Agenda – Council – June 22, 2023

Report – Executive Policy Committee – June 12, 2023

Item No. 12 Human Rights Committee of Council – 2022 Anti-Racism and Anti-Oppression Activities

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 December 15, 2022, Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That the Winnipeg Public Service partner with the Human Rights Committee of Council to continue offering the Awareness Speaker Series in 2023, to support the City's long-term commitment to anti-racism and equity, diversity and inclusion activities including:

    A. Incorporating representation from HRCC committee members where possible;

    B. The allocation of up to $10,000 from the Human Rights Committee of Council 2023 operating budget to assist with costs associated with continuing the sponsorship series.

2. That the Winnipeg Public Service be directed to provide the Human Rights Committee of Council with verbal progress updates on the Awareness Series and other relevant work at each regularly scheduled Human Rights Committee of Council meeting in 2023.

Report – Executive Policy Committee – June 12, 2023

DECISION MAKING HISTORY (continued):

COUNCIL DECISION (continued):

3. That the Winnipeg Public Service submit written reports updating the public on anti-racism initiates, to be presented to the Human Rights Committee of Council annually in Q1.

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

ADMINISTRATIVE REPORT

Title: 2022 Anti-Racism & Anti-Oppression Activities

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

In February of 2020, Council adopted the Newcomer Welcome and Inclusion Policy (NCWIP) and Framework. Within the NCWIP document, one of the key strategic pillars is to become a City without Racism. In March 2021, the City of Winnipeg hosted an Anti-Racism Week using a co-creation model. The Public Service, in collaboration with several community partners, worked together with the goal to build awareness and help address racism within the City of Winnipeg.

After the successful launch of the Anti-Racism Week in 2021, a long-term sub committee was formed to meaningfully address what is required for the City of Winnipeg to combat racism and take a consistent approach to anti-racism efforts as an organization. This work includes integrating anti-racism efforts as part of our regular work all year long so we can create lasting change within the fabric of our organization.

In September of 2021, the report “The City of Winnipeg’s Long-Term Commitment Plan – Equity, Diversity, Inclusion and Anti-Racism" was approved by Council, which formally adopted the Equity, Diversity, and Inclusion (EDI) Policy and Strategy and the creation of an Equity Office division within Human Resource Services. One of the goals of the EDI Strategy is “To create an inclusive work environment where employees feel safe, supported, included, and engaged in meaningful work, including antiracism, anti-oppression and cultural competency work.”

To continue the City’s journey to inclusion, with the goal to become a City without Racism, a long-term commitment to anti-racism was made. In 2022, the Public Service created many key initiatives with collaboration between the Community Development Division of Community Services, the Indigenous Relations Division, and the newly formed Equity Office. This report provides a summary of the events, initiatives, and capacity building done throughout 2022.

RECOMMENDATIONS

1. That this report be received as information.

REASON FOR THE REPORT

On December 15, 2022, Council concurred with the recommendation of the Executive Policy Committee and directed the public service to submit written reports updating the public on antiracism initiatives, to be presented to the Human Rights Committee of Council annually in the first quarter.

IMPLICATIONS OF THE RECOMMENDATIONS

There are no implications to receiving this report as information.

HISTORY/DISCUSSION

In the last several years, with support from elected officials, the Office of the Chief Administrative Officer, Indigenous Relations Division, the membership of Human Rights Committee of Council (HRCC), as well as strong internal leadership from the Department of Community Services, and Human Resource Services (Equity Office), a renewed focus and energy has been placed on human rights, equity, diversity, inclusion, anti-racism and anti-oppression.

With the adoption of the Newcomer Welcome and Inclusion Policy (NCWIP), and the strategic pillar to become a City without Racism, a significant event was initiated. In March 2021, the City of Winnipeg hosted Anti-Racism Week using a co-creation model, in collaboration with several community partners, with the goal to build awareness and help address racism within the City of Winnipeg.

