Appendix D – Anti-Racism and Anti-Oppression 2025 Update



Human Rights Mural, Gakina Gidinawemaaganidim (We Are All Related), showcases vibrant colours on several trees, feathers, stars, sun and rainbow depicting our interconnectedness. It is a visual reminder of the City's commitment to human rights, equity, diversity, inclusion, accessibility, anti-racism and anti-oppression.

Anti-Racism and Anti-Oppression (ARAO) are a significant and fundamental focus areas for the Winnipeg Public Service. This is particularly true for the Indigenous Relations Division (IRD), the Community Development Division (CD), and the Equity Office (EO). The ongoing work of each of these areas 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. This appendix provides an update on the work completed by key departments and divisions across the Winnipeg Public Service related to Anti-Racism and Anti-Oppression.

Equity Office

Race Shifting, Identity Theft

The EO is working with CD and IRD to plan a path forward related to the issues of Race Shifting and Identity Theft in collaboration with Indigenous Governments. 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.

Journey of Inclusion

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.

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 the Winnipeg Indigenous Accord, MMIWG2S+, EDI Policy and Strategy, Newcomer Welcome and Inclusion Policy and Strategy, and the 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.

The Journey of Inclusion mandatory training continues to be promoted city-wide. As of March 31, 2026, 7,867 employees (71 percent) in 22 departments completed the Journey of Inclusion training.

Professional Equity Networks
Professional Equity Networks (PEN) led by equity group employees provided strategic anti-oppression insights to the EO to help address systemic barriers. PENs also strengthened the sense of belonging through collaboration, events and outreach. PENs at the City include Women at Work, PrideCoW, and two new PENs in 2025, Advocates for Accessibility and Inclusion, and Newcomer Connection: City of Winnipeg.

Calls for Justice
The EO is an active member of the Missing and Murdered Indigenous Women, Girls, Two-Spirit and Gender-Diverse peoples (MMIWG2S+) Working Group. The City's EDI Awareness and Action Series has supported education and awareness for the Public Service and the Public in support of the Calls for Justice 2.6, 5.24, 15.2 and 18.18. On December 10, 2025, an offering was prepared for the annual event on the Elimination of Gender Based Violence in collaboration with the Government of Manitoba and the University of Manitoba. The learning event *Bridging Knowledge and Community: Understanding Gender-Based Violence in Manitoba* reached 70 virtual attendees.

Talent Acquisition Services

Talent Acquisition Services has accomplished many significant activities in 2025 which have been captured in the body of the 2025 Annual Workforce Diversity Administrative Report. There is full recognition that the work performed directly supports ARAO efforts at the City.

Transit

- Transit follows OCOP (One City One Process) with regards to recruitment and includes equity groups as a factor as it aligns with that specific recruitment.
- For the fourth year in a row, Winnipeg Transit is participating in Pride Winnipeg's annual Pride Week festivities with a custom-designed, fully wrapped bus that will be part of the Pride Parade. The Pride Bus will remain wrapped and in service for a full year following

the June 7, 2026, parade, riding on various bus routes throughout the city, driven by various Winnipeg Transit bus operators.

- Winnipeg Transit staff also participate in the festivities, showing their support for the 2SLGBTQQIA+ communities by walking alongside the Winnipeg Transit Pride Bus, along with the City's walking group, in the Pride Parade.
- Transit communicates the self-declaration process to all staff members in addition to what the City provides, through our internal bulletin system.
- Supporting progress toward strategic workforce diversity representation targets, including targeted recruitment efforts, or other measures intended to improve representation of equity groups specific to your department Transit follows OCOP recruitment guidelines and if it's appropriate the recruitment considers equity groups as a factor. Transit and ATU have a recruitment and retention committee that meets quarterly (or as necessary) to discuss opportunities for recruitment and retention which may include future engagement with Talent Acquisition and their partnerships.

Customer Service & Communications

Web & Social Media
Accessibility Disruption Notice tool - launched on February 25, 2025

Winnipeg.ca/disruptionnotices

This tool highlights immediate and temporary accessibility barriers at City facilities, such as elevators, lifts, accessible washrooms and changerooms, and other accessibility features that are temporarily unavailable, including sidewalk construction and bus stops that have moved due to rerouting. It is available in both official languages - English and French.

