Human Rights Committee of Council
Subcommittee Report

Subcommittee Name: Equity and Diversity Subcommittee
Date of Report Submission: February 26, 2026
Chair of Subcommittee: Cara McCaskill
Reporting Period: Jan. 1, 2026 - February 26, 2026

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1. Meetings Held

List all meetings held since the last report, including dates and key discussion points.

February 26, 2026 - E/D Subcommittee Meeting held

Agenda:

1. Open and Land Honouring
2. Round table to introduce new member
3. Rainbow Resource Centre Project
    a. Update
4. Dialogue Event
    a. Pride documentary screening
5. Budget 2026
6. GBV Resourced Guide
7. Closing

2. Updates on Annual Work Plan Projects and Layover projects.

Provide a summary of progress on key initiatives related to the subcommittee's mandate, any projects previously assumed by the subcommittee that have laid over and the projects that have been assigned to the subcommittee.

Rainbow Resource Centre Project: MaryAgnes has now completed the report on the data for Winnipeg that the HRCC requested. Councillor Rollins and Aly will go over it and then send it over to the E/D Subcommittee for review. At that point, the HRCC and subcommittee will be looking at next step options for a Dialogue event.

Pride documentary screening/dialogue event: We have picked this item back up, and are now looking at options for holding this screening/event at a local theatre. Owen has gotten some quotes for us re: pricing. The Subcommittee will decide which documentary to screen (as there have been multiple suggestions), and work to determine the timeline on this with relation to

other events that may be happening in the near future around the Rainbow Resource Centre project.

GBV Resource Guide: The Subcommittee Chair shared her vision for what a GBV Resource Guide could include, and advised the subcommittee that she would be sending out the link to a Google Form she created that can be used to collect submissions for inclusion in the GBV Resource Guide. Members were encouraged to submit as many recommendations for inclusion as they see fit, and to canvas their networks for ideas as well. People will have until the next Subcommittee meeting to make submissions, at which point the Subcommittee will review them and begin to form the information into a usable format.

3. Engagement with Community Organizations & Civil Society Groups

List any collaborations, consultations, or partnerships with community groups and organizations.

- Organization Name & Purpose of Engagement:

Rainbow Resource Centre: Provided an update on our partnership project with them, and what next steps look like.

4. Engagement or Collaboration with the public service.

List any collaborations, consultations, or partnerships with any public service members, city departments, citizen committee or standing policy committees.

N/A

5. Key Issues, Concerns, & Recommendations

Identify challenges encountered, emerging issues, or recommendations for the Human Rights Committee of Council and City Council.

Inclusion: We had a robust discussion around ensuring that while we are creating the GBV Resource Guide, we do so in a way that is as inclusive as possible and solicit input from as many sources as we can.

Sudan: There is appetite to continue thinking about how the HRCC and E/D Subcommittee can support the Sudanese community, given the ongoing violence in that country. Members of the Sudanese community that Subcommittee members have connected with will be invited to the

next meeting as delegates to make a presentation. Councillor Rollins has also been working with Reuben from the HRCC on this matter, and may be able to provide some ideas and input in the near future.

6. Alignment with HRCC Terms of Reference

Describe how the subcommittee's work aligns with the HRCC's mandate and responsibilities:

- **Public Perspective & Advisory Role:** How has the subcommittee provided insights on human rights, equity, diversity, accessibility, and peace-related issues?

Discussions around the GBV Resource Guide, Rainbow Resource Centre project/Pride documentary screening, and engagement with the Sudanese community all contained insights into human rights, equity, diversity, and peace-related issues.

- **Policy Monitoring & Implementation:** Any observations or recommendations related to City policies, services, hiring procedures, or civic operations?

N/A

- **Community Outreach & Public Engagement:** Describe any initiatives related to consultations, forums, or workshops.

Rainbow Resource Centre continues to be involved with the Subcommittee.

We are in the process of engaging with the Sudanese community on potential work that could happen with the HRCC or Subcommittee.

- **Advocacy & Public Communication:** How has the subcommittee contributed to advocacy efforts?

N/A

7. Other Relevant Information

Include any additional updates or matters requiring the Human Rights Committee of Council attention.

Submitted by:
Name: Cara McCaskill
Title: Chair, Equity and Diversity Subcommittee
Date: February 26, 2026

For Internal Use:
Date Received: _____
Reviewed by HRCC Chair: ☐ Yes ☐ No
Follow-Up Required: ☐ Yes ☐ No
Notes: