



# 2022 - 2023 CODE Annual Report

This project is funded in part  
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# ABOUT

## Commitment to Opportunity, Diversity & Equity (CODE)

Initiated by The Winnipeg Chamber of Commerce (The Chamber), Commitment to Opportunity, Diversity and Equity (CODE) represents a movement of business leaders, diversity and inclusion practitioners, community advocates and those with lived experience, coming together to expand implementation of impactful diversity, equity and inclusion actions within organizations that further organization and societal equity.

CODE provides organizations with tools, resources, and pathways to build capacity and diverse teams within their organizations to create inclusive and equitable workplaces. CODE seeks to increase people's knowledge of and access to tangible diversity, equity, and inclusion (DEI) strategies to improve their impact and reap the business benefits of doing so. To increase employer knowledge of how to get started and effectively facilitate organizational change, CODE offers events, training opportunities, and connections to recent resources. CODE has four primary programs: CODE Resource Hub, CODE events, the Newcomer Employment Hub and the CODE Coalition.



**The Chamber**  
The Winnipeg Chamber of Commerce



# ABOUT What We Do

*CODE has four primary programs: the CODE Resource Hub, CODE events, the Newcomer Employment Hub and the CODE Coalition.*



## The CODE Resource Hub

The CODE Resource Hub, launched in October 2021, continues to expand and be dynamic. The Resource Hub hosts valuable DEI resources online that are accessible to leaders at any time. In addition, if members have a commonly identified need related to DEI, we partner with relevant experts to create a resource that responds to the market. The most downloaded resource on the CODE Resource Hub is the Truth and Reconciliation Roadmap that was created in partnership with the Truth and Reconciliation Advisory Council.

## CODE Events

Our lineup of CODE Events provides organizations with a great way to promote continuous learning on DEI topics. Attendees leave with tangible tips and solutions they can implement. Annually, we host five virtual CODE Workshops, introductory CODE 101s, a gathering forum for CODE Coalition members, and a full-day CODE Conference.







## The Newcomer Employment Hub

The Newcomer Employment Hub is an innovative online job tool that creates quality job matches between newcomer job seekers and Manitoba employers. Leveraging strong partnerships with the business community and the settlement sector, this unique job portal aims to create pathways to economic success for newcomers and organizations alike.

## The CODE Coalition

The CODE Coalition is a group of organizations committed to advancing diversity, equity, and inclusion within their workplaces. These organizations commit to three actions, implement programming within their workplaces and report on their progress annually. These reports are summarized by Dr. Aynslie Hinds, our CODE Evaluator, who evaluates CODE's impact on workplaces and the community.





# YEAR AT A Glance

## CODE EVENTS

In the 2022-23 programming year, there were **24 CODE events**. There was a total of **691 attendees** at these events.

- Overwhelmingly, respondents were satisfied (94%) with the CODE event they attended

## CODE COALITION

**53 organizations** submitted their annual CODE Coalition reports.

- **98% of CODE Coalition members made progress** on Commitment #1 which focused on continuous learning

## NEWCOMER EMPLOYMENT HUB

- Almost half of the individuals who had an interview after applying to a position on the Newcomer Employment Hub were offered the job
- The first Engage and Employ recruitment series had over 150 newcomers in attendance
- Most respondents (85%) who attended the Engage and Employ events found them helpful

## CODE RESOURCE HUB

We launched a new and improved CODE Resource Hub that prioritized digital accessibility, user friendly design and five new resources.

- As per a user survey distributed monthly, people are primarily accessing the resources for work-related reasons and most survey respondents (82%) indicated they would recommend the resource(s)
- Individuals have read the resources (90%) and shared them with their colleagues (90%)

# CODE EVENTS

## CODE & Its Impacts

During the 2022-2023 programming year, we hosted five free virtual CODE workshops, a half-day CODE Coalition Forum, a full-day CODE Conference, and five CODE 101s.

Attendees registered for events because they were interested in learning about DEI strategies for their organization (84%) and for themselves (74%). Based on the post-event surveys, on average, attendees' knowledge and/or their understanding of the DEI topic(s) increased. The degree to which their knowledge and/or understanding increased was between "somewhat" and a "great deal".

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*"I attended the CODE workshop earlier this year and was very impressed by the event. It was a rich and engaging day of inspiring keynote speakers, excellent breakout sessions and thoughtful conversations with other attendees. Thank you, Chamber, for prioritizing the work of DEI in our city and for supporting businesses to create more welcoming and inclusive workplaces."*

**Robyn Penner Thiessen**

DIVERSITY, EQUITY & INCLUSION CONSULTANT, ROBYN PENNER THIESSEN CONSULTING

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*"I am glad the Chamber offers these types of workshops so members can learn."*

*"Very excited that the Chamber has prioritized this focus for their members!"*

*"The Chamber is doing so much regarding important CODE initiatives!"*

*"I think you do an excellent job of offering diverse programming for those at differing levels of awareness and actionability. Even if a session doesn't immediately resonate with me, it's valuable to hear where other folks are at."*

**94%**

Almost everyone (94%) indicated they are likely to apply something they learned.

**94%**

Overwhelmingly, attendees were satisfied (94%) with the CODE event they attended.

**96%**

Almost everyone (96%) indicated they are likely to attend a CODE event in the future.

**91%**

Almost everyone (91%) indicated they would likely recommend CODE events to others.



# CODE Resource Hub

We successfully rebranded and launched the CODE Resource Hub to improve digital accessibility and create a user-friendly design.

## New resources created in 2022-23

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- Mental Health and DEI section curated in partnership with Mindset Mental Health Strategy Inc
- Social Purpose section curated in partnership with United Way Winnipeg, Social Purpose Institute
- Religious Inclusion in the Workplace in partnership with Humaira Jaleel, Healthy Muslim Families
- CODE Kickstart Guide to support organizations just starting out on their DEI work
- A new and improved CODE Resource Hub that now includes a CODE Quiz that supports members in finding the most appropriate CODE programming relevant to their needs

## UPCOMING CODE RESOURCES

- Data Driven DEI Strategies: A Complete How-To Guide by Dr Aynslie Hinds
- Truth and Reconciliation Roadmap (revised and renewed with new resources)
- Inclusive presentation tips for speakers and facilitators
- The Potential of AI in Recruitment: Benefits and Challenges
- Understanding Survival Jobs Vs. Transitional Jobs and Newcomer Integration into The Canadian Labour Market
- Reboarding Checklist for Employees Returning from Parental Leave: A Manager's Guide

## HIGHLIGHTS

The most viewed and downloaded resource was the Truth and Reconciliation Roadmap.

# 79%

Of those who downloaded a resource, 79% of them have used the resource in some way, including reading and sharing them with colleagues.

# 82%

Most people (82%) indicated they would recommend the resource(s).

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*“We are really glad we made the decision to join the Chamber. We have had access to resources that have made our business run more smoothly and have positioned ourselves for success. The CODE Coalition and its resource hub, as well as access to health insurance have been a huge help.”*

**Laurelle Harris**

C.E.O. & PRINCIPAL CONSULTANT,  
EQUITABLE SOLUTIONS CONSULTING

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# CODE Coalition

Fifty-three organizations submitted their CODE Coalition annual report. The reports summarized organizations' progress towards the three commitments and provided useful feedback to The Chamber about their support and services.

## The three commitments:

### COMMITMENT 1

Commitment to Continuous Learning

### COMMITMENT 2

Commitment to Creating and Implementing a Diversity and Inclusion Strategy

### COMMITMENT 3

Measuring Progress

Of the three commitments, organizations were most successful fulfilling Commitment 1, followed by Commitment 2, and lastly Commitment 3.

**The most common way The Chamber provided support for Coalition members was by sharing information and resources through events and the CODE Resource Hub.**



# CODE Coalition Report

Fifty-three organizations submitted their CODE Coalition annual reports. Most of these organizations (80%) set DEI goals for the reporting period from February 2022 to May 2023. The organizations had a wide range of DEI goals, including improving workforce and leadership diversity, increasing awareness through training and professional development opportunities, and reviewing and updating guiding documents. Some organizations focused on Truth and Reconciliation initiatives, workplace culture improvement, and data collection to evaluate progress.

Additionally, a few organizations aimed to cultivate partnerships, collaborate with diverse groups, and engage in various philanthropic and community-oriented activities. Two organizations sought to be recognized as leaders in the DEI field.

*For a detailed breakdown of these goals, please request this from The Chamber team.*

Organizations were asked to share three highlights of their progress from the past year. While some organizations faced challenges and were unable to report significant progress, many others shared noteworthy achievements. These highlights are categorized into three main sections below and a more detailed breakdown is available upon request from The Chamber team.

## HIGHLIGHTS

### **Achievements in Diversity, Equity, and Inclusion**

- Prioritizing DEI strategies and gaining board and leadership support.
- Offering specialized training and learning opportunities to address inequities.
- Fostering facilitated conversations among employees.
- Promoting representation and diversity through hiring and events.
- Holding leadership accountable for DEI initiatives.
- Developing and reviewing guiding documents to guide DEI efforts.

### **Transforming Physical Spaces and Cultural Practices**

- Altering physical spaces to be more inclusive and accessible.
- Celebrating diversity through symbolic gestures like Rainbow Walkways.
- Establishing DEI committees to drive change within organizations.

### **Engagement, Partnerships, and Philanthropy**

- Collaborating with communities and organizations to amplify DEI efforts.
- Philanthropic initiatives, including donations and charity partnerships.
- Active participation in events, cultural celebrations, and awareness campaigns.
- Supporting employees' well-being, mental health, and work-life balance.

# COMMITMENT #1

## Commitment to Continuous Learning

Organizations excelled at providing learning opportunities for their staff. Only a couple organizations acknowledged they have room to improve in this area. Commitment 1 had the highest success rate (of the three commitments), with 98.0% of organizations making progress. Here is how organizations worked towards this commitment:

### CONTINUOUS LEARNING AND COMMITMENT TO DIVERSITY

- Organizations excelled at providing various learning opportunities, from workshops and seminars to self-directed online courses.
- Training was delivered both internally and externally, with a wide range of topics and providers.
- Organizations reported increased awareness, knowledge, and understanding among staff who participated in training.
- Some organizations enhanced their training programs with live follow-up workshops and continuous feedback mechanisms.
- Continuous improvement efforts included surveys, recommendations, and the development of comprehensive learning frameworks.

### EDUCATION AND POLICY

- Organizations also educated staff on their own policies and worked with DEI consultants.
- Staff engaged in learning through coalitions and collaborations with non-profit organizations.
- Organizations organized tours to promote cultural understanding.
- A few organizations created their own DEI libraries, launched book clubs, and organized film screenings.
- Sharing information and resources through intranet channels, blogs, and video content helped educate staff.
- Some organizations sponsored learning and networking events and promoted external training opportunities.

### ENGAGEMENT IN SIGNIFICANT EVENTS

- Organizations actively participated in significant days and months of recognition, such as National Day for Truth and Reconciliation, the Pride Parade, International Women's Day, and Mental Health Awareness Month.
- These events highlighted the organizations' commitment to diversity, equity, and inclusion.

Overall, organizations demonstrated a strong commitment to continuous learning and education, both within and beyond their own organizations, fostering a culture of diversity and inclusion.



## COMMITMENT #2

# Commitment to Creating & Implementing a Diversity and Inclusion Strategy

Organizations are actively crafting comprehensive DEI strategies to guide their efforts. These strategies encompass a wide range of initiatives aimed at promoting diversity, equity, and inclusion within their organizations and networks. While most organizations made significant strides in fulfilling this commitment, a few are still working on establishing their DEI strategies. Here is how organizations worked towards this commitment:

### ESTABLISHED FORMAL DEI STRUCTURES

- Organizations launched formal DEI committees and subcommittees.
- Sought guidance and expertise from DEI consultants.
- DEI positions were created to lead and drive DEI initiatives.
- Policies, plans, position statements, and roadmaps were reviewed and updated to align with DEI goals.
- Organizations set benchmarks to measure their progress.