In the early phases of planning Anti-Racism Week, it was acknowledged that, in order to truly begin the process of eliminating all forms of racism in Winnipeg, the City needed to not only acknowledge that racism exists within the City and the Public Service, but that concrete long term actions were needed to address the systemic nature, and intersection of oppression and racism. After the very successful launch of the inaugural Anti-Racism Week, a long-term sub committee was formed to meaningfully address what is required for the City of Winnipeg to combat systemic racism and create sustained culture change. The NCWIP and Anti-Racism Week were catalysts for the continuation of crucial anti-racism activities and action on long-term goals throughout the year.

The Anti Racism and Anti Oppression Committee braided into all of its work the understanding of intersectionality – to quote Audre Lord, "*there is no such thing as a single-issue struggle, because we do not live single issue lives."* The Equity Office team believes the need for systemic change, and the consistent application of the principles of justice, equity, diversity and inclusion needs to part of all that the Public Service does, in every department across the City. Therefore, in 2022 collaboration on a Calendar of Events was established for all the varied activities. It was generated by internal EDI partners throughout the year. This calendar, while not exhaustive, will continue to be a good representation of the major projects and offerings that are available.

It is important to note that impacts from the pandemic continue to affect Winnipeggers in what appears to be an awakening of the public to international social justice issues. This has also impacted the world of work. Issues involving mental health, belonging, and psychological safety are now seen by many as a workplace health and safety priority; and social justice and equity are increasingly seen as essential in building and maintaining a resilient, innovative, inclusive, and adaptable workforce.

There is no “silver bullet” that can work to solve complex issues like systemic racism. However, a solid foundation of interdisciplinary collaborations that includes City departments and community conversations can help the public service to create programs, polices, procedures and protocols to address inequities, oppression, racism, and systemic barriers. This report provides a general summary of the foundation that is being laid in the City of Winnipeg through a look at the activities in the last year for each department that is involved in this work.

Equity Office

Throughout 2022, the Human Resource (HR) Department, in collaboration with other departments, continued to work to build the Equity Office (EO). The EO would be staffed by employees who identified as at least one of the City’s six identified Equity Groups: Indigenous persons, Racialized persons, Female, Persons with disabilities, Newcomers, 2SLBGTTQQIA+, along with French-speaking persons.

The EDI Policy and Strategy augmented and amplified the work grounded in the Indigenous Accord; the Newcomer Welcome and Inclusion Policy & Strategy; the Poverty Reduction Strategy and 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.

Overview of 2022 Anti-Racism and Anti-Oppression Initiatives from the Equity Office:

Creation of Equity Office Governance Model

The EO team continued the work laid out in the EDI Strategy. This included but was not limited to: creating a governance model for the EO, establishing a framework for an EDI Leadership Council (including terms of reference), establishing the Professional Equity Networks (PEN formerly ERG) process, and creating a framework for a pre-employment model. The three key priorities of the Equity Office are: (1) employment programs, (2) education, and (3) improving the City's workforce demographics.

Equity Office Employees

The EDI Strategy outlines in 8.6 - “that EO Staff will demonstrate visible leadership in promoting a culture of inclusion;” one of the intentional ways in which the EO shows this leadership and culture of inclusion, is that it be staffed by people with professional experience, established expertise, and lived experience. All EO staff continue to meet a minimum of one of the 6 protected groups outlined by the City of Winnipeg. The EO welcomed the Equity Office Manager and posted an Administrative Support position in 2022. The EO is looking to continue its expansion in future years.

A Philosophy of Inclusion
There has been a strong philosophical shift in advice and approach taken to City activities. The EO staff continue to braid into the day-to-day operations, principals, approaches, philosophies practices that have their footing in systems, designed to create better outcomes for all. These principals are well known in community building sectors – co-creation; collaboration; consensus; community engagement and conversations. “Nothing about us, without us” or as our Indigenous Elders teach us “to do things in a good way.” To braid in different world views into how the system works is how we will begin to disrupt systemic racism and bias, both conscious and unconscious, in the long term.

In fact, our own communities of excellence led by Community of Engaged Learning, University of Manitoba, produced a framework and resource for engaging with Indigenous communities more authentically, respectfully and effectively; “Working in Good Ways’. This work, along with many elements of other nationally and internationally recognized best practices, have influenced, informed and impacted the ways in which the EO is setting itself up for success.

University of Manitoba & Mitacs Research Partnership
The City of Winnipeg engaged a research team from the University of Manitoba with the goal of helping City workers discuss how we can improve the experience of City employment through improving equity, diversity, and inclusion incentives and practices at the City. This project led to discussions with equity group employees in order to get direct feedback from the most impacted employees. The EO committed to asking specific questions, influenced from the report findings to the larger City of Winnipeg workforce. This was done in the City of Winnipeg Employee Engagement and Culture Survey in 2022. A specific EDI section was created for this purpose.

Equity Office Three Core Business Priorities:

1. Employment Programs

Diversity Equity Fire Training (DEFT) Program
Winnipeg Fire Paramedics Service (WFPS) created a brand-new equity program that has exceeded expectations. The DEFT program came from a collaboration between the WFPS HR Manager, WFPS Senior Leadership, and EO staff. The DEFT program was designed to help mitigate many of the challenges that come with the traditional pathway of training to become a fire fighter; a pathway that can be lengthy, expensive and require relocation to Brandon. All of which contributed to a wave of homogeny in the applicants to and graduates from the existing programming. All of the applicants to the DEFT program were representatives of equity populations. The first DEFT cohort graduated in November of 2022 with outstanding achievements by all the graduates. A second DEFT Cohort have begun training in 2023.

2. Education

EDI Calendar of Events

The EO also lead the creation of the EDI Calendar of Events. This internal resource has helped the City to leverage its employer partnerships with the Canadian Centre for Diversity & Inclusion, the Canadian Museum for Human Rights, and Pride at Work to promote various webinars and workshops to both the general public and the Public Service. The HRCC and EO Awareness & Action Series, as well as other free offerings with community partners are regularly added to the EDI Calendar. A calendar is also available on the City's external Anti-Racism page to promote public facing offerings like the Awareness & Action Series. These calendars a great resource for the public and City employees to stay current on offerings.

2022 Anti-Racism Speaker Series/ 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 and HRCC put on the Anti-Racism Speaker Series (now called the Awareness & Action Series) which delivered lunch hour sessions on various Anti-Racism topics to both City of Winnipeg employees and the general public. This week is the same week as the 2021's Anti-Racism Week. The Anti-Racism Speaker Series was well received by employees, employers, and the general public. This powerful example of collaboration was the launch of what would become the Action & Awareness Speakers Series which now continues throughout the year. These sessions were broadcasted via Microsoft Teams to City of Winnipeg employees as well as the general public. Many of the sessions continue to be accessible on our City of Winnipeg website on the Anti-Racism page.

Human Rights Mural – *Gakina Gidimawemaaganidim, We Are All Related.*

This beautiful mural came from the Anti-Racism Long Term Commitment Sub-Committee and the vision for an art mural representing and anchoring the City's ongoing commitment to combatting racism in Winnipeg. 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 EO with support from the Mayor's Office and the HRCC.

Mandatory Anti-Racism, Anti-Oppression and Cultural Competency Employee Training

One of the directions from the July 2020 Council adopted *Anti-Racism Initiatives* motion was developing a series of mandatory staff trainings specifically dealing the topics of anti-racism, anti-oppression, and cultural competency. Inspired by the co-creation work done in the inaugural anti-racism week, and braiding in the philosophy of working in a good way and nothing about us, without us, this training series was developed by Winnipeg based community members and City of Winnipeg employees with lived expertise – academically, professionally, personally and communally – created and hosted by Afro-Indigenous Author, Educator and Advocate, Tasha Spillett-Sumner. The journey took 18 months to complete, due in large part to delays from COVID, along with some internal staffing changes.

The video series, called ***Journey to Inclusion,*** is made up of the following three parts:

1. **The Impacts of Colonialism** - Learn about the theory of colonialism, the action of colonization, and the far reaching inter-generational impacts on Indigenous Peoples in Canada. Learn how this form of oppression is rooted in racism and how racism, in all its forms, continues to marginalize Indigenous Peoples and Racialized Peoples.

2. **Origins of Race and Racism** - Learn about race as a social construct, and gain a deeper understanding of individual and systemic racism. Learn about power and privilege, white supremacy and white privilege and how these contribute to ongoing racism in society.

