Human Rights Committee of Council

2024 Annual Report

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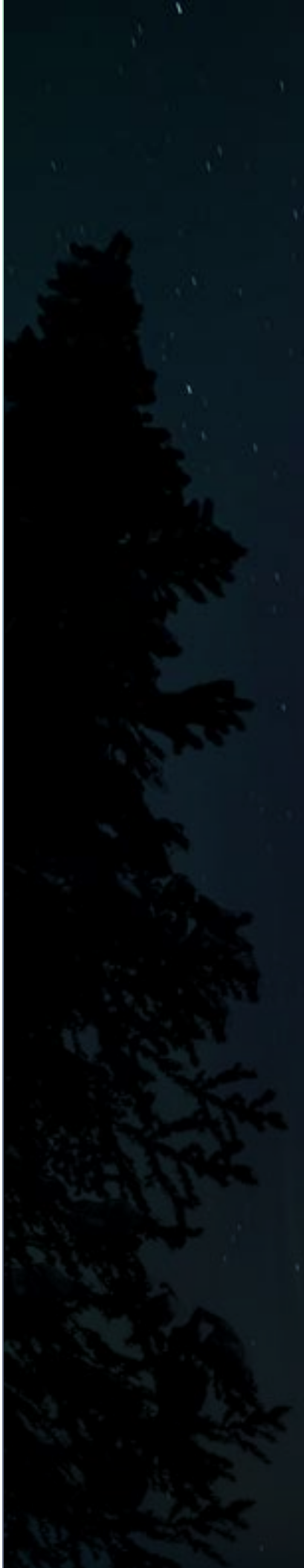


Land Acknowledgement

The Human Rights Committee of Council works and resides on Treaty 1 Territory the home and traditional lands of the Annishinabe (Ojibwe), Inninew (Cree), and Dakota peoples, and in the National Homeland of the Red River Metis. 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.

Letter from the outgoing Chair



Councillor Markus Chambers
Former Chair
Human Rights Committee of Council

As the outgoing chair of the Human Rights Committee of Winnipeg City Council, I want to express my heartfelt congratulations and deepest gratitude to every member of this dedicated team for their exceptional commitment to advancing human rights in our city.

Over the past years, we have tackled pressing social issues, championed policies that promote equity, and uplifted marginalized voices in Winnipeg. Your passion, collaboration, and relentless drive have strengthened our community and exemplified the very best when the Public Service and citizens work together in the interests of our city. Together, we have demonstrated that meaningful progress is achievable when we unite around a shared vision of dignity and respect for all.

I am immensely proud of what we have accomplished, from engaging with diverse communities while developing open dialogue to spearheading initiatives that enhance inclusion and fairness in our city. Your hard work and resolve to challenge systemic barriers have set a strong foundation for forging meaningful change towards a brighter future for Winnipeg.

As I transition from this role, I leave with immense confidence in your continued leadership and the transformative power you bring to this vital cause. There is still an immense amount of work to be done, but the commitment of this committee to improving human rights in Winnipeg is one of hope and promise.

Thank you for making a difference and inspiring hope for a more just and equitable society.

Message from the Chair



Councillor Sherri Rollins
Chairperson,
Human Rights Committee of Council

Dear Community Members,

It is an honour to serve as Chair of the Human Rights Committee of Council (HRCC) as we move into 2025. I would like to begin by extending my gratitude to Councillor Markus Chambers for his dedication as Chair of the HRCC in Winnipeg. I also want to express my appreciation to Aly Raposo, HRCC Coordinator, for her leadership in laying a strong foundation for the important work ahead.

As we reflect on the progress made in 2024, this annual report highlights the efforts of the Committee and its sub-committees in fostering inclusivity, equity, and justice in our city. Moving forward, I am committed to strengthening the role of the HRCC by embedding human rights considerations across all aspects of municipal governance.

Winnipeggers from all walks of life have contributed to our city's ambition of becoming a Human Rights City—from well-known human rights leaders to everyday residents eager to learn more and get involved. In 2025, we will be introducing the HRCC Newsletter, prioritizing the expansion of human rights education, highlighting decision-making and actions aligned with human rights principles, and strengthening partnerships with civil society organizations. These collaborations will address critical issues such as environmental justice, affordable housing, and economic inclusion.

