ATTACHMENT 2

Highlights of Recent Implementation Activities:
Newcomer Welcome and Inclusion Strategic Framework
Timeline: January 2022 to March 2023

Strategic Priority 1 - A Welcoming City: The City will work to ensure all Newcomers to Winnipeg are welcomed and supported

- **Newcomer Welcome Fair:** In June 2022, the City played a vital role in supporting the Newcomer Welcome and Multiculturalism Day Celebration led by Immigration Partnership Winnipeg (IPW) and the Manitoba Association for Newcomer Serving Organizations (MANSO) which was attended by hundreds of newcomers and their families. As part of *key activity 1.2.1 Host welcome activities including a Welcome Fair and Open House,* the City organized a special Winnipeg Transit shuttle bus to bring Ukrainian families from their reception centres to the event. Recreation Services ran fun activities for children and Libraries brought carnival games, books and a crafts table for families to enjoy.

- **Water Safety and Drowning Prevention:** Community Services has been hard at work in accordance with *key activity 1.4.1 Enhance targeted public service announcements to newcomers on water safety and drowning prevention.* Targeted Facebook advertisements as well as multilingual radio advertisements were aired for six weeks during the summer of 2022 to highlight the importance of water safety and drowning prevention tips. Furthermore, water safety videos are in production in collaboration with JUST TV in five languages (English, French, Arabic, Tagalog, and Punjabi) highlighting water safety tips. These videos are part of a larger Water Safety and Drowning Prevention event that is planned in for the second quarter of 2023 for newcomer families in Winnipeg.

Strategic Priority 2 - A City Without Racism: A City intends to address racism and discrimination in Winnipeg and work to eliminate inequities through education, public awareness, and leading by example.

- **Hate Crimes Presentations:** For Islamic History Month and in relation to key activity 2.3.1. *"Foster effective relationships with religious and ethno-cultural groups, through open channels of communication and partnership, with the goal of reducing incidence of hate crimes",* the Winnipeg Polices Service (WPS) and Community Services (CmS) worked in collaboration to deliver Hate Crimes presentations to ethno-cultural groups at Masjid Bilal and Rahma Islamic Youth Centre. Engagement was very positive and there are plans for ongoing presentations throughout 2023.

- **Anti-Racism in Sport Campaign:** The Community Services Department is a partner on Immigration Partnership Winnipeg's Anti-Racism in Sport campaign. The campaign seeks to help people identify, disrupt and eliminate all forms of racism in sport in Winnipeg through multiple activities, including: a research project, presentations, stakeholder training, public awareness, and the Anti-Racism in Sport Accord. The Anti-Racism in Sport Accord commitments are basic actions that require goals to guide

organizations to becoming fully anti-racist, including education and training, accountability, and awareness and action. The Department is a signatory on the Accord, which launched on April 21, 2022. Following this, many Recreation staff have been trained on Anti-Racism concepts in the context of sport and recreation, and Community Services is committed to training staff annually.

- **Newcomer-Indigenous Bridge Building:** In October 2022, the Indigenous Relations Division and Community Development Branch, with support from Parks, facilitated a full day of experiential land-based programming at Little Mountain Park for 10 newcomer youth and 10 Indigenous youth as part of activity *2.4.2 "Foster effective relationships between Indigenous and newcomer groups through community connections that support dialogue".* Led by Firekeeper Chris Turner, the youth were taught the significance of the different components required for a sweat ceremony and were tasked to build in unison the sweat lodge.

- **Human Rights Committee of Council (HRCC) and Equity Office Awareness and Action Speaker Series:** The Equity Office collaborated with the Human Rights Committee of Council to launch the series during Anti-Racism Events in March 2022 and has included topics that touch upon the Newcomer community as they intersect with other identities such as Racialized Peoples, Persons with Disabilities, Francophones, Women and 2SLGBTQQIA+ Peoples. The Series is open to employees and Citizens of Winnipeg. Recordings of keynotes are features on the City of Winnipeg's Anti-Racism in Action website. Two keynotes specific to Newcomers included:
    - The Psychological Risk Factors of Being a Person of Colour Immigrant delivered by Dr. Rehman Abdulrehman, Clinical & Consulting Psychologist on September 14.
    - Francophone Immigration - Progress and Challenges , delivered in French by Salwa Meddri with Le réseau en immigration francophone on November 9 during National Francophone Immigration Week.

Strategic Priority 3 - Equitable and Accessible Services: The City will work to provide City services that are equitable, responsive to community need, and accessible for all, through partnerships, social cooperation, and advocacy.

- **Temporary Recreation Pass:** Community Services developed a new Temporary Recreation Pass for all refugees arriving in Winnipeg, to support individuals and families during this difficult transition period. The temporary one-year pass provides unlimited access to all City recreation facilities, including pools, fitness centres, and weight rooms for 12 months from the activation date. Each individual, adult or youth, can receive one pass. Working with the Manitoba Association of Newcomer Serving Organizations (MANSO), a centralized distribution system was developed with passes available through three settlement agencies - Aurora Family Therapy, Family Dynamics and the Immigrant Centre. There is no application or additional documentation needed by refugee recipients, reducing red tape and wait times with this distribution system. To date, 1832 passes have been distributed to agency partners and 840 unique passes have been used at City of Winnipeg recreation facilities.

- **Equity Series with General Council of Winnipeg Community Centres (GCWCC):** In Winter 2022, Community Services mobilized around key activity *3.2.2. Work with the GCWCC and community centres to support inclusive and welcoming programs for newcomers. Activities may include anti-oppression and cultural competency training for community centre boards and key staff, increased sport opportunities for newcomer children, etc.,* by launching an Equity Speaker Series in partnership with GCWCC. This initiative provided each of the five Community Centre Districts Boards with the opportunity to hear from Indigenous and Newcomer leaders about how to build equity in their programming, and ways to support community members and collaborate with grassroots community organizations. Topics covered included relationship-building, reciprocity, and culturally safe program ideas. Michael 'Redhead' Champagne and Louise Simbandumwe facilitated these discussions which were met with enthusiasm and interest in the themes.

- **Focused Recreation Programming for Newcomer Groups:** Recreation Division established a concept for supporting Women's Only Swim, in response to privacy concerns raised by Newcomer, Religious and Ethno-cultural community partners. This program was held at Kinsmen Sherbrook Pool and Margaret Grant Pool. On average, 10 participants accessed these modified programs weekly, which are open to the general public, and not dependent on membership or affiliation with any particular organizations. In addition to piloting Women's Only Swim, the Recreation branch also introduced French programming out of the South Winnipeg Community Centre. In 2022, French programming was offered through 19 programs, and was accessed by over 500 participants, many of whom are Newcomers.

Strategic Priority 4 - A Representative Workforce: The City will strive to build a workforce that represents the population it serves.

- **Creation and growth of the Equity Office:** Progress has been made on key activity *4.1.1. Develop a Diversity Hiring Program aimed at increasing employment opportunities for newcomers and employment equity groups. Program components to include: dedicated HR staff position on equity and diversity, data collection and monitoring, employment equity training, language skills inventory, development of targets and timelines for equity hiring, etc.* In 2021, the City of Winnipeg's Equity Office was established and developed the Equity, Diversity, and Inclusion (EDI) Strategy. Other successes include:
    - The development of a more comprehensive Self Declaration Questionnaire (SDQ) inclusive of all employees, with a focus on Indigenous Peoples, Racialized Peoples, Women, 2SLGBTQQIA+ Peoples, Persons with Disabilities, and Newcomers. The SDQ also includes more disaggregated data capturing the diversity within each of the broad equity groups.
    - The creation of a Diversity Dashboard - a powerful tool that enables real time analysis of employee SDQ information, including Newcomer representation in the workforce.
    - The Equity Office is also in the midst of leading the creation of a three-part virtual training series which will be Phase 1 of the mandatory anti-racism, anti-oppression and cultural competency training for all City staff. This work was a collaborative effort with the Indigenous Relations Division (IRD) and Community

Development (CD) Divisions, Tasha Spillett (Educator) and TripWire (Production Company).

- **Targeted Employment Fair for Newcomer and Indigenous Youth:** As part of the 2022 Anti-Racism in Action Initiatives, Community Services, Public Works, and Corporate Human Resource Services hosted a summer recruitment fair for Newcomer and Indigenous youth. The 100 youth who attended received short presentations on the positions available, as well as interview and employment tips, such as how interviews will be conducted, how to promote themselves, and how important it is to have a social insurance number (SIN) and a bank account. In relation to *Objective 4.2. Create training and employment opportunities for Newcomer youth at the City,* significant financial barriers were removed for successful applicants with Police Record Checks and First Aid/CPR training fees waived. Forty-one youth were successful in securing seasonal employment with the City.

- **Diversity and Equity Firefighter Training (DEFT) Program:** The Winnipeg Fire Paramedic Services (WFPS) and Corporate Human Resource (HR) launched the Diversity Equity Fire Training (DEFT) program in 2021 in response to key activity 4.3.1. Review and work to address potential barriers for newcomers and employment equity groups seeking to enter various careers within the WPS and WFPS. As a part-time, Winnipeg based, WFPS staff-delivered initiative, DEFT provides Firefighter I and II level training to exclusively equity group candidates. These measures help to reduce barriers to employment, reduce costs associated with travel, tuition fees, accommodation, as well as address family/employment-related obligations that may have prevented these individuals from pursuing firefighting training in the past. The first cohort of 16 students successfully completed the program and graduated in September 2022. The second cohort is currently taking part in the training program.

- **Winnipeg Police Service Talent Acquisition Unit:** In response to key activity 4.3.1. Review and work to address potential barriers for newcomers and employment equity groups seeking to enter various careers within the WPS and WFPS, in 2022 the WPS launched the Talent Acquisition Unit. This unit is comprised of 17 sworn members who have committed to mentor and guide applicants for police, CPO and cadet positions who have previously been unsuccessful. Since inception, 71 applicants have participated in the program. This number is comprised of 24 Indigenous persons, 21 racialized persons and 27 females. Applicants are mentored in the areas of the written test, the interview process and the PAT (physical testing component). Of the 71 applicants, 35 were mentored in two or more areas of the process. As of February 2023, 12 of these applicants have been hired into the WPS in their desired position. Feedback from mentors and applicants has been incredibly positive and the program continues to grow.

Strategic Priority 5 - Active Implementation: The City intends that the Policy be implemented through collaborative interdepartmental and intergovernmental relations, multi-stakeholder partnerships, identification of external funding sources, communication and advocacy.

Diversifying Boards, Commissions & Advisory Committee: City Clerks have been working diligently on key activity *5.2.1 'Review recruitment and composition of City of Winnipeg boards, commissions and advisory committees and adapt processes to ensure representation of a diverse cross-section of members that reflects community demographics, equity seeking groups, and intersectionality'*, by updating the annual boards and commissions application forms to include current human resources standards for voluntary equity group declaration. This data will then be solicited and reported upon in early 2023 through the annual Boards and Commissions process. A report will be provided after communication on the current landscape of boards and commissions composition based on is returned.