Agenda – Executive Policy Committee – October 21, 2025

REPORTS

Item No. 12 2024 Annual Workforce Diversity Report

COMMITTEE RECOMMENDATION:

On October 9, 2025, the Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service, as amended, and recommended to the Executive Policy Committee:

1. That this report be received as information.

2. That the Winnipeg Public Service be directed to provide a verbal report to the Human Rights Committee of Council in 150 days with an update on the Equity, Diversity and Inclusion (EDI) Strategy.

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

DECISION MAKING HISTORY:

STANDING COMMITTEE RECOMMENDATION:

On October 9, 2025, the Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service, with the following amendments:

- Add the following new Recommendations:

  "2. That the Winnipeg Public Service be directed to provide a verbal report to the Human Rights Committee of Council in 150 days with an update on the Equity, Diversity and Inclusion (EDI) Strategy.

  3. That the Proper Officers of the City be authorized to do all things necessary to fulfill the intent of the foregoing."

and submitted the matter to the Executive Policy Committee and Council.

ADMINISTRATIVE REPORT

Title: 2024 Annual Workforce Diversity Report

Critical Path: Human Rights Committee of Council – Executive Policy Committee – Council

AUTHORIZATION

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EXECUTIVE SUMMARY

The City of Winnipeg (City) wants a diverse workforce at all levels of the organization. A diverse Public Service can better serve diverse residents. The 2024 Annual Workforce Diversity Report (Report) shares progress on this strategic priority. The Report also includes updates on the Equity, Diversity and Inclusion (EDI) Strategy and Anti-Racism and Anti-Oppression (ARAO) activities.

The Report provides workforce data with a focus on the six equity groups. Employees voluntarily complete the Self-Declaration Questionnaire (SDQ). An employee may self-declare in more than one equity group; this information is included in the data on Intersectionality. Groups analyzed are: Indigenous Peoples, Racialized Peoples, Women, 2SLGBTQQIA+ Peoples, Persons with Disabilities, Newcomers, and Intersectionality.

The City employed 10,793 people in 2024[1]. Representation increased for six groups: Indigenous Peoples, Racialized Peoples, 2SLGBTQQIA+ Peoples, Persons with Disabilities, Newcomers, and Intersectionality. The equity group of Women is the only one that decreased slightly from 2023 levels. The data show that under-representation continues in all groups, with the largest gaps for Women and Persons with Disabilities.

The Diversity Dashboard (DD) provides diversity data to Departments. Updated every two weeks, this data can be used by Departments to inform their program and recruitment plans. The DD shows how each Department is doing in relation to the City's diversity goals. Diversity data are also published to the City's Open Data Portal, which went live on January 1, 2024.

Information governance helps to maintain privacy and confidentiality. Not all data can be displayed. When the number of an equity group is less than 10, the data are not displayed. This number is set at 15 for persons with disabilities.

ARAO are fundamental actions to the goal of becoming a Human Rights City. Focused ARAO work at the City began in 2021. Work in 2024 included learning events, outreach by Community Development and Talent Acquisition, partnership development and mass recruitments. The final

[1] All data are based on reporting as at December 31, 2024. This includes employees who are actively employed; on a paid leave of absence; on leave without pay; and laid off.

installation of the human rights mural at City Hall, Gakina Gidinawemaaganidim (We Are All Related), was completed in 2024.

EDI training for recruitment and retention of equity candidates has been developed. It supports HR teams and leaders on EDI and ARAO. Focused training for recruiters shows how to fully consider equity candidates for opportunities, including designated and preference job postings.

The Journey of Inclusion mandatory training continues to be promoted City-wide. As of March 31, 2025, 6,774 employees (63 percent) completed the Journey of Inclusion training.

Professional Equity Networks (PEN), Women at Work and Pride City of Winnipeg, provided strategic insights to the Equity Office (EO) and strengthened the sense of belonging through events and outreach. The Indigenous Employees Group is in the process of becoming a PEN.

The EO also worked with Inclusion Winnipeg to explore the Routine Factory Remote Coach App (RF). This new technology was vetted and approved for use by the City in 2024. A successful pilot was conducted in Community Services where RF was tailored to the needs of an employee with excellent outcomes.

Community relations and outreach were a significant focus of the Talent Acquisition Services team. They attended 61 career fairs, delivered 40 presentations, led 23 mass recruitment-related sessions and helped departments hire 53 diverse candidates. They have strengthened partnerships with unions and community organizations.

RECOMMENDATIONS

That this report be received as information.

REASON FOR THE REPORT

On February 27, 2020, Council directed the Public Service to report back on workforce diversity each year to the Human Rights Committee of Council. On September 29, 2021, Council approved the creation of the Equity Office, the EDI Policy and Strategy and the Diversity Dashboard which have become part of the annual reporting. On December 15, 2022, Council directed the Public Service to report on Anti-Racism and Anti-Oppression Activities and on March 4, 2024, Council approved that these activities be included in the Annual Workforce Diversity Report, starting in 2025.

IMPLICATIONS OF THE RECOMMENDATIONS

There are no implications with receiving this report as information.

HISTORY / DISCUSSION

Created in September 2021, the Equity Office (EO) anchors the City's commitment to promoting human rights, accessibility, Equity, Diversity and Inclusion (EDI), Anti-Racism and Anti-Oppression (ARAO) and cultural competency within the organization. This focus aligns with the City's values of: Accountability, Diversity, Respect, Trust and Transparency.

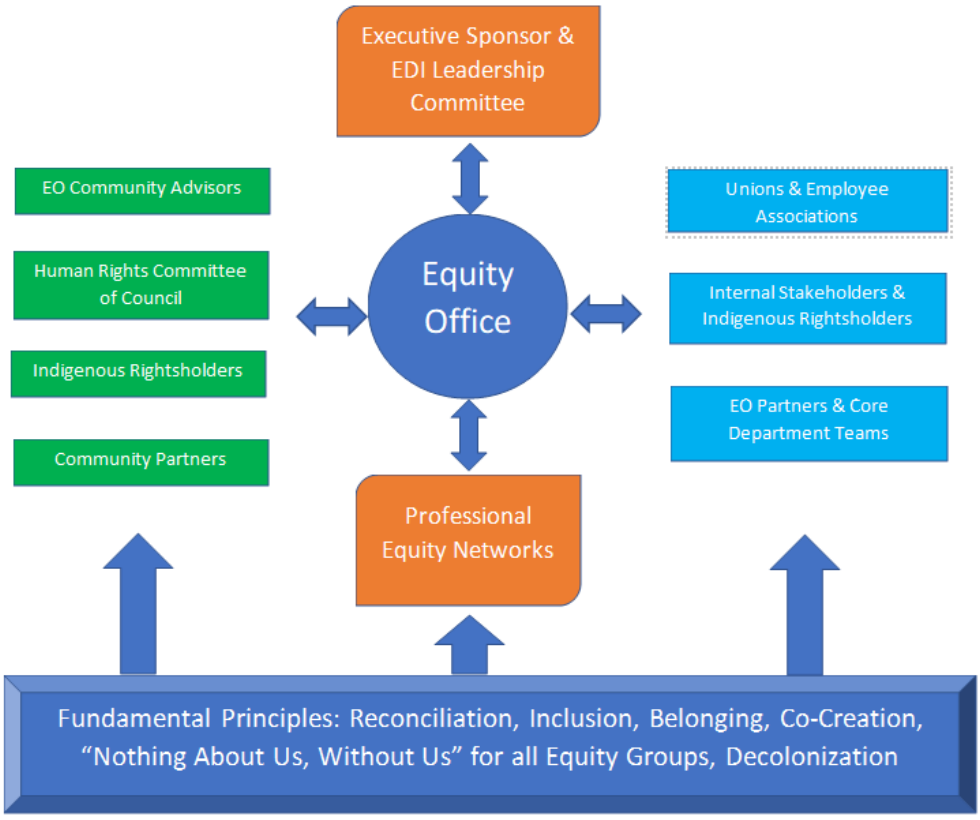
The EO is responsible for implementing the EDI Strategy, and aligns with and supports the Human Rights Committee of Council as well as the following City strategies, policies and administrative standards:

1. Council's Strategic Priorities Action Plan (SPAP)
2. OurWinnipeg 2045
3. Sustainable Development Goals
4. Corporate Strategic Plan
5. Journey of Reconciliation
    a. Winnipeg Indigenous Accord
    b. The Truth and Reconciliation Commission of Canada: 94 Calls to Action
    c. The National Inquiry's Report on Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples (MMIWG2S+), Reclaiming Power and Place, 231 Calls for Justice
6. Human Resources Strategic Plan
    a. Employee Wellness, Health and Safety
    b. Job Accommodation and Return to Work
    c. Employee Engagement and Workplace Culture
    d. Respectful Workplace
    e. Performance Management
    f. Staffing
7. Poverty Reduction Strategy
8. Newcomer Welcome and Inclusion Policy and Strategy
9. Accessibility and Universal Design
10. Sustainable and Social Procurement
11. French Language Services

EO Structure and Governance:

In 2024, the EO had an annual non-salary budget of $75,000.00 and a staff complement of 3.1 FTEs. The Equity Programs Coordinator role is being defined, with recruitment planned for 2025. The 0.6 FTE for the EO Administrative Assistant has been difficult to fill, and this position was vacant for half a year in 2024.