Public engagement remains central to our vision. Through city-wide education campaigns and partnerships with institutions like the Canadian Museum for Human Rights, we aim to raise awareness of key human rights topics and encourage civic participation. By working together, we can create a more just, equitable, and inclusive Winnipeg for all.

I look forward to the year ahead and to engaging with community members, advocacy groups, and stakeholders in shaping the future of human rights in our city. Thank you for your ongoing support and commitment to this shared vision.

Message from the Coordinator



Aly Raposo, BA
Coordinator
Human Rights Committee of Council

It has been an inspiring and productive year for the Human Rights Committee, and I am proud to reflect on the strides we've made together. One of our key achievements this year was the mobilization and strengthening of our subcommittees. Their dedication and collaborative spirit led to incredible work, especially in identifying meaningful ways to partner with the city. I am particularly proud of the Accessibility and Inclusion Subcommittee; whose efforts exemplify our commitment to creating a more inclusive Winnipeg.

Another significant milestone was the introduction of our annual grant process in 2024. This initiative ensures transparent and manageable access to community funding, empowering grassroots organizations and fostering impactful projects.

The Awareness & Action Series also stood out as a highlight, continuing to serve as an essential educational platform for our community. Its success reflects our shared commitment to promoting human rights education and engagement across the city.

Working with the committee members has been a true privilege. I extend my heartfelt gratitude to those completing their terms this year. Your contributions and passion have helped shape Winnipeg's vision as a Human Rights City, and I wish you all the best in your future endeavours.

As we transition to new leadership, I want to thank Councillor Chambers for his guidance during his tenure as Chair. I am equally excited to welcome Councillor Rollins into this role, confident that the committee's future is in excellent hands. I look forward to continuing our important work together in 2025 and beyond.

Together, we are building a more just and inclusive Winnipeg. Thank you for your dedication to this shared mission.

Thank you for making a difference and inspiring hope for a more just and equitable society.

2024 Membership

Human Rights Committee Members

ELECTED OFFICIALS

- Councillor Sherri Rollins, Chairperson
- Councillor Markus Chambers

CITIZEN MEMBERS

Appointments 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

Equity & Diversity Subcommittee

MESSAGE FROM THE CHAIR

It has been an honour to serve as the chair of the equity and diversity subcommittee. 2024 has again been a challenging year in the world with respect to human rights. There is much uncertainty as to what 2025 will bring. Winnipeg is fortunate to have such dedicated citizens committed to the human rights of all Winnipeggers by volunteering on the Human Rights Committee of Council (HRCC) and its subcommittees.

For the equity and diversity subcommittee, 2024 continued to be transitional. The subcommittee successfully recruited new members with personal and professional ties to diversity and equity commitment. Additionally, the subcommittee reviewed existing City policies to ensure they were up to date and in line with the commitment to DEI in the City of Winnipeg.

Thanks to all the contributions by members who have transitioned off the subcommittee and welcome to those who have recently joined.

I am saddened for my term to chair this subcommittee to be ending, along with my role as a citizen member of the HRCC. Best wishes to the new committee and subcommittees for success in 2025!



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

EQUITY & DIVERSITY SUBCOMMITTEE MEMBERS

- **Chair:** Mary Lavigne
- **Vice-Chair:** Phyllis Reid-Jarvis
- Cecil Sveinson
- Adrianne Breyfogle
- Ana Victoria La Rosa Leon
- Anastasia Kelly
- Barry Karlenzig
- Candice Bodnaruk
- Cara McCaskill
- Cassie Lethbridge
- Darrell Sais
- Eve Sotiriadou
- Oyindamola O. Alaka
- Reuben Garang
- Theophilia Idaewor

Equity & Diversity in the City of Winnipeg:

This report has been prepared by Diane Burelle, Equity, Diversity, and Inclusion Coordinator, and Bradley West, Manager of the Equity Office, for the Equity Office Report.

EQUITY, DIVERSITY & INCLUSION LEADERSHIP COMMITTEE

The Equity Office is pleased to report on the creation of the Equity, Diversity & Inclusion (EDI) Leadership Committee (Committee) comprised of leadership from most City Departments. The Committee will help to implement the Council-approved EDI Policy & Strategy. The Committee will also give a central voice to the needs and interests of diverse groups in support of the City's strategic direction.