It improves information sharing with residents as a centralized webpage for the public to check the status of a specific facility before they arrive, supporting the independence, dignity and informed choice of residents with disabilities. It is a digital service improvement that helps residents access City services with greater confidence.

The Accessibility Disruptions page includes search and filtering functionality with a map and list of all current or upcoming disruptions. It provides information on the reason for the disruption, its duration, and potential alternative options.

Each disruption notice is displayed on the facility web page, to improve discoverability of disruption information. This ensures residents who search for a facility directly and don't use the centralized tool are made aware that there is an accessibility disruption at the facility.

Internally, it supports compliance with the Accessibility for Manitoban's Act Customer Service Standard, provides clearer, more consistent processes for publishing notices across departments, and makes creating and updating disruption notices easy for employees.

This project was developed as part of the City of Winnipeg's Accessibility Plan and was supported by funding from the 2022 Manitoba Accessibility Fund.

We engaged early in the project with the Manitoba League of Persons with Disabilities, and their input helped shape the project. A key insight was that accessibility information should appear

with the topic web content and not only be available on a standalone accessibility-focused webpage.

French Language Services
Community Engagement and Partnerships (Francophone Community)

- ***Francophone Anti-Racism Collaboration (Ongoing, 2025)***
  Engagement aligned with the *Groupe de travail pour contrer le racisme*, established by the Réseau en immigration francophone du Manitoba and Accueil francophone, with feedback from all three levels of government. The group's 2022–2026 Action Plan, developed through community consultations, includes approaches to addressing systemic barriers and supporting racialized Francophone newcomers when working or applying for positions within governments.

- ***Strategic Alignment with Francophone Priorities (Ongoing, 2025)***
  Initiatives were informed by the *Plan stratégique communautaire de la francophonie manitobaine – Ensemble vers 2035*, reflecting community-identified priorities to advance inclusion and equitable access while working with local governments.

- ***Coordination and Sector Alignment (Ongoing, 2025)***
  Aligned broader community efforts under the Plan d'action communautaire (PAC), led by multiple Francophone organizations, supported by all three levels of government and their respective strategic plans.

- ***Key Approach (Ongoing, 2025)***
  Engagement focused on partnership-based approaches, alignment with Francophone-led strategies, and recognition of diversity within the Francophone community, alongside targeted collaboration with Talent Acquisition and the French Language Division, to address language barriers faced by newcomers and improve equitable access to City hiring processes.

Office of Public Engagement

Actions the Public Engagement team is involved with – Various departments

- Throughout 2025 – Updating engagement templates and toolkit to reflect Engage Winnipeg Policy amendments to center equity in engagement
- Throughout 2025 – Greenspace Plan and Diversity Policy – partnered with First Nations, Métis, and Inuit governments and organizations to co-develop the Greenspace Plan and the Biodiversity Policy
- February 2025 - East of the Red RecPlex preliminary design engagement, including two open houses and a survey
- May 2025 – Point Douglas Neighbourhood Plan Phase 2 engagement, including community gathering and community-hosted events

- Starting June 2025 – Pedestrian scramble pilot survey, recognizing vulnerable road users (option to identify as an equity group and select 'I was with someone who needed help (child, senior, person with a disability)'
- June 2025 - Bonavista Recreation Centre Phase 2 engagement, including open house and survey
- September 2025 - Housing Accelerator Program – supportive housing information sessions to encourage residents to learn about rezoning to allow supportive housing
- November 2025 – Mike O'Shaughnessy Library – pop-up event and survey to encourage residents to learn about a new library and provide feedback
- November 2025 - Housing Accelerator Program – affordable housing – information sessions to encourage residents to learn about rezoning to allow for mixed-income housing
- December 2025 – Multi-year budget: 2026 update – two focus groups held with equity groups
- December 2025 – Wellington Crescent Walk Bike project – temporary bike lanes – online engagement, including accommodation to complete over the phone and provide printed hard copies
- Late 2025 - Climate Action Plan Review – interest holder mapping, Indigenous engagement collaboration planning and collaboration framework

Community Services Department

HR Division

On March 3, 2026, CmS and Talent Acquisition, IRD and Community Development held a Career Fair which was a Focused Mass Recruitment. Talent Acquisition conducts outreach to their community partners. The purpose of this Focused Mass Recruitment is to reduce barriers to employment by providing support such as funding for Police Record Checks, and CPR/First Aid certifications, and to provide enhanced accessibility by supporting on-site applications and improving coordination with community partners to better prepare candidates for participation.

