Appendix A – Stakeholder Session Meeting Notes and Written Submission

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Winnipeg Poverty Reduction Council

Province of Manitoba

Fearless R2W

Themed session #1 Community Well-being Supports

Themed session #2 Equity in Transportation

Themed session #3 Affordable Housing

Themed session #4 Equity in Employment and Income Opportunities

Ka Ni Kanichihk Inc.

Make Poverty History Manitoba

Indigenous Community Organizations

Lived Experience Circle (Peer support groups)

Poverty Reduction Strategy – Winnipeg Poverty Reduction Council and United Way

Location:	Zoom	**Date:**	September 25, 2020
Attendees:	15	**Time:**	2:30 p.m. – 4:30 p.m.

Meeting Notes

- There are competing interests at the City
- The core service delivery review could limit what the City can to reduce poverty in Winnipeg
    - It doesn't consider the 'Purposes of the City' in the Winnipeg Charter Act that give a broader perspective of the City's role
    - The City's role is more than just roads
- A game changer would be to implement a livable wage for City employees
    - A livable wage for workers contracted by the City is also important
- How does the Poverty Reduction Strategy align with OurWinnipeg?
- It is hard to engage youth and children
- The City could employ a social innovate lab
    - There is a need to get others at the table and look for new perspectives
    - Diverse perspectives are very important
    - A social innovation lab could get some unfamiliar faces around the table to assist with poverty reduction
    - The Province of Manitoba is trying to establish a social innovation lab
- Try to connect with ******** *******, a Senior Policy Analyst for the Government of Manitoba
- The business sector is putting increasing attention on the United Nations Sustainable Development Goals
    - Employees and customers want to support businesses with social purposes
    - The sustainable development goals can be distributed to the group for review
    - Driven by environmental groups with companies that embrace a social purpose
    - The City should engage the private sector more on these concepts and the United Way could help facilitate discussion
    - This might be a process to look at down the road
- Childe welfare during COVID-19 is a concern
- Great to hear about the game changers in the Poverty Reduction Strategy and social innovation that is occurring

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November 13, 2020

To: Tanis Knowles Yarnell and Noelle DePape
Address: tknowles@winnipeg.ca , ndepape@winnipeg.ca
Subject: Winnipeg Poverty Reduction Strategy

Dear Tanis Knowles Yarnell and Noelle DePape:

Thank you for the opportunity to provide our feedback on the presentation related to the development of a poverty reduction strategy for the City of Winnipeg.

We are pleased to acknowledge the important leadership role that the City of Winnipeg is actively taking to reduce poverty in Winnipeg.

Poverty reduction is a shared responsibility, requiring strong partnerships with all levels of government and community organizations.

In this collaborative work, it is beneficial for Winnipeg's poverty reduction strategy to be aligned with the provincial strategy to create the synergy needed to improve the lives of people experiencing poverty in Winnipeg.

We see opportunities for alignment in the following aspects of the strategy:

1. **Key target**
   We encourage the City to incorporate clear and realistic key target and timelines to ensure success. With the roadmap of actions focused on the achievement of this target, the strategy is more likely to succeed in improving the lives of Winnipeggers. For example, Winnipeg's poverty reduction strategy key target could be supportive of Manitoba's poverty reduction strategy target (i.e., to reduce the child poverty rate by 25 per cent by 2025 relative to the 2015 baseline). This would ensure that the poverty reduction efforts of the City of Winnipeg complement and contribute positively to Manitoba's future.

2. **Measurement framework**
   As you are likely aware, Canada has set Canada's official poverty line in accordance with the Market Basket Measure (MBM). The choice of the MBM as the official measure is the result of careful study undertaken by the Government of Canada, supported by consultations with stakeholders and academic experts.

We encourage the City to give consideration to incorporating the MBM as an official measure for conformity with national standards and to allow for comparability with other metropolitan areas across Canada.

Poverty is complex, and multidimensional. Additional indicators should also be used to provide a deeper understanding of the problem of poverty. These indicators could assist the City to measure areas that are strongly related to poverty such as employment, skills and training, health outcomes, housing, income inequality, and education.

A set of indicators, including the MBM, will give a more comprehensive assessment of whether the strategy is working, and provide important signals of when and where issues arise.

3. Budget commitments to poverty reduction

Each fiscal year, Manitoba sets out the budget measures that are designed to implement its poverty reduction strategy. In the same vein, we encourage the City of Winnipeg to also commit to a budget spending each year to carry out its strategic actions to reduce poverty.

4. Strategy principles

By placing a poverty reduction and social inclusion lens on its actions, City initiatives should create positive impact on the lives of the most vulnerable Winnipeggers, including Indigenous people, single parent mothers, newcomers, persons with disabilities, people experiencing homelessness, low income seniors, and low income unattached individuals.

We applaud the City for applying the Beaver wisdom as the overarching guiding principles behind the strategy. Accordingly, the poverty reduction and social inclusion perspective is one that promotes reconciliation, social equity, community involvement and collaboration, and efficient service delivery. The Manitoba poverty reduction strategy is framed by these principles.

5. Complementary supports

The City provides the essential infrastructure and services that directly influence the day-to-day lives of Manitobans – road/street facilities, transportation systems, water and sewage, waste disposal and recycling, recreational and park facilities, libraries, land development, zoning bylaws, local/community safe environment, policing, fire and paramedics, among others. City initiatives on these important services will help to complement the efforts of the province to improve the quality of life of low income Winnipeggers. Below are only a few examples of potential complementary initiatives:

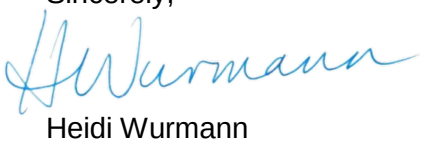
- Affordable basic city services such as transportation, access to sports, parks and other recreational facilities.
- Safe environments in low income neighborhoods
- Improved health outcomes through city-sponsored community programs that promote mental health and well-being
- Reduced property taxes for not-for-profit child care service providers

- Supporting affordable housing through reduced property taxes or investments in renewal of community buildings in low income neighborhoods
- Allocation for social and affordable housing units included in land and housing development projects of the City
- City engagements in social enterprise to promote employment

The Manitoba government recognizes the synergy of working together to reduce poverty in Winnipeg.

We look forward to continuing to work with the City to create a better life for low income individuals and families.

Sincerely,



Heidi Wurmann
Assistant Deputy Minister

Poverty Reduction Strategy – Fearless R2W Youth

Location:	Zoom	**Date:**	November 18, 2020
Attendees:	10	**Time:**	6 p.m. – 8 p.m.

Meeting Notes

- Opening questions: What is the opposite of poverty?
    - Poverty is a lack of any resources so the opposite is having the assets or the things you need.
    - The opposite is not necessarily rich, but have enough to sustain you.
    - The opposite is wealth and power
    - The opposite is having everything you need
    - The opposite is freedom
- Does the city track child welfare involvement?
    - If the City made a map of child welfare involvement in Winnipeg, it would probably mirror the Poverty map the City prepared in the presentation
- The Fearless R2W appreciates the City waiving fees for community spaces
- Free bus passes would be beneficial
    - The City should offer free bus passes for CFS youth in care
    - CFS workers must purchase bus passes for youth in care and there are no discounted rates
    - Public transit becomes a barrier to everything like appointments and job interviews when you are low income.
    - There needs to be better support for youth in care.
    - Free bus passes for parents to reunify working with children.
- Interest in transit free downtown zones
- People should be okay with running empty busses because it will increase ridership
    - When people see a bus running every 15 minutes by their house, they would be more inclined to taking the bus
    - Need to tax drivers to support transit
- Need to be more efficient with running transit and stop overlapping routes
- Increasing the length of the time of a transfer
    - The entire length of a route can be 1.5 hours, but a transfer is only good for 1.25 hours
    - Sunday has low frequency and can also create conflicts with transfers
- The poor road conditions create a challenge
    - Many people in poverty rely on vehicles
    - Some people can barely afford to maintain their vehicles
    - The poor road conditions cause a lot of damage to vehicles, which increase repair costs and places a large financial burden on car owners

- Cultural awareness training for bus drivers
    - There have been cases of bus drivers making riders feel uncomfortable and not always treating riders with respect
    - The Transit Department should be targeted for cultural awareness training as they deal with people from all backgrounds
- Policing
    - Issues with police harassing those experiencing homelessness
- Safe injection sites would support harm reduction and sharps containers
    - Can sharps containers be placed in all public buildings, not just the upcoming public washrooms?
    - Also benefits those who have diabetes and require insulin

What categories are high priorities?

- Affordable housing:
    - If you are not paying such high rent, you can spend money on food, clothes for your kids, and other essentials
    - Many youth experience housing insecurity and 70% of those homeless were in the child welfare system
- Transportation equity:
    - If you are not paying bus fare, you can spend money on food, clothes for your kids, and other essentials
    - The buses can be more useful and should be free
- Equity in Employment and Income Opportunities:
    - Need more incentives for businesses and organizations to hire indigenous people, women and people of color
    - There are not a lot of flexible job opportunities that are set up for a young mother to be successful in
    - There needs to be more employment opportunities for young people
- Equity in Community Safety:
    - People in the justice system need to help oversee the justice system and the police
    - Police can negatively impact community well-being and safety
    - The police undermine all of these solutions
    - Women need more supports to secure emergency housing for situations related to domestic violence
    - With COVID, women are stuck inside and trapped in domestic violence situations

Is anything missing from the strategy?

- Equity in Employment and Income Opportunities:
    - There should be training for business on how to accommodate people who are different, including people with and without a diagnosed mental illness

- Just like a food handlers' course for businesses
- This would help accommodate those with and without a diagnosed mental illness in the work force

- Equity in Community Safety
  - Police need mental health training
    - The actions of those with mental illness are often viewed as aggressive or confrontational by the police.
    - Defunding the police would do a lot more than training
    - Funding needs to be moved over to community organizations that have existing relationships so they can do the work that they are trained to do
  - A lot of police don't want to impose fines because they are so high and the police understand how much hardship they would cause families
    - Money doesn't equate to a change in behavior
    - Are there other tools for the police?
- Affordable Housing
  - Not allowing rental companies to do a credit check would make housing more accessible
- Community Well-being Supports
  - Safe ride programs that drive youth home are important
  - Safe rides motivate youth in care to go back to their placements at the end of the day
  - Having alternative transportation options are important because not everyone is comfortable taking a taxi
  - Need community-based transportation

Final comments

- More mentorship programs would be a big harm reduction initiative
- When youth become involved in a certain system, a lot of other systems are no longer applicable
  - For example, if you become involved in CFS, a lot of other supports pull out
  - Regardless of what systems people have access to, poverty can exist
  - No longer having access to other programs can be a huge barrier
- Snow clearing
  - Snow clearing, de-icing, and maintenance of sidewalks and curbs needs to be improved, particularly in neighbourhoods with lots of pedestrians like the West End, Downtown, and North End neighbourhoods
  - The City should spend more on snow clearing and bring the service back in house so the City controls the wages
- Fare free zone connecting north end and west end (expanded route of the #3 spirit)
- Manitoba housing has a limit if your child is apprehended but returned in two years

- Advocating for Manitoba Housing to change policy that a parent can no longer live in Manitoba Housing if their child has not been in their care for over two years.
- Often when dealing with CFS, it can take longer than two years to have a child returned home.
- The likelihood of parents being able to ever get their children back is low if they no longer have a home that is suitable for the child to return to.

