2023 Annual Report

Human Rights Committee of Council



Prepared by Aly Raposo,
Commitee Coordinator

The Human Rights Committee of Council works and resides on Treaty 1 Territory, the home and tranditional lands of the Annishinabe (Ojibwe), Ininew (Cree), and Dakota peoples, and in the National Homeland of the Red River Métis. Our clean drinking water comes from Shoal Lake 40 First Nation in Treaty 3 Territory.

The Human Rights Committee of Council would like to honour and acknowledge the Indigenous women, girls, 2SLGBTQQIA+ peoples, families, and communities who have lost loved ones to this unspeakable national tragedy. We would also like to honour and acknowledge survivors who have experienced trauma and violence.

Safety for Indigenous women, girls and two-spirit peoples is a human right. Everyone has a responsibility to implement 231 Calls for Justice, Calls-Web-Version-EN.docx (live.com)
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Message from the Chair



As Chair of the Human Rights Committee, it has been my privilege to work alongside our members and champion the cause of equity, diversity and inclusion within the City of Winnipeg. This past year has illuminated the power of our community and the strength of our shared values.

Our committee has diligently worked to weave the principles of human rights into our city's policies and practices. We have worked to take strides towards creating an environment where every individual will feel valued, heard and respected. A major highlight of our efforts this year has been the increased engagement with diverse cultural and community events. These events not only celebrate our city's multiculturalism, but they also provide vital opportunities for dialogue and learning.

My involvement in these gatherings has reinforced a crucial understanding: diversity is not just about recognizing differences, but about embracing and celebrating them. Each event attended was a unique opportunity to listen, engage, and deepen our commitment to building an inclusive community.

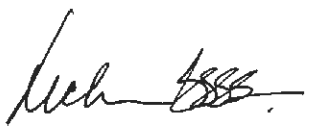
As global events continue to impact local communities, we have to balance the interests of all communities, recognizing the inherent rights entrenched in Canada's human rights code. This has been a challenge at times but we must ensure democracy prevails to ensure a fair and balanced society.

In Winnipeg, human rights are vital for its diverse community. The city's cultural richness and ethnic diversity make it crucial to embrace human rights, fostering unity, understanding, and social harmony. Winnipeg's cultural mosaic offers a chance for mutual learning and appreciation of human rights principles.

Protecting individual rights in Winnipeg ensures fairness and combats discrimination, benefiting both individuals and the community's overall well-being. Human rights act as a moral guide, leading to social justice and equality. Recognizing these rights empowers individuals in civic life and builds a resilient, cohesive community that values diversity and respect.

Moreover, Winnipeg's commitment to human rights enhances its global reputation. Championing these values showcases the city's success in diversity and inclusion, attracting talent, investment, and cultural exchange, which further boosts community growth.

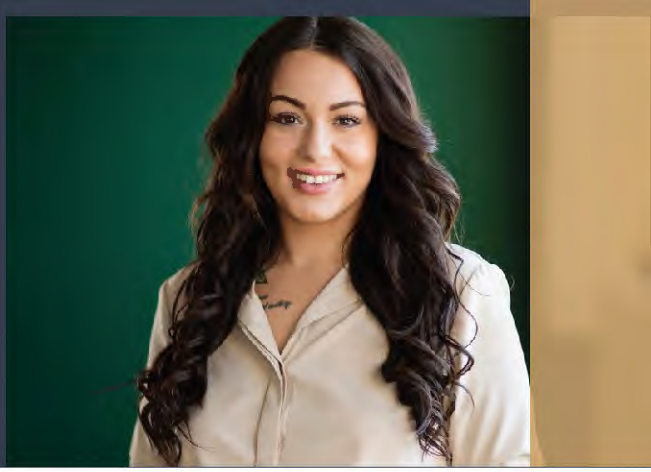
Looking ahead, we remain dedicated to nurturing a city where human rights are not just upheld but are the foundation of every decision we make. Our journey towards inclusivity is ongoing and the Human Rights Committee is more committed than ever to growing a city that thrives on the principles of equality and respect for all



Councillor Markus Chambers

Chair, Human Rights Committee of
Council, City of Winnipeg

Message from the Committee Coordinator



I am grateful and honoured to have served another year in my role as Committee Coordinator. As I look back on the year, I am proud of the hard work that the Human Rights Committee of Council has put in. While noting that the appointed citizens on this committee are all volunteers, it goes without saying that their time and expertise is invaluable.

I would like to thank all of the outgoing members for their service, while navigating this committee with me. While 2023 was a transition year with new membership, it has been proven time and time again, that Winnipeg is dedicated to diversity, equity and inclusion.

