HUMAN RIGHTS COMMITTEE OF COUNCIL
DISPOSITION OF ITEMS

SEPTEMBER 12, 2023

MEMBERS
PRESENT: Councillor Chambers, Chairperson
Riva Harrison
Mary Lavigne
Reece Malone
Ayodele Odeyemi
Phyllis Reid Jarvis
Nadia Thompson
Ran Ukashi
Al Wiebe

COMMITTEE
CLERK: R. Ford, City Clerk's Department

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Item	Subject/File	Recommendations	Action Required By
		REPORTS	
1	Presentation – Overview of the City of Winnipeg Multi-Year Budget Process	The Human Rights Committee of Council received the presentation from Catherin Kloepfer with respect to the City of Winnipeg Multi-Year Budget Process as information.	Nil
2	Report from the Chairperson	The Human Rights Committee of Council received the verbal report from the Chairperson as information.	Nil
3	Report from the Coordinator	The Human Rights Committee of Council received the verbal report from the Coordinator as information.	Nil
4	Reports from the Sub-Committees	The Human Rights Committee of Council received the verbal reports from the sub-committees as information.	Nil
5	Phase 2 and 3 Implementation Plan of the Newcomer Welcome and Inclusion Policy and Strategic Framework	The Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service and recommended to the Executive Policy Committee and Council: 1. That the Status Update on Phase 2 activities of the Newcomer Welcome and Inclusion Policy and Strategic Framework as included in Attachment 1, be received as information. 2. That the Phase 3 Implementation Priorities and Detailed Work Plan (2023-2027), included in Attachment 3, be approved, subject to the approval of Recommendation 3 A. through 3 D. inclusive – and that this Phase 3 Work Plan be attached to the policy. 3. That the resource requirements for the Phase 3 Workplan priority activities outlined below be referred to the 2024-2027 multi-year budget process: A. One new full time equivalent permanent (FTE) Newcomer Services Coordinator position at an annualized cost of $115,164 beginning in July 2024, to project manage the implementation of the Newcomer Welcome and Inclusion Policy and Strategic Framework (Key Activity 5.1.1). B. One new full time equivalent permanent (FTE) Equity, Recruitment, and Retention Specialist position at an annualized cost of $115,164 beginning in July 2024, to develop, implement	Executive Policy Committee

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		and maintain a Newcomer Youth Employment Strategy (Key Activity 4.2.1). C. Operating funds in the amount of $75,000 annually to support implementation projects and initiatives related to the Newcomer Welcome and Inclusion Policy and Strategic Framework as described throughout the Workplan. D. Operating funds in the amount of $100,000 per year to resource the development and delivery of additional phases of mandatory training related to creating a City Without Racism for City supervisors, leaders and employees. 4. Subject to the approval of Recommendation 3.A., the Public Service be directed to research and pursue external funding opportunities, including but not limited to other levels of government, to advance the work of the Newcomer Welcome and Inclusion Policy and Strategic Framework. 5. That the Public Service be directed to report back to the Human Rights Committee of Council in the first quarter of 2027 with a status update on the Phase 3 Implementation Priorities and Workplan. 6. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.	
6	2023 – 2024 Coordinator Contract	The Human Rights Committee of Council recommended to the Executive Policy Committee and Council: 1. That Aly Raposo be appointed as Committee Coordinator for the Human Rights Committee of Council for the period between May 1, 2023 to April 30, 2024 with a 2% pay increase, resulting in a fee for service of $61,200.00 per annum, utilizing funding from the existing Human Rights Committee of Council budget allocation. 2. That the City enter into, execute, and deliver a contract with Aly Raposo and that the Chief Administrative Officer be authorized to negotiate and approve the terms and conditions of such contract in accordance with the foregoing and such other terms and conditions deemed necessary by the City Solicitor/Director of Legal Services to protect the interests of	Executive Policy Committee

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		the City. 3. That the Proper Officers of the City do all things necessary to implement the intent of the foregoing.	
7	Routine Committee Budget Update	The Human Rights Committee of Council received the routine committee budget update as information.	Nil
8	Update on Membership Status / Boards and Commissions Process	The Human Rights Committee of Council received the update on membership status and the Boards and Commissions process as information.	Nil
9	Routine Verbal Updates on Awareness Series	The Human Rights Committee of Council received the routine verbal updates on awareness series activities as information.	Nil
10	Condolences to the Family of Wesley Hazlitt	Due to the departure of three members, quorum was lost and the meeting adjourned at 6:00 p.m. in accordance with Rule 8(6) of The Procedure By-law No. 50/2007.	Nil