EO established its Governance Model in 2023 and the EDI Leadership Committee in 2024, tasked with implementation of the EDI Strategy within City departments. In addition to internal stakeholder engagement, the EO Governance Model was designed for engagement and collaboration with external stakeholders and Indigenous rightsholders on EDI Strategy implementation.



Workforce Diversity Reporting Working Group:

The Diversity Reports Working Group (DRWG) created the Self-Declaration Questionnaire (Appendix A) and the Diversity Dashboard which provides workforce diversity data in real time to Departments. It provides equity group representation for each Department and shows how the City and each Department are progressing towards EDI representation goals. The DRWG also conducts the annual workforce diversity analyses.

A. 2024 Workforce Analyses

The City of Winnipeg also reports on the progress being made on promoting under-represented people within the organization. Equitable representation at all levels within the organization is the goal. The 2024 Equity Group Tables and Charts referenced throughout this section are available in Appendix B.

According to data as of December 31, 2024, 10,793 employees were employed by the City. As of April 3, 2025, the Self-Declaration Questionnaire (SDQ) response rate is 60.8 percent, which is enough data to study the diversity within each equity group. Of this response rate, 78 percent provided self-declaration and 22 percent said they did not want to take part. The goal is to increase full participation to better measure diversity. More work is needed to understand why some employees choose not to take part.

As demonstrated in **Table 1** in Appendix B, data shows increased representation for Indigenous Peoples, Racialized Peoples, 2SLGBTQQIA+ Peoples, Persons with Disabilities, Newcomers and Intersectional employees, and a slight reduction for Women from 2023 levels. The EO goal

is to first meet the available labour market targets to have a representative workforce and then aim for population targets after that.

- **Indigenous Peoples** represent 11.43 percent of the workforce, an increase of 0.37 percentage points (PP) from 2023. This level of representation exceeds the available labour market by 1.42 PP. The Public Service is working toward meeting the total population target of 12.45 percent.

- **Racialized Peoples** represent 18.15 percent of the workforce, an increase of 1.38 PP from 2023. The gap from the labour force population is 6.12 PP and the Public Service continues to strive to meet this target of 24.27 percent.

- **Women** represent 26.32 percent of the workforce, a decrease of 0.05 PP from 2023. The gap from labour force population is 21.45 PP. A focused effort is essential to make progress toward the target of 47.77 percent.

- **2SLGBTQQIA+ Peoples** represent 4.33 percent of the workforce, an increase of 0.72 PP from 2023. There is currently no known target for the available labour market. The 2SLGBTQQIA+ Peoples total population for the Prairie Provinces in 2021 was 4.37 percent. Historically, the 2SLGBTQQIA+ population has been under reported due to several factors. Therefore, for the purpose of workforce representation targets, the percentage is rounded up to 5.00 percent, and the gap from total population is 0.67 PP.

- **Persons with Disabilities** represent 5.74 percent of the workforce, an increase of 0.35 PP from 2023. The gap from labour force population is 30.49 PP. A focused effort is essential to make progress toward the target of 36.23 percent.

- **Newcomers** represent 1.44 percent of the workforce, an increase of 0.35 PP from 2023. The gap from labour force population is 4.74 PP and the Public Service continues to strive to meet this target of 6.18 percent.

- **Intersectional** Group, i.e. person with two or more equity group identities, represents 14.56 percent of the workforce, an increase of 1.15 PP.

The total population of Indigenous Peoples, Racialized Peoples and Newcomers are expected to continue to increase. In April 2025, Economic Research updated the report titled "*City of Winnipeg Indigenous Peoples Highlights: 2021 Canadian Census.*" This report continues to emphasize that the Indigenous population in Manitoba and the City of Winnipeg is one of the fastest growing demographics and that 45 percent of the Indigenous population is under the age of 25 (compared to 29 percent for the non-Indigenous population). Employers must be responsive to the needs and interests of the Indigenous youth population.

Economic Research also confirmed that Winnipeg's population growth is primarily driven by international immigration, which has steadily increased since the early 2000s. The Federal Government has set the 2025-2027 immigration levels plan which includes 395,000 new permanent residents in 2025 and 380,000 in 2026 and 365,000 in 2027. This creates an opportunity for employers to engage with this important labour market group.

2024 Workforce Report Structure:

For reporting purposes, the workforce report has been separated into three service categories:

1. Emergency Services
2. Transportation and Utilities, and
3. Other Services Areas

The nature of work is similar within each category and each service category experiences unique challenges in hiring and retaining diverse employees. As demonstrated in **Table 2** in Appendix B, each service category has seen positive increases in representation amongst most of the equity groups from 2023 levels. Representation of Indigenous Peoples in Other Service Areas remains unchanged, and representation of Women in Other Service Areas is down slightly but is still the most representative of all service categories. Note: TF in tables means there were too few to report.

Further analysis by the Employment Equity Occupational Group (EEOG) shows labour force availability in Winnipeg and Manitoba relative to the City in Appendix C.

Table 3 in Appendix B demonstrates that most equity groups have greater representation as Part-time / Casual employees than as Permanent employees within the organization, the only exception being Indigenous Peoples. Indigenous Peoples are over-represented in the “Other” employment status category which encompasses seasonal, temporary and contract workers.

Table 4 in Appendix B demonstrates median salaries across the organization. Salaries for most employees are laid out in collective agreements and are therefore standard for all employees. Equity groups fall below the overall median salary levels in all cases with two exceptions of a match of the median salary for Racialized Peoples in Transportation and Utilities and for Persons with Disabilities in Other Service Areas. The Newcomers in Emergency Services are too few to report; however, Newcomers have the lowest median salary in Transportation and Utilities and Other Service Areas. A discussion with departments to review these gaps should be explored to understand this trend.

Table 5 in Appendix B highlights salary quintiles, which are five equally-distributed groupings of approximately 20 percent of employees per quintile. The quintiles show workforce diversity representation in various salary ranges. Indigenous Peoples are equitably represented across all quintiles. All remaining equity groups tend to be less represented in the upper salary ranges.

Table 6 in Appendix B demonstrates representation at the levels of senior and middle managers, according to Employment Equity Occupation Groups. While some small gains were made for Racialized Peoples and Women, all remaining equity groups are under-represented in managerial roles. Indigenous Peoples and Intersectional have decreased in representation from 2023. All remaining equity groups are too few to report. This continues to be an area of focus given the City’s goal to have diversity representation at all levels of the organization.

Table 7 in Appendix B shows the representation by age group. In general, the younger age groups are closer to being equitably representative than the older age groups, except for Persons with Disabilities which is increasing with age.

Chart 7a provides another interpretation of the data in **Table 7** as a Population Pyramid based on counts. Population Pyramids are typically used to compare the age and sex of a population,

but here it is demonstrating a simplified gender distribution by age. The data shows that the *number* of women remains relatively stable until the two oldest age ranges. Their *representation* decreases through increasing age ranges because the number of *other* employees increases. This analysis shows the value of exploring diversity measures in different ways. More efforts are needed for the recruitment and retention of women at the City.

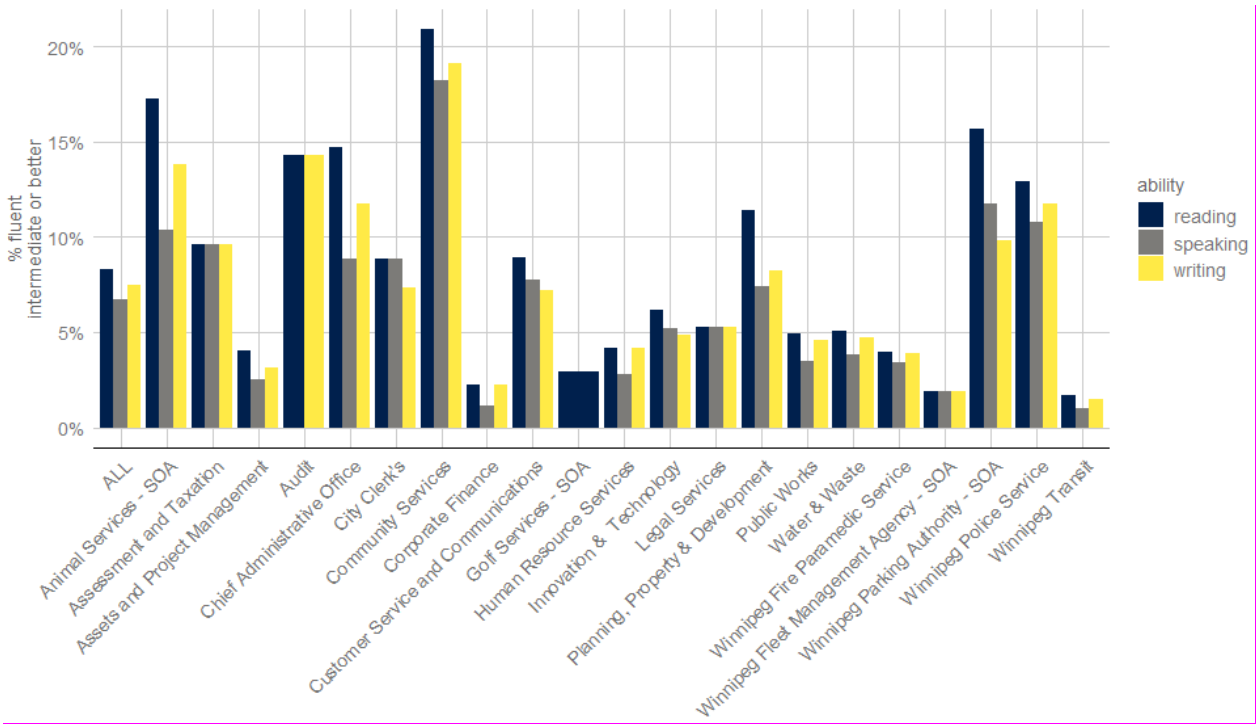
Table 8 in Appendix B shows representation of hires. In 2024, there were increased hiring rates for all equity groups except Racialized Peoples and Intersectional, which decreased slightly. A review of flow data within the City's recruitment activities is underway to better understand the number of equity candidates who apply and how they progress through current processes.

Table 8a shows representation of hires by Service Category. Indigenous Peoples are hired at rates above Indigenous population level within Emergency Services. For all other equity groups, Other Service Areas show the highest hiring rates. Compared to 2023, Emergency Services saw increased hiring rates for Indigenous Peoples, Racialized Peoples, Women, 2SLGBTQQIA+ Peoples and Intersectional employees. Other Service Areas saw hiring rates increase for all equity groups except Indigenous Peoples and Intersectional employees.

Table 8b shows the representation of external hires by Service Category. Like the pattern for all hires, Indigenous Peoples are hired at rates above Indigenous population level within Emergency Services. For all other equity groups except Persons with Disabilities, Other Service Areas show the highest hiring rates. Other Service Areas hired Racialized Peoples, 2SLGBTQQIA+ Peoples and Newcomers at rates above labour force levels.

Based on current City workforce representation, **Table 9** in Appendix B shows that the rates of voluntary departures are disproportionately high for all equity groups other than Indigenous Peoples and Newcomers, which are trending downward. Involuntary departure rates are trending upwards in all equity groups except for Newcomers. This table demonstrates a need to focus on the City's retention efforts and understand why people are departing.

As a bilingual municipality, the City of Winnipeg continues to prioritize French Language Services to meet the needs of the Francophone and Francophile communities. These communities include individuals whose mother tongue is French, as well as those who regularly use French in their daily lives. The current self-declared French language proficiency within the Public Service is 6.74 percent, reflecting a gap of 3.27 PP from the 10.01 percent population.



To address this, the City is currently undertaking a review of existing roles and is identifying new positions that should be designated as bilingual (French/English), ensuring services are accessible and inclusive for all residents. In addition, in 2024, the City has launched targeted training initiatives for community services staff to further strengthen their language skills and cultural awareness, ensuring that French-speaking residents feel supported in leisure activities.

Disaggregated Data Analyses:

Disaggregated data analyses, new this year, provide insights into the composition of diversity within each equity group as captured in the SDQ and are available in Appendix D. The percentages of representation are relative to the number of employees who self-declared within each equity group. It is not the population percentage. An employee may self-declare in more than one equity group; therefore, the percentages may not add up to 100 percent.

B. Anti-Racism and Anti-Oppression (ARAO)

ARAO are a significant and fundamental focus of Indigenous Relations Division (IRD), Community Development (both within the CAO's Office), and the EO. The strategies in each of these divisions underscore centering the voices of groups and individuals who have been and continue to be marginalized, excluded and harmed by racism and oppression.

In alignment with the Federal Anti-Racism Strategy, guiding principles include:

1. Nothing About Us Without Us – centering the voices of communities and persons with lived experience and expertise

2. Trauma and Violence-Informed – ensuring safety, care and compassion when working with communities and persons with lived experience and expertise

3. Intersectionality – fully considering how forms of racism and oppression have unique and exacerbated harmful impacts upon peoples with intersecting identities

4. Integrated Approach – understanding the systemic nature of barriers and how interlocking systems perpetuate harms

5. Evidence-Based – analyzing aggregate and disaggregated data to understand current gaps, and centering the voices of lived experience and expertise as well as academic research to inform improvements or system overhauls

Indigenous Relations Division:

ARAO work is integral to the IRD's entire portfolio. Comprehensive reporting on the Winnipeg Indigenous Accord and Journey of Reconciliation (Indigenous rights, culture, justice) is prepared and submitted annually to Council by the Indigenous Relations Division.

Community Development:

Community Development (CD) leads the Newcomer Welcome and Inclusion Policy and the Poverty Reduction Strategy. CD has been a significant driver of the ARAO movement at the City and 2024 collaborations are as follows:

Focused Mass Recruitment Initiative

- Assisted in planning, promoting, and hosting the City of Winnipeg's Recreation Recruitment Fair on February 23, 2024; March 9, 2024; and March 28, 2024.

Community Partnerships

- Participated in planning, promoting, and hosting the Newcomer Welcome Fair on June 15, 2024. Collaborated with Newcomer serving organizations to organize a successful event welcoming Newcomers to the City. These organizations include Immigration Partnership Winnipeg and the Manitoba Association of Newcomer Serving Organizations.

Equity Office:

The EO has focused on several ARAO actions.

<u>Race Shifting, Identity Theft</u>

Race shifting and identity theft are issues that are harming equity groups in accessing economic opportunities. The main violation is claiming Indigeneity to access benefits intended for Indigenous rightsholders in Treaty One Territory and the National Homeland of the Red River Métis. The EO and IRD met with the Executive Director of the Manitoba Human Rights Commission in 2024. The EO is working with IRD to plan a path forward in collaboration with Indigenous Governments.

<u>Journey of Inclusion</u>

The City of Winnipeg launched the Journey of Inclusion mandatory employee training on Anti-Racism, Anti-Oppression and Cultural Competency in 2023. It is a core component of the Equity, Diversity and Inclusion (EDI) Education and Training Program in support of the City's

Journey of Reconciliation, Journey of Inclusion, and Journey to a Human Rights City. The Equity Office engaged Tasha Spillett-Sumner, Cree and Trinidadian author and educator, to develop the curriculum and host the series. EDI Champions (EO, IRD, and CD) at the City of Winnipeg participated in tailoring the curriculum to the City of Winnipeg's context, along with the production company TripWire's team.

Intentional ARAO and cultural competency work requires all Public Servants to reflect, learn and act to dismantle systemic injustices and promote equality for all. Several human rights efforts at the City underscore this important priority including Indigenous Relations, Winnipeg Indigenous Accord, MMIWG2S+, EDI Policy and Strategy, Newcomer Welcome and Inclusion Policy and Strategy, and Poverty Reduction Strategy. To make meaningful progress on these efforts, the City's workplace culture must continue to evolve to dismantle systemic barriers to foster greater inclusiveness and belonging.

Journey of Inclusion has three episodes:

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.

As of March 31, 2025, 6,774 employees (or 63 percent) completed the Journey of Inclusion mandatory training.

Human Rights Mural, Gakina Gidinawemaaganidim (We Are All Related)

The EO worked with artists Jeannie White Bird and Charlie Johnston to complete the final installation of the Human Rights Mural, Gakina Gidinawemaaganidim (We Are All Related) at City Hall. This included work on framing and permanent installations along with additional elements to the artwork. The mural is a visual reminder of the City’s commitment to human rights, accessibility, EDI and ARAO.



Human Rights Committee of Council and Equity Office Awareness and Action Speaker Series

The Human Rights Committee of Council and Equity Office Awareness and Action Speaker Series (Series) aims to provide accessible learning events for both residents and the Public Service. Local experts have engaged audiences with thought-provoking insights to promote human rights, reconciliation, anti-racism, anti-oppression, equity, diversity, inclusion, belonging and accessibility.

The EDI Inter-Governmental Working Group, with representation from municipal, provincial and federal governments, produces a formal event focused on the elimination of gender-based violence. An important focus on the MMIWG2S+ is integrated in these events. Since 2022, events have been held in December, commemorating the following significant dates:

- Transgender Day of Remembrance (November 20)
- International Day for the Elimination of Violence against Women (November 25)
- National Day of Remembrance and Action on Violence Against Women (December 6)
- 16 Days of Activism Against Gender-Based Violence (November 25 - December 10
- Human Rights Day (December 10)

All recorded sessions are available on the City's website, within Learning Opportunities. These are also promoted within the Public Service's Employee Development CityNet site and the Equity Office EDI Calendar of Events. These events have also been added to the new Learning Management System for greater access for the Public Service, and a means to track learning. All learning events included American Sign Language interpretation. (See Appendix E)

The City of Winnipeg worked with World Education Services and Immigration Partnership Winnipeg as a foundational partner to the #ImmigrantsWork project to raise awareness and to provide the necessary tools for organizations to support and welcome Newcomers to their workplaces. The campaign launched videos in social media in 2024.

Accessibility and Universal Design

The City of Winnipeg releases an Accessibility Plan to the Government of Manitoba every two years, and the last report was submitted in May 2024. The Plan outlines its commitment to ensuring inclusive access and participation within City facilities, services, and programs. This is built on the City of Winnipeg Universal Design Policy and Accessibility Design Standards to guide the removal and avoidance of barriers. While this plan addresses a legislated requirement, it serves as a roadmap for addressing barriers and promoting universal design principles in policies, practices, and procedures.

The City's administrative standards regarding reasonable accommodation are guided by the Manitoba *Human Rights Code* and the Accessible Employment Standard Regulation, the second standard enacted under *The Accessibility for Manitobans Act*. These standards aim to create a diverse, inclusive, and barrier-free workplace. The City strives to provide reasonable accommodation for employees and applicants with disabilities, ensuring equal access to employment and benefits.

The City continues to use Employment Disability Awareness Month to educate and inform employees about where to find accessible employment information, relevant administrative standards and resources. The City also supports opportunities for continuous learning and

development of employees through on-line training modules related to accessibility, mental health and wellness.

Some of the work undertaken in 2024 to create a more inclusive and welcoming environment include:

- A hearing loop pilot project that is currently being launched at reception and service counters in select City facilities. This accessible technology enhances communication for individuals with hearing loss.

- A new webpage to display information about accessibility disruptions in facilities, reflecting ongoing efforts to improve accessibility. This webpage includes details about the reason for the disruption, its expected duration, and alternative options if available.

- More gender-neutral washrooms, including within Parks and Open Space, North and Downtown, at the downtown yard.

Planning, Property and Development

The City is currently developing a Greenspace and Natural Corridor Plan Bylaw (Plan) and a Biodiversity Policy. The Plan will direct how Winnipeg will protect, preserve and enhance natural areas and corridors in Winnipeg as the city grows. The Biodiversity Policy will provide direction to ensure that biodiversity is considered in all aspects of local planning and land management.

A key principle of the project is to bring the strengths of both Indigenous and Western knowledges to all planning and implementation decisions and to be inclusive of different lived experiences and ways of knowing, for the benefit of all.

The City is collaborating with Indigenous governments and organizations to co-develop the Plan and Biodiversity Policy. A Co-Development Team has been established, which includes First Nations, Métis and Inuit governments and key organizations. The Team will provide direction and input throughout the planning process, resulting in a collaborative outcome that reflects both Indigenous and Western knowledge and science. The Centre for Indigenous Environmental Resources (CIER) is facilitating the co-development process. CIER has extensive experience facilitating co-development processes in Canada following a Collaborative Leadership Initiative model.

C. EDI Strategy Highlights

EDI Strategic Actions are implemented in concert with other efforts. Appendix F has the full strategy and associated progress updates. Below are some highlights of progress made in 2024.

ISO 30415: 2021 - EDI and HR Management

The EO has engaged a Certified Consultant to assess the City of Winnipeg's progress on EDI in relation to ISO 30415: 2021 – EDI and HR Management. Several strategic actions have driven the Equity Office to budget for and examine the ISO 30415: 2021 – EDI and HR Management:

- 1.1 Develop a strong rationale for the EDI vision, mission and strategy and align it to organizational strategy and goals.
    - 1.1.1 Embed EDI in the values, culture, systems and processes to ensure an integrated and concerted effort in achieving sustainable progress […].

- 3.4 Develop a change management strategy and align with sustainability efforts.
    - 3.4.3 Explore ISO 9001 to measure, monitor, and manage quality of operations, programs and progress, i.e. operational excellence.



Bloomberg Philanthropies' What Works Cities Certification

The Diversity Reports Working Group was proud to be a part of the Bloomberg Philanthropies' What Works Cities Certification process showcasing the Diversity Dashboard. The City received What Works Cities Silver Certification and is among the first Canadian cities to receive this notable certification for the exceptional use of data. The DRWG co-lead, Jennifer Bodnarchuk, Senior Data Scientist and Acting Coordinator of Data and Analytics coordinated the City's submission in collaboration with other Departments' data innovations.

Supported Employment

The EO focused on building the City's capacity to better support persons with disabilities. Learning events as part of the Series included a presentation by Oly Backstrom, President and CEO of SCE Lifeworks, *Talent Beyond Labels: The "Why's" and "How's" of Hiring Employees with Intellectual and Developmental Disabilities*. This work supports the EDI Strategic Action 2.1.6 to create a Supported Employment Program at the City of Winnipeg.

The EO also worked with Inclusion Winnipeg to explore the Routine Factory Remote Coach App (RF) and to get this new technology vetted and approved at the City. RF is a tool that integrates all necessary supports for an employee, from easy access to leaders to step by step captures (flipbooks, checklists, videos, QR Codes) of work details. RF empowers an employee to work independently, with necessary tracking to ensure leaders are aware of the employee's wellbeing and progress throughout the day.

Community Services was the first to pilot RF. They worked with Inclusion Winnipeg to tailor RF to the needs of an employee. All reports indicate this pilot is very successful. The employee uses RF daily and appreciates how it helps them stay on task and organized throughout the workday.

EDI Education and Training

The EDI Education and Training Framework was approved by Council in 2020. EDI training for recruitment and retention of equity candidates continues to be developed. It supports HR teams and leaders on EDI and ARAO. Focused training for recruiters includes how to fully consider equity candidates for opportunities, including designated and preference job postings.

As noted above, the Journey of Inclusion mandatory training also continues to be promoted city-wide.

EDI Awareness Series

The EDI calendar highlights days of observation, community events and learning opportunities. Learning opportunities include Human Rights Committee of Council and Equity Office Awareness and Action Series (Series) offerings. Many items are also promoted in *Three Things Today.* The aim is to provide employees with timely access to continuous development.

Professional Equity Networks

Professional Equity Networks (PENs) are a core component of the Governance Model as they represent the needs and interests of equity group employees at the City of Winnipeg. The EO and IRD are working on shifting the existing Indigenous Employees Group within IRD to a PEN within the EO. Women at Work and Pride City of Winnipeg PENs provided strategic insights to the EO and strengthened the sense of belonging through events and outreach.

As part of the EDI Awareness Series, the Women at Work PEN hosted two learning events on perimenopause and menopause with renowned Dr. Black, Obstetrics and Gynecology. These offerings were well-attended and well-received. Many women attended these learning events, 91 and 70, respectively. These events have prompted further discussions at the Human Resources Leadership Group for more learning and supports in the workplace.

Sustainable and Social Procurement

Comprehensive reporting on the City's Sustainable Procurement Action Plan is prepared and submitted annually to Council by the Purchasing Division, Corporate Finance. This important work directly supports EDI Strategic Action 4.4 Practice sustainable procurement and develop supplier diversity.

Community Relations and Outreach by Talent Acquisition Services

Talent Acquisition Services has undertaken comprehensive outreach initiatives to represent the City of Winnipeg, share career information, promote employment opportunities, and advance EDI. These efforts focus on engaging all segments of the labour market and building a diverse workforce reflective of the community. Key highlights are in Appendix G.

FINANCIAL IMPACT

Financial Impact Statement

Date: May 14, 2025

Project Name:

2024 Annual Workforce Diversity Report

Comments:

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

Jason Duke for R. Bernard
Randy Bernard, CPA, CMA
Manager of Finance & Administration (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

- Indigenous Relations Division
- Community Development
- Purchasing Division, Corporate Finance

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
1.14 Youth Leadership
1.18 Responsive, Representative and Resilient Workforce
1.20 Succession Planning
3.3 Economic Research and Innovation
3.10 Indigenous Economic Development
3.14 Strategic Enterprise Supports
3.15 Community Capacity Development
5.4 Reconciliation with Indigenous Peoples
5.5 Indigenous Lens
5.6 Equitable Service Access
5.7 Community Cohesion

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Climate Action Plan (CAP), and it was determined that the CAP is not applicable to this specific report.

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

The information presented in this report aligns with and advances the Winnipeg Poverty Reduction Strategy (2021 – 2031) as follows:

It embodies the following Guiding Principles:

- We will Uphold Human Rights
- We will Honour Relationships and Reconciliation with Indigenous Peoples
- We will Address Systemic Oppression, Trauma and Social Inequity
- We will Promote and Maintain the Welfare of All Residents
- We will Develop Trust and Meaningful Partnerships to find solutions and drive change.