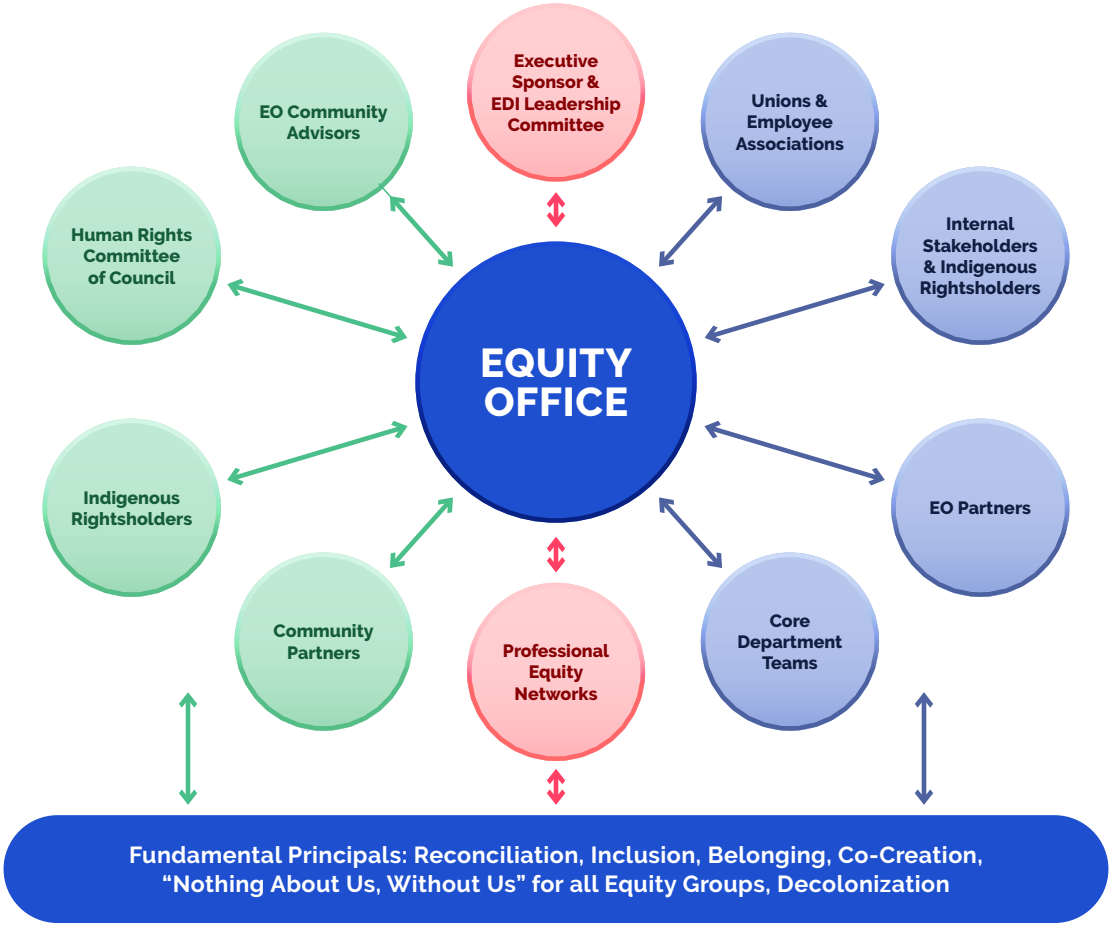
COMMITTEE FUNCTION:

- Visibly champion and communicate the City's EDI Policy & Strategy.
- Help with identifying Departments to support or champion EDI programs.
- Support City Departments as they work toward achieving their EDI priorities.
- Advance Departmental EDI projects and initiatives within their timelines.
- Provide input on City-wide issues and strategies impacting EDI, including an EDI lens toolkit, employment program frameworks and educational programming.
- Create and liaise effectively with the EO Community Advisors, respected external stakeholders and Indigenous rightsholders and persons with lived experience and / or specialized expertise in the field of EDI to help guide the work.
- Promote an organizational culture where EDI is built into operational excellence in support of the City's and Council's strategic direction and priorities.
- Report on progress and metrics of the Committee's work.