A major highlight of the year, has been showcasing Winnipeg's local, passionate individuals who strive to do their part in creating and fostering a diverse, welcoming community that is equal in rights and in dignity. Our Awareness Series puts Winnipeg on a map as a passionately inclusive home.

2023 was a year of housekeeping and logistical growth, which has set the stage for an incredible year ahead with noteworthy achievements to come.

While looking ahead, there is no doubt that this Committee will continue to act as an inspiration and as a model to other Canadian cities and across the globe. I am thrilled to be a part of such a monumental entity, and I am certain that the impact will only continue to enhance the betterment of our city.

Alysa Raposo xt

Aly Raposo, BA

Human Rights Committee of Council
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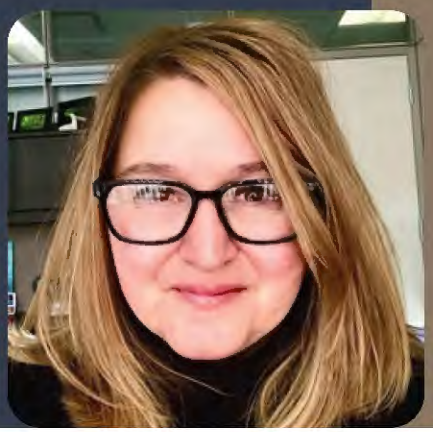
Message and Equity Office Update from Angie Cusson, Public Service Representative, Director of HR Services & Equity Office:



As the Director of the Human Resources & Equity Office and the Public Service Representative on the Human Rights Committee of Council (HRCC), I am delighted to reflect on the Equity Office's achievements in 2023. Throughout the year, we collaborated with the HRCC, conducted educational training events, and made significant strides in foundational improvements, education, and employment programming.

In terms of foundational improvements, we expanded our EO Team (Manager, Bradley West and EDI Coordinator, Diane Burelle) with the addition of Lesley Chiu as some much-needed administrative support. Notably, the Equity Office established its governance structure, which includes a framework for collaboration and engagement with key stakeholders and rightsholders. The EO also welcomed a new Professional Equity Network (PEN) groups to the City: PRIDE CoW, the first gender diverse employee group, in June 2023. The EO is currently working alongside the Indigenous Relations Division as they lead the conversations on next steps to include the current Indigenous Employee Group. We will also soon be recruiting to establish the first COW Winnipeg leadership committee. The Equity Office looks forward to the forthcoming annual Workforce Diversity report and an update on our Equity, Diversity & Inclusion (EDI) Policy in 2024.

The Equity Office hosted over 12 HRCC-sponsored Awareness & Action Series educational opportunities, participated in the Pride parade, and set up our first ever recruitment booth at the PRIDE market. Our Awareness & Action Speaker Series this year included a high-profile panel event, titled Gender-Based Violence Through an Intersectional Lens, in partnership with the Government of Manitoba which further enriched the learning experiences for employees and the public. Our efforts have garnered attention not only locally but also from other cities across Canada interested in learning from the HRCC's initiatives. A noteworthy event in November involved a meeting with the City of Saskatoon leadership, the Mitacs research team from the University of Manitoba and University of Saskatchewan, and Councillor Chambers, HRCC Chair.

The Journey of Reconciliation training, launched in 2023, and the increasing internal self-declaration numbers continue to reflect positive progress. Nearly 50.4% of city staff voluntarily declared their equity status, a notable increase from 38% in 2022. Recognition for our achievements came in May 2023 when the Equity Office, HR Services Teams, and IT and Innovation won two CPHR Awards for the Diversity Dashboard and the Diversity & Equity Fire Training (DEFT) Program in WFPS. The Diversity Dashboard was a finalist at the IPAC awards in July 2023; this national recognition affirmed the impact of our Equity, Diversity and Inclusion work.

The STAT Holiday Review Administrative Report, a collaborative effort with the Office of Public Engagement and Indigenous Relations Division, led to Council's recommendation to request amendments to the Manitoba Employment Standards Code for more inclusive statutory holidays. The Annual Diversity Workforce Report highlighted progress in representation for various groups, with an increase seen in 5 out of 6 equity groups.

The release of the Newcomer, Welcome & Inclusion Policy Phase 2, led by the Community Development Division with support from the Equity Office, showcased ongoing efforts to create a welcoming city. The implementation status, recent highlights, and a Phase 3 workplan were presented, with resource requirements referred to the 2024-2027 multi-year budget process.

Looking ahead to 2024, our focus remains on promoting and advancing diversity, equity, and inclusion. Our commitment to transparency remains unwavering, with plans to enhance the Diversity Dashboard, making it accessible in real time on the City of Winnipeg Open Data portal. We plan to welcome new PEN groups, continue to build a more supportive environment for diverse City staff, create and promote employment programs, access grant money for initiatives, and enhance education at all levels to address knowledge gaps. We will continue to support and collaborate with Indigenous Relations Division, Community Development, Universal Design and other City Departments and divisions to continue important work on EDI related strategies, policies, obligations and goals. Lastly, a comprehensive review of the Equity, Diversity, and Inclusion (EDI) Strategy and Framework is scheduled for later in 2024. This evaluation aims to ensure an accurate reflection of our potential accomplishments within the allocated resources, following funding decisions post the COW multiyear budget process in early 2024.

As we close this year, I extend my gratitude to colleagues, City staff, the community, equity groups, and the public for their support. I look forward to strengthening relationships and achieving even greater success in the coming year. If you have any questions or wish to learn more about our work, please feel free to contact any of us.

On behalf of the Equity Office and HR Services, thank you for another great year.

Respectfully,

Angie Cusson, CPHR. SHRM. MSc.
Director of HR Services & Equity Office,
Public Service Representative to the Human Rights Committee of Council

City of Winnipeg - Equity Office Team:



Bradley West,
Manager, Equity Office
Equity Office



Diane Burelle
EDI Coordinator,
Equity Office



Lesley Chiu
Administrative Support
Equity Office

2024 Membership

Elected Officials

- Councillor Chambers, Chairperson
- Councillor Rollins

Citizen Members

Appointment for a 2- year term to expire December 31, 2024:

- Odeyemi Ayodele
- Michael Baker
- Mary Lavigne
- Reece Malone
- Ran Ukashi
- Phyllis Reid Jarvis

Appointments for a 2-year term to expire December 31, 2025:

- Marie Cecile Doris Chabot
- Angie Conrad
- Dinoo Gamage
- Leslee Lynne Klinck
- Cara McCaskill
- Lizzie Tough

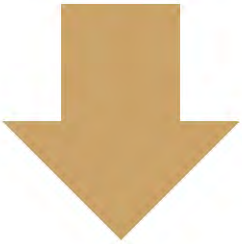
Public Service

- Rebecca Ford, Committee Clerk
- Angie Cusson, Public Service Representative

Strategic Plan Report:
Objectives & Action Steps for Year One:

In 2022, the Committee retained a Facilitator to develop a Multi-Year Strategic Plan for the Committee to use as an accountable guiding tool. As outlined within the Strategic Plan, the Committee is to review the status of our objectives and ensure we are staying on track.

After review of the Year One Objectives, the HRCC can report the following:



	partnerships		sub-committees)
Year One action steps: 1. Consult with new Mayor and Council to determine their priorities. Examine these to see where current HRCC work fits and what adjustments may need to occur to create alignment. **Committee Coordinator and HRCC** 2. Create an overview for council outlining current and proposed HRCC activities and plans. Present HRCC as a resource to Council that desires to create pro-active solutions to human rights issues. **Chair/ Committee Coordinator** 3. Formulate a one-year workplan that encompasses the HRCC and sub-comms, considering Council plans and priorities, required resources, constraints, and timing. **HRCC (possible working group task)**	**Year One action steps:** 1. Continue workforce and public engagement activities - I.E. Online Speaker series. **Committee Coordinator/ Public Service** 2. Explore how the HRCC can raise awareness, provide support, and collaborate on the City of Winnipeg's Indigenous Accord. **Committee Coordinator/ Public Service** 3. Create annual report. **Committee Coordinator** 4. Develop criteria for grant application and disbursement and assign two intake periods each year. **HRCC** 5. Create an online presence via web page and social media, including areas for explanation of committee work, grant funding info, public information regarding HRCC activities. **Committee Coordinator and**	**Year One action steps:** 1. Explore work required to establish Winnipeg as a Human Rights City including buy-in from mayor and council, advisement from experts in human rights city work and outreach to other human rights cities. **Committee Coordinator / Working group** 2. Form a working group to move forward with identifying activities required for project - I.E., community engagement exercise. Consult with Engage Winnipeg to determine scope of that work. **Committee Coordinator/ Working group**	**Year One action steps:** 1. Develop orientation and on-boarding procedures for new and existing members of all committees. Includes a review of sub-comm structures and refinement where needed. **Committee Coordinator/ Committee Clerk** 2. Ensure committees are familiarized with the strategic plan and how their work relates to the plan. **Committee Coordinator** 3. Call for applications to HRCC. Triage some of these applications for potential sub-committee membership or advertise sub-committee position as a separate opportunity. **City Clerk's/ Chair/ Committee Coordinator** 4. Review strategic plan to ensure objectives and action items are being addressed. **All committees**