### DIVERSE INITIATIVES WITHIN DEI STRATEGIES

- Initiatives include diverse hiring practices, mentorship programs, philanthropic efforts, and support for employee resource groups.
- Accessibility and inclusion measures were implemented in workplaces and events.
- Organizations participated in Truth and Reconciliation initiatives.
- Commitment to creating a DEI strategy reflects a strong dedication to becoming leaders in the DEI field.



## COMMITMENT #3

# Measuring Progress

Organizations are actively measuring their progress in DEI efforts. While some are in the process of formulating comprehensive plans to assess their initiatives, others have already set specific targets and goals for achieving greater diversity and inclusion within their workforce. Collaboration with both external consultants and in-house experts enhances their ability to accurately measure progress. Furthermore, organizations are making substantial improvements in their information systems and data governance to ensure secure and efficient tracking of DEI-related data. Here is how organizations worked towards this commitment:

### DATA COLLECTION AND ANALYSIS INITIATIVES

- To gain a comprehensive understanding of workforce diversity and representation, organizations are implementing self-declaration questionnaires and other identity data collection methods. These measures help create a more inclusive environment by recognizing and respecting employees' varying levels of readiness to disclose their identities.
- Organizations are conducting surveys, including employee engagement assessments, to gather both quantitative and qualitative data. Administrative data, encompassing event participation, social media analytics, staff turnover rates, and more, are being utilized to track progress effectively.
- The commitment to transparency is reflected in reporting progress to both staff and the broader community through newsletters, annual reports, and demographic comparisons. This transparent approach encourages engagement in future data collection efforts and bolsters the overall effectiveness of DEI initiatives.



## CODE COALITION MEMBERS

# Stories, Quotes, and Testimonials

*“In the tight labour market we all face, tapping into newcomers to Canada made a tremendously positive impact to our firm. It was specifically the difference in allowing us to continue grow this year and brought us a wealth of talent and knowledge that we are so thankful for.”*

**Olafson & Jones**

*“This year our Union, I.A.T.S.E. 856, was excited to support pathways into production with Sisler Creates, a film program in Sisler High School. We awarded three \$5,000 scholarships, \$5,000 for administration and we have committed to do this for three years in support of their students. As the students represent a variety of underrepresented demographics in our industry, this scholarship program aligns intimately with our EID objectives of supporting communities in telling their stories and broadening our representation onset.”*

**Union, I.A.T.S.E. 856**

*“Herzing College Winnipeg is dedicated to DEI and Merci/ Thank you to The Winnipeg Chamber of Commerce for all your support, providing insights, opportunities to discuss DEI as well as resources and tools through the CODE Resource Hub!”*

**Herzing College Winnipeg**

*“Our team was grateful to be part of the organizing committee and the Tipi Raising exercise for the 2nd annual Truth and Reconciliation Week event in Brandon, MB.”*

**Westoba Credit Union**

*“We are looking forward to continuing our DEI journey.”*

**Number Ten Architectural Group**

*"While it's not perhaps a traditional link, our work with CODE was foundation in terms of the success of our plays this year. I would be happy to provide an photograph for Rosanna Deerchild's "The Secret to Good Tea", which was MTC's first Main Stage premiere by an Indigenous Manitoban in our 65+ year history. The first full production of the Pimootayowin Creators Circle, this play was not only a critical and artistic hit, but it also boasted excellent single ticket sales of which 41% of attendees were new to MTC. We saw an increase in Indigenous audience members and the audience feedback from both Indigenous and settler patrons was incredibly positive."*

**Royal Manitoba Theatre Centre**

*"We know that doing work in the space of equity, inclusion, belonging and diversity is hard work, it's uncomfortable and it takes time however, Career Trek is committed to staying the course, to learning and to making change. It really is the only way for us to full realize our vision of "Inspiring life-long learning today, for a just and equitable tomorrow."*

**Career Trek**

*"We believe that the placement of our EDI library in our central meeting space, the broad attendance at Firm speaker events, and the engagement of our Firm members in our book and study groups reflects and strengthens equity, diversity and inclusion as core Taylor McCaffrey Firm values."*

