

# NEWCOMER WELCOME & INCLUSION POLICY

## Stakeholder Engagement Summary

November 2019

### Background

Thousands of newcomers arrive in Winnipeg each year with many facing economic and social challenges as they adjust to life in their new city. To ensure Winnipeg is welcoming and inclusive to all newcomers, the recently established Human Rights Committee of Council directed the Public Service to develop a Newcomer Welcome & Inclusion Policy.

The project will include the creation of a policy framework and implementation plan outlining how the City of Winnipeg (City) can enhance the lives of newcomers in Winnipeg and better serve their distinct needs.

### Engagement

Stakeholder input was used to inform the development of the Newcomer Welcome & Inclusion Policy framework, and to identify priorities and potential actions for implementation.

The City reached out to organizations that serve newcomers, in particular those working with recent immigrants and refugees, to discuss opportunities to enhance newcomer settlement in Winnipeg. Four workshops were held with stakeholders. The workshops included a discussion on the City's role in welcoming, including, and integrating immigrants and refugees, as well as discussion on strategic priorities for the policy. Workshops details are in Table 1 below.

**Table 1: Stakeholder engagement activities**

Date	Activity	Stakeholders	Attendees
October 15, 2019	Workshop	Newcomer service providers	23
October 15, 2019	Workshop	Ethno cultural organizations	19
October 16, 2019	Workshop	Newcomer youth	13
October 18, 2019	Workshop	Francophone service providers	7
October 28, 2019	Meeting	Equity and Diversity Sub-committee of the Human Rights Committee of Council	10
October 29, 2019	Meeting	Immigration Partnership Winnipeg Multi-stakeholder Council	20



**Figure 1: Stakeholders provide input at a workshop**

To learn more about the Newcomer Welcome & Inclusion Policy, please visit [winnipeg.ca/newcomerpolicy](http://winnipeg.ca/newcomerpolicy)



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### What We Heard

In small groups, workshop participants brainstormed possible actions on how the City could welcome, include, and integrate immigrants and refugees. Participants were asked to think specifically about actions that fall under the City's jurisdiction. Following the brainstorming exercise, each group shared their ideas with all participants at the workshop. Participants then voted for their favorite ideas through a 'dotmocracy' activity by placing stickers (3 each) beside ideas they supported the most. The table below outlines the top five supported actions by participants that were identified at the workshops.

**Table 2: Dotmocracy results**

Rank	Possible Action	Dots
#1	Create a 'superpass' for newcomers that would provide newcomers with free access to all City services, including transit, recreation facilities, and programming.	23
#2	Implement a long-term anti-racism campaign for Winnipeg residents to combat negative attitudes towards newcomers.	18
#3	Provide cultural sensitivity training to City staff to combat negative attitudes towards newcomers.	15
#4	Provide employment assistance to newcomers.	14
#5	Encourage more affordable and diverse housing that meets the needs of newcomers through bylaws and zoning.	13

A number of themes for consideration in the Newcomer Welcome & Inclusion Policy emerged during the small group discussions. The most common themes present at all four stakeholder workshops included:

1. Access to recreation opportunities (48)
2. Affordability and inclusivity of City services (35)
3. Access to transit (22)
4. Opportunity for employment and assistance (16)
5. Availability of programs and information in multiple languages (15)

*(x) represents the number of times a theme appeared in the comments captured in the stakeholder workshop notes.*

The small group discussions also yielded some unique themes that were distinct at each of the four stakeholder workshops. A sample of unique themes are listed below:

#### Newcomer Service Providers

- Method for evaluating success
- Interdepartmental oversight committee for policy implementation

#### Ethno Cultural Groups

- Credential recognition when hiring and work mentorships
- \$1 leases for ethno cultural community centres

#### Newcomer Youth

- Provide art space
- Work with schools to communicate information about City services

#### Francophone Service Providers

- Implement an access without fear policy\*
- French language programs and service map

\* Access to police services without fear of repercussion for persons without status.

A list of common themes identified at the workshop is available in Figure 3 under each policy framework pillar. The full workshop results can be found in Appendix A, while the notes from each workshop can be found in Appendix B.



**Figure 2: Dotmocracy exercise**

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### 1. A Welcoming City

- Welcome portal via webpage or app (19)
- Welcoming event (8)
- Staff involvement (8)
- Cultural ambassadors (6)



### 2. A City Without Racism

- Anti-racism campaign (16)
- Cultural sensitivity training for City staff, including police (12)
- Accountability and consequences (11)
- Negative experience with police (7)



### 3. Equitable & Accessible Services

- Access to recreation (48)
- Affordability of City services (35)
- Access to transit (22)
- Programs and information in multiple languages (15)
- Housing size and affordability (10)



### 4. A Representative Workforce

- Job opportunities and assistance (16)
- Employment equity quotas (11)
- Foreign credential recognition (3)
- English language training (2)



### 5. Active Implementation

- Staff position for newcomer services (5)
- Advisory group for implementation (5)
- Method for evaluating success (4)
- Timelines for implementation (4)



### 6. Other

- Community funding via grants or WPRSAP (10)
- Safety (8)

(x) represents the number of times a theme appeared in the stakeholder workshop notes

Figure 3: Common themes identified at the workshops organized by policy framework pillar

The City also met with Equity and Diversity Sub-committee of the Human Rights Committee of Council and the Immigration Partnership Winnipeg Multi-stakeholder Council. Themes that were discussed at both meetings included:

- Cultural sensitivity training for City staff, including police
- Access to recreation
- Affordability of City services
- Access to Transit

These themes overlap with the most common themes at the stakeholder workshops in the figure above. One idea that was unique to the meetings was partnering with sports teams to increase the reach of an anti-racism campaign. Notes from the meetings can be found in Appendix C.

## Next Steps

Input received from the stakeholder engagement process will help guide the development of the Newcomer Welcome & Inclusion Policy. The policy will be presented to the Human Rights Committee of Council for final feedback in winter 2019/20 once the recommended policy is complete. The policy is expected to go before Council for approval in early 2020.

## Appendices

- Appendix A – Workshop results
- Appendix B – Workshop notes
- Appendix C – Meeting Notes

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