Group activities:

What categories are high priorities?

Poverty Reduction Strategy Category	**Votes**
1. Implementation and a Culture of Caring (Systems Change)	1
2. Affordable Housing	7
3. Equity in Employment and Income Opportunities	1
4. Community Well-being Supports	2
5. Transportation System Equity	3
6. Equitable and Accessible City Services	1
7. Food System Resilience and Security	0
8. Collaborate for Equity in Community Safety	3

Is anything missing from the strategy?

Poverty Reduction Strategy Category	**Votes**
1. Implementation and a Culture of Caring (Systems Change)	2
2. Affordable Housing	1
3. Equity in Employment and Income Opportunities	3
4. Community Well-being Supports	3
5. Transportation System Equity	0
6. Equitable and Accessible City Services	1
7. Food System Resilience and Security	1
8. Collaborate for Equity in Community Safety	2

Poverty Reduction Strategy – Community Well-Being Supports

Location:	Zoom	**Date:**	November 24, 2020
Attendees:	19	**Time:**	2 p.m. – 3:30 p.m.

Meeting Notes

What categories are high priorities?

Poverty Reduction Strategy Category	Votes
1. Implementation and a Culture of Caring (Systems Change)	7
2. Affordable Housing	10
3. Equity in Employment and Income Opportunities	5
4. Community Well-being Supports	11
5. Transportation System Equity	3
6. Equitable and Accessible City Services	1
7. Food System Resilience and Security	3
8. Collaborate for Equity in Community Safety	6

- People need a home they can afford to be in, as a foundation
- Implementation and culture
    - How do we frame our work using an equity lens?
    - Staff at the municipal level need to take a step back and approach their work using new lenses
- Affordable housing, but various types of housing, with housing supports. Applicable especially to seniors
    - We have a lot of encampment living due to a lack of housing and supports
    - We should consider 'certifying' encampments and promoting safety in and around the encampments, as they will continue to exist in the future until we find a more permanent solution

Objective 2 - Front-line staff training to help connect residents to needed supports

- Front line staff need to know who to call
    - A list of resources is needed to guide people through
    - This would be great from the Winnipeg Police Service perspective

Objective 3 – Develop strategic partnerships to connect people in crisis to supports

- Why are we talking about panhandling here when we already have a recent report on this with recommended actions?

Objective 4 – Support harm reduction to save lives and minimize the negative health and community outcomes of substance use

- Sharps containers were installed in the wrong locations
    - Strategies need to include organizations across the City to be effective
    - It's not just what we do, it's how we do it
- An urgent need is food access, shelter is a basic need
    - Though these things fall in different jurisdictions, what role can the City play to leverage and connect different players/solutions?
- Training City staff on naloxone is great, but not just areas of higher need
    - People use drugs all over the city, and move around

Breakout Room #1 – Harm reduction

- The City needs to be clear on how they define Harm Reduction and educate their staff on it as well as be transparent with the public of their stance on harm reduction
    - If the City wants to take a harm reduction approach, they can't be saying that on one hand and the other hand is allowing for the tearing down of encampments
    - A harm reduction approach to encampments would be providing garbage disposal bins and collecting waste from sites as well as providing fire safety equipment so that if a fire did break out the residents would have fire extinguishers available
- The City can play a role in harm reduction around drug use that includes reducing stigma for those who use drugs
    - It is key for front line workers of the City to receive education around harm reduction and reducing stigma
    - There needs to be more education for the public around stigma and criminalization
    - There needs to be education on harm reduction not just for front line workers but policy makers and people making decisions at The City of Winnipeg
- There is an overdose crisis right now due to more people experimenting with unsafe substances due to lack of availability of certain drugs due to border closures and COVID
    - Naloxone training should be provided to more staff than just inner-city areas but all front-line City staff because people use drugs all over the City not just in the core
    - AEDs and Naloxone should be available in City buildings as a part of infrastructure
    - Affordable housing should also take a harm reduction approach by allowing those who use substances to live there. Having to be sober is a barrier
- The City should advocate and support Safe Supply- when people have access to a safe supply of drugs or a medical version of what they would normally be accessing on the streets there is a much less chance of overdose or other harms

    - The City needs to advocate for more distribution sites being available because there are limited access and people face stigma and dangers when accessing safe supply
- The City should advocate for Substitution therapy because it has been proven effective for folks who normally would use crack or other substances that if they were provided cannabis they would use it more and harm would be reduced
    - Those who are providing a safe supply need to be supported because there is stigma
- There needs to be acceptance that some people choose to live in encampments because they want to and that is their community
- When conversations are had about harm reduction it shouldn't just focus on the negative and reducing crisis situations, but the holistic health of the community needs to be looked at
    - How can the City support well communities holistically?
    - For a community to truly be healthy and well it must consider all residents that includes those who live in encampments and use drugs
    - Supports need to happen to ensure all can live well

Breakout Room #2 – Public washrooms and panhandling

- In the exchange, there were so many issues with the washrooms that they became a safety issue
    - Sex acts, feces, blood, needles, etc.
- Where would you put the washrooms? How far will people actually go? Not more than half a block or so. It's an issue of equity.
- Where do we place the washrooms to serve the greatest need?
- How do we keep people safe and comfortable while using them?
- Oversight and cleaning is essential
    - Sponsorship organizations to be present and helpful
    - Supervision may be more important than portable bathrooms themselves
- Locations: Air Canada Park, Powers Park, River & Osborne, Martha & Henry, West End (near the commons?)
    - Areas of need, but near agencies who can provide oversight
- Public washrooms almost universal buy-in from homeless Winnipeggers
- How do we get buy-in from transit users, businesses, etc?
    - Not just for equity-seeking groups.

Breakout Room #3 – Emergency response/urgent shelter

- Collaboration is needed to establish new services east of the Red River
    - Currently all community supports are on Main Street and in the North End
    - The only infrastructure east of the Red River is Moberg House, feels very isolated and apart from other services
- Availability of facilities during time of need, i.e. during the first phase of COVID-19 lockdowns
    - Spaces for isolation

- Ability to make use of City facilities was extremely helpful
- Redeployment of City staff
  - What more could be done?
  - Could staff be assigned to help with contact tracing?

- Many of the issues are at a provincial government level for action, but the City needs to be at the various tables (i.e. shelter space, isolation spaces, food security)
- COVID-19 is helping make connections between levels of government, the City and the community
- Thoughts on this topic go to the Province, there needs to be more support for transitional housing, there needs to be a priority on making resources available
- Look at distribution of resources
  - Find people don't take advantage of resources that are available downtown
  - Need to bring resources to them, look at different platforms for delivering support
- Recreations centers run by the City of Winnipeg and community centres
  - Should look at them for possible use as warming centres
  - Often facilities sit empty. When City is in control of them, they should maximize their use to help people in need
  - Need to maximize use of community infrastructure that already exists
  - For facilities with agreements (i.e. community centres) there should be a change in approach. Often, it's not what we are doing, but HOW we do it.
  - Should look at restructuring agreements if needed to maximize community benefits linked to these facilities.

Poverty Reduction Strategy – Transportation Equity

Location:	Zoom	**Date:**	November 25, 2020
Attendees:	23	**Time:**	10 a.m. – 11:30 a.m.

Meeting Notes

What categories are high priorities?

Poverty Reduction Strategy Category	Votes
1. Implementation and a Culture of Caring (Systems Change)	1
2. Affordable Housing	6
3. Equity in Employment and Income Opportunities	3
4. Community Well-being Supports	3
5. Transportation System Equity	4
6. Equitable and Accessible City Services	0
7. Food System Resilience and Security	4
8. Collaborate for Equity in Community Safety	2

- Affordable housing is a basic need
- Housing and transportation is already an integral component of the City so it makes sense that these are top priorities to focus resources.
    - Housing: zoning, provision, land acquisition
    - Transportation: roads, sidewalks, transit
    - If the city isn't looking after these areas, there is no other institution to do it
- Affordable housing, transportation system equity, and equity in employment and income opportunities are strongly connected
    - If affordable housing is not set up in a way where people have access to transit and walking paths, residents won't be able to get to jobs.
    - You need all three areas to work together
- The top two recommendations from the End Homelessness Winnipeg strategy is to create housing that will meet unsheltered populations needs and to provide access to income supports
    - The End Homelessness Winnipeg strategy has identified housing as a key barrier
    - Transportation is also becoming a consistent barrier to accessing services and accessing employment

Objective 1 – Increase affordability and accessibility of transportation for those who need it most

- These actions may interconnect with the Winnipeg Transit Master Plan
- The City needs to prioritize low income areas where people need transit, pedestrian, and cycling access
- The City is currently updating the Pedestrian and Cycling Strategy
    - The Strategy will include synergies with other City policies and initiatives
    - The Poverty Reduction Strategy would be one of these synergies
- Parking requirements is often a barrier to densification and affordable housing
- How does the City determine high needs areas and the decentralization of poverty
- Low income 'pay as you go' transit fare options are important
    - A single fair option is really important for someone who is generally reliant on there bicycle but has a flat tire or encounters poor weather one day
- Free rides for people under 12 years of age are important
- Supporting ride share programs are important

Objective 2 – Target improvements to transportation infrastructure and services to areas where residnts rely on transit to move around the city

- Parking requirements for affordable housing
- The City shouldn't always a focus on infrastructure, but a focus on service
    - The Winnipeg Transit Master Plan (WTMP) attempted to focus on service first, followed by the infrastructure to support the service
    - The WTMP recommends to refocus the network from routes that service downtown to 'everywhere to everywhere' routes
- Low income people employed in the renovations and construction field have job sites that move around the city
    - There isn't coverage around the city so it is hard for those with low incomes to work in that employment field
- If the layout of neighbourhoods and the connections between neighbourhoods are poor, there will be no efficient transit routes in that neighbourhood
    - It will cost the City a lot to service a circuitous route through a neighbourhood
    - Good neighbourhood design is required for good transit

Objective 3 – Support transportation needs of unsheltered residents

- End Homelessness Winnipeg has an extreme weather response protocol
    - It has shifted from only including extreme cold and heat because there are other factors beyond temperature
    - For example snow, wind, etc.
- Winnipeg Transit's extreme cold policy is poorly communicated

    - Ther is not a lot of awareness about the policy
- Cancelling the Downtown Spirit had a large impact on unsheltered people because those routes connected to shelters and services that people were accessing
    - The routes were a really vital service.
    - Can Winnipeg Transit explore alternatives that would meet those needs

Breakout Room #1 – Affordable transit and transportation needs of unsheltered residents

- The assumption that affordable transit can be done with existing budgets is challenging
    - This assumption pits different transit users against each other
    - The WTMP might accomplish this as it proposes not to take trips away from downtown, but the allows people to take a trip without having to go downtown
- There is no way to accomplish a lot of these goals without additional funding, for example improving accessibility.
    - There is not enough in the budget to improve the accessibility of stops and remove physical barriers
- Winnipeg Transit can implement fare free zones, but the cost to provide that service does not decrease
    - Proposal will have greater success if they come with a plan for funding
- Can the City put a higher priority on getting the province to reinstate the 50/50 cost sharing agreement?
    - The covid-19 crisis has exposed the issues with block funding and the issues with not having a dedicated transit fund
- Winnipeg Transit has a 55% fare recovery, which is much higher than most other Canadian cities
    - Low income people are disproportionately represented in bus ridership and therefore the City is disproportionately relying low income people for revenue
- In Montreal, the City gave a bus to a homeless shelter to improve transportation access unsheltered people in the context of Covid-19
- There should be a transit representative on the Extreme Weather Response Committee

Breakout Room #2 – Transportation infrastructure and services

- The City needs to create more access for biking
    - The City needs to add more bike routes to areas of the City that don't have them
    - There is a gap in active transportation in the north end
    - There are more bike baths in the south end that connect to each other and the northwest doesn't have active transportation as an option
    - Temporary bike lanes could be installed that are fairly low cost
- The immediate needs of those living in poverty need to be addressed now with clear actions and can't wait for a few years when the transportation master plan is implemented

    - A lot of critical trips that citizens take are hard to address using transit i.e. medical appointments
    - Improving safety for riders getting to bus stops and pedestrians walking anywhere needs to be a priority
    - WTMP will likely take anywhere from 3-5 years to implement the new route network
    - It isn't going to cost more to have the new transit route implemented
- Ride sharing services are providing services that transit doesn't
    - The City needs to support affordable ride sharing services
- There needs to be supportive programs for citizens to access cars
    - The City should support a subsidized car co-op
    - People face barriers to owning or operating a car such as getting a license
    - Not being able to get a Driver's Licence or a car could impact mental health and language acquisition
    - Many newcomers work for cleaning services companies or jobs where the starting time is late in the evening or night when a transit route may not be operating, or need to carry supplies for the job that is a challenge to bring on the bus
- Coordination needs to happen where people wait for busses and where people walk because then more citizens could access warming shelters
- The paratransit community should be consulted

Poverty Reduction Strategy – Affordable Housing

Location:	Zoom	**Date:**	November 26, 2020
Attendees:	22	**Time:**	2 p.m. – 3:30 p.m.

Meeting Notes

What categories are high priorities?

Poverty Reduction Strategy Category	Votes
1. Implementation and a Culture of Caring (Systems Change)	10
2. Affordable Housing	17
3. Equity in Employment and Income Opportunities	6
4. Community Well-being Supports	7
5. Transportation System Equity	6
6. Equitable and Accessible City Services	4
7. Food System Resilience and Security	5
8. Collaborate for Equity in Community Safety	2

- Housing is a high priority because we spend so much time in our homes these days
- Implementation is a high priority because government create a lot of strategies but they do not get implemented
- Transportation system equity is a high priority because the ability to get to appoints and case work is critical
- Culture of caring – really important that we consider the people we are trying to help and not just about dollars and cents
- Community wellbeing supports – mental health and social supports need to be available so people are successful in staying in housing

Objective 1 – Increase the City's capacity and commitment to partnering and planning for affordable housing

- City decision to eliminate garbage pick-up from multifamily units has an impact on affordable housing and favors the suburbs
- A lot of people considering developing affordable housing don't know where to start or who to contact. Non-profit developers need someone to shepherd them through the process
- Need staff capacity to ensure the strategy is actually viable

- The Right to Housing Coalition has seen many plans and policies approved but nothing comes out of it. The lack of progress is likely because of a lack of staff.

Objective 2 – Address the urgent and immediate housing needs of shelterless residents through partnerships

- Prioritize the housing by who is in most need
    - Seniors, new Canadians, Indigenous families

Objective 3 – Utilize tools and resources available to the City to encourage more affordable housing development projects

- Affordable housing must be embraced and understand by all staff in Property Planning & Development. If staff don't understand, there won't be changes to zoning, parking requirements or other barriers to affordable housing. There needs to be a culture shift in the City
- Fast tracking of development permits and adjusting zoning can have a great impact on encouraging more affordable housing
    - Comes before developing new programs and services
- Current zoning is from a 1950s mindset to segregate uses
- Current tools are not calibrated to act quickly and in the direction that is needed
- How do we respect the need for public process but also respect the privacy of those who need affordable housing?
    - Current process puts residents on display
- City needs to access opportunities that are out there

Objective 4 - Maintain and improve existing housing stock

- Significant number of suits that is available now
    - Condition of suits is a challenge
    - 1,700 units available now but a lot of work needs to be done for them to be housing people appropriately
- Don't always need to develop new. We have a current stock out there.
- Priority on vacancies and waitlists are a new priority for Manitoba Housing, as mandated by the Minister
    - Looking for a way to fill those vacant units and bring down the waiting list

Breakout Group #1 – Housing gaps and priorities

- The non-profit sector is best set up to provide affordable housing in a sustainable way
- If we want to keep housing affordable, resources should go to community housing
    - Once the incentives are gone or the property changes hands, the rent goes up when it is for profit

- The definition of affordable is moving further away from what people in need consider is affordable
- The University of Manitoba is trying to fill affordable units but they can't find people who can afford them
- When you look through some communities there are a lot of houses that need to be renewed but the market conditions do not allow for it
    - Where there aren't incentive programs available, you need to look at housing options that are affordable on their own
- How do we get to a scale where we are having a meaningful impact?
- New supply is an issue
    - Partnerships is a good way to address that
    - Community stakeholders, and fed, prov and municipal governments all come together have the most success
    - Manitoba housing has partnered with City of Brandon on four projects
    - City provides free land and tax incentives and province provide capital investment
- Varying types of housing
    - Homelessness and vulnerable populations re top propriety
- When the City builds a new library, could there be housing on top of the library
    - Other cities do that or a fire hall
    - Anywhere land is expensive, they've done creative things
    - Although these are complex things to do. We need to make simple
- Need for certainty – developer needs to know they can build affordable housing before they buy land
    - Don't want to go through the City process and get shut down by the city
    - This discussion needs to involve public works and water and waste
    - Servicing levels are key component of that certainty
- Rapid Transit line -connecting housing and transit

Breakout Group #2 - Existing stock/vacant buildings

- Existing Housing stock
    - Can't build all new housing that is needed, must think about improving existing
    - Existing apartment building stock in poor condition
    - Government is getting out of maintenance subsidies
- Rooming houses
    - A lot of rooming houses in West Broadway, condition is a serious issue and numbers are diminishing
    - Rooming houses have low availability rates as they are the most affordable
    - All that is being built for new housing seems to be luxury suites
    - Need to prevent the loss of rooming houses, quality and condition an issue
    - Need to have people help those on EIA to find housing that they can afford
    - There are no penalties for landlords who don't comply with enforcement orders

- Partnership opportunity: City by-law inspectors and Water and Waste only do basic enforcement, there is no pro-active action. A systems change approach would see proactive action. Housing coordinators in NRCs (HIZ) – positions are funded by the City, but there is no benefit to that connection. Enhance these connections/develop partnerships to address issues.
- Better info on rooming houses would be helpful for communities, such as notifying when a permitted rooming house is for sale, so a not-for-profit could step in and purchase
- They are not a solution to the housing crisis, but a bit part of our most affordable housing

- Existing affordable/non-profit apartment buildings
  - Partnership: this is more with housing providers and Province, than with the City, but we if we really want to solve the problems, we need everyone at the table
  - They are so many opportunities to work together
  - Closer collaboration with the City would be good
  - Current structure doesn't help us work together, need to prioritize
- Vacant buildings
  - Need to use financial tools, find a way to make funding available and share info on how to rehabilitate/reopen/reuse for housing

Poverty Reduction Strategy – Equity in Employment and Income

Location:	Zoom	**Date:**	November 30, 2020
Attendees:	19	**Time:**	2 p.m. – 3:30 p.m.

Meeting Notes

What categories are high priorities?

Poverty Reduction Strategy Category	Votes
1. Implementation and a Culture of Caring (Systems Change)	6
2. Affordable Housing	9
3. Equity in Employment and Income Opportunities	13
4. Community Well-being Supports	8
5. Transportation System Equity	1
6. Equitable and Accessible City Services	4
7. Food System Resilience and Security	1
8. Collaborate for Equity in Community Safety	4

- Affordable housing will support a lot of the other priorities
- People need to see themselves reflected in the system
- Need housing to have the stability for a job
- Access to City services compliments the income that you have
- In all systems we need systems change
- Employment and income opportunities is critical for housing and food security
- A good majority of wellness occurs through community supports that help people through tough time
    - Sometimes community supports are preferred by people over police or health care intervention
- Where would getting proper identification come in? You need identification to get employment and housing
    - Without one, you can't get the other and it puts people in an unbreakable loop

Objective 1 – Demonstrate a commitment to human rights and equity by decreasing barriers and maximizing employment

- Organizations often focus on diversity in hiring but do not focus on how many are retained
    - It is important to learn why people left

- Credential recognition is not the law (like medicine) for a lot of positions.
    - It is the organizations choice to recognize credentials
    - Credential recognition is a barrier to a lot of newcomers for job
- Living wages needs to increase with the cost of living and cannot be static
    - A living wage also depends on how many people live in the house and how many are income earners
    - $15 per hour is too simplistic
- Some organizations are not supportive of the concept of a living wage
    - Would prefer to see low income people moved into higher paying positions
    - A living wage could have detrimental effects
- There should be a wage cap in the public service to push resources to those not in the senior most positions
- The City should look at other international models that would allow new Canadians to get jobs better suited for their qualifications
- New Canadians can have trouble fitting into Canadian workplace culture
    - Social mentorship could help with this need to orient new Canadians to City's work culture

Objective 2 – Leverage City purchasing power to achieve greater social and community benefits

- Social procurement and social enterprise are well within the purview of the City

Objective 3 – Use City assets and social innovations to enhance social and community development opportunities and value.

- Will there be an effort to gather desegregated race base data?
    - What is the distribution of visible minorities in front line positions compared to management positions compared to top positions

Objective 4 - Support the social and economic stability of individuals and families through leadership in action and advocacy to senior governments

- No comments

Breakout Room #1 – Equity, diversity, and inclusion in employment

- Importance should be put on disaggregated data that is correlated to earnings
    - Disaggregated data for Indigenous peoples specifically needed
    - Disaggregated data for persons of colour based on self-identifying
- It is common to hire diversely but then not retain employees
    - Retention is critical- you can work on numbers but staff experience needs to be positive and have a sense of belonging in the work place
- There are different types of racism that people experience based on skin tone
- Intersectionality needs to be considered because other factors such as disability have a role

- Representative workforce is important
    - Hiring people, they normally wouldn't hire and giving people a chance
    - Working to change the system from within by having upper management roles be representative
    - The city needs to rebuild the way it does hiring
- Having employer partners and career exploration opportunities
    - Career exploration sessions that are non-threatening and give an opportunity to learn and understand the role
- People need to be able to relate to people from their community and hear about first hand experiences they've had
- Giving opportunities through summer programs or mentorship
- Better being able to gain interest of BIPOC (black, Indigenous and people of color) people
- Recognizing the intimidation factor of applying that includes no barrier testing (if you fail, its not against you but if you pass then you can keep your mark)
    - This is done for test applying to the Winnipeg Police Service
- Intergenerational trauma, poverty and other factors are part of the complexities that people face and they need to be understood in the context when looking at a human being

Breakout Room #2 – Opportunities for low-barrier employment

- Organizations like BUILD recruit a lot of youth from the inner city
    - BUILD teaches basic skills to the youth so they can get into entry level work
    - It gives youth an opportunity to understand what is means to have a job, wake up in the morning to go to work, responsibility, help get ID, help get a Driver's Licence
    - BUILD provides opportunities in a culturally appreciate way with Indigenous sweats and teachings from elders
    - Sometimes the youth get a job after the BUILD program, but it doesn't work out because they don't have the supports in their new job
    - There is a transition period from BUILD to the real world that often fails
    - Need help these workers transition to get over that hump
    - This is something that is missing in Manitoba
- Training people at the City who are working with marginalized workers
    - Anti-racism training
- Sometimes the City gets resumes from the unsheltered residents
    - No contact information so there is no way to get a hold of them
    - Paid internships are an option to get unsheltered residents into entry level positions
- If a position does not work out for an employee, you need to find their strengths and deploy them somewhere else
- The Downtown BIZ can hire a lot of marginalized people but retention is difficult
    - The Downtown BIZ tries to avoid creating barriers but there is only so much that an employer can do

    - For example, if an employee does not have a Driver's Licence, they can't take out a vehicle
- Workers need a dedicated person that checks in on them during the transition period
    - For example, a labour market intermediary so all the burden does not fall on the employer
    - Otherwise supports stop once people find a job
    - Needs to be a coalition of employers, unions, chamber of commerce, and agencies
- Needs to be more of an understanding
    - Employers get frustrated and cut the cord too quickly
    - Instead of three strikes, maybe these employees need four or five strikes

Breakout Room #3 – Social procurement and social enterprise

- The City should ensure that there are not conflicting policies that will hinder one another
- Example would be in the recent budget there a new $70 fee for anyone wishing to apply to the Winnipeg Police Service
- This could be a barrier to equity seeking groups and could impact diversity hiring
- A social procurement policy is crucial to supporting community businesses
- The City should look to also supporting local for profit socially minded businesses
- There is a lack of support and often times when they do bid for contracts, they may bid a bit higher due to certain fees or added costs of being socially minded but they should still be considered for the social benefits that could be had not just hiring the cheapest contract
- It should also be considered that some smaller companies may need to apply for contracts under larger companies because they couldn't fulfill the job alone and so this should be reviewed carefully
- There should be more opportunities for community-based organizations to sit at the table with the Public Service and Private sector organizations to find creative opportunities to collaborate
- For example, if a large construction company is bidding for a big contract with the City, it could be put into the contract that they procure all of their food services from a local social enterprise/business
- The City should advocate to support the new provincial Bill 41 on credential recognition
- The living wage policy should apply to social procurement and contractors of the City
- It should not have a dollar amount in the Strategy on living wage because it should increase over time with inflation
    - For example, $15 per hour might be a poverty wage in a few years from now

Breakout Room #4 – City assets and social/community development

- Finding a place to create a 24-hour safe space – it has been hard to find a building to rent for a new 24-hour safe space, hard to know who to talk to about whether there are City facilities that could work

- Potential action: dedicate a person at City to work on this, to field these types of enquiries, have a 'social real estate' contact to match City assets to needs in the community
- There are no plans for infrastructure that include community organizations

- Reconciliation perspective
  - It means action
  - Land acknowledgement is not action
  - When you talk about land, you need to think about reconciliation, who owns it, who uses it
- Need to look at how the City uses its assets for affordable housing, and for reconciliation
- There is more to land than a monetary value, need to review how we look at land more broadly
- Buildings – Rapid Housing Initiative
  - When you look at projects funded through the Rapid Housing Initiative by the City, they mainly weren't Indigenous led
  - The only people who already had assets and access to assets were successful in getting the Rapid Housing Initiative funds
- Empty City land/buildings
  - Look at how they could be used as places where people incubate businesses/get started for 1-3 years, then move on as they grow. There is a critical need for this in the community.
  - Potential action: (possible game changer/systems change)
    - The City could put out a call for proposals for use/sale of empty City land and buildings to not-for-profit organizations.
    - Don't put on a price, but ask for proposals with parameters with community benefit expectations. This would take away the concern that there is a loss of return value in the sale.
    - Ask proponents to identify what they can pay and what the community benefit would be in the long term. Ask them to identify if their proposal will contribute to Reconciliation, how and why/why not.
    - City should look for opportunities to unlock City buildings for community benefit; have a plan for how they will be used that includes and puts a value on community benefit
    - Need to challenge the current system of transferring/selling City land and buildings. Current system doesn't work for people who need.
    - Landlords in community don't want to rent to people of colour, racism is an undercurrent in everything. City could show leadership against this.
- Social housing/social enterprise
  - Can look at co-locating these, but don't want to concentrate poverty

Poverty Reduction Strategy – Ka Ni Kanichihk

Location:	Zoom	**Date:**	December 9, 2020
Attendees:	3	**Time:**	5 p.m. – 7 p.m.

Meeting Notes

General comments:

- I would like to see businesses give our youth opportunities for employment
    - I wish we could connect with someone who could provide opportunities for our youth to become comfortable with employment, not just anxious about it
- It needs to be easier to go through various licensing opportunities (i.e. – first aid, Driver's Licence, health card, food handling, social insurance number)
    - Challenges getting the guarantor forms finalized to be able to do the rest of these
    - Parents may not have health numbers and IDs themselves, so who do youth turn to for help?
- Defund the police
    - More money needs to go to the organizations that are providing support
    - No amount of anti-racism training can fix current issues without redirecting funds
- I would like to see the City have a big apartment, so that there is a safe place that we can take youth when they're stuck, or in the middle of the night
- To have one general office that all our programs can connect to help with paperwork, etc. would be of great benefit
- A special (free) bus pass just for youth commuting to school would be great
    - As some kids have no way to get to school and get moved around between families and neighbourhoods
    - I've watched kids that I had to drop off at MacDonald Youth Services get up the next morning and go straight to school
- We need a hotline to call to connect our youth to local resources
    - Our youth live in all parts of the city, so having groups that focus on different areas of the city
- Land-based education should be top priority, as it is central to Indigenous identity
- More programs are needed to help those seeking shelter
    - Dorms would be nice for those needing somewhere to stay while going to school
- Yellow Shawl (Ma Mawi Wi Chi Itata Centre) is a great program for youth in transition, but qualifying is a problem
    - They either need funding, or Employment and Income Assistance (EIA) – why can't they be given access to work and help pay their way?
    - The rooms may be available, but the process is too difficult
- We don't want youth on EIA

- It's discouraging and they'll be discriminated against navigating the EIA process
- Youth want to work and independence

- Maybe something like the housing for youth age 18-21 aging out of care could exist for younger youth?

What categories are high priorities?

Poverty Reduction Strategy Category	Votes
1. Implementation and a Culture of Caring (Systems Change)	1
2. Affordable Housing	2
3. Equity in Employment and Income Opportunities	1
4. Community Well-being Supports	0
5. Transportation System Equity	2
6. Equitable and Accessible City Services	0
7. Food System Resilience and Security	1
8. Collaborate for Equity in Community Safety	2

Topic 1 - Implementation and a Culture of Caring

- Land-based education needs to be a priority, and reflected in

Topic 2 - Affordable Housing

- This is the biggest issue our youth face is needing a safe and secure home
- Uncertainty is a huge stress
- Rooming houses can be unsafe
- Not enough awareness/promotion of things like rent assist

Topic 3 - Equity in Employment and Income Opportunities

- Ka Ni Kanichihk youth from RTS program (restoring the sacred) don't have access to money, only $100 per month.
- A bus pass takes up 70% of their money
- Being able to make extra money on the side would be very helpful
- Better promotion of and access to trades program

Topic 5 - Transportation System Equity

- Ka Ni Kanichihk youth from RTS Program (restoring the sacred) get around $100 per month (most goes to the host family)
- Bus pass takes the majority of their money
- Transportation system is hard to navigate
- Cost of a bus pass should be much lower

Topic 7 - Food System Resilience and Security

- Displaced youth need connections to healthy food
- The City should be promoting and providing funding for healthy, local, and indigenous food systems
- More Indigenous Knowledge in our food systems is needed

Topic 8 - Collaborate for Equity in Community Safety

- Our youth deal with racism every day, especially the young girls
- We experience discrimination all the time
- When we take our youth shopping, they get followed
- It's never-ending, and coming from many directions
- When we have our annual gala, while the kids are getting their makeup and hair done, I've felt they've been disrespected and talked down to
- Police need to ask more questions, not make assumptions
    - The environment in an urban centre is much different than on a northern reserve.
    - Transitioning is a huge change
- Youth: It's mostly police/officials that are an issue for me
    - I have almost been arrested a number of times when we were doing normal things, like playing catch or soccer in Assiniboine Park in the evening

Reconciliation and Relationships with Indigenous Peoples

- There are too many different places to deal each individual need that has to be addressed. Why can't we go to one place?
- We get asked repeatedly for our thoughts on projects, but what we need are actual supports.
- It's frustrating and I lose sleep over it, when many of our youth don't have parents who can help them with it all
- Free public greenspace, and safe spaces are lacking in Winnipeg
    - Public spaces should be monitored by trusted organizations like Bear Clan instead of cadets and police
- There is a need for programs where people of all races, cultures, ages, and genders can meet, socialize, and build relationships
- There should be an Indigenous Council that is equal to City Council, not just the Mayor's Advisory Circle

    - Any policy that impacts Indigenous people should go through that council
    - Indigenous people are still not being heard
- Dealing with credit is a big issue
    - Not only do youth not have access to credit, but they are constantly at risk of defaulting

Poverty Reduction Strategy – Make Poverty History Manitoba

Location:	Zoom	**Date:**	December 11, 2020
Attendees:	10	**Time:**	9:30 a.m. – 11:30 a.m.

Meeting Notes:

Poverty Reduction Strategy Category	What are your thoughts on the objectives and potential actions?	What actions are missing?	What are the most critical actions you want to City to focus on first?
1. Implementation and a Culture of Caring (Systems Change)	Good to have on paper – how do we follow-up? Unions are strong and might not allow the outlined work in staff job description? How do we ensure actionability? Great starting points for discussion. Equity lens tool is useful and exciting discussed in core group. Could be a helpful tool for advocacy.	Admin reports have budget implication, what if another consideration "what does this decision have to do with reduction of poverty"	• **Increase staff assigned to strategy implementation** Worry about limitation of doing all of this in existing budgets – we must devote resources to achieving. • **Develop and implement a process for meaningful engagement of people with lived experience in City decision making** Pleased it is tying into the newcomer strategy – will lead to more meaningful engagement.
2. Affordable Housing	Real need for more staff for implementation – Calgary has seven staff. Clarity: $2 M investment in 2021 budget – within the proposed budget.	Promote social inclusion – more than just the house, but the neighbourhood – safe and accessible. Homeless includes high level of intellectual disabilities and may have more needs.	• **Work with the community to ensure the health, safety and dignity of people living in encampments and support additional housing options** Human Rights based approach

		Idea of choice – you are offered one place – still some idea of personal choice and direction. Diversity of choice and intergenerational options. Add targets: Housing needs assessment highlighted – we need 1800 new units a year. Most renters living in private market. Run parallel to social housing efforts. Maintain private market rentals – private market tools can be used. The housing reserve is a good idea but not robust enough to do what needed. Not many people know about it and not much money. Could use increased formal intake process.	• **Use planning and zoning tools to increase affordable housing supply, such as density bonusing and inclusionary zoning.** If directed towards affordable housing. Bylaws on condo conversion. Maintain affordable private apartment stock. Short-term steps could include condo conversion by-law right away this is used in other municipalities. Pandemic fallout not yet understood.
3. Equity in Employment and Income Opportunities	See breakout room #2	See breakout room #2	See breakout room #2
4. Community Well-being Supports	Communication is important for this entire list. You can make change but if it's not communicated at every level on how this change is implemented than people will fall through. Think Transit conflicts (rider and driver)	Staff training – can this be expanded (harm reduction and de-escalation) to other city staff and community organizations. Would benefit senior city administration for a caring perspective vs. human	• **Provide staff training on community support skills (i.e. mental health first aid, crisis intervention, how to make referrals)**

	over unclear use to use in cold weather. Who is reviewing and responsible if this isn't happening? Is there some overall follow-up if not happening? Keep people accountable.	management. City facilities where vulnerable users.	
5. Transportation System Equity		Snow removal. Prioritize areas of high pedestrian and transit use. I don't understand how people can function in this city using a wheelchair. Construction sites need increased consideration how movements around – sidewalk closures and alternate routes. Critical trips (health appointments and job search) and we can't provide rides and fares for all. Low income bus pass - want to know why the card is another colour (stigma). Removal of Spirit bus – it should have been expanded to service low income. Now gone.	Improved snow clearing policy to focus on quick removal in high density areas.

		Walk Bike engagement programs drawn out unnecessarily at high cost and community disruption. Empower engineers to use best practices and evidence for required infrastructure. When third party consultant engaged added expense and incentive to drag out.	
6. Equitable and Accessible City Services	This looks good – love idea to use partnerships to enhance service delivery. WINNPass – key areas deeper subsidies for very low income. Sliding scale passes like Calgary. We need are appreciative for youth free transit. We also need discounted fares for youth and seniors. We've seen long term a want to move towards single fare options. Also, the need for low-income pass this should be funded through additional revenue. Transit benefits all transportation users in Winnipeg.	Would add some degree of oversight on that relationship. Many in community know community centers run by board without evidence-based service delivery. Boards can be disconnected from community needs. More consultation in running operations is required. Intellectual disabilities - communications key – awareness is an issue because they live under umbrella of disability services. Needs clarity. Barrier when support staff accompanies someone to activity (exe: swimming lessons) and the City-staff member further isolates. If there was better understanding over support	• **Use community development approaches and partnerships to enhance service delivery in areas of higher need** • **Develop policies to maximize use of City facilities and assets for community benefit** During extreme climate events, not all facilities available – many sit closed example: City Hall or some libraries.

		worker responsibility – staff member would better provide accessible service. Insurance polices on publicly owned lands – many not-for-profit need to insure their own activities which is expensive. Help to provide more services by supporting here.	
7. Food System Resilience and Security	We could do a better job of asset management.	Commercial kitchen facilities but we aren't sharing. There is a lot of duplication. Rather than cost to build it would be nice for City to find better partnership. Licensing of commercial grade cooking facilities. Often way beyond of capacity of front-line groups feeding those in need. More access to healthier food. Farmer's markets and food hub access to local producers. Removing barriers in local communities. Should community gardens output food or green-rec or social connection. Work with City to work on other options	

		to farm in the City. Requires water, soil and knowledgeable staff.	
8. Collaborate for Equity in Community Safety	When we see a safety concerns we put more money into police. Can we fund safe spaces and achieve goals with less money? This is a big one. Cost of EMS and so much of budget goes to response – more oversight of response grounded in principles outlined today.	More effort on who sits on Public Safety Board – current commissions is a travesty. Starting point is how we are spending to achieve safety goals – if we can't trust Councillors to make decision then we need more representative decision makers. Better cost benefit analysis of safety benefits from community services (exe: 24-hour safe space). Core reasons why people feel unsafe – intergenerational trauma – housing. Offer healing programs. Without support to heal the only catch-all to catch them is the criminal system. Holistic wrap around model.	

Breakout Room #1 – Food security

- Look at enhancing the capabilities of the Winnipeg Food Council Committee
- Community gardens
    - Community gardens often experience vandalism and theft of food

- The community gardens often have poor soil quality and limited or no access to a water source
    - Community Gardens aren't sustainable without access to affordable water
    - The City should provide free water and seeds
- The staff managing community gardens often have limited knowledge and skills
    - The City should consider hiring a professional with a PHD in agriculture who has the skills and expertise to monitor and manage soil levels, and support community gardens to ensure they are thriving
- Community gardens should be able to produce food for the community but often their main purpose ends up being social benefit and community access to green space with providing food being the last purpose because these gardens aren't set up to maximize food production
- Community organizations face the barrier of having to pay taxes on the land for community gardens
    - There should be stronger partnerships built between the City, community organizations and private sector to collaborate on food initiatives
    - Community organizations should have access to a City hired green team/volunteers to help out
    - Give tax breaks on land being used for food production
- The City needs to value community gardens and invest in them

- The City could partner in a hub model where locally produced food suppliers are supported to go to low income communities and food deserts to sell affordable locally produced foods
    - The Winnipeg Food Council should support local wholesale distributors
    - The City should support more local markets
- There are many barriers for community organizations from food/health inspectors
    - There should be subsidies to allow for community organizations to access proper kitchen facilities or build their own so they can make healthy food for the community
    - The standards are a barrier to community organizations wanting to make meals because they cannot afford to put in a $200,000 commercial kitchen
    - Could there be flexibility in kitchen standards or some sort of compromise for community organizations to be able to make meals for the community

Breakout Room # 2 - Employment and Income

- The City should ensure that there are not conflicting policies that will hinder one another
    - An example would be in the recent budget there a new $70 fee for anyone wishing to apply to Winnipeg Police Service
    - This could be a barrier to equity seeking groups and could impact diversity hiring

- Social procurement policy is crucial to supporting community businesses
    - Some smaller companies may need to apply for contracts under larger companies because they couldn't fulfill the job alone
    - These bids should be reviewed carefully
- The City should look to also supporting local for profit socially-minded businesses
    - There is a lack of support
    - When socially-minded businesses bid for contracts, they may have a higher bid due to certain fees or added costs from being socially-minded
    - The social benefits should also be considered in the evaluation instead of always selecting the cheapest bid
- There should be more opportunities for community-based organizations to sit at the table with the Public Service and private sector organizations to find creative opportunities to collaborate
    - For example, if a large construction company is bidding for a big contract with the City, it could be put into the contract that they procure all of their food services from a social enterprise or a local business
- The City should advocate to support new Provincial Bill 41 on Credential Recognition
- The Living Wage Policy should apply to social procurement and contractors of the City
- The Poverty Reduction Strategy should not include a specific amount for a living wage because living wages need to increase over time with inflation
    - For example, $15/hr might be a poverty wage in a few years from now

Poverty Reduction Strategy – Indigenous Community Organizations

Location:	Zoom	**Date:**	December 14, 2020
Attendees:	5	**Time:**	10:30 a.m. – 12 p.m.

Meeting Notes

What categories are high priorities?

Poverty Reduction Strategy Category	Votes
1. Implementation and a Culture of Caring (Systems Change)	3
2. Affordable Housing	2
3. Equity in Employment and Income Opportunities	0
4. Community Well-being Supports	1
5. Transportation System Equity	0
6. Equitable and Accessible City Services	1
7. Food System Resilience and Security	1
8. Collaborate for Equity in Community Safety	2

Topic 1 - Implementation and a Culture of Caring

- How do we adequately deal with police relationships? How do we facilitate the type of interactions low income and Indigenous people have with the police?
- Who is using the Poverty Reduction Lens on what decisions?
    - Are there other jurisdictions that have a similar tool that you can use as a template?
- Who is developing and delivering the equity and anti-racism training?

Topic 2 - Affordable Housing

- Team up with residential tenancies board
- Biggest issue people are facing are rent increase from renovations
    - Landlords do a few small upgrades like new paint and the are allowed to increase the rent above maximums, which kicks low income people out
    - Anti-eviction strategies, one of the struggles we see is when we find housing for folks experiencing homelessness they don't always function as expected by the Housing Structure
- Help for new homebuyers
- People are being pushed out of neighbourhoods because of zoning
- Congregate supportive housing

- We currently think about housing as single units for single people or families
    - However, some people need congregate housing with supports
    - Like a halfway house model, except instead of people coming out of incarceration, it is for people coming out of poverty
    - People can't always meet the general expectations of the landlord so once you get people into housing, it often breaks down
- Communal living options
    - Multiple units have a common room
    - There are communal living housing options becoming available (outside of Winnipeg)
- Encampments
    - Every time an encampment is taken down, a new one pops up nearby
    - Whatever is being done is not working

Topic 3 - Equity in Employment and Income Opportunities

- Having clear targets for a diversity hiring
- Mentorships in hire positions
- Better international credential recognition
- It would be good if the City works with local small businesses
- Support for living wage policy for subcontractors
- Difficult to set up social enterprise without partnerships

Topic 4 - Community Well-being Supports

- Cancellation of the Downtown Spirit
    - Huge impact to the downtown community
    - It is a way of getting off the street without having to pay
    - Return would be beneficial to the community
    - Tourist, workers, and residents running errands also used the Downtown Spirit and not just unsheltered residents
- What does the Community Connections space at the Millennium Library look like?