**Taylor McCaffrey**

*"KPMG Winnipeg is the proud recipient of the 2023 CODE award (Commitment to Opportunity, Diversity, and Equity) from The Winnipeg Chamber of Commerce's 14th annual Spirit of Winnipeg Awards held on June 16th, 2023."*

**KPMG Winnipeg**





*“CODE allowed our organization and staff involved with DEI efforts to grow, share experiences, and learn from experts. The most important aspect is how the program is creating community with all kinds of organizations around DEI.”*

**Johnston Group**



*“We are very pleased to be part of the CODE initiative. Being introduced to other organizations, and learning from others has been instrumental in our own journey as we help to support equity, diversity and inclusiveness through innovative innovations, cultivating a culture of belonging and accountability.”*

**CPA Manitoba**

*“We all have a role to play and that we need to do our part on DE&I. Little things and baby steps do count. The processes maybe challenging and slow, some setbacks along the way, but what is important is we are moving forward. As what Maryam Monsef said in her speech, we may not see results or outcome of our DE&I journey, but we are widening the path and paving the way to the next DE&I champions.” “One of my takeaways from the CODE Conference is while there was a lot of comments that DEI needs to start at the leadership level, during a panel discussion Dr. Peter Nunoda said “We can all be equity champions even if our leadership isn’t. It all starts with each of us.” Also breakfast keynote Anne-Marie Pham said “Diversity is a fact, inclusion is a choice, belonging is the outcome”. In the past, we have all been told to view everyone as the same (equity) but now we are encouraged to recognize and value everyone’s differences (equality).”*

**Safety Services Manitoba**

# CODE Coalition



*The*  
**FORKS  
RENEWAL  
CORPORATION**

 Folklorama

**FOOD &  
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**HERZING  
COLLEGE**

**HEYRU**

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 Legacy  
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**Possible.**



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ARTS DU  
MANITOBA  
ARTS COUNCIL

  
**MANSO**  
MANITOBA ASSOCIATION  
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ORGANIZATIONS

number  
**10**  
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# NEWCOMER Employment Hub

*The first year of the Newcomer Employment Hub saw over 2700+ newcomers, 240+ employers and 15 newcomer settlement agencies using the portal.*



## Employment Outcomes

- More than half of the job seekers who responded to a survey applied for a job through the Hub.
- Almost one in five job seekers received interview invitations.
- Among those interviewed, 44% successfully secured employment.

## Reasons for Not Applying for a Job

We asked why some job seekers did not apply for jobs on the Hub.

- Transportation Hurdles: 14% faced challenges related to transportation.
- Qualification Constraints: 21% encountered eligibility barriers.
- Childcare Dilemmas: 7% lacked adequate childcare support.
- Language Barriers: 6% grappled with language limitations.





## Experience Using the Hub

We asked job seekers about their experience using the Newcomer Employment Hub.

- **User-Friendly Interface:** A substantial 80% of job seekers found the Hub easy to use.
- **Matching Success:** Almost two-thirds (64%) of job seekers showed interest in positions they matched to by the Hub.
- **Embracing Support:** A significant 65% reported feeling supported while using the Hub.

## Engage & Employ

We launched a new initiative of the Newcomer Employment Hub called Engage & Employ, which aims to increase connections between employers and job seekers. During Engage & Employ, companies showcase their benefits, highlight current job openings, and explain their recruitment process to potential applicants. After the event, we encourage employers to review the applications they received. The Chamber staff follow up to gather feedback and inquire about successful hires. This past year, we hosted two sessions, one with the Assiniboine Park Conservancy which had 17 job openings and one with the City of Winnipeg which had 10 job openings. The two events reached over 150 job seekers collectively and were very well received.

- Most respondents (85%) who attended the Engage and Employ events found them helpful.



## NEWCOMER EMPLOYMENT HUB

# Child Care Pilot Program

The Chamber, in partnership with the Province of Manitoba's Early Childhood and Learning Center, launched a pilot program to make 32 zero cost childcare spaces available to newcomer job seekers on the Newcomer Employment Hub. All 32 spots were filled.

## REASONS FOR CHILDCARE



Most recipients are accessing childcare so they can work (80%), but they are also accessing childcare to support their child's developmental needs (67%), to have time to look for work (60%), and to attend training or go to school (53%).

## ACCOMPLISHMENTS FIRST 6 MONTHS

In the first six months of receiving childcare, the employment and/or student status changed for half (50%) of the recipients.

Recipients were able to achieve something significant, including finding a job (60%), working (53%), attending and/or completing education (13%), training (47%) and/or languages (7%) courses.





# Our Actions

## TOWARDS DIVERSITY, EQUITY AND INCLUSION

At The Chamber, we are committed to having a diverse and dynamic team of leaders, staff, board members, volunteers, members, and program speakers that reflect our community. We have taken steps to create policies and foster a culture that values differences, and promotes inclusion, belonging, and unity.

### REPRESENTATION

**A note on intersectionality:** *Because of small frequencies we are not able to present any of the data included below disaggregated further, but we recognize the importance of examining identity intersectionally.*

One of our actions towards diversity, inclusion, and equity is to collect self-identification data from staff, the Board of Directors, speakers, and members. This enables us to work towards having a representative workforce, reflecting the diverse community we serve, and to create welcoming, inclusive, and barrier-free spaces for all.

We have joined the 50-30 Challenge, an initiative of the Government of Canada, Canadian businesses, and diversity organizations, which challenges organizations to increase the diversity of their workplaces. There are two goals:

1. Gender parity (50% women and/or non-binary people) on boards and/or in senior management
2. 30% representation among other equity-deserving group (i.e., Indigenous peoples, racialized persons, persons living with disabilities, and 2SLGBTQIA\* community) on boards and/or in senior management.



### WHERE WE ARE AT

**There is gender parity (50% women and/or non-binary people) on the Board and on senior management and we have surpassed the 30% representation among other equity-deserving group target.**



## CHAMBER EVENTS: CALL FOR SPEAKERS

In 2022-23, we launched two calls for speakers – one for all events and one for CODE events. Individuals responded by completing an online form, which asked for identity information in addition to details of their proposed talks. There were 44 unique individuals who applied to speak.

Slightly more than half of the individuals who applied to speak are women (52%). Several individuals are part of the 2SLGBTQIA\* community (11%), almost half (44%) are White, and 23% disclosed they have a disability.

## SPEAKERS AT THE WINNIPEG OF CHAMBER OF COMMERCE EVENTS

There were 44 individuals (not including Winnipeg Chamber staff) who spoke at Chamber events in 2022-23. This includes CODE events, Membership Luncheons, Small Business Forums and other workshops. Twenty-seven individuals completed a form sharing their identity information (61% response rate). It is not known how representative this sample is of the entire group who spoke at events this past year.

More than one half of the speakers indicated their gender identity is “woman” (59%). Several people (18%) are part of the 2SLGBTQIA\* community. Approximately half are Indigenous (26%) and/or racialized (33%). A few individuals (18%) shared they have a disability.



## MEMBERSHIP DEMOGRAPHIC SURVEY

In April 2023, The Chamber launched our voluntary Membership Demographic Survey among Chamber members. This survey serves a dual purpose. Firstly, it aims to provide us with a more in-depth understanding of the demographic makeup of our membership. We recognize that different types of businesses have been impacted differently by various factors, including changing business climates. By collecting this data, we aim to gain insights into how our members have been affected and tailor our support, accordingly, ensuring we meet their specific needs.

# ADVISORY COUNCILS

Our commitment to diversity, equity, and inclusion (DEI) is supported by the collective vision and guidance of several advisory bodies. These councils and collaboratives play a vital role in shaping our DEI initiatives, ensuring they align with our organizational strategy and create meaningful impact. They serve as catalysts for change, offering strategic oversight, insight, and accountability in our journey towards fostering a more inclusive and equitable community.