COMMITTEE MEMBERS FOR THE INAUGURAL TERM 2024 – 2026

- Executive Sponsor: Moira Geer, Deputy CAO
- Allan Beach, Senior Manager Labour Relations, on behalf of Acting Director, Human Resources and Equity Office, Tara Chatel
- Bradley West, Equity Office Manager
- Diane Burelle, EDI Coordinator
- Cecil Sveinson, Indigenous Relations Manager
- Jason Shaw, Deputy Chief, Winnipeg Office of Emergency Management and Public Information, Winnipeg Fire Paramedic Service
- Nasir Noor, Manager, Innovation & Technology
- Jessica Hanson, Manager, Human Resources, Human Resource Strategy and Services, Community Services
- Carla Keele, Acting Manager of Human Resources, Water & Waste Department
- Alissa Clark, Manager of Communications, Winnipeg Transit

The Equity Office has also finalized the EO Governance Model to help guide holistic action to EDI strategy implementation. Below is a graphic representation of the Model:



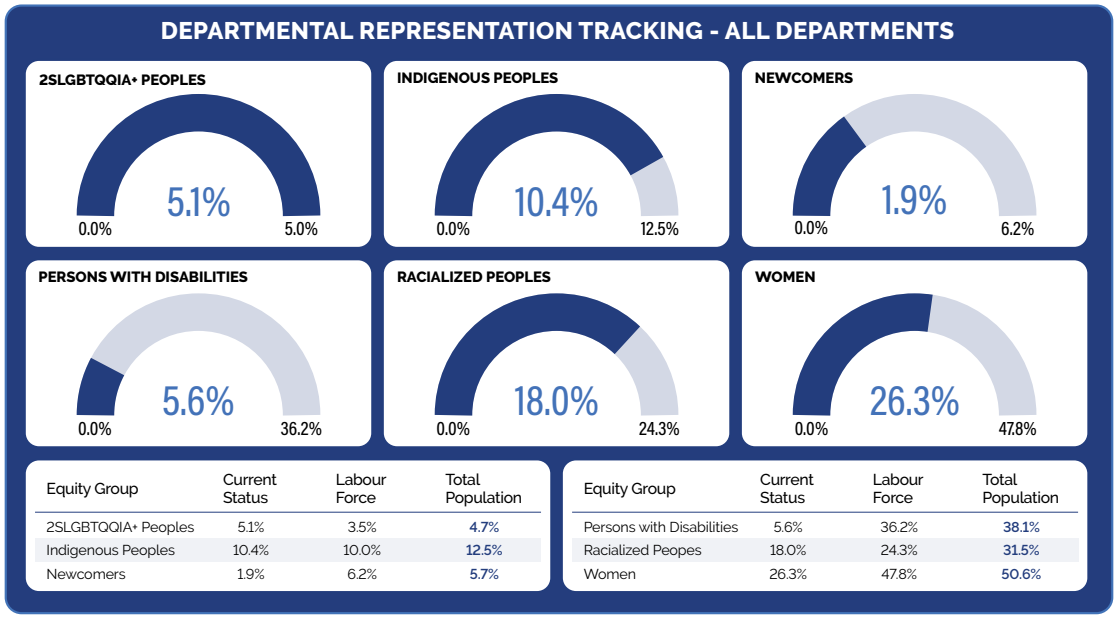
DIVERSITY DASHBOARD

The Equity Office and Innovation & Technology continue to collaborate as the Diversity Reports Working Group (DRWG). The DRWG created the Diversity Dashboard (DD), which addresses two strategic actions of the EDI Policy & Strategy for evidence-based decision making:

- **Strategic Action 3.1** Ensure that assessment, measurement and research inform EDI decisions.
- **Strategic Action 3.1.**1 Develop a DD for full transparency and accountability of the City's progress in achieving the important goal of increasing diversity representation at all levels within the City, to better reflect the diversity in community.

The DD has evolved this past year with the addition of goal tracking dials in support of the diversity goals outlined in the City's Corporate Strategic Plan. The DD data is refreshed every two weeks for real-time captures of diversity representation organization-wide and by department. To date, 62 users from all departments have access to the DD.

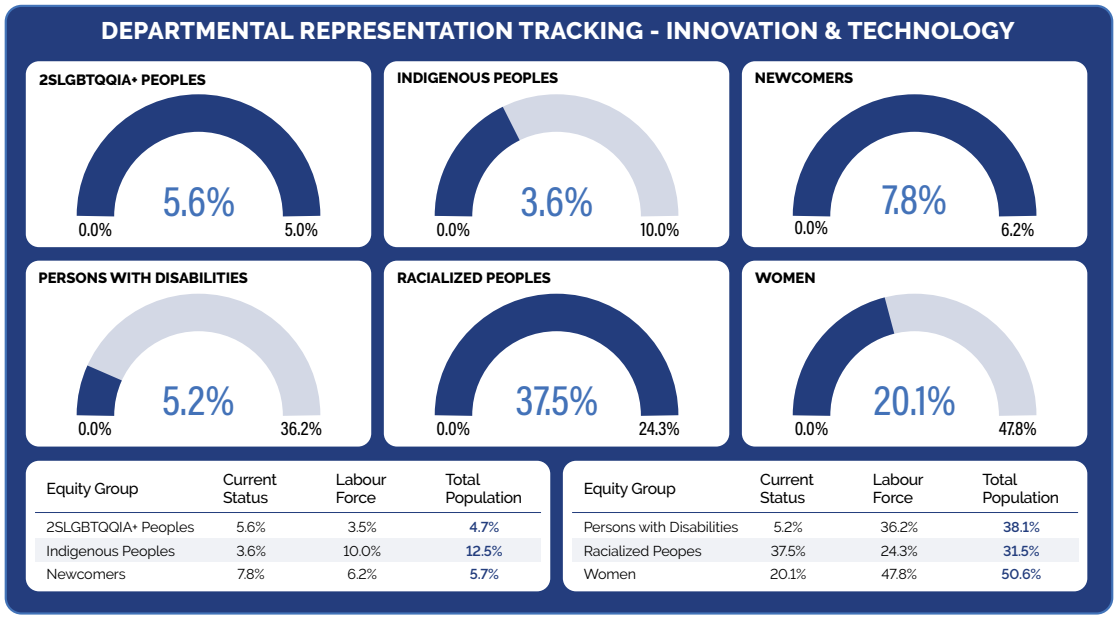
Data as at December 5, 2024 – City-Wide



Equity Group	Current Status	Labour Force	Total Population
2SLGBTQQIA+ Peoples	5.1%	3.5%	4.7%
Indigenous Peoples	10.4%	10.0%	12.5%
Newcomers	1.9%	6.2%	5.7%

Equity Group	Current Status	Labour Force	Total Population
Persons with Disabilities	5.6%	36.2%	38.1%
Racialized Peopes	18.0%	24.3%	31.5%
Women	26.3%	47.8%	50.6%

Representation within the Department of Innovation & Technology



Equity Group	Current Status	Labour Force	Total Population
2SLGBTQQIA+ Peoples	5.6%	3.5%	4.7%
Indigenous Peoples	3.6%	10.0%	12.5%
Newcomers	7.8%	6.2%	5.7%

Equity Group	Current Status	Labour Force	Total Population
Persons with Disabilities	5.2%	36.2%	38.1%
Racialized Peopes	37.5%	24.3%	31.5%
Women	20.1%	47.8%	50.6%

The DRWG has begun to analyze the disaggregated data within the equity groups for greater insights on how the City can better achieve equitable diversity representation, reflecting the diversity within each equity group. For example, for the Indigenous Peoples equity group, Inuit people make up .5% of Winnipeg's population which translates into 50 Inuit employees to be representative at the City; however, the actual number of Inuit employees is currently too low to report on which underscores the need for remedial measures.

Starting January 1, 2024, aggregate diversity data is also regularly updated on the Open Data Portal and has received 630 views and 35 downloads.

Accessibility & Inclusion Subcommittee

MESSAGE FROM THE CHAIR

2024 has been a very busy year for the Accessibility and Inclusion Subcommittee through the Human Rights Committee of Council. The following bullets describe our activities:

- The subcommittee welcomed and provided an orientation to 16 new members to the group. New members came from a variety of backgrounds and subject matter expertise in accessibility.
- The subcommittee decided the focus areas of the committee for 2024 were the built environment, transit/mobility, and access to communication.
- The subcommittee held two in person meetings in September and December. Both meetings included sharing a meal, brainstorming, and planning for initiatives.
- The subcommittee participated in a strategic initiatives session. The discussion centered on the focus areas- the built environment, transit, and access to communication.
- The subcommittee held a brainstorming session with a focus on developing initiatives for each focus area. Several initiatives were identified and will require further background research and information gathering by the HRCC Coordinator and the HRCC Chairperson. There was a high level of engagement from all members of the subcommittee in these discussions.
- The subcommittee held a meeting with members from Winnipeg Transit and Transit Plus. Discussions were based on the Winnipeg Transit Master Plan and new initiatives through Transit Plus. The subcommittee also met with members from the Public Works department to discuss policies and processes for snow removal. These discussions would inform future discussions and planning for the subcommittee.
- The subcommittee looks forward to work beginning in January 2025 on the focus areas identified above, and continued work with the HRCC Coordinator and the HRCC Chairperson to move initiatives and motions forward.

MEMBERS

- **Chairperson:** Angie Conrad
- Adrianne Breyfogle
- Amanda Macrae
- Arman Sandhu
- Charlie Eau
- Debby McLeod
- David Kron
- Doug Momotiuk
- Judy Herscovitch
- Margo Powell
- Maureen Keelan
- Robert Mitchell
- Shawna Joynt
- Teresa Logozar

ACCESSIBILITY & INCLUSION AT THE CITY OF WINNIPEG

The Accessibility and Inclusion Subcommittee began the year by identifying key issues, or "hot topics," that each member believed were particularly relevant to the citizens of Winnipeg. After compiling these topics, the Chair and Coordinator identified three overarching themes to serve as the foundation for the 2024 work plan.

The identified themes are:



Built Environment



Access to Communication



Transit and Mobility

LOOKING AT BUILT ENVIRONMENT:

The subcommittee sought to understand the current protocols for auditing accessibility features in City-owned buildings, with a particular focus on swimming pools. Through consultations and collaboration with city departments, we learned that:

The City of Winnipeg has a long-standing commitment to accessibility, evident through its long standing relationship with persons with disabilities through its Access Advisory Committee and more recently the Accessibility and Inclusion subcommittee of the Human Rights Committee of Council. Its commitment is also evident through its Universal Design Policy (2001), the Winnipeg Accessibility Design Standard, (WADs) and its internal cross-departmental Universal Design Steering Committee to manage policy and standard implementation.

As such, the City's efforts to identify, remove and avoid barriers contribute significantly to the intent of the Accessibility For Manitobans Act (AMA) and its standards.

The City of Winnipeg received partial funding from the Manitoba Accessibility Fund grant to develop an online module tool to inform the public when City of Winnipeg accessibility features become temporarily unavailable, both on-site and online.

This was achieved through an app/module in the City's new Drupal Content Management System (CMS), creating an accessible, user-friendly website for sharing temporary disruptions in City facilities and services. The project is nearing completion, with the first phase set for release in early 2025.

Under the built environment category, the subcommittee identified permit processing as a potential barrier for individuals with disabilities in Winnipeg's permit system. To better understand these challenges, the subcommittee conducted internal research and gathered insights from the City's Planning, Property & Development Department. It looks forward to further discussions with Councillor Sherri Rollins, Chair of the HRCC and the Property & Development Standing Policy Committee.

LOOKING AT TRANSIT AND MOBILITY:

The subcommittee requested and received presentations on both the Transit Master Plan and Transit Plus. The subcommittee learned of some tremendous highlights over the 2024 year and are pleased to showcase them in our report.

The following items have been submitted by Transit Plus:

WINNIPEG TRANSIT PLUS, 2024 HIGHLIGHTS:

- Winnipeg Transit Plus staff, customers, community partners, and the WTP Policy Advisory Committee have been working together to see the end of a successful 2024. The following are some highlights that have been met this year.
- The major project this year was the launch and implementation of a new software system with Spare Labs. Information sessions were held to assist customers in transitioning to the new system and the self-serve tools. Many enhancements are now available to access the service in the way that works best for each customer.
- A new Transit Plus vehicle, CS-2 was added to the fleet, chosen based on the compiling of customers' feedback, industry analysis, and review with the PAC. This vehicle offers a smoother ride, flexibility for access, seating, and securements, dual ramp, and is more environmentally friendly and fuel-efficient.
- Primary Transit Network presentations and discussions occurred regarding the communication plan for customers and stakeholders and the launch of the new Transit system. Following the engagement, temporary travel trainers and a coordinator were approved to assist customers with the transition in June 2025.
- A new video was released of a fully automated Q'Straint securement system, to enhance the safety and independence of customers using a wheelchair or scooter while using the conventional Transit service. The video features the lived experience of a Transit customer and Transit Plus Policy Advisory Committee member.
- Transit Plus began a thorough review of The Accessibility for Manitobans Act (AMA), and Accessible Transportation Standards Regulation (ATSR) which was enacted on January 1, 2024, preparing for the specialized committee that will be assembled in the New Year to discuss the respective new and updated policies.