- Consultation with Mayor Scott Gillingham, Chair & Committee Coordinator was held to determine priorities.
- The HRCC continue to work closely with the City of Winnipeg's Equity Office to strengthen and enhance the Awareness & Action Series.
- HRCC Online webpage presence, where folks can obtain access to contact information, agenda's, past meetings, annual reports and other applicable information.
- There continues to be progressive discussions on the potential of establishing Winnipeg as a Human Rights City;
- An onboarding orientation has been developed and offered throughout the year to all Committee members;
- The subcommittees have established Terms of Reference, yearly objectives and an increased membership.
- Recruitment for the Subcommittees has been successful, by triaging and inviting HRCC applications to sit on one, or both of the subcommittees; and
- An effort to review and monitor the status of our yearly objectives remains ongoing business.

In the Community



















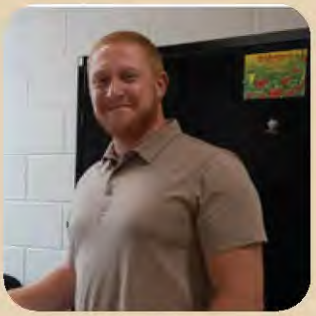
Subcommittees: Message from the 2023 Chairs



It has been an honour to serve as the chair of the equity and diversity subcommittee in 2023. This has been an especially challenging year in the world with respect to human rights. Winnipeg is fortunate to have such dedicated residents committed to the human rights of all Winnipeggers by volunteering on the Human Rights Committee of Council (HRCC) subcommittees. For the equity and diversity subcommittee, 2023 has been a transitional year. We updated our terms of reference and aligned them with the 2022 multi-year HRCC strategic plan. I am thankful for the contributions by members who have transitioned off the subcommittee and welcome those who have recently joined. I look forward to our upcoming initiatives and events in 2024!

– Mary Lavigne, CPHR, CIM, Equity and Diversity Subcommittee Chair

As I look upon the last year, Iam both encouraged and reflective. 2023 was a year of action for the Accessibility and Inclusion subcommittee, from the formation of our email address/website to the thorough and tirelesswork discussed and completed, this subcommittee has a lot to be proud of. As long as I have chairedthis subcommittee, it has been a springboard for rich dialogue for the eventual creation of motions broughtforth to city council throughthe Human Rightscommittee. As a group, we havesupported changing our Accessibility Signageto reflect an updated conceptualization of the disabled community and the creation of a citywideinitiative in support Tabs forWheelchairs. Both of these issues garnered feedback in this subcommittee before being proposed as a motion. In essence, it has been the fertile ground for well thought-out and meaningful motions in the betterment of our Winnipeg community.



-Michael Baker, Former Chair, Accessibility & Inclusion Subcommittee

Awareness & Action Series



The Equity Office works closely with the City of Winnipeg Human Rights Committee of Council to establish the calendar of awareness presentations through the year as part of the Awareness & Action Series. The funding and support from the HRCC have been key to the Equity Office being able to offer these awareness sessions. A report was made to HRCC at the March 27, 2023 meeting where you can find further information and a history on the creation of the Awareness & Action Series. Below is a highlight of the presentations made in 2023:

January 27, 2023 Peter Tonge: from Exception to Expected

February 22, 2023 David Kron: The Accessibility for Manitobans Act (AMA) reflects a human rights-based approach to elimination of barriers in Manitoba

March 21-23, 2023 Bradley West & Cecil Sveinson: Anti-Racism, Anti-Opression and Cultural Competency Mandatory Training

June 1, 2023 Bradley West:Pride- Protest and Celebration

July 19, 2023 Alia Harab: Multiculturalism in Winnipeg

September 30, 2023 Jo-Anne Jones, Shawna Joynt and Caroline Toews:
Deaf & Hard of Hearing Awareness October 26, 2023

October 26, 2023 Shohan Illsley: An Introduction to Harm Reduction

November 30, 2023 Frances Sinclair-Kaspick: Universal Abilities Insights from Frances Sinclair-Kaspick

December 8, 2023- Annual Panel Event: Gender-Based Violence Through an Intersectional Lens Moderator: Levi Foy Panelists: Sandra Delaronde, Shayna Plaut, Nina Condo, David Stevenson

Online Events Available to Watch Here

The Human Rights Committee of Council expresses its sincere condolences to the family and friends of late Committee member, Mr. Wesley Hazlitt.



Wesley Hazlitt June 20th 1952 - August 13th 2023

Wesley Hazlitt was a husband, father, uncle, grandfather, a remarkable soul who graced this world with his strength, compassion, and unwavering spirit.