Recreation Services Division

Anti-Racism Art Contest for Children and Youth

- This art contest is in support of City of Winnipeg anti-racism initiatives and aims to encourage children and youth to be creative and to express themselves (and to share how to be inclusive). Children and youth are provided with an opportunity to draw their ideas on an anti-racism Winnipeg and submit their artwork for a chance to have their art on the cover of the Fall 2025 Priceless Fun Guide. We had 88 submissions from the public, an increase from last year. We also received approximately 55 submissions from internal programs sites. Total 143. Last year's total was 76.

Anti-Racism in Sport

- Training provided for 35 employees was completed in 2025. Continued engagement with Immigration Partnership Winnipeg and Social Planning Council.

Newcomer Water Safety Event

- As part of our commitment to the Newcomer Welcome and Inclusion Strategy, the Recreation Services Division hosts an annual Newcomer Water Safety Event. This free event offers a culturally welcoming and educational aquatic experience that promotes water safety, learning, and community connection. This year, the division partnered with the Elmwood Community Resource Centre to deliver the event to some of their newcomer youth ages 10–17. A total of 17 people attended, including 14 youth and 3 leaders.

Building Inclusive Communities Training

- Community Action Project (CAP) Training and the introduction of the new *Speaking Rights! Community Action Project Guide for Youth* for Supervisors.

- Training sessions held for supervisors in Recreation, to increase internal CAP deliverables throughout the year. This guide is a human rights education tool designed to engage diverse young people in actions aimed at building inclusive and rights-respecting communities, using a children's rights-based approach (CRBA). This training complemented the work we are already doing to contribute to the development and maintenance of inclusive spaces, and the support we provide in creating rights-respecting communities for young people.

Equitas' Anti-Racism Resource Guide in Montreal, QC - [February 2025 (Part 2)]

- The City of Winnipeg was invited to participate in a National Anti-Racism resource build in Montreal, which was intended to bring together leaders from across Canada to collaborate on a tool to advance the rights of Children.

- The first event was held in May 2024, and organizations were invited to gather again to finalize the resource and receive additional training to bring back to their teams. The City of Winnipeg continues to be an esteemed partner with Equitas (2010 onward), and they have expressed interest in having us continue to be a part of this collaboration. At this event, they shared the completed Resource Guide and together we charted some next steps for the uptake of a human-rights based approach to anti-racism. Winnipeg was also recognized for their contribution at the launch. A review of how to incorporate the new Anti-Racism Resource began in 2025.

Children's Anti Racism Cards and Children's Anti Racism Activity Toolkit: Inclusive Games and Art Activity (2nd Edition)

- Continued use of the Anti-Racism Activity Cards for children to help them learn about others, be kind and adopt inclusive behaviours. Development of these cards were a direct outcome of the Recreation Services Division's contribution to Anti-Racism week in 2022. Recreation continues to use these cards as a tool to enhance programming outcomes, along with the activity book, designed with support from Equitas–International Centre for Human Rights Education as a child-friendly tool to engage children in learning about important topics. Children are provided with ways to be creative and can learn how to become leaders in their communities by creating inclusive environments for everyone.

Library Services Division

Library Services Division has undertaken the following actions in support of ARAO efforts:

- Information Guides and Booklists: A wide range of support for topics including Indigenous, World and English/French language learning, 2SLGBTQQIA+ support material, literacy and anti-racism initiatives.

- Accessible Physical Collections: Material available in large print, DAISY and audio formats, access to NNELS (National Network for Equitable Library Access) and CELA (Centre for Equitable Library Access) for etext, braille and audio formats.

- Assistive Technology: Assistive devices like DAISY readers and zoom text options are available to staff and public.

- Digital Collections: A wide range of library-supplied material available online, providing easy access for staff and public experiencing limitations in mobility or vision.

- Sensory Storytime: Inclusive programming for those in need of a sensory supportive environment. This program expanded from one branch to three branches.

- Youth Services Cultural Programming: A wide range of diverse cultural programming including Indigenous hoop dancing, author readings, Indigenous drumming, and World Languages story time in 8 languages.

- Display Guidelines: Formalized guidelines to ensure that displays across the system are reflective of the diversity of our customers and collections.

- Adult Services Cultural Programming: A wide range of diverse cultural programming including Indigenous storytelling, beading circles and Indigenous language-learning classes.

- Employee Engagement Steering Committee: Terms of Reference requires inclusion of staff from every job classification in Library Services.

- American Sign Language Interpretation: Longstanding practice to arrange ASL interpretation at public programs. In 2025, began offering external training in ASL for employees to build capacity for service outside of programming.

- Security Guards: Contract started in 2025 with GardaWorld for security guards at Millennium Library. Requirement to provide 50% Indigenous guard complement. Indigenous representation among security guards contributes to relationship building with community members.

- Community Safety Hosts: Contract started in 2023 for ten safety hosts assigned at select library locations. Contract grew out of a relationship with Zoongizi-Ode (formerly Fearless R2W) and social enterprise Person Community Solutions. Person Community Solutions targets recruitment toward Indigenous youth aging out of care.

Animal Services Division

Community Engagement**:**

- The Link (formerly MacDonald Youth Services, now governed by Brokenhead Ojibway Nation): Volunteer partnership between the Agency and The Link provides valuable work site and community work experience for underprivileged and marginalized youth and young adults. This is an ongoing program.

Planning, Property & Development

Urban Planning & Design Division

Greenspace Master Plan & By-law and Biodiversity Policy:

- Centre for Indigenous Environmental Resources (CIER) is leading the co-development table with six Indigenous nations and groups. The Greenspace Plan and the Biodiversity Policy will integrate First Nations, Métis, Inuit, and Western ways of knowing. This work will be guided by Two-Eyed Seeing. Two-Eyed Seeing encourages seeing with one eye the strengths of Indigenous knowledge and ways of knowing, and with the other eye the strengths of Western knowledge and ways of knowing. By using both together, we can create a better future for all living things.

- Honouring Indigenous Perspectives: The Greenspace Plan and the Biodiversity Policy will reflect the knowledge, interests and values of the First Nation, Métis, and Inuit peoples. This work is guided by the City's commitment to the Indigenous Accord, the Truth and Reconciliation Calls to Action, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP(External link)). UNDRIP acknowledges that "respect for indigenous knowledge, cultures and traditional practices contributes to sustainable and equitable development and proper management of the environment".

Assets and Project Management

Universal Design Office

The Universal Design Office has led or contributed to the following in 2025:

1. Draft updates to AS 004 standard
2. Hiring positions within equity groups
3. Updating the Winnipeg accessibility plan,
4. Organizing possible grant funding under Manitoba Accessibility Fund
5. Supporting the internal housing report
6. Input/review of the Poverty Reduction Strategy
7. Age Friendly Report input/review
8. Revision update to Winnipeg Accessibility Design Standard (WADs)

9. Continued expansion of the online Drupal tool to support real-time accessibility related outages across service areas i.e. libraries, pools, accessibility related features.

We are continuously meeting both internally and externally with specific universal design/accessibility/diversity groups and their supporters to improve our City of Winnipeg universal design/accessibility services and features.

Employee Development

In 2025, EDI learning included a mix of virtual facilitated courses, online modules, in-person sessions, and microlearning offerings, with microlearning replacing the previous Employee Development Resource Library due to outdated content and the transition to updated LMS technology.

A total of 68 learning resources were offered across key areas such as Anti-Racism & Anti-Oppression, Equity, Diversity, Inclusion and Belonging, Accessibility, Indigenous learning, inclusive communication, and recruitment and bias-aware hiring practices.

These offerings supported significant engagement, with 51,443 total completions in Anti-Racism & Anti-Oppression training, 641 completions in Recruitment and Inclusive Hiring training, and 28,318 completions across the Journey to Inclusion series, enabling leaders and employees to continue building inclusive knowledge and practices across the organization.

2025 EDI learning summary:

Anti-Racism & Anti-Oppression Training
Total number of resources: 68
Total number of completions to the end of 2025: 51,443
Number of completions in 2025: 6,502

Recruitment, Bias & Inclusive Hiring Training
Total number of resources: 11
Total number of completions: 641
Number of completions in 2025: 117

Journey of Inclusion
Total number of completions to the end of 2025: 28,318
Comparison - completions in 2024: 13,167
Number of completions in 2025: 4,544

Innovation & Technology

Innovation & Technology focused on fostering a respectful workplace and had set preferred hiring of women and other equity groups in 2025.