Topic 5 - Transportation System Equity

- The City needs to address the amount of bike theft
    - Many people rely on bicycles for transportation
    - However, if we start addressing people's basic needs, we might start to see bicycle theft decrease
    - The City should work with scrap metal companies that might take in stolen bikes
- One of the biggest problems during a snow storm is that no buses will come for a long time, then four will show up
- A lot of issues in getting Transit Plus

- Need to adopt a schedule similar to regular transit so you don't need to schedule your day around Winnipeg Transit Plus

Topic 6 - Provide Equitable and Accessible City Services

- Could unsheltered residents access gyms and pools at City facilities to shower?
  - A lot of unsheltered residents have job interviews and they know they won't do well without a shower
  - Most unsheltered residents do not have two dollars to use City showers
- Bathroom at Millennium Library
  - The bathrooms at the Millennium Library are very uncomfortable to use because they are not welcoming
  - There is a lot of stigma against unsheltered residents using washroom at the library

Topic 7 - Foster Food System Resilience and Security

- People don't always know how to cook the food they receive from supports
- Food purchased Downtown is much more expensive than food purchased in the suburbs
- There are no reasonably-priced grocery stores Downtown or the north end reasonably priced
- Could there be a grocery shuttle that would take people to Superstore of No Frills – which is much more reasonably priced
  - It becomes expensive to take regular transit with children or take a taxi

Topic 8 - Collaborate for Equity in Community Safety

- The Police and Crisis Team (PACT) model is important to help first responders
  - Chicago did something very similar that was successful
  - Community elders were part of the team
- There has been a significant decline in availability of the Mobile Crisis Unit when you call 911

Reconciliation and Relationships with Indigenous Peoples

- Winnipeg Police should not be investigating their own incidents
- An Indigenous advisory committee would be important

Poverty Reduction Strategy – Lived Experience

Location:	Zoom	**Date:**	December 14, 2020
Attendees:	14	**Time:**	3 p.m. – 4:30 p.m.

Meeting Notes

What categories are high priorities?

Poverty Reduction Strategy Category	Votes
1. Implementation and a Culture of Caring (Systems Change)	1
2. Affordable Housing	7
3. Equity in Employment and Income Opportunities	2
4. Community Well-being Supports	2
5. Transportation System Equity	5
6. Equitable and Accessible City Services	1
7. Food System Resilience and Security	8
8. Collaborate for Equity in Community Safety	1

- Food security is important because the cost of daily living and basic needs are too high
    - If you don't have enough food you cannot make rational decisions
- You can't help people if they don't have food security and basic housing
- The Millennium Library has provided social workers to assist people with problems
- The Food Club in West Broadway has helped a lot by having targeted programs in areas with high poverty
    - Companies and individuals both contribute
- Affordable housing is the biggest priority
    - Could the City could organizations with land so they could build affordable housing?

Breakout Room 1 – All topics

- Transportation and food security are top priorities
- Bring the Downtown Spirit back
    - A lot of residents relied on Route 3 to travel to Silom Mission and Light House Mission
- It's not just having food but having good food
    - Very little food that the foodbank gets is good, healthy food
    - Churches help supplement some of the food banks
- Is there land that the City could make available for low-income housing?

- Landlords are also an important part to housing
    - Some landlords don't care, let housing deteriorate and won't do basic repairs
- Federation of Canadian Municipalities Poverty Reduction Strategy
    - There are limits on what the City can do to have a strategic impact
    - There used to be a municipal welfare system in Winnipeg
- When people go by the provincial definition of affordable housing, it sets rates that help create slum landlords instead of solving landlord issues
- How will City lend support to organizations to help lobby for change at the provincial and federal level?
    - This is where the Canadian Municipalities comes in
- Every game changer is important in its own way
- While there are small improvements in some areas, the big cuts being made to the City push people in poverty further back than where they started
- The provincial government has a poverty reduction council
    - The City of Winnipeg and Federation of Canadian Municipalities should have seats at the table
- Glad to see content that deals with people with mobility issues

Breakout Room 2 – All topics

- How is the City planning to pay for all of the actions that require support within existing resources?
- The City says it values poverty reduction but by not allocating any additional funds or resources is a contradiction
- The Downtown Spirit being cancelled caused a lot of problems and barriers for people
    - The potential action of the fare free zone Downtown sounds very similar to the service that was provided by the Downtown Spirit
    - The community wants action now and not in 2050 when the Transit Master Plan may or may not implement these actions on a timeline where by the time they happen the people who have been consulted will have been dead
- The Police and Crisis Team (PACT) model is not the preferred model by the community
    - The police often escalate situations merely by being present
    - Police presence can cause more duress for those experiencing crisis
    - Police should not be involved in mental health/drug psychosis calls
    - PACT is not the answer
- If the strategy is framed using the seven sacred teachings, where is the 'Truth' in the strategy?
    - The City is not staying true to what it says it is going to do
    - AMIK does not only mean Beaver it also means "one you cannot sneak up on" because the Beaver is known for being able to slap its tail to make a sound
- There is no clarity in what actions are already being done, what actions would be the result of the strategy implemented, and what actions would be traded off with other City services to be implemented

    - The Strategy should be transparent and not repackage actions that already being done or would be done without the Strategy
    - The Strategy should not present existing actions as if they are new ideas
- The community needs to be consulted and listened to in regard to what they are willing to trade off on, what should be added, and what the City needs to keep in this strategy
- Transit is listed as a priority in this Strategy, but the City is planning to reallocate funds from Winnipeg Transit to the Winnipeg Police Service in the proposed budget
    - This is contradictory
    - If the City wishes to take a poverty reduction lens, the least they can do is ensure that funds intended for Winnipeg Transit stay within the Winnipeg Transit budget to assist low income residents
- Actions need to happen immediately and on one-year timelines
    - The timelines proposed in the Strategy are too far in the future
    - Distant timelines is like dangling a carrot on a stick that the community will never get
    - The City continues to keep consulting the community on the same things they have already been consulted on in the past but there is never any action
    - Then moves on to implementing new ideas instead
- The libraries should implement a no questions asked late fee forgiveness program
    - There program would ensure there is no judgment or penalties when returning books late or lost books

What would you need in order to stay involved, interested?

- A small advisory council
- A committee that would apply a poverty lens to all decisions the City makes
    - For each decision, the committee would ask: how does this impact people in poverty?
    - Most City's in Canada have a similar committee so frameworks are available
    - The committee needs to be intersectional and include people with disabilities, from BIPOC communities, 2SLGBTQ+, single parents, seniors, newcomers
- Creating a mentorship or employment program (similar to the Indigenous one) that targets insertional people
- An investment or acknowledgement from the City of Winnipeg to show their commitment to actively implementing this strategy, so that I know our time and energy is being taken seriously
- Need to know that these are going to be implemented in a timely manner

Appendix B – Sample Stakeholder Session Presentation

Honouring Our Shared Wisdom: A **Poverty Reduction Strategy** for the City of Winnipeg

Presentation to Make Poverty History Manitoba – City Working Group

Stakeholder Engagement

December 11, 2020

Community Services

Winnipeg

Poverty Reduction Strategy

Land Acknowledgement

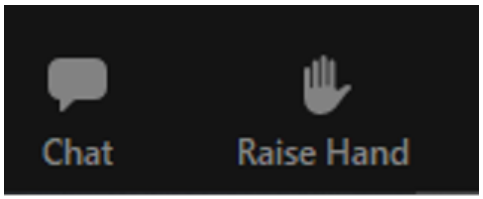
We would like to acknowledge that we are in Treaty No.1 territory and the traditional homeland of the Métis Nation.

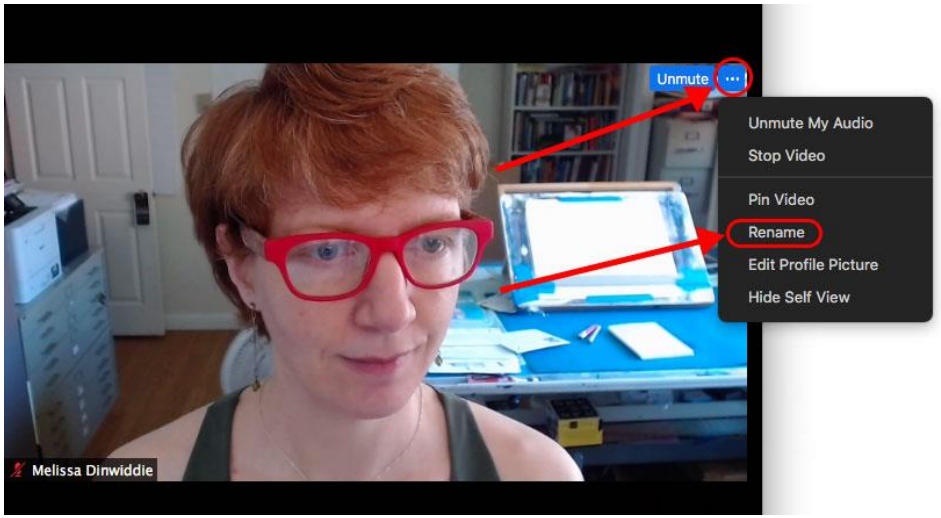
We also acknowledge that the water we drink comes from Shoal Lake 40 First Nation on Treaty No.3 territory.

Poverty Reduction Strategy

ZOOM Meeting Protocol

- During the session, feel free to submit questions using the chatbox
- If you'd like to speak please use the raise hand function
- Please rename yourself on zoom with "your name / pronoun /your organization and or department"
- We encourage you to keep your cameras on if you are able
- Please remain muted unless you are speaking





Poverty Reduction Strategy

Agenda

- Round Table Introductions
- Presentation: Draft Poverty Reduction Strategy
  - Large Group Discussion
    - **Priority Actions (40 mins)**
  - Two Break Out Group Discussions
    - **Priority Actions (15 mins) x 2**
    - **Report Back (10 mins) x 2**
- Next Steps

Poverty Reduction Strategy

Brief Introductions

- Your name, pronouns, organization



Poverty Reduction Strategy

Project Overview

- **Executive Policy Committee of City Council (EPC)**
    - Requested the Public Service report back with a City of Winnipeg poverty reduction strategy and detailed implementation plan, **all within existing resources**
- **Timelines**
    - June – Sept: Stakeholder Engagement – Phase 1
    - Sept 21: Mid-term update to EPC
    - Oct – Dec: Stakeholder Engagement – Phase 2
    - **Late Feb 2021: Report to EPC**

Our Approach to Developing the Strategy

- **Strategy for the City of Winnipeg:** The City cannot end poverty alone. Actions in the Strategy will focus on actions the City can take to help reduce poverty, and identify areas for partnership and advocacy.
- **Co-created with the community**: The Core Working Team includes community representatives from *Make Poverty History Manitoba*, *Winnipeg Poverty Reduction Council*, and an Indigenous organization, working alongside the Public Service.
- **A 'building blocks' approach**: The Strategy will clarify the City's role in poverty reduction; Set a three year implementation plan; followed by review and renewal to keep momentum, work on long term actions/goals.