It aligns with the following Goals:

Goal 1: Equity and a Culture of Caring are Demonstrated through Strategy Implementation and Systems Change

Goal 3: Equity is Embedded in all City Employment and Income Opportunities

SUBMITTED BY

Department: Equity Office
Prepared by: Diane Burelle, Equity, Diversity and Inclusion Specialist
Date: May 20, 2025

Attachments:

Appendix A – City of Winnipeg's Self-Declaration Questionnaire (Paper Version)
Appendix B – 2024 Equity Group Tables and Charts
Appendix C – Workforce Analyses By Employment Equity Occupation Group (EEOG)
Appendix D – Disaggregated Data Analyses
Appendix E – The Human Rights Committee of Council and Equity Office Awareness and Action Speaker Series 2024
Appendix F – EDI Strategy
Appendix G – Community Relations and Outreach by Talent Acquisition

APPENDIX A – City of Winnipeg's Self-Declaration Questionnaire (Paper Version)

First Name:	Last Name:	Employee ID or Job Posting #:

The City of Winnipeg is committed to establishing a workforce that is representative of the community it serves. The City is focused on human rights and ensuring full and equitable representation, success and advancement of all people, and in particular the equity groups that are underrepresented. **Your response to the self-declaration questions is voluntary.** All information is strictly confidential and will be accessible to hiring managers and designated staff on a need-to-know basis for the purposes of strengthening the City of Winnipeg's actions in support of equity, diversity and inclusion.

Privacy Statement
This collection of your personal information is authorized by section 11 of *The Human Rights Act* for the administration and operationalization of the City of Winnipeg's Equity, Diversity & Inclusion Strategy. The information is protected by the privacy provisions of *The Freedom of Information and Protection of Privacy Act* and, where the information is your personal health information, it is protected by the privacy provisions of *The Personal Health Information Act*. The information will not be used or disclosed for any other purposes, except as authorized by law. Contact the Corporate Access and Privacy Officer by mail (City Clerk's Department, Susan A. Thompson Building, 510 Main Street, Winnipeg MB, R3B 1B9) or by telephone (311) if you have any questions or concerns.

□ **I have read and understood the Self-Declaration Questionnaire and I do not wish to participate.**

I do wish to participate and my self-declaration is as follows:

Indigeneity

Indigenous Peoples: An Indigenous person is a member or citizen of a First Nation, the Métis Nation, or Inuit Homeland.

Are you an Indigenous Person? ☐ Yes ☐ No ☐ Prefer not to disclose

If yes, which one of the following best describes your Indigeneity?

☐ Inuit ☐ Métis ☐ First Nation

Are you Two-Spirit/Indigenous LGBTQ+? ☐ Yes ☐ No ☐ Prefer not to disclose

Race

Race: is a social construct that refers to groupings of people based on shared physical characteristics, such as skin colour. Note: Indigeneity is outlined in question 1 above. If you are Biracial with Indigenous and other race identity/identities, please complete question 1 and select other relevant race identities below.

Are you a racialized person? ☐ Yes ☐ No ☐ Prefer not to disclose

Racialized Peoples: A Racialized Person in Canada is someone (other than an Indigenous person as defined in question 1. above) who is non-Caucasian in race or non-white in colour, regardless of place of birth.

Are you White (Caucasian, European Descent)? ☐ Yes ☐ No ☐ Prefer not to disclose

Are you Biracial (Multiracial, Mixed race)? ☐ Yes ☐ No ☐ Prefer not to disclose

If you wish to provide further detail, please circle the options(s) that apply to you:
Arab, Black, Black African, Black Caribbean, Chinese, Filipino, Japanese, Korean, Latin American, South Asian (e.g. Indian from India, Pakistani, Sri Lankan), Southeast Asian (e.g. Burmese, Cambodian, Laotian, Thai, Vietnamese), or West Asian (e.g. Egyptian, Libyan, Lebanese, Iranian)
Not listed above, please specify: _____

Gender Identity

Gender Identity: is defined as social and cultural expectations of roles and how we present ourselves in society.

What is your gender identity? Please select one. ☐ Woman ☐ Man ☐

Agender ☐ Non-binary or gender fluid ☐ Prefer to self-describe ☐ Prefer not to disclose

Prefer to self-describe: _____

Do you identify as Trans? ☐ Yes ☐ No ☐ Prefer not to disclose

Sexual Orientation

Sexual Orientation: describes a person's emotional and/or sexual attraction to others.

Which best describes your sexual orientation? ☐ Asexual ☐ Bisexual ☐ Gay

☐ Heterosexual/Straight ☐ Lesbian ☐ Pansexual ☐ Queer ☐ Prefer to self-describe

☐ Prefer not to disclose **Prefer to self-describe:** _____

Ability

Persons with Disabilities: Person with Disabilities refers to persons with a significant, persistent or recurring physical, sensory, intellectual, cognitive, learning, communication, mobility, and/or mental health impairment, condition or disability that, in interaction with a barrier, hinders a person's full and equal participation in society. An impairment, condition or disability can be permanent, temporary, episodic, visible or invisible.

Are you a Person with a Disability? ☐ Yes ☐ No ☐ Prefer not to disclose

If you wish to provide further detail, please circle the options(s) that apply to you:
Chronic pain, illness or medical condition (e.g. epilepsy, diabetes, multiple sclerosis), Developmental disorder (e.g. autism, Down syndrome), Learning, behavioural disorder (e.g. dyslexia, attention deficit hyperactivity disorder), Mental or emotional health condition (e.g. schizophrenia, depression, anxiety), Blind or vision impairment (not corrected by prescription eye-glasses), Deaf or hearing impairment, Mobility/dexterity limitation (e.g. cerebral palsy, spinal cord injury, amputation), or Speech impairment
Not listed above, please specify: _____

Immigration

Immigrants: are persons residing in Canada who were born outside of Canada, excluding temporary foreign workers, Canadian citizens born outside Canada and those with student or working visas. Newcomers are recent immigrants, refugees, refugee claimants or temporary residents who have been in Canada for less than five (5) years.

Are you an immigrant? ☐ Yes ☐ No ☐ Prefer not to disclose
If yes, please provide date of arrival: (Enter as MM/YYYY) : _____
If you would like to provide further details, please specify how you came to Canada:

☐ Immigrant ☐ Refugee ☐ Refugee claimant ☐ International student
Not listed above, please specify: _____

May we reach out to you on equity, diversity and inclusion strategic actions pertaining to the group(s) with which you identify? Yes or No (please circle)

Refer to Statistics Canada's Guide on Equity, Diversity and Inclusion Terminology for further information.

APPENDIX D – Disaggregated Data Analyses

Indigenous Peoples:

The most represented Indigenous group is Métis, making up 79.45 percent of all Indigenous employees who self-declared. There is a significant opportunity to increase representation of First Nations and Inuit, currently 19.76 percent and too few to report, respectively. A further study is needed as part of the Indigenous identity review to protect the rights of Indigenous rightsholders from Treaty One Territory and the National Homeland of the Red River Métis (see Race Shifting in ARAO section below).

Indigenous Peoples		
1,234 employees self-identify as Indigenous Peoples and 759 provided more detail via the self-declaration questionnaire		
Sub-group	**n**	**%**
First Nations	150	19.76%
Inuit	TF	TF
Métis	603	79.45%
Prefer not to disclose	TF	TF

Two Spirit:

Two Spirit employees comprise 4.13 percent of employees who self-identify as Indigenous Peoples.

Two Spirit		
51 employees self-declared as Two Spirit out of people who self-identified as Indigenous Peoples		
Sub-group	**n**	**%**
No	580	47.00%
Prefer not to disclose	18	1.46%
Yes	51	4.13%

Racialized Peoples:

Filipino is the group most represented at 29.32 percent, followed by South Asian (Indian from India, Pakistani, Sri Lankan, etc.) at 27.78 percent, Chinese at 10.42 percent and Black African at 9.88 percent representation within Racialized Peoples.

Racialized Peoples		
1,959 employees identify as Racialized Peoples and 1,296 provided more detail via the self-declaration questionnaire		
Sub-group	**n**	**%**
Arab	18	1.39%
Black	102	7.87%
Black African	128	9.88%
Black Caribbean	56	4.32%
Chinese	135	10.42%
Filipino	380	29.32%
Japanese	20	1.54%
Korean	14	1.08%
Latin American	86	6.64%
South Asian	360	27.78%
Southeast Asian	65	5.02%
West Asian	19	1.47%
Not Listed Above	26	2.01%

Gender Identity:

Of the group of employees who self-declared, Women represent 40.98 percent, Men 35.72 percent, Non-Binary 0.66 percent and Agender and Prefer to Self-Describe are 0.26 percent. While 22.37 percent employees preferred not to disclose.

Moreover, 1.07 percent identify as Transgender whereas 3.09 percent preferred not to disclose.

Women were the only equity group that declined by 0.05 PP and further analyses on the number of Women in the Public Service revealed the following:

- The number of Women in 2023 was 2,801, and this number increased by 40 Women to 2,841 in 2024. The representation of Women still decreased slightly due to the higher rate of hiring of non-women (see Chart 7a).
- 35 employees who self-declared as Women in 2023 changed their self-declaration in 2024.
- 60 employees who did not self-declare as Women in 2023 declared as Women in 2024.
- 289 Women left the City.
- 296 Women were hired externally.

Gender Identity		
6,932 employees self-identified their gender		
Sub-group	**n**	**%**
Woman	2841	40.98%
Man	2476	35.72%
Non-Binary	46	0.66%
Agender and Prefer to self-describe	18	0.26%
Prefer not to disclose	1551	22.37%

Transgender		
3,659 employees responded to the question on Transgender people		
Sub-group	**n**	**%**
No	3507	95.85%
Prefer not to disclose	113	3.09%
Yes	39	1.07%

Sexual Orientation:

54.23 percent of employees who self-declared are Heterosexual. Bisexual, Asexual, Queer and Gay are 2.29 percent, 1.70 percent, 1.07 percent and 1.02 percent, respectively. Lesbian and Pansexual are 0.79 percent and 0.78 percent each. 37.56 percent preferred not to disclose.

Sexual Orientation		
5,418 employees responded to the question on Sexual Orientation		
Sub-group	**n**	**%**
Asexual	92	1.70%
Bisexual	124	2.29%
Gay	55	1.02%
Heterosexual	2938	54.23%
Lesbian	43	0.79%
Prefer not to disclose	2035	37.56%
Pansexual	42	0.78%
Prefer to self-describe	31	0.57%
Queer	58	1.07%

Persons with Disabilities:

Employees with mental or emotional health condition comprise 43.99 percent of employees with disabilities, followed by Chronic pain, illness or medical condition at 33.72 percent and Learning, behavioural disorder at 32.17 percent. These findings underscore that a psychologically safe workplace and job accommodations are necessary to ensure full support for these employees.

Persons with Disabilities		
620 employees identify as Persons with Disabilities and 516 provided more detail via the self-declaration questionnaire		
Sub-group	**n**	**%**
Blind or vision impairment	17	3.29%
Chronic pain, illness or medical condition	174	33.72%
Deaf or hearing impairment	37	7.17%
Developmental disorder	43	8.33%
Learning, behavioural disorder	166	32.17%
Mental or emotional health condition	227	43.99%
Mobility/dexterity limitation	33	6.40%
Not Listed Above	61	11.82%

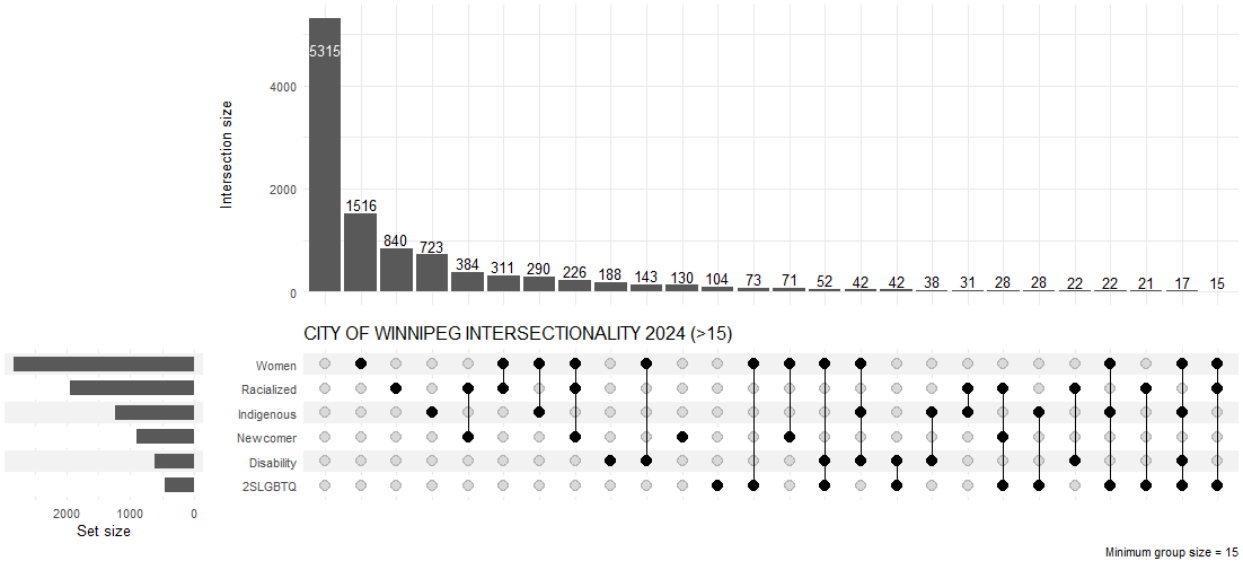
Immigrants:

Immigrants make up 70.93 percent of those who self-declared, 21.65 percent are International Students, 2.27 percent are Refugees, and Refugee Claimants and Not Listed Above are 5.14 percent. Newcomers, in Canada for five years or less, make up 18.54 percent of Immigrants at the City.

Immigrants		
836 employees self-identified as having moved to Canada		
Sub-group	**n**	**%**
Immigrant	593	70.93%
International Student	181	21.65%
Refugee	19	2.27%
Refugee Claimant and Not Listed Above	43	5.14%
Newcomer	155	18.54%

Intersectionality:

The graph below depicts the Intersectionality of employees in the Public Service. For example, the first bar shows that 5,315 employees did not self-declare as any equity group whereas 226 employees self-declared as being part of three equity groups: Newcomers, Racialized Peoples, and Women.



APPENDIX E – The Human Rights Committee of Council and Equity Office Awareness and Action Speaker Series 2024

Background:

The Human Rights Committee of Council and Equity Office Awareness & Action Speaker Series (Series) aims to provide accessible learning events for both Residents and the Public Service. Local experts have engaged audiences with thought-provoking insights to promote human rights, reconciliation, anti-racism, anti-oppression, equity, diversity, inclusion, belonging and accessibility.

The EDI Inter-Governmental Working Group, with representation from municipal, provincial and federal governments, produces a formal event focused on the elimination of gender-based violence. Since 2022, these events have been held in December, commemorating all days relating to the elimination of gender-based violence.

All recorded sessions are available on the City's website, within Learning Opportunities. These are also promoted within the Public Service's Employee Development CityNet site and the Equity Office EDI Calendar of Events. All learning events include American Sign Language interpretation. Recordings have been added to the City of Winnipeg's Learning Management System to make them readily available for employees to view, tracking this important learning city-wide.

2024 Learning Event Details:

1. January 17, 2024 – *Navigating norms: supporting international students, newcomers, and culturally diverse candidates in recruitment, selection, onboarding, and adapting to employment expectations* with Brian Rochat (he/him), Researcher, Work-Integrated Learning Professional, Consultant.

   Session Description:

   In what ways do cultural norms inform expectations and experiences within education, recruitment and selection processes, and experiential work-integrated learning? Approximately 900,000 international students attended Canadian post-secondary institutions in 2023 (Richardson & Hussein, 2022) and around 25% of the workforce is born outside of Canada (Statistics Canada, n.d.). However, many international students come from cultures and countries which emphasize different job-specific behaviours and soft skills, warrant different job search processes, documents (i.e. generalized CV vs. targeted résumé), and struggle with Canadian recruitment and selection processes which are rooted within cultural and colonial constructs.

   Applying Geert Hofstede's (1980, 1984, 2010) framework for cultural dimensions to a qualitative study, Brian Rochat's research explores staff and student perceptions of how culture affects learning and development within international education, workplace preparation, processes, and experiences. The project included international student participants, from 11 different countries and representing 11 programs, registered within a central Canadian Polytechnic, as well as 5 staff. This study was grounded in the epistemological perspective of social constructivism that presumes people are born into cultures that have already constructed meaning about their objects and symbols, and that

an individual's understanding of meaning is shaped by sociocultural influences that manipulate their behaviour, experiences, and thinking (Licqurish and Seibold 2011, 12). This session will unpack findings relating to intercultural discovery and development within international education, including adjusting to Canadian cultural dimensions of reduced power distance, impacting relations with instructors and managers, increased individualism and reflections of individualistic value systems in recruitment, selection, and work-integrated learning, the importance of social supports, and self-efficacy in language learning. Attendees will discover and reflect upon ways in which cultural conditioning, norms, values and assumptions shape teaching, learning, and management styles, expectations around workplace behaviours, soft skills, barriers and blind spots.

Biography:

Brian Rochat is a work-integrated learning professional and researcher with a specialization in international education, intercultural skills, and workforce development. As a graduate student Brian focused his research on international education, employability, and intercultural skills, resulting in the establishment and publication of a new model, "Axis of Intercultural Discovery and Development in International Education' which demonstrates the correlation between cultural dimensions established learning, working styles, and cultural constructs, and be used to better understand and mitigate false-negatives in the recruitment, onboarding and talent development processes. He has a professional background in workforce development, training, facilitation, education, curriculum development, human resources management, diversity and inclusion, and teaching in post-secondary.

Strategic Alignment:

Newcomer Welcome & Inclusion, Anti-Racism & Anti-Oppression, EDI Policy & Strategy

2. March 13, 2024 - *The Rise of Indigenous Women* with Jessica Dumas, Speaker & Speaker Coach, Jessica Dumas Coaching and Training.

   Session Description:

   The Rise of Indigenous Women #Havetheaudacity - I saw a quote that said something like "When it comes to truth and reconciliation, and you learn about our sad history, don't forget to learn about our incredible resilience and success." This talk will help transform your perspective of who Indigenous women are, because when you search "Indigenous Women Winnipeg", you don't get the full story. Indigenous women are university grads, executive directors, CEOs, doctors, entrepreneurs and more, and here I come to support them in having the audacity!

   Biography:

   Jessica is a professional speaker coach and the host of Speaking Up with Jessica Dumas on NCI FM and The Confidence and Communication Podcast, who facilitates coaching and training for leaders. She has been recognized for her professional expertise as a recipient of the Manitoba 150 Women Trailblazer Award from the Nellie McClung Foundation for 2021, Ace Burpees Most Fascinating Manitobans for 2019, the 2017 Future Leaders of Manitoba and the CBC's Top 40 Manitobans under 40 for 2015. She has a 2017 TEDx talk called The Journey to a Woman's Identity. She is a member of Keeseekoowenin First Nation in Treaty 2.

Strategic Alignment:

Indigenous Reconciliation, Anti-Racism & Anti-Oppression, EDI Policy & Strategy

3. March 21, 2024 - *Social Inclusion & Exclusion of First Nation Citizens in Manitoba* with Dr. Barry Lavallee MD, CCFP, FCFP, FRCPSC (Hons), MClSc.

   Session Description:

   Dr. Barry Lavallee, CEO of Keewatinohk Inniniw Minoayawin Inc. delves into the intricate layers of social inclusion and exclusion experienced by First Nations in Manitoba in this compelling keynote speech. Exploring the historical context of colonization to its present-day ramifications, he dissects the status of First Nations wellness, challenges in urban settings, and the pervasive presence of structural racism. Dr. Lavallee sheds light on the systemic barriers perpetuating inequality, advocating for critical leadership to drive tangible change and usher in a future of genuine inclusivity, transforming the city's landscape.

   Biography:

   Dr. Barry Lavallee is a member of the Métis community of St. Laurent, Manitoba. He holds a Doctor of Medicine (MD) degree and obtained a Master of Clinical Sciences Degree from the University of Western Ontario in 2004. Dr. Lavallee's expertise encompasses chronic diseases, transgenerational trauma, and the impact of colonization on healthcare. In 2019, he transitioned to the role of Chief Executive Officer at Keewatinohk Inniniw Minoayawin Inc. During his 17 years of clinical service to Tataskweyak First Nation, he dedicated himself to enhancing healthcare outcomes. As the former president of the Indigenous Physicians Association in Canada, Dr. Lavallee engaged in international collaborations on Indigenous healthcare initiatives. In recognition of his team's work on Manitoba's Kidney Check program, they were awarded the UNIVANTS of Healthcare Excellence – Best in North America in 2020 at the University of Manitoba.

   Strategic Alignment:

   Indigenous Reconciliation, Anti-Racism & Anti-Oppression, EDI Policy & Strategy

4. April 30, 2024 - *Domestic Violence – The Stigma of Reporting* with Anna Huard, BA, MDP (she/her/ikwe).

   Session Description:

   According to Statistics Canada, Manitoba had the highest provincial rates of police-reported family violence and intimate partner violence in 2022. However, rates of reporting are known to be substantially greater than what has been recorded. Sadly, the challenges of reporting for Indigenous women, girls, and Two-Spirit are far greater. The presentation will outline the challenges of reporting and how you can minimize the stigma.

Biography:

Anna Huard is a two-spirit citizen of Couchiching First Nation, Treaty 3, and was born and raised in Winnipeg. After completing her Masters of Indigenous Development at the University of Winnipeg in 2016, Anna knew that working in advocacy and research was her passion. Anna's expertise includes providing culturally appropriate and trauma-informed support to families and Survivors of MMIWG2S+, raising awareness on intersections of justice issues, racism, manufactured poverty, colonialism while advocating for systemic changes to address root causes.

Strategic Alignment:

Indigenous Reconciliation, MMIWG2S+ Calls for Justice, Anti-Racism & Anti-Oppression, EDI Policy & Strategy

5. May 30, 2024 - *Pride: Protest and Celebration* with Bradley West, Manager, Equity Office.

Session Description:

Join us for a quick journey of history of Pride in North America, from the Lesbian & Gay bars of Montreal and Quebec City to the Stonewall in New York City, and to hometown Winnipeg.

Biography:

Bradley's journey as a storyteller began in Australia, where Bradley quickly recognized the power of a good story to captivate and entertain people. Harnessing the power of storytelling, Bradley helps people, and the spaces they inhabit, navigate and integrate the disruptions of our time. Bradley engages in conversations about belonging, recognizing the importance of bringing together diverse perspectives and experiences through "Disruptive Integration". By connecting disparate dots, Bradley weaves a collective understanding of our current situation, using humor and insight, to weave together an understanding of where we are. This process helps individuals and communities rewrite their narratives and embrace a sense of "whole-life belonging" (Bradley's coined term) by closing the pain-gap between our expectations and our lived experiences.

Bradley holds the designation of Chartered Professional in Human Resources [Canada] and is a Senior Certified Professional in Human Resources [USA]. Bradley is also a Certified Coach Practitioner and Professional Management Coach. Furthermore, Bradley has obtained White, Yellow, and Brown Belts in Deep Democracy, showcasing Bradley's commitment to facilitating inclusive and participatory conversations. Bradley's expertise extends beyond storytelling, as Bradley has written published articles and made frequent appearances on television and radio. Bradley's topics of discussion range from Pride and politics to sex and spirituality, soulful living, community activism, and even Australian flora and fauna.

Strategic Alignment:

EDI Policy & Strategy, Anti-Oppression

6. June 27, 2024 - *The Promise and Limits of Multiculturalism* with Youcef Soufi, Researcher.

   Session Description:

   Multiculturalism, as both government policy and political philosophy, promises the possibility of widening the boundaries of Canadian national belonging. It his talk, Youcef Soufi presents the dominant theories and critiques of multiculturalism. Using the example of Muslims' political mobilization against post-9/11 Islamophobia, he shows that multiculturalism has created a sphere for minority groups to contest social and economic marginalization. Nonetheless, a central blind spot in multicultural theory is the lack of attention to how intertwined global politics is to securing inclusion and the celebration of diversity at home.

   Biography:

   Dr. Youcef Soufi is a Researcher in Islamophobia, affiliated with the University of Manitoba's Centre for Human Rights Research. He obtained his PhD at the University of Toronto's Department for the Study of Religion, specializing in the history of Islamic legal thought and is a former Assistant Professor at the University of British Columbia. His first book, *The Rise of Critical Islam: 10th-13th Century Legal Debate* (Oxford University Press, 2023) is nominated for several awards in the history of religion. His second book, *Homegrown Radicals: A Story of State Violence, Islamophobia, and Jihad in the Post-9/11 World* provides a critique of the War on Terror's harmful impact on Canadian Muslim communities.

   Strategic Alignment:

   Anti-Racism & Anti-Oppression, Newcomer Welcome & Inclusion, EDI Policy & Strategy

7. September 24, 2024 - *Deaf Community, Culture and Opportunities* with Shawna Joynt, President, Manitoba Deaf Association.

   Session Description:

   Join us to learn more about the Deaf Community and its unique culture. Shawna will highlight the visual barriers, communication and language barriers and help us understand the accessibility improvements needed for full inclusion and belonging of Deaf employees in the workplace.

   Biography:

   Shawna Joynt is a First Nations woman who is hard of hearing from the TR'ONDEK HWECHIN HAN NATION tribe in Dawson City, Yukon. She is known for her strong will, determination, kindness, respectfulness, and her desire to become a "listener and healer." Creating safe spaces and showing respect are especially important to her. She strongly believes in teamwork.

   Shawna is currently on several boards and her passion is to help remove barriers for Deaf/Hard of Hearing and Indigenous people. Shawna acts as President of Canadian Association for the Deaf (CAD/ASC); President of the Manitoba Deaf Association (MDA); Director on the Board of the Canadian Deaf Sports Association (CDSA); and President of the Manitoba Deaf Sports Association (MDSA), along with several roles on variety of

committees. Shawna believes we all will work together and make sure everyone has equal rights – with time and work, we will get to that point!

Shawna communicates using American Sign Language and works as an ASL translator for several national and provincial non-profit organizations. She also teaches ASL in various locations across northern Canada, privately teaching for over 10 years provincially. Currently, Shawna is learning French, LSQ, and Ojibway. She believes in learning other languages to foster better relations for future connections. She is presently contracted as an Indigenous Researcher for two years. Her goal is to remove barriers and increase vision education to enhance knowledge. Shawna is a member of Manitoba's Accessibility Advisory Council, serving on a three-year contract.

In her free time, Shawna loves to spend time with her family and her pets. She enjoys adventurous activities and spending time in nature. Tending to her plants and gardening helps her mind feel at ease. She also enjoys reading novels, writing her book, and creating cultural crafts, making sure to make time for these activities.

Strategic Alignment:

Indigenous Reconciliation, EDI Policy & Strategy, Accessibility & Universal Design

8. October 9, 2024 - *Working with Hearing Loss* with Anne Marie Langlois, Consultant and Coach.

Session Description:

Anne Marie will introduce participants to the hearing loss experience, review myths and misconceptions that exist, appropriate communication behaviours and supports to adopt as well as how best to support and create an inclusive environment for someone with hearing loss.
Participants will leave with an understanding of:

- What hearing loss is
- Communication Best Practices
- Accommodation Approaches
- How to support someone with hearing loss

Biography:

Anne Marie is a consultant and coach who has been supporting the Canadian Hard of Hearing Association (CHHA) in various capacities since January 2022. She fulfilled instrumental roles on two employment and upskilling initiatives - the Employment Access Framework (EAF) Project and the Accessible Navigation to Employment (ANTE) program. Anne Marie's role expanded to Manager Programs & Services – Education and Inclusion, which she continues to fulfill on a part time basis. Anne Marie applies her lived experience with hearing loss, along with her 25+ professional years in the human resources field, to the work she does. She educates and builds rapport through storytelling and believes strongly in that curiosity lends itself to knowledge-building and change.

Strategic Alignment:

EDI Policy & Strategy, Accessibility & Universal Design

9. October 30, 2024 - *Talent Beyond Labels: The "Why's" and "How's" of Hiring Employees with Intellectual and Developmental Disabilities* with Oly Backstrom, President & CEO of SCE LifeWorks.

   Session Description:

   Oly Backstrom will share why hiring employees with intellectual and developmental disabilities makes sound business sense for organizations of all sizes - beyond the traditional roles often associated with these employees. Like any great hire, it's about finding employees who are a good fit for both the tasks and the team. Oly will outline practical steps to ensure these hires are not seen as "token" or "charitable" placements but as valuable contributors to the organization's success.

   Key Learning Objectives:
   - Gain historical context on disability employment and where we are today.
   - Explore the exciting potential of unlocking untapped talent for the benefit of all.
   - The path to finding the right employee for the right role.
   - Chart paths to future hiring success.

   Biography:

   Oly Backstrom is the President & CEO of SCE LifeWorks, a Winnipeg-based nonprofit organization dedicated to supporting people with developmental disabilities in securing meaningful employment. SCE LifeWorks also partners with businesses and organizations to connect them with a highly capable yet under-tapped talent pool. Recently marking his 30th year with SCE LifeWorks, Oly has also served on the Board of Abilities Manitoba, been a past Board member of the Canadian Association for Supported Employment and was a Steering Committee member for Barrier Free Manitoba. Notably, Oly led the establishment of the first two Project SEARCH sites in Canada, helping to create opportunities for skill development and employment for individuals with developmental disabilities.

   Strategic Alignment:

   EDI Policy & Strategy, Accessibility & Universal Design

10. December 2, 2024 – Formal Production – *Engaging Men for a Safer Tomorrow: Holistic Action Against Gender-Based Violence.*

    Session Description:

    This event recognized the following significant dates:
    - Transgender Day of Remembrance (November 20)
    - International Day for the Elimination of Violence against Women (November 25)
    - National Day of Remembrance and Action on Violence Against Women (December 6)
    - 16 Days of Activism Against Gender-Based Violence (November 25 - December 10
    - Human Rights Day (December 10)

Gender based violence (GBV) is a violation of human rights that affects all communities. This violation of human rights affects people of all backgrounds, genders and ages. Manitoba's rate of GBV is higher than the national average. The rates are twice as high in rural and remote areas than in cities. GBV also disproportionally affects Indigenous women, girls and 2SLGBTQQIA+ peoples.

Denima Morrisseau, Grandmother, did the opening prayer
Elder Mae Louise Campbell, Elder, provided opening reflections, and closing prayer

The panel featured local experts and leaders:

- Moderator: Levi Foy, Executive Director, Sunshine House

Panelists:

- Isabel Daniels, Advocate, Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ Peoples and Family Member
- Hennes Doltze, EmPowermen, Ma Mawi Wi Chi Itata Centre, Inc.
- Roni Dhaliwal, Systems Navigator and Community Support Worker, Punjabi Community Health Services
- Karen Sharma, Executive Director, Manitoba Human Rights Commission

Trauma-informed support was provided on site, and virtually.

This event was a collaboration among the following government organizations, the EDI Inter-Governmental Working Group:

- City of Winnipeg's Human Rights Committee of Council, Equity Office, Indigenous Relations, and Community Development
- Government of Manitoba's Public Service Commission, Manitoba Indigenous Reconciliation Secretariat and Women and Gender Equity Manitoba
- The Canadian Museum for Human Rights

<u>Strategic Alignment:</u>

Indigenous Reconciliation, MMIWG2S+ Calls for Justice, Anti-Racism & Anti-Oppression, EDI Policy & Strategy, Newcomer Welcome & Inclusion

APPENDIX G – Community Relations and Outreach by Talent Acquisition

Employment Presentations and Career Fairs:

- Participated in 61 career fairs across Winnipeg to connect with prospective employees, including events at institutions such as the University of Manitoba, University of Winnipeg, Red River College, Manitoba Institute of Trades and Technology, Southeast Collegiate, Louis Riel School Division Career Fair Canada, Talent Pool, Yellowquill University College.
- Conducted 23 sessions aligned with Focused Mass Recruitment events.
- Delivered 40 presentations to community groups, covering City opportunities, job application processes, and tips for success to organizations including Manitoba Start, Opportunities for Employment, Immigrant Centre, Eagle Urban Transition Centre, Economic Development Council for Manitoba Bilingual Municipalities (CDEM), Newcomers Employment and Education Development Services (NEEDS) Inc., DASCH, West End Resource Centre, and Elmwood Community Resource Centre.

Focused Mass Recruitment Initiative:

- A cornerstone of the City's EDI efforts, this initiative aligns with the City's EDI Policy and Strategy, Oshki Annishinabe Nigaaniwak Indigenous Youth Strategy, Newcomer Welcome and Inclusion Policy and Strategy, and Poverty Reduction Strategy. This alignment is achieved by proactively creating targeted recruitment opportunities for underrepresented groups, directly engaging with community organizations to enhance awareness of job opportunities, providing tailored interview preparation, and removing financial and systemic barriers to employment.
- Collaborated with Community Development and the Indigenous Relations Division to engage community partners, ensuring roles were appropriately filled in departments such as Community Services, Public Works, and Assets and Project Management.
- Minimized barriers to employment by covering costs for Police Record Checks, Child Abuse Checks, CPR/First Aid certifications, and essential work-related expenses (e.g. work boots).
- Successfully hired 53 candidates, primarily Newcomers, Indigenous Peoples, and Racialized Peoples.
- Earned the Impact Award at the 2024 CPHR Manitoba Excellence Awards as part of a team effort for this initiative.

Specialized Events:

- Organized two "Your Future is Here" tours in partnership with Career Trek, showcasing positions in departments such as Community Services, 311, Innovation and Technology, Planning, Property and Development, Public Works and Transit.
- Hosted a Career Trek summer session featuring Libraries, and Recreation Services to engage potential talent.

Community Partnerships:

- Participated in the Pride at Work National Employer Roundtable and supported PRIDE events, reinforcing commitment to 2SLGBTQQIA+ inclusivity.
- Represented the City as a core member of the Manitoba Employment Equity Practitioners Association (MEEPA), coordinating EDI events.
- Invited as a panelist by the Asper School of Business to discuss public sector hiring processes.
- Attended the Success Skills Centre's Women's Employment Readiness Project Report to the Community event.
- Participated in the Newcomer Welcome Fair, connecting with Immigration Partnership Winnipeg, Manitoba Association of Newcomer Serving Organizations, and the Ethnocultural Council of Manitoba.
- Served as a committee member for the Seven Oaks School Division Adult Education Centre's ACE Employer Advisory Committee.
- Participated as a panel member during Disability Employment Awareness Month.
- Collaborated with Immigration, Refugees, and Citizenship Canada (IRCC) on the Manitoba Employer and Partners International Recruitment Liaison Tour.
- Served as a guest speaker at a graduation celebration hosted by NEEDS, a key community partner.

Internal Initiatives for Recruiters:

- Coordinated a session with IRCC representatives to provide recruiters with a deeper understanding of work permits and related processes.
- Completed the development of a training document focused on hiring internationally educated and trained staff, ensuring recruiters have the necessary knowledge and resources.
- Collaborated with YES! Winnipeg (Economic Development Winnipeg) to present to all City of Winnipeg departments on how to utilize the Work in Manitoba job portal to promote job opportunities. Effective April 1, 2024, the Newcomers Employment Hub amalgamated with the Work in Manitoba Job portal.

Union Partnerships:

- Presented Talent Acquisition initiatives to WAPSO and CUPE, including EDI efforts.
- Became a standing committee member of CUPE's EDI Subcommittee, engaging in recruitment and retention discussions with the Labour Market Advisory Committee.