytelling and sharing tips became a normal role for Aly Raposo. She will share her story with you in order to start the conversation on such important topics. She would like you to embark on this journey with her. Aly will dive right into the "nitty gritty" of what life was like living as a person with mental illness, sharing some of her personal struggles, as well as some of the adversity that she faced. She will also share some of the accomplishments that she celebrated. She will try to dismantle and pull apart the "5 main pillars" of balancing healthy mental health. She will discuss the implications of losing your routine, your "mojo" and a sense of accomplishment based on the pandemic. Please join us to hear Aly's personal story.
May 19, 2022	Dr. Joseph Smith	***Race & Well-Being: The Psycho-Social Implications of Systemic Discrimination*** Through exploring the psycho-social implications of systemic discrimination, we will take a focused look at unpacking whiteness as a racial construct, PTSS (Post-Traumatic Slave Syndrome), Colourism, Racial Trauma, Privilege and Power, and the relationship between our psychological transferences and identity formation in light of our brain development.

September 14, 2022	Dr. Rehman Abdulrehman	***The Psychological Risk Factors of Being a Person of Colour Immigrant*** Though we state we live in a multicultural society, the expectation is that Canadians of different cultural communities must adopt "Canadian Values". Newcomer or not, many Canadians take the perception that those who do not adopt those "Canadian Values" tied to culture, language, and identity, are perpetually foreign, despite any number of years living here, contributing to society, or even just identifying as Canadian. This keynote reviews data from the Bias Outside the Box tool and what it reveals about the biases we carry about those who are not white, and who we perceive to be immigrants, determines not just the emotional reaction to them, but also behaviors to them, perpetuating racism and xenophobia throughout our society.
October 4, 2022	Al Wiebe	***Homelessness - Life Hanging by a Thread*** (October 10th is World Homelessness Day and World Mental Health Day) Through his personal experience, Al will talk about mental health, homelessness and trauma, and how they are intrinsically intertwined. He will discuss unconscious and overt biases, stigmas and preconceived notions and how they are barriers to productive policies and detrimental to the challenge of reducing homelessness. He will highlight the results of negative and positive attitudes towards those suffering in homelessness and mental illness.
October 11, 2022	Elder Dr. Albert McLeod	***2Spirit History and Culture*** (October is 2SLGBTQQIA+ History Month October 11 is National Coming Out Day) Elder Dr. Albert McLeod will describe the resurgence of 2Spirit (Indigenous LGBTQ) people in the 21st century focusing on pre-contact history of North America and the recent inclusion of 2SLGBTQQIA+ people into the National Inquiry into Murdered and Missing Indigenous Women and Girls.

October 19, 2022	Kevin Prada	***Living in a Liminal Space: The Experiences of French-Speaking 2SLGBTQQIA+ Manitobans*** French-speaking 2SLGBTQQIA+ Manitobans find themselves at the intersection of a double minority: they are both a sexual/gender, and Manitoba's official language minority community. In 2020, the Collectif LGBTQ* du Manitoba initiated a first-of-its-kind in Western Canada research study, in collaboration with Université de Saint-Boniface, to garner a better understanding of those who make up this double minority, namely their sociodemographic profile, their experiences of discrimination and stigmatization, and their needs in terms of healthcare and social services.
November 9, 2022	Salwa Meddri	***Du 6 au 12 novembre 2022, la Semaine nationale de l'immigration francophone*** Cette session propose une vue d'ensemble de l'immigration francophone en tant que facteur essentiel au développement démographique des communautés et des voies entreprises pour y parvenir.
Nov 17, 2022	Shandi Strong	***The World Knows I'm Trans*** (November is Trans Awareness Month & November 20 is the Trans Day of Remembrance) Shandi will be sharing her personal story and related facts in order to help attendees have a better understanding of Trans lives. She grew from someone who was bullied and afraid to someone who these days is empowered and strong. While her story is uniquely hers, trans people around the world share similar struggles when coming out and navigating the world, society, friends, and family, and not always successfully. Helping people see and understand perspectives outside of their experience is but one way to build bridges and change hearts and minds.

Nov 25 2022	Panel Presentation at CMHR	***Elimination of Gender-Based Violence*** (November 25 is the International Day for the Elimination of Violence Against Women; November 25 – December 10 is the 16 Days of Activism Against Gender Violence; December 6 is the National Day of Remembrance & Action on Violence Against Women) Event Goals: 1. Education & Awareness of Gender Based Violence (GBV): pandemic impacts including increased rates of gender-based violence, intersectionality with other equity groups: Indigenous women, Racialized women, Women with disabilities, Newcomer women. 2. Calls to action, meaningful contributions to help eliminate GBV. The panel consisted of; *Minister Rochelle Squires,* Minister for Families and Status of Women; *Angela Lavallee,* representing the voices of Murdered and Missing Indigenous Women, Girls, and Two Spirit Persons*; Councillor Sherri Rollins; Cherri Hennessy,* the Executive Director of Alpha House Project and moderated by *Aly Raposo*, the HRCC Coordinator.