

NEWCOMER WELCOME & INCLUSION POLICY

Stakeholder Engagement Summary – Part II

March 2020

Introduction

The City of Winnipeg (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. This stakeholder engagement summary outlines how input was considered during the development of the policy and framework. Details on the stakeholder engagement process and the input collected can be found in [Part I of the Stakeholder Engagement Summary](#).

How Input Was Considered

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 table below lists the most common themes identified by stakeholders at the workshop. Corresponding actions from the policy framework that address the common themes are outlined. The themes and actions are organized by policy framework pillar. A complete list of actions can be found in the Newcomer Welcome & Inclusion Policy framework.

Pillar	What We Heard	Corresponding Actions in the Policy
1. A Welcoming City 	<ul style="list-style-type: none">• Welcome portal via webpage or app• Welcoming event• Staff involvement• Cultural ambassadors	<ul style="list-style-type: none">• Develop a welcome portal on City website for newcomers in multiple languages• Host welcome activities including a welcome fair and open house• Create an outreach team to work in partnership with community groups to orient and promote City services to newcomers
2. A City Without Racism 	<ul style="list-style-type: none">• Anti-racism campaign• Cultural sensitivity training for City staff, including police• Accountability and consequences• Negative experience with police	<ul style="list-style-type: none">• Develop a city-wide anti-racism campaign in partnership with community groups• Develop and implement anti-oppression training for City staff that includes anti-racism, intersectionality, immigrant and refugee issues, cross-cultural competency, and tools to support inclusivity• Provide Winnipeg Police Service sworn members with training in bias-free policing on a regular basis
3. Equitable & Accessible Services 	<ul style="list-style-type: none">• Access to recreation• Affordability of City services• Access to transit• Programs and information in multiple languages	<ul style="list-style-type: none">• Explore and develop a 'welcome pass' for newcomers providing free or low-cost access to City programs and services during their first year in Canada• Review and apply methods of data collection related to participant needs, interests, barriers, etc., to inform future program development• Promote, strengthen and increase access to low cost, specialized swimming and skating programs for children and adults and improve access to pools, rinks and other recreation spaces

To learn more about the Newcomer Welcome & Inclusion Policy, please visit winnipeg.ca/newcomerpolicy



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What We Heard

Corresponding Actions in the Policy

4. A Representative Workforce



- Job opportunities and assistance
- Employment equity quotas
- Foreign credential recognition

- Develop a diversity hiring program that includes employment equity training, language skills inventory, and targets and timelines for equity hiring
- Develop a newcomer youth employment strategy
- Review and work to address potential barriers for newcomers and employment equity groups seeking to enter various careers within the Winnipeg Police Service and Winnipeg Fire Paramedic Service

5. Active Implementation



- Staff position for newcomer services
- Advisory group for implementation
- Method for evaluating success
- Timelines for implementation

- Create a Newcomer Services Coordinator position in the Community Services Department to oversee and coordinate implementation of the full strategy with internal and external partners
- Establish a Newcomer Services inter-departmental working group to oversee implementation of the strategy and provide reports to Council on progress
- Report back within one year on the status and implementation of the strategic framework

6. Other



- Safety

- Develop information campaigns around key public safety issues impacting newcomers, starting with water safety and drowning prevention
- Other life safety campaigns could include pedestrian and road user safety, fire prevention, and extreme cold weather

While many of the ideas shared at the stakeholder workshop were included as actions in the policy framework, other ideas overlapped with existing City policies and initiatives and therefore were not directly included in the Newcomer Welcome & Inclusion Policy. The table below outlines some of the common themes that fit within other City policies and initiatives.

Theme	Applicable City Policy or Initiative
Housing size and affordability	The City of Winnipeg Housing Policy aims to establish a sufficient supply of affordable, adequate and suitable housing throughout the city.
Community funding via grants or Winnipeg Private Refugee Sponsorship Assurance Program	The Community Incentive Grant Program is designed to encourage non-profit community organizations to undertake improvements or purchase capital assets that are available for public use or will enhance public use of a space or facility.
English language training	The Winnipeg Public Library currently offers online English as an additional language courses to assist newcomers with speaking English, writing in English, and other language skills.
Access to transit	The City has developed a low income transit pass, which will be available starting April 2020.

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