3. **Anti-Racism, Anti-Oppression and Introduction to Cultural Competency -** Learn about important actions to promote anti-racism and anti-oppression. Learn how developing greater cultural competency will assist in the process of active anti-racism and anti-oppression work about cultural competency, cultural awareness, and cultural humility. This series will be mandatory staff training for all Public Service staff and members of Council.

3. Workforce Demographic Representation & Support

Self-Declaration Questionnaire (SDQ)
Another example of the integral work being done by the EO stemming from the Equity, Diversity and Inclusion Policy, is the Self-Declaration Questionnaire (SDQ), which is a critical ongoing project. Historically, the City has only provided aggregate data on diversity representation for Indigenous Peoples, Persons with Disabilities, Women and Visible Minorities with yes or no answers. The SDQ collects a more fulsome depiction of workforce diversity, including disaggregated data capturing the diversity within each of the broad equity groups. We have designed the SDQ to be inclusive of all, and to capture more disaggregated data within each of the six equity groups. For example, with respect to Indigeneity, we want to understand representation of First Nations, Red River Métis, Inuit and Two-Spirited and Indigenous LGBTQ Peoples. This information provides key knowledge to leaders to plan for equitable diversity representation within Departments, thus helping to address the skill gaps in attracting, recruiting and retaining diverse talent.

At the end of 2022, there was a 38.9% response rate and the Equity Office is aiming for 65% or better. The Corporate Strategic Plan also requires that the organization continue to improve its employee demographics so that the workforce matches the community it serves. The SDQ Campaign has included extensive support from Corporate Communications through continued communication plans since its launch in 2022. Work on the goal of more departmental-specific communications and outreach in 2023 is already underway.

Diversity Dashboard
The Diversity Dashboard is a leading edge, state of the art tool, developed internally by our Data Scientists and it continues to be refined in order to provide department leaders with up to date and transparent diversity representation data to inform their EDI efforts and accountability. There are 56 City employees who have been granted access to the Diversity Dashboard. There are plans to have some portions of the Dashboard available to be shared through the Open Data Portal in 2023.

This work done at the City could be a tool for other organizations looking to measure their diversity workforce goals. The City of Winnipeg Diversity Dashboard Working Group was invited to present the annual “Disruptive Tech” virtual conference which drew attendees from across Canada and the USA and it is one of the technologies that the Canadian Municipalities Association National Network of Diversity and Inclusion have inquired about getting more information on.

Professional Equity Networks (PENs)
PENs are affinity spaces for those employees with varied lived experiences, including racism and oppression. In keeping with best practices in the justice, equity, diversity and inclusion (JEDI) sector, the EO moved the Employee Resource Groups (ERGs) forward into Professional Equity Networks Groups. This move allows for a deeper alignment of the work of the PENs. The groundwork was laid for the creation and recruitment of the 2SLGBTQQIA+ PEN for the end of December 2022. Conversations began with the team at IRD to bring the existing Indigenous Employees Group into the PEN Group network, so as to access the same level of institutional supports, budgeting, and awareness of the other PENs. The Women at Work Committee was established in 2020. Plans are being made to create PENs for each of the six equity groups within the City of Winnipeg.

Indigenous Relations Division (IRD)

Arguably everything that IRD does is anti-racism and anti-oppression work in some way, shape, or form. The specific IRD contributions to Anti-racism activities in 2022 include, but are not limited to:

Overview of 2022 Anti-Racism and Anti-Oppression Initiatives from IRD:

- IRD has been a core collaborator with the EO on the development and creation of the delivery programs for the mandatory anti-racism, anti-oppression, and cultural competency video training series. This includes a facilitated series of debrief discussions with Human Resource Leadership Group, Senior Management, and working with the CAO and Mayor’s Office on future discussions with Council and their staff.
- Developing training for new Council on Indigenous issues with intersectional anti-racism training components.
- Delivering biased-free selection training for City of Winnipeg HR to remove systemic racism from hiring, retention, and promotion.

- Vehicles for Hire – bridging Indigenous and South Asian communities. IRD will be leading and enhancing the Vehicle for Hire training that will include Anti-racism components, specifically on the realities of violence towards Indigenous women, girls, and two-spirited peoples.
- Currently navigating the most racially divisive issues to hit Winnipeg since the 2015 MacLean's article. The team at IRD engages, daily, in discussions and anti-racist perspectives, with the aim to dismantle colonized perspectives that are embedded in City policies, programs, and processes, by providing advice, guidance, and support to change through anti-racist perspectives.
- IRD coordinates the Missing and Murdered Indigenous Women, Girls, and Two-spirited peoples City of Winnipeg working group. The anti-racism approach is specific to violence towards Indigenous women, girls, and two-spirited peoples that includes guest speakers and presenters with lived experience and is otherwise a space to guide discussions on guiding COW departments on implementing the Calls for Justice. Training related to MMIWG2S+ is to be announced and is included in the goals for implementing the 231 Calls for Justice at the City of Winnipeg.
- Welcoming Winnipeg (Committee of Community Members) – IRD continues the implementation of the City's Welcoming Winnipeg: Reconciling our History Policy. This policy was developed to guide the City in making decisions regarding requests to create new, add to or remove/rename historical markers and place names and resolve the absence of Indigenous First Nations, Red River Métis and Inuit perspectives, experiences and contributions in the stories remembered and commemorated. It proactively utilizes a lens of balance, inclusion and Indigenous perspectives when considering change requests submitted through the process.
- Ongoing delivery/implementation of TRC Calls to Action TRC #57; training to public servants that includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations.
    - This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism, including the following:
        - **W'daeb awaewe** – (The Truth As We Know It) City of Winnipeg – Indigenous Training - ½ day sessions (Mandatory).
        - **Chi Ki Ken Da Mun** (What You Should Know) Indigenous Training two-day course will provide civic employees with an introduction to Indigenous people, culture, history, and worldview.
        - **Wahkohtowin,** (Kinships in the Cree language) Indigenous Training - the full-day course that provides awareness of Indigenous-related topics and builds skills to support our work and learn from one another as nations sharing the land.
        - **September 30 – National Day for Truth and Reconciliation** – offers training/resources to City of Winnipeg staff.
        - **June – National Indigenous Peoples Month** – IRD has historically coordinated an event to celebrate June 21, with other training and opportunities during the month.
        - Winter/Summer solstice and Fall/Spring equinox.

Community Services Department

In February 2020, Council adopted the Newcomer Welcome and Inclusion Policy and Framework. One of the key strategic pillars is to be “A City Without Racism.” Community Services co-created with community members the Newcomer Welcome and Inclusion Policy and Framework has been a pillar of Anti-Racism and Anti-Oppression work at the City of Winnipeg.

The Newcomer Welcome and Inclusion Policy and Strategic Framework (NWIP) was designed utilizing the principles of human rights, anti-oppression, intersectionality, and community development. Five strategic priorities form the foundation of the NWIP with the one of them being “A City Without Racism: address racism and discrimination in the city and work to eliminate inequities through education, public awareness and leading by example.”

Led and funded by Community Services, the City used a co-creation model that included the Public Service and seven community partner agencies who worked together to design, plan, and implement the 2021 Anti-Racism Week. Those community partners include; 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.

Overview of 2022 Anti-Racism and Anti-Oppression Initiatives from CMS:

Targeted Youth Job Fair

Community Services led the first targeted (now called “Focused”) youth job fair for Indigenous, Newcomer and low-income youth; that had participation from both Public Works and Community Services Departments. Over 50 Newcomer youth were hired through this initiative. Successful applicants received their CPR-First Aid training for free, in addition to police record checks (vulnerable sector included), in efforts to reduce their financial barriers to employment. This initiative was put on by Community Services with support from the EO.

Newcomer & Indigenous Bridge Building Event

In alignment with the NCWIP Key Activity 2.4.2, Community Services and IRD coordinated a Bridge Building event for Indigenous and Newcomer youth on October 19, 2022, at Little Mountain Park. This event was an opportunity for youth from these communities to develop stronger connections, debunk stereotypes and build solidarity.

Sharing Circles with Indigenous staff & Senior Management Team

In October 2022, Community Development worked collaboratively with Newcomer and Indigenous community leaders in developing a course consisting of three sessions:

- Session 1 was centered around trust building.
- Session 2 was centered around unconscious bias, perceived racism vs normalized, systemic barriers.
- Session 3 was centered around calls to action and taking a role in reconciliation.

The sharing circles created a safe space to build trust, examine personal biases, and finding commonalities between First Nations, Metis Nation, and Inuit members of the Public Service and senior leaders of the Public Service.

Anti-racism Themes at Library Branches

Pre-school Packs: Libraries provided pre-school packs with an Indigenous theme, and children's land acknowledgement statement using hand symbols (not sign language).

Story Seeds: Cultivating Wellness and Depth through Indigenous Plant Traditions Millennium Library - This exhibit explored the better-known crops and plants domesticated, developed, and harvested by Indigenous people of the Americas. Weaving together educational resources, photos, historical records, and other sources, it celebrates the food systems that grow cultural narratives, family and community as well as shared connections to the land through agriculture, nutrition, and wellness.

Priceless Fun Anti-Racism Art Contest
The purpose of this art contest was to encourage children and youth to be creative, express themselves, and share how to be inclusive through art. Children and youth had the opportunity to draw their ideas on an anti-racist Winnipeg, and submit their art for a chance to see their artwork on the front cover of the City of Winnipeg's Priceless Fun brochure. The Anti-Racism Art Contest Booklet was made available in English, French, Amharic, Arabic, Hindi, Punjabi, Simplified Chinese, Spanish, Swahili, Tagalog, Tigrinya, Urdu.

Launch of Children's Anti-Racism Activity Cards
A direct outcome from the March 2021 Children's Activity Toolkit and Art Project, where children had the opportunity to draw what an Anti-Racist and inclusive Winnipeg looked like to them, and create 'challenges' to support inclusive behaviors amongst themselves and their peers. Artwork was interpreted and developed into Anti-Racism Cards that can now be used as an activity or tool itself within various organizations, to enhance program curriculums throughout Winnipeg. The cards are seen as an opportunity to continue the conversation, on important topics impacting children and youth, and prepare them to combat issues they may see in programs, or daily life.

Anti-racism in Sport Accord Launch
The Anti-Racism in Sport accord was launched on April 21, 2022, at the Manitoba Sport Hall of Fame. Community Services is a partner on the Accord, and hundreds of recreation staff receive anti-racism training annually to meet the commitments of the accord.

Equitas Training for Recreation Staff
City of Winnipeg Recreation staff receive training in the Equitas Toolkit. Leaders within the division use this tool to promote understanding of human rights and the Equitas Core Values such as respect, inclusion and fairness.

Anti-Racism Lawn Sign Campaign
An anti-racism Lawn sign campaign was launched and was highly successful with libraries serving as distribution and collection points for the signs all over the City. For 2023, signs have been produced and are ready for Distribution, beginning in Spring 2023.

FINANCIAL IMPACT

Financial Impact Statement **Date:** March 2, 2023

Project Name:

2022 Anti Racism & Anti Oppression Activities

Comments:

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

Jason Duke - March 2, 2023
Jason Duke CPA, CGA
Acting Mgr. of Finance and Admin. - Campus Depts.

CONSULTATION

This Report has been prepared in consultation with:
- Community Services Department
- Indigenous Relations Division, Office of the CAO

OURWINNIPEG POLICY ALIGNMENT

Goal alignment: Leadership and Good Governance, Economic Prosperity, 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.

1.14 Youth Leadership. Support youth leadership through municipal activities including climate change action, basic needs, community development, recreation, training, work experience, volunteer capacity building, and employment opportunities.

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.

1.20 Succession Planning
Provide ongoing employment, professional and leadership development opportunities, including for systemically disadvantaged groups, to ensure City service continuity.

3.3 Economic Research and Innovation
Facilitate research, innovation, and applied best practices, through partnerships with leading organizations, agencies, institutions and government bodies – to leverage a productive municipal role in local, competitive, and sustainable economic growth.

3.10 Indigenous Economic Development. Prioritize support of Indigenous-led opportunities for land, heritage, culture, art, entrepreneurial and tourism-related economic development for the benefit of Indigenous Peoples.

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 Greatest Need 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