## TRUTH AND RECONCILIATION ADVISORY COUNCIL

An advisory board of 36 community leaders from the Indigenous community and/or organizations provides strategic oversight and guidance to our efforts to advance reconciliation. They also inform our truth and reconciliation information and programming that we make available internally and externally. Together the advisory council publishes and frequently updates our free business resource the Truth and Reconciliation Roadmap.

## NEWCOMER EMPLOYMENT HUB ADVISORY COUNCIL

An advisory council of 18 members that represent a mix of newcomer service agencies and businesses in Winnipeg advise us on the creation and execution of our Newcomer Employment Hub initiative within CODE. The Hub aims to streamline the connection between newcomer job seekers who are represented by newcomer service agencies with Winnipeg businesses who are eager to tap into a diverse talent pool.

## CODE COMMUNITY COLLABORATIVE

An advisory body of 32 community leaders, diversity and inclusion practitioners, individuals with lived experience and allied stakeholders, provides strategic oversight and guidance to CODE in designing and delivering CODE information and programming.

## DIVERSITY, EQUITY, AND INCLUSION COUNCIL

The Diversity, Equity, and Inclusion (DEI) Council supports The Chamber in creating ways for alignment with the organizational business strategy and to advance internal and external DEI goals, creating accountability for results, supports organizational wide communication on DEI, successful integration of DEI into organizational operations, and responsible for measuring progress on DEI initiatives.



## CONTINUOUS LEARNING

In our ongoing commitment to DEI, The Chamber is dedicated to fostering organizational-wide alignment through continuous learning and development. All Chamber staff are actively engaged in training and education provided by the Canadian Center for Diversity and Inclusion (CCDI). Half (52%) of our staff completed a DEI training survey.

Our participation in DEI-related training has yielded significant results, with 92% of staff completing over half of the CCDI webinars and DEI training conducted during staff meetings. Additionally, 50% of staff have pursued their own learning opportunities. The knowledge and understanding of DEI-related topics have notably increased among all staff members, with one individual expressing the value of post-training discussions, stating:

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*"These webinars and training courses were so important. I think my biggest takeaway was honestly the conversations that we had as a group after. It's very interesting to hear other people's perspectives. So impactful."*

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Furthermore, our commitment to applying this knowledge is evident, as 67% of staff have actively applied what they have learned, with two-thirds of them doing so to a significant extent.

## UPDATED POLICIES & PROCEDURES

In our commitment to fostering DEI, The Chamber has implemented meaningful changes in our policies and procedures:

### Inclusive Holiday Leave Policy

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We have introduced a progressive holiday leave policy that provides staff with three unrestricted days to take for spiritual, religious, or wellness purposes. This initiative demonstrates our dedication to supporting the diverse needs and well-being of our team members.

### Governance Review

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As part of our ongoing efforts to embed DEI principles throughout our organization, we conducted a thorough governance review of all Board documents. This ensures that DEI considerations are integral to our governance structure, reinforcing our commitment to inclusive leadership and decision-making.





# Reconciliation

## *IN ACTION*

In our ongoing commitment to reconciliation, in 2023 The Chamber facilitated several events and workshops aimed at fostering understanding and change.

### **Indigenous Career Fair (January 2023)**

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RRC Polytech and The Chamber organized the third annual Indigenous Student Career Fair which showcased 30+ employers with job opportunities specifically for Indigenous students. Two hundred seventy-five (275) attendees accessed an online job listing, applied directly at booths, and had on-site interview opportunities.

Networking, an alumni panel on industry entry, and professional headshots for LinkedIn profiles were among the day's highlights.

### **CODE Workshop: Taking Action on Reconciliation (May 2023)**

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Participants who attended this workshop were introduced to the Employer Consortium and the TRC92 Youth Employment Lab. Attendees learned about the business imperative for advancing reconciliation, tangible ways they could move beyond the 'why' and into the 'how' of reconciliation, and insights from experiences and changes made by companies to address structural barriers to employment for Indigenous people.