MOBILITY:

Snow Clearing Policy and Accessibility Program Review

The Accessibility & Inclusion Subcommittee requested a presentation on the Snow Clearing Policy, specifically focusing on its impact on accessibility. Michael Cantor from the Public Works Department provided this presentation, during which he introduced the committee to the Accessibility Access to Private Property program.

ORIGINAL APPLICATION PROCESS OVERVIEW:

1. The applicant contacts 311 to apply. Following initial screening, a service request is submitted to Public Works (PW) Customer Service.
2. PW Customer Service mails an information letter and application form to the applicant.
3. The applicant submits the completed form and medical certificate(s) by mail to PW Customer Service.
4. PW Streets By-Law Constables contact the applicant to conduct a verification interview, ensuring
   there is no front driveway and no available assistance with snow clearing.
5. If eligible, the applicant's address is added to the program list, and the original 311 service request
   is closed.

Identified Barriers and Recommendations

Following a comprehensive review of the program and its application process, the subcommittee identified several potential barriers:

- The reliance on mail-in forms exclusively.
- Limited public awareness of the program.
- The requirement for detailed medical disclosure, which may deter applicants.

These concerns were discussed with Street Maintenance, Public Works in a collaborative meeting. As a result, the department is considering progressive changes to enhance accessibility and inclusivity:

PROPOSED CHANGES:

- **Online Access:** Development of a dedicated webpage featuring a link to the application form, enabling online submission. The subcommittee will review the form to ensure it meets accessibility standards before its official launch.
- **Retaining Mail-In Options:** The existing mail-in process will remain available for individuals without Internet access.
- **Accessible Medical Form:** Creation of an easily downloadable medical form on the web page. This form can be printed by applicants for their doctors. Importantly, the form will avoid requiring personal health information or specific diagnoses. It will solely indicate whether the applicant can clear snow independently and whether the condition is temporary or permanent.
- **Enhanced 311 Support:** To improve awareness, 311 operators will receive targeted training and key messaging about the program. In September of each year, prior to snowfall, updated information will be disseminated to ensure operators can confidently address inquiries.

Ongoing Collaboration

The subcommittee has established a strong working relationship with Public Works and looks forward to continued collaboration. These efforts aim to foster an inclusive and accessible environment, ensuring that all citizens can benefit from essential services.

ACCESS TO COMMUNICATION:

Currently, the subcommittee ensures ASL (American Sign Language) interpretation is available at all subcommittee meetings and arranges ASL services for any HRCC meetings where they may be needed.

Looking ahead, the subcommittee hopes for the future, to see all public messages and emergency communications from the City made available in ASL. Additionally, they advocate for ASL interpretation at all live-streamed or publicly accessible meetings, enabling participation from the Deaf community. The subcommittee also recommends providing closed captioning for all videos posted online, along with image descriptions and alternative formats such as pictorial language.

The subcommittee acknowledges the important strides the Human Rights Committee of Council has made in providing ASL services and encourages the continuation and expansion of these inclusive initiatives moving forward.

EQUITABLE EMPLOYMENT:

The subcommittee requested information on how the talent acquisition process currently aims to include neurodivergent individuals. The objective was to better understand the existing practices and identify potential areas for improvement. Additionally, the subcommittee expressed interest in dedicating one session of the Awareness & Action series to the topic of neurodivergence. Fortunately, we have identified a placeholder for a Neurodivergent Inclusivity for the 2025 Awareness and Action Series.

The Coordinator met with representatives from Talent Acquisition and the Equity Office to discuss neurodivergent inclusivity within the context of employment equity at the City of Winnipeg.

Below is the information related to Talent Acquisition's work on Accessibility and Inclusion for 2024:

ENGAGEMENT AND EVENTS

- 146 events attended targeting the six equity groups recognized by the City of Winnipeg and youth. Events include employment presentations, career/job fairs, networking/ information events, roundtables, and panel discussions.
- Focused initiatives for Persons with Disabilities from the 146 events:
  - Employment presentations with DASCH, SCE LifeWorks, Manitoba Possible, REES, and participation in the Workability Career Fair.
  - Panelist for Employer Forum during Disability Employment Awareness Month (second consecutive year).
  - Hosted CNIB as guest speaker at the Recruiters Roundtable.



RECRUITMENT OF NEURODIVERGENT INDIVIDUALS

The City's recruitment process for neurodivergent individuals acknowledges the unique challenges they may face. To support inclusivity, we provide specific accommodations such as:

- Quiet rooms for interviews.
- Clear and concise communication about job tasks.
- The option to receive instructions in written form or through demonstrations during assessments.
- Flexible timeframes for tests and assessments to accommodate diverse needs.

TRAINING AND PROFESSIONAL DEVELOPMENT

- Completed Inclusive Recruitment: Real Talk training by The Canadian Association of Supported Employment (CASE).
- Attended Workplace Strategies for Mental Health hosted by the Manitoba Employment Equity Practitioners Association (MEEPA).
- Participated in "Neurodiversity: An Introduction" session by the Canadian Centre for Diversity and Inclusion (CCDI).

COLLABORATIONS

- Presented Talent Acquisition's EDI initiatives to WAPSO and the CUPE EDI Subcommittee.
- Represented the City of Winnipeg at the Manitoba Supported Employment Network (MSEN) & DEAM Virtual Employer Event.
- Participated in the MSEN/Ready, Willing, and Able information session.

ACCESSIBILITY IMPROVEMENTS IN RECRUITMENT

- Developing a guidance document for recruiters on navigating accommodations during the recruitment process to ensure fairness and accessibility.

COMMITMENT

Talent Acquisition remains committed to ensuring equity, fairness, and accessibility at all stages of the recruitment process.

Further initiatives have been taken by the Equity Office to enhance accessibility and inclusivity in the City of Winnipeg as it pertains to Employment Equity and Supported Employment:

SUPPORTED EMPLOYMENT

The Equity Office has been focused on building the City's capacity to better support persons with disabilities. Learning events as part of the Human Rights Committee of Council and Equity Office Awareness & Action Speaker Series included a presentation by Oly Backstrom, President & CEO of SCE Lifeworks, Talent Beyond Labels: The "Why's" and "How's" of Hiring Employees with Intellectual and Developmental Disabilities.

Building upon the focus of supported employment, the Equity Office also worked with Inclusion Winnipeg to explore the Routine Factory Remote Coach App (RF) and worked with internal departments 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/ supervisors to step by step captures (flipbooks, checklists, videos, QR Codes) of what work is to be performed when, and how it is to be completed. RF empowers an employee to work independently, with necessary tracking to ensure leaders are aware of the employee's wellness and progress throughout the day.

A pilot has been launched within Community Services to tailor RF to the needs of an employee. This pilot is in alignment with the EDI Strategic Action 2.1.6 to create a Supported Employment Program at the City of Winnipeg.



2024 Annual Grant Program

The Human Rights Committee of Council offered small grants to support community Human Rights initiatives and projects delivered in 2024. Applications are now being accepted for up to $2,000 for new projects, initiatives, events, conferences, citizen engagement, education and advocacy awareness.

Criteria for the grants:

Priority interest was given to requests with:

- A direct focus on human rights, equity, diversity, immigration, age-friendly, access and disabilities, and peace-related issues.
- Can demonstrate the grant need via support of local residents, participants, or agencies through various means, including letters of support.

Requests were to include

- Purpose for the funds
- Name of individual/ organization
- Charity Number (if applicable)
- Date that the funds will be used
- How the Grant is in line with the HRCC mandate
- A broken-down budget with specific budget lines identifying usage of funds
- A statement of agreement to report back
- Letters of support if applicable

The Human Rights Committee of Council granted five requests that were submitted after the formal launch of the program.

Awareness & Action Series

THE HUMAN RIGHTS COMMITTEE OF COUNCIL AND EQUITY OFFICE AWARENESS & ACTION SERIES 2024

BACKGROUND:

The Human Rights Committee of Council and Equity Office Awareness & Action 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 gender-based violence days.

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.

Awareness & Action Series Year in Review

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

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

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

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

May 30, 2024
Pride: Protest and Celebration with Bradley West, Manager, Equity Office

June 27, 2024
The Promise and Limits of Multiculturalism with Youcef Soufi, Researcher

September 24, 2024
Deaf Community, Culture and Opportunities with Shawna Joynt, President, Manitoba Deaf Association

October 9, 2024
Working with Hearing Loss with Anne Marie Langlois, Consultant and Coach

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

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