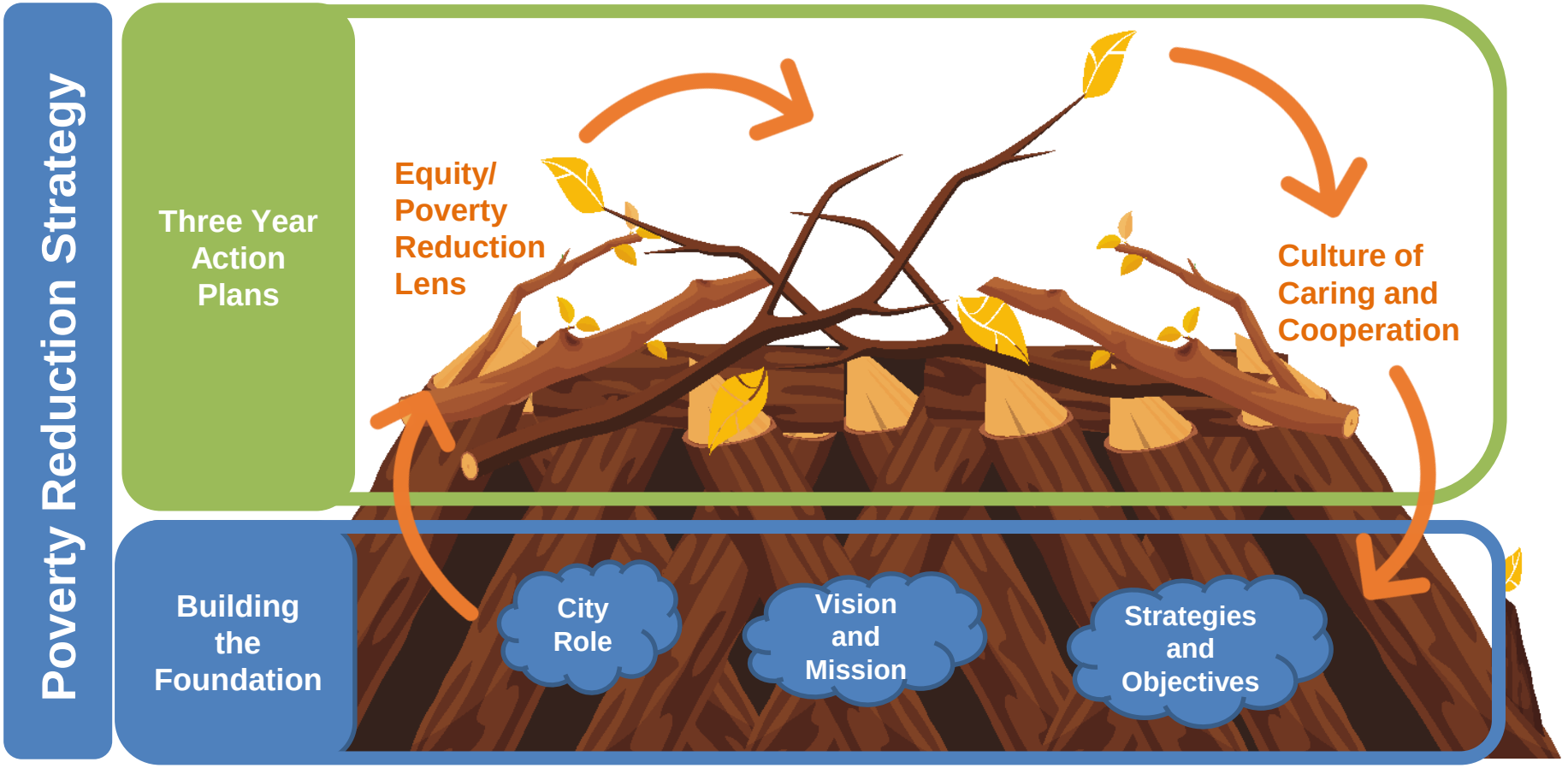
Indigenous Worldview Framing - Amik (Beaver)

- **The Beaver represents Wisdom** in the **Seven Sacred Teachings**:
  - Wisdom is knowledge gained through experience, accepting responsibility, and being accountable for our actions.
  - Everyone has unique gifts and needs the opportunity to use them.
- **In developing the Poverty Reduction Strategy, the City will:**
  - Use the Wisdom it already has and accept responsibility.
  - Use the Wisdom gifted to us from our stakeholders, and those with lived experience who can show us the way.

Poverty Reduction Strategy



Indigenous Worldview Framing - Amik (Beaver)



Poverty Reduction Strategy

OVERARCHING PRINCIPLE

- We will **Use our Wisdom, Accept Responsibility and Be Accountable for Implementing the Strategy** *(Amik - Teachings of the Beaver)*

GUIDING PRINCIPLES

- We will **Uphold Human Rights**. *(Manitoba Human Rights Code; UNDRIP; UN Rights of the Child; Jordan's Principle; Accessibility for Manitoban's Act)*
- We will **Honour Relationships and Reconciliation with Indigenous Peoples.** *(Treaty #1 and Métis Homeland; TRC Calls to Action; MMIWG Calls for Justice, Winnipeg Indigenous Accord)*
- We will **Address Systemic Oppression, Trauma, and Social Inequity**.
- We will **Promote and Maintain the Welfare of all residents**.
- We will **Develop Trust and Meaningful Partnerships** to find solutions and drive change.

winnipeg.ca/povertystrategy

Poverty Reduction Strategy

DRAFT

PROPOSED GOALS

Game Changers

1. Commit to Implementation and a Culture of Caring
2. Partner and Plan for Affordable Housing
3. Expand Equity in Employment and Income Opportunities

Accelerators

4. Expand Community Well-being Supports
5. Enhance Transportation System Equity

Momentum Builders

6. Provide Equitable and Accessible City Services
7. Foster Food System Resilience and Security
8. Collaborate for Equity in Community Safety

Priority Actions Discussions – Two Parts

Strategy Implementation and Culture of Caring (systems change)	Plenary
Affordable Housing	Break-out Session A Topic 1
Employment and Income Opportunities	Break-out Session B Topic 3
Community Well-being Supports	Plenary
Transportation System Equity	Break-out Session B Topic 4
Equitable and Accessible City Services	Plenary
Food System Resilience and Security	Break-out Session #A Topic 2
Equity in Community Safety	Plenary

Poverty Reduction Strategy

Questions for Group Discussion

For Each Topic:

- What are your thoughts on the objectives and potential actions? Anything missing?

- What are the most **critical actions** you want the City to focus on first?

(10 minutes per topic; feel free to put comments in the chat)

Poverty Reduction Strategy

Strategy Implementation and a Culture of Caring

Game Changers

DRAFT

Strategy Implementation and a Culture of Caring

Objectives:

1. Improve the City's capacity to implement the strategy

2. Establish accountability for implementation and build trust

3. Increase Public Service awareness of systemic barriers related to poverty and social inequity, and factor them into decision making and service delivery

4. Advocate and develop partnerships

Game Changers



Strategy Implementation and a Culture of Caring

Potential City Actions – Some of the ideas to date…
• Identity implementation roles/pathways • Increase staff assigned to strategy implementation • Fast-track equity/anti-racism training for the Public Service • Develop and implement an Equity/Poverty Reduction Lens decision making tool • Delegate ongoing oversight to a Council committee for implementation • Develop and implement a process for meaningful engagement of people with lived experience in City decision making • Other ideas….

Expand Community Well-being Supports

Winnipeg

Community Well-being Supports

DRAFT

Objectives:

1. Improve the well-being of unsheltered residents by addressing their urgent needs through collaboration with community partners and other levels of government.

2. Ensure front-line City staff have the knowledge, skills and resources to help connect residents to needed supports.

3. Develop strategic partnerships to connect people to needed supports.

4. Support harm reduction to save lives and minimize the negative health and community outcomes of substance use.

Accelerators

Community Well-being Supports

DRAFT

Potential City Actions – Some of the ideas to date…

a) Maximize partnerships to support the unsheltered population in meeting their basic needs during extreme cold/hot weather

b) Continue to support 24 hour safe spaces, through partnerships, operating grants, and use of City facilities, particularly in areas of higher need

c) Create a Community Connections space at Millennium Library (anticipated 2021)

d) Install temporary and permanent public restrooms in key locations identified with the community

e) Provide staff training on community support skills (i.e. mental health first aid, crisis intervention, how to make referrals)

f) Provide training for first responders (police, paramedics, firefighters) in mental health first aid, addictions, destigmatization, trauma-informed care, de-escalation, and anti-oppressive health promotion practices.

g) Continue to support non-profit organizations providing critical supports in the community, through operating grants, use of city-owned facilities, and other forms of in-kind assistance

h) Install sharps containers in City facilities

i) Conduct a review of municipal regulations, policies, programs, services, facilities, and front-line staff training protocols for ways to align better with harm reduction principles, and explore with WRHA strategies and tools that could be adapted to City facilities and supports for staff, to better meet the needs of people who use drugs.

j) Many other ideas…

Provide Equitable and Accessible City Services

Winnipeg

Momentum Builders

DRAFT

Provide Equitable and Accessible City Services

Objectives:

1. Ensure all residents have equitable access to City services, in particular demographic groups experiencing inequity

2. Use community development models for service delivery in areas of higher need

3. Maximize use of City's tools and resources to address and reduce systemic inequities

Momentum Builders

DRAFT

Provide Equitable and Accessible City Services

Potential City Actions – Some of the ideas to date…

a) Eliminate fines on overdue library materials (per Council motion, 2021 budget process)

b) Develop policies to maximize use of City facilities and assets for community benefit, particularly in areas of higher need, such as: low-cost lease policy, rental fee waiver policy, disposition of surplus City land policy.

c) Use community development approaches and partnerships to enhance service delivery in areas of higher need

d) Implement a joint application review process for the Recreation Fee Subsidy and WINNPass (low income transit pass) programs

e) Many other ideas…

Poverty Reduction Strategy

Collaborate for Equity in Community Safety

Winnipeg

Momentum Builders

DRAFT

Collaborate for Equity in Community Safety

Objectives:

1. Increase and resource equity and community-based approaches to safety and security all residents, in particular BIPOC residents

2. Increase the safety and security of Indigenous women, girls, 2SLGBTQQIA people, and youth through partnerships

3. Address systemic racism and inequity in all City departments and service agencies through community-informed leadership, diversity hiring, and targeted programs and initiatives Maximize use of City facilities as neighbourhood hubs for community safety and wellbeing, particularly in areas of higher need

Momentum Builders

DRAFT

Collaborate for Equity in Community Safety

Potential City Actions – Some of the ideas to date…

a) Work collaboratively with the community and Winnipeg Police Service to finalize a Community Safety and Well-being Plan and identify priorities for implementation

b) Support partnerships to build awareness and increase support for at-risk Indigenous women, girls, 2SLGBTQQIA people, and youth by front line staff and transportation providers

c) Offer targeted, accessible, and culturally relevant recreation and sports programming and leadership opportunities for low income children and youth in areas of higher need

d) Work with the Winnipeg Committee for Safety to identify additional priority actions

e) Many other ideas…

Break-out Group Discussions

Choosing your Break-out Groups

Please **rename yourself with a number in front of your name** indicating your preferred discussion topic for both sessions:

Session A Topics:

1. Affordable Housing

2. Food Security

Session B Topics:

3. Employment/Income

4. Transportation

Small group discussions

- What are your thoughts on the objectives and potential actions? Anything missing?
- What are the most **critical actions** you want the City to focus on first?
- What are key opportunities and challenges?
- What potential partnerships could be in this area?

Consider in your discussions

- Where systems change is required
- Reconciliation & Relationships with Indigenous Peoples

Topic 1

Plan and Partner for Affordable Housing

Winnipeg

DRAFT

Partner and Plan for Affordable Housing

Recent City Activity:

- Housing Needs Assessment Report (Institute of Urban Studies)
- Federal funding of $12.5M for Winnipeg (Rapid Housing Initiative)
- City owned land for non-profits in Housing Improvement Zones
- Report to Council on menu of options for affordable housing:
    a) Housing Speaker Series
    b) Zoning by-law amendments (i.e. parking requirements)
    c) Fast-track permit process for affordable housing
    d) Affordable Housing Program with tax incentives, capital grants, and permit fee rebates
    e) Working with Housing Steering Committee to identify future actions and housing strategy

Game Changers



Partner and Plan for Affordable Housing

Objectives:

1. Increase the City's capacity and commitment to partnering and planning for affordable housing

2. Address the urgent and immediate housing needs of shelterless residents through partnerships

3. Utilize tools and resources available to the City to encourage more affordable housing development projects

4. Maintain and improve existing housing stock

5. Address long-term affordability and sustainability by minimizing energy poverty

Game Changers

Partner and Plan for Affordable Housing

DRAFT

Potential City Actions – Some of the ideas to date…

a) Increase the number of staff assigned to affordable housing policy and program development
b) Facilitate and leverage funds for affordable housing programs of other levels of government
c) Work with the community to ensure the health, safety and dignity of people living in encampments and support additional housing options
d) Support non-profits/agencies responding to the needs of residents who are homeless, or at risk of homelessness
e) Fast-track permit process for affordable housing development
f) Implement zoning by-law amendments to support affordable housing (i.e. reduced parking requirements)
g) Use planning and zoning tools to increase affordable housing supply, such as density bonusing and inclusionary zoning
h) Create an Affordable Housing Program with tax incentives, capital grants, and permit fee rebates for new developments
i) Make City-owned surplus land available for affordable housing development
j) Review barriers facing vacant buildings in redevelopment for affordable housing
k) Examine ways to retain, maintain and improve existing affordable housing stock (i.e. rooming housings, condo conversions)
l) Develop a housing strategy and action plan
m) Many others ideas….

Topic 2

Foster Food System Resilience and Security

Winnipeg

Momentum Builders

DRAFT

Foster Food System Resilience and Security

Objectives:

1. Work with partners to increase sustainable, culturally appropriate food security for all residents

2. Maximize use of City's tools and resources to increase food security and access for the most vulnerable residents and in areas of higher need

Momentum Builders

DRAFT

Foster Food System Resilience and Security

Potential City Actions – Some of the ideas to date…

a) Develop and implement a Winnipeg Food Policy that responds to the needs of people living in poverty

b) Enable in-kind use of City owned facilities by community partners for food security activities, such as community kitchens and food bank distribution

c) Support and expand community gardens, particularly in areas of higher need

d) Prioritize social benefit purchasing practices for food services within City facilities

e) Work with the Winnipeg Food Council to identify additional priority actions to increase food security of residents experiencing poverty

f) Many other ideas…

Topic 3

Equity in Employment and Income Opportunities

Winnipeg

Poverty Reduction Strategy

Recent City Activities

- Newcomer Welcome and Inclusion Policy and Strategic Framework, includes ‘A Representative Workforce’ as a strategic objective (Council - Feb 2020)
- New Equity, Diversity and Inclusion Coordinator hired, who will develop a diversity hiring program and lead related initiatives
- Fast-track mandatory Anti-Racism Training for the public service (Council - July 2020)
- Provide a Living Wage for City all employees by 2023 (Council - Oct. 29)
- Report back on Nameless Resume Process and hiring practices (EPC - Oct 20)
- Social Procurement Policy motions (EPC Dec. 9)

DRAFT

Game Changers

Equity in Employment and Income Opportunities

Objectives for the Poverty Reduction Strategy:

1. Demonstrate a commitment to human rights and equity by decreasing barriers and maximizing employment, training and mentorship opportunities focused on equity, diversity, inclusion, Reconciliation and poverty reduction.

2. Leverage City purchasing power to achieve greater social and community benefits.

3. Use City assets and social innovations to enhance social and community development opportunities and value.

4. Support the social and economic stability of individuals and families through leadership in action and advocacy to senior governments (i.e. living wage, childcare access and affordability, social assistance, Basic Income etc.)

Game Changers

Equity in Employment and Income Opportunities

DRAFT

Potential City Actions – Some of the ideas to date…

a) Develop a Diversity Hiring Program with clear targets

b) Advocate for better international credential recognition (i.e. education, professional certifications)

c) Create a Newcomer Youth Strategy based on the Indigenous Youth Strategy model to provide employment opportunities for newcomer youth.

d) Enhance opportunities for Indigenous people in City hiring and training programs

e) Identify and remove barriers to accessing employment opportunities at the City

f) Develop partnerships to target low-barrier seasonal jobs to equity seeking groups

g) Adopt and implement a Social Procurement Policy

h) Support community-based employment development programs/social enterprises

i) Support pilot projects that foster social innovation and use a community development approach

j) Provide a Living Wage for all employees by 2023

k) Develop a Living Wage Policy to expand living wage to include contractors with the City

l) Many other ideas…

Topic 4

Enhance Transportation System Equity

Winnipeg

DRAFT

Enhance Transportation System Equity

Objectives:

1. Increase affordability and accessibility of transportation for those who need it most.

2. Target improvements to transportation infrastructure and services to areas where residents rely on transit to move around the city.

3. Support transportation needs of unsheltered residents (i.e. during extreme cold/hot weather, COVID-19).

Accelerators

Transportation System Equity

DRAFT

Potential City Actions – Some of the ideas to date…

a) Continue and expand the Low Income Transit Pass (WINNPass) program, and look at options to allow a sliding-scale reduced fare option, and single reduced fare ‘pay as you go’ option

b) Establish an extreme cold/heat transit policy and partner with key community organizations to communicate it to unsheltered residents

c) Provide free transit for children (in 2021, per multi-year budget)

d) Consider a downtown fare-free zone (per draft Winnipeg Transit Master Plan 2050)

e) Ensure that walking, cycling, and transit networks are connected to existing and planned affordable housing developments

f) Improve transit and active transportation infrastructure and services (i.e. bus shelters, bike routes, snow-clearing priorities) in areas of higher need.

g) Prioritize transit and active transportation investments as part of overall road network operating and capital budget decisions

h) Ensure route designs, service and busses facilitate access to food and household goods, health and social services, recreation, libraries, child care, education, and employment opportunities

i) Many other ideas…

Report Back

- Thoughts on the objectives and potential actions; what is missing.
- Most **critical actions** the City should focus on first
- Key opportunities and challenges
- Potential partnerships

Poverty Reduction Strategy



For Future Discussion

Equity and Intersectional Lens

- How do we ensure an equity/intersectional lens is applied to the Strategy?
- How can we ensure the lens is applied to actions implemented over time?
- Do you have examples to share of great ways you've seen this done?

Next Steps

Upcoming Stakeholder Engagement Sessions:

- Lived experience sessions
- Indigenous youth and community organizations sessions
- Other outreach

Report Timeline:

- Report due at EPC – Feb. 2021

Honouring Our Shared Wisdom: A Poverty Reduction Strategy for the City of Winnipeg

THANK YOU

For more information:

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Winnipeg

List of Stakeholder Organizations

The City met (virtually) with representatives from the following organizations as part of Phase 2 stakeholder engagement for the Poverty Reduction Strategy:

1Just City
Bike Winnipeg
Budget for All Winnipeg
BUILD Inc
Canada Mortgage and Housing Corporation
Canadian Centre For Policy Alternatives
Canadian Community Economic Development Network
Canadian Muslim Women's Institute
Centre for Aboriginal Human Resource Development Inc
Chalmers Neighbourhood Renewal Corp.
Daniel McIntyre/St Matthews Community Association Inc
Downtown Winnipeg BIZ
Elmwood Community Resource Centre
End Homelessness Winnipeg
Fearless R2W
Food Matters Manitoba
Immigrant & Refugee Community Organization of Manitoba
Inclusion Winnipeg
Ka Ni Kanichihk
Low Income Intermediary Project
Make Poverty History Manitoba
Manitoba Association of Newcomer Serving Organizations
Manitoba Harm Reduction Network
Manitoba Home Builders Association
Province of Manitoba - Manitoba Housing
Province of Manitoba - Department of Families
Manitoba Moon Voices Inc
Manitoba Non-Profit Housing Association
Morberg House
Mount Carmel Clinic
New Journey Housing
North End Women's Centre
Osborne Village BIZ
Poverty Awareness & Community Action
Right to Housing Coalition
Salvation Army
Social Planning Council of Winnipeg
Spence Neighbourhood Association
Sscope Inc
United Way
University of Manitoba - Department of City Planning

University of Winnipeg Development Corp
Urban Development Institute of Manitoba
West Broadway Community Organization
West Central Women's Resource Centre
Winnipeg Chamber of Commerce
Winnipeg Housing Rehab Corporation
Winnipeg Regional Health Authority

City staff from the following areas were also included in the stakeholder sessions:

Assessment and Taxation - Strategic Support
Community Services - Community Development
Community Services - Homelessness Partnering Strategy
Community Services - Registration / CLASS
Community Services - Strategic Management & Business Support Services
Customer Service and Communications - Office of Public Engagement
Human Resources Services
Human Resources Strategy & Services
Indigenous Relations
Information Services
Materials Management
Chief Administrative Office
Property Planning and Development - Real Estate
Property Planning and Development - Urban Planning
Public Works - Office of the Director of Public Works
Public Works - Streets Maintenance
Public Works - Transportation
Winnipeg Fire Paramedic Service
Winnipeg Police Services
Winnipeg Transit - Planning & Scheduling