Some notable impacts of this workshop:

- All the respondents (100%) indicated they are likely to apply something they learned from the workshop
- All attendees' knowledge and/or their understanding increased (100%)
- All the respondents plan to share their learnings with colleagues (100%)



## Luncheon Series - Importance of Indigenomics (June, 2023)

Our last luncheon of the season celebrated Indigenous History Month, featuring a panel of Indigenous business leaders. The panel discussed the significance of Indigenous businesses and their integral role in our economy.

In the post-event survey,

# 92%

of respondents indicated they intended to apply what they learned.



## TRUTH AND RECONCILIATION PROGRESS

- Based on responses from 106 post-event surveys over the year, 63% of organizations are actively working on Truth and Reconciliation, making it the top DEI area organizations are focusing on.
- 34% of individuals believe their organization is doing well in advancing Truth and Reconciliation, indicating it as the top area where organizations are succeeding.
- Furthermore, the Truth & Reconciliation Roadmap emerged as the #1 viewed and downloaded resource within our CODE offerings, showcasing the importance of this journey.

As an organization, we have participated in our own work to advance reconciliation. Actions taken internally to advance reconciliation include:

### Observing National Day of Truth and Reconciliation:

On September 30, 2022, in recognition of the National Day of Truth and Reconciliation, The Chamber offices were closed. Staff were encouraged to dedicate the day to learning and reflecting on the legacy of residential schools, using guidance from the Canadian Centre for Diversity and Inclusion (CCDI). Additionally, The Chamber partnered with the Truth and Reconciliation Advisory Council to promote various learning opportunities through social media channels.

### Truth and Reconciliation Roadmap Renewal:

A working group consisting of Council members from the 2022/23 Truth and Reconciliation Advisory Council was established to review and enhance an updated version of the Truth and Reconciliation Roadmap to be released September 2023.

### Continuous Learning:

Chamber staff actively participate in monthly webinars and training sessions centered on DEI, and reconciliation topics, demonstrating an ongoing commitment to learning and growth in these areas.

Our dedication to reconciliation remains a driving force behind creating substantial change and fostering understanding in both our community and organization. We are excited about progressing this work in partnership with our Truth and Reconciliation Advisory Council.

# CODE

## Strategic Priorities

*In our pursuit of advancing DEI within workplaces, CODE has identified key strategic priorities to propel our mission forward. These short-term objectives are designed to harness our current momentum, elevate program impact, and cultivate a more vibrant and all-encompassing DEI ecosystem:*



### Establish Resource Hub Excellence

We aim to enhance and diversify the CODE Resource Hub by adding a minimum of 10 new DEI resources in the next twelve months, with a focus on addressing emerging trends, challenges, and best practices in workplace diversity and inclusion. This objective ensures that organizations have access to up-to-date tools and insights to navigate the evolving DEI landscape effectively.

### Interactive Resource Features

To create a vibrant community of practice, we aim to infuse interactive elements into the Resource Hub, such as discussion forums, fostering knowledge sharing, peer-to-peer learning, and real-time engagement among leaders seeking DEI insights and solutions. Responding to the feedback from CODE event surveys, this initiative aims to create a vibrant community of practice where diverse voices can engage in meaningful peer learning and idea exchange.





## Coalition Building

We strive to cultivate a sense of community among CODE Coalition members through regular communication, resource sharing, and the facilitation of peer-to-peer learning opportunities. Strengthening connections and collaboration among our members is essential to creating a supportive environment for the advancement of DEI.

## Targeted Outreach

With a specific emphasis on CODE Coalition members, we aim to extend tailored support to small companies to assist them in envisioning and establishing diverse and inclusive workplaces. Recognizing the unique challenges faced by these organizations, we aim to provide essential guidance and resources, addressing distinct DEI obstacles effectively.



## Advanced Learning Events

As many organizations progress in their DEI journeys, we aim to plan and host advanced CODE Workshops focused on cutting-edge DEI topics, catering to organizations looking to deepen their understanding and implementation of inclusive practices. There is a growing demand for advanced insights and strategies to drive meaningful change.

## Community Engagement

We actively engage individuals within the CODE community, encompassing both community members and advisory councils. By integrating insights from the community with strategic input from our councils, we aim to enhance the impact and alignment of CODE's offerings with diