ATTACHMENT 1

Implementation Status Report (2023)
Newcomer Welcome and Inclusion Strategic Framework

The Strategic Framework attached to the Newcomer Welcome and Inclusion Policy identified 35 Key Activities to advance the Policy's Strategic Priorities and objectives. Outlined below is a status report of all Key Activities in the framework, which indicates lead department (Lead Dept.) responsible for key activity, supporting department (Support Dept.) supporting key activity, status of implementation, and the funding needs for key activities.

Potential future implementation of activities requiring resources will be explored by the Public Service through interdepartmental budget review, community partner discussions, and external funding and grant programs.

Key	Resources
	Activities identified as Phase 2 priorities, that are ongoing or underway (2021-2022)
	Activities that have been identified as priorities for the next phase of implementation (2023-2027)
	Activities that will be retained for future phases of implementation (2028 and beyond)
$	**$0 – $25,000**
$$	**$25,000 – $75,000**
$$$	**$75,000 +**

ABBREVIATIONS:

ALL		All City of Winnipeg Departments
CC		City Clerk's Office
CmS		Community Services
	CD	Community Development
	Lib	Libraries
	Rec	Recreation
CSC		Customer Service & Communications
FIN		Corporate Finance
GCWCC		General Council of Winnipeg Community Centres
HR		Human Resource Services
HRCC		Human Rights Committee of Council
IRD		Indigenous Relations Division
LS		Legal Services
PPD		Planning, Property & Development
PW		Public Works
TRN		Winnipeg Transit
WFPS		Winnipeg Fire Paramedic Service
WPS		Winnipeg Police Service

1. A WELCOMING CITY

The City will work to ensure all Newcomers to Winnipeg are welcomed and supported.

Key Activities		Lead Dept.	Support. Dept.	Implementation				Funding	
				Not yet started	Early stages	Activity underway	Ongoing activity/ sustained	Within existing resources	Resources Required
Objective 1.1. ***Improve communications and promotions to Newcomers of existing and future City programs and services***									
1.1.1	Develop a 'welcome' page on the City website for newcomers	**CSC**	**CmS**			✓		**$**	
1.1.2	Translate 'welcome' page into multiple languages	**CSC**	**CmS**	✓					**$**
1.1.3	Increase awareness of and improve access to interpreter services for key City services (i.e., 311)	**CSC**	**CmS**		✓				**$$**
Objective 1.2. ***Create welcoming and orientation opportunities for Newcomers to learn about and connect with the City***									
1.2.1	Host welcome activities including a Welcome Fair and Open House	**CmS (*Lib, Rec, CD*)**	**CSC**			✓		**$**	
1.2.2	Create an outreach team to work in partnership with community groups to orient and promote City services to newcomers	**CmS**	**CSC, TR, WFPS, WPS, IRD**	✓					**$$$**

Objective 1.3. ***Encourage Newcomers to access City Services***									
1.3.1	Explore ways to further encourage and facilitate access to City programs and services by Newcomers	**CmS (*Rec*)**				✓		**$**	
Key Activities		**Lead Dept.**	**Support. Dept.**	**Implementation**				**Funding**	
				Not yet started	**Early stages**	**Activity underway**	**Ongoing activity/ sustained**	**Within existing resources**	**Resources Required**
Objective 1.4. ***Educate newcomers on important life-safety issues through targeted information campaigns***									
1.4.1	Enhance targeted public service announcements to newcomers on water safety and drowning prevention	**CmS (*CD, Rec*)**				✓		**$**	
1.4.2	With community partners, subject matter experts, and funding partners, develop information campaigns around key public safety issues impacting newcomers, starting with a water safety and drowning prevention campaign, led by the Community Services Department. Other life safety campaigns, supported by various departments, could include pedestrian and road user safety, fire prevention, extreme cold weather, etc.	**CmS (*CD*)**	**CSC, PW, WFPS**			✓		**$**	

2. A CITY WITHOUT RACISM

The City intends to address racism and discrimination in Winnipeg and work to eliminate inequities through education, public awareness, and leading by example.

Key Activities		Lead Dept.	Support. Dept.	Implementation				Funding	
				Not yet started	Early stages	Activity underway	Ongoing activity/ sustained	Within existing resources	Resources Required
Objective 2.1. ***Demonstrate anti-racism leadership city-wide***									
2.1.1	Partner in a city-wide anti-racism campaign with community groups to combat negative attitudes and discrimination towards newcomers, racialized communities, and Indigenous residents.	**CmS (*CD*)**	**IRD, CSC, HR,**				✓		**$$$**
Objectives 2.2. ***Train the Public Service on anti-oppression, including anti-racism and cross-cultural competency***									
2.2.1	Develop and implement anti-oppression training to the City of Winnipeg public service. Focus on anti-racism, intersectionality, immigrant and refugee issues, cross-cultural competency, and provide tools to support inclusivity in all City work.	**HR**	**CmS (*CD, Lib*)**			✓			**$$$**
2.2.2	Winnipeg Police Service sworn members to receive training in bias-free policing on a more regular basis (every 3-5 years).	**WPS**	**HR**	✓					**$$**

Objective 2.3. ***Build relationships to foster community safety and trust***									
2.3.1	Foster effective relationships with religious and ethnocultural groups, through open channels of communication and partnerships, with the goal of reducing incident of hate crimes.	**CmS (*CD*)**	**WPS**			✓		**$**	
Key Activities		**Lead Dept.**	**Support. Dept.**	**Implementation**				**Funding**	
				Not yet started	**Early stages**	**Activity underway**	**Ongoing activity/ sustained**	**Within existing resources**	**Resources Required**
Objective 2.4. ***Work to build understanding between Newcomers and Indigenous people***									
2.4.1	Support opportunities to enhance access to education and resources about Indigenous history and culture.	**CmS (*Lib)*** ***IRD***				✓		**$**	
2.4.2	Foster effective relationships between Indigenous and newcomer groups through community connections that support dialogue.	**CmS (*CD)*** ***IRD***				✓		**$**	

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.

Key Activities		Lead Dept.	Support. Dept.	Implementation				Funding	
				Not yet started	Early stages	Activity underway	Ongoing activity/ sustained	Within existing resources	Resources Required
Objective 3.1. ***Support and encourage Newcomers to access City services***									
3.1.1	Explore and develop a 'welcome pass' for newcomers providing free or low-cost access to City of Winnipeg programs and services during their first year in Canada (i.e. public transit, recreation programs, library programs etc.).	**CmS**	**ALL**		✓				**$$$**
3.1.2	Explore partnerships to enhance and expand the programs and services included in 'welcome pass' (i.e. museums, sports and entertainment, etc.).	**CmS (*CD*)**		✓					**$**
3.1.3	Develop process for third party referrals into the recreation fee subsidy program.	**CmS (*CD*)**					✓	**$**	
Objective 3.2. ***Improve access to recreation for Newcomers, and adapt services and programs to meet Newcomers' unique needs***									
3.2.1	Review and apply methods of data collection related to participant needs, interests, barriers, etc., to inform future program development.	**CmS (*Rec*)**		✓					**$$**
3.2.2	Promote, strengthen and increase access to low cost, specialized swimming and skating programs for children and adults and improve access to pools, rinks and other recreation spaces.	**CmS (*Rec*)**			✓				**$$**

Key Activities		Lead Dept	Support. Dept.	Implementation				Funding	
				Not yet started	Early stages	Activity underway	Ongoing activity/ sustained	Within existing resources	Resources Required
3.2.3	Identify and advance opportunities to enhance, promote and increase culturally appropriate policies, procedures, programs, services and City facilities, particularly in identified areas of higher need.	**CmS (*CD*)**	**(ALL)**	✓					**$$**
Objective 3.3. ***Support Newcomer community use of City facilities***									
3.3.1	Increase to the annual General Council of Winnipeg Community Centres (GCWCC) programming grant to establish a small grants fund for community centres for the development of welcome and inclusion programs and activities for newcomers, with particular emphasis on children, youth and women.	**CmS (*CD*)**		✓					**$$**
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.	**CmS (*CD*)**			✓				**$$**
3.3.3	Work to promote and enhance access to reduced-cost space for ethnocultural and community groups (i.e. community garden space, outdoor recreation space, fee waivers for facility bookings, etc.).	**CmS**	**PW**			✓		**$**	

4. REPRESENTATIVE WORKFORCE

The City will strive to build a workforce that represents the population it serves.

Key Activities		Lead Dept.	Support. Dept.	Implementation				Funding	
				Not yet started	Early stages	Activity underway	Ongoing activity/ sustained	Within existing resources	Resources Required
Objective 4.1 ***Diversify the Public Service by creating opportunities for Newcomers and employment equity seeking groups***									
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.	**HR**			✓				**$$$**
Objective 4.2 ***Create training and employment opportunities for Newcomer youth at the City***									
4.2.1	Develop a Newcomer Youth Employment Strategy. Activities to include: seeking senior government funding for paid internships, targeted newcomer job fair/recruitment drives, consideration of 'newcomer preferred' designations for some positions in areas with high newcomer populations, etc.	**HR**	**ALL**		✓				**$$$**

Key Activities		Lead Dept.	Support. Dept.	Implementation				Funding	
				Not yet started	Early stages	Activity underway	Ongoing activity/ sustained	Within existing resources	Resources Required
Objective 4.3 ***Build a Winnipeg Police Service (WPS) and Winnipeg Fire Paramedic Service (WFPS) that represent the demographics of the communities they serve***									
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.	**WFPS, WPS**	**CmS**			✓		**$**	
4.3.2	Develop and pilot a mentorship program for newcomer candidates seeking to enter the police force.	**WPS**		✓					**$$$**
Objective 4.4 ***Support Newcomer employment opportunities through social procurement policies and related initiatives***									
4.4.1	Develop social procurement strategies to create employment opportunities for marginalized groups who face barriers to employment.	**CmS**	**FIN**			✓		**$**	
4.4.2	Explore opportunities to develop a Municipal Nominee Program with provincial and federal partners to enhance immigrant recruitment to Winnipeg.	**HR**	**CmS**				✓	**$**	

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.

Key Activities		Lead Dept.	Support. Dept.	Implementation				Funding	
				Not yet started	Early stages	Activity underway	Ongoing activity/ sustained	Within existing resources	Resources Required
Objective 5.1 ***Dedicate staff resources to support Newcomer programs and services and implement the newcomer and Inclusion Strategic Framework***									
5.1.1	Create a Newcomer Services Coordinator position in Community Services and an Equity and Diversity Coordinator position in Human Resource Services to oversee and coordinate implementation of the full Strategic Framework with internal and external partners	**CmS (*CD*)**	**HR**		✓				**$$$**
5.1.2	Establish a Newcomer Services inter-departmental working group to oversee implementation of the Strategic Framework and reports to Council on progress.	**CmS (*CD*)**	**ALL**				✓	**$**	

Objective 5.2 ***Diversify representation on civic committees***									
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.	**CC**			✓			**$**	
Key Activities		**Lead Dept.**	**Support. Dept.**	**Implementation**				**Funding**	
				Not yet started	**Early stages**	**Activity underway**	**Ongoing activity/ sustained**	**Within existing resources**	**Resources Required**
Objective 5.3 ***Collaborate with the community to implement the Strategic Framework***									
5.3.1	Develop a multi-stakeholder Advisory Table to implement the Newcomer Welcome & Inclusion Policy and Strategic Framework, in consultation with the Human Rights Committee of Council, the Immigration Partnership Winnipeg Council, and the Ethnocultural Council of Manitoba.	**HRCC**		✓					**$$$**

Objective 5.4 ***Collaborate with other levels of government to support better inclusion, settlement, and integration of Newcomers***									
5.4.1	Pursue partnerships and funding opportunities to support implementation of the Strategic Framework, including but not limited to: employment and training programs, affordable housing programs, etc. The successful '*Winnipeg Private Refugee Sponsorship Assurance Program*' that supported and encouraged local private refugee sponsorship efforts, serves as an example and could be explored to revitalize and reopen	**CmS (*CD*)**	**ALL**	✓				**$**	
Objective 5.5 ***Report regularly to monitor active implementation***									
5.5.1	Report back to HRCC within one year on the status and implementation of the Strategic Framework.	**CmS (*CD*)**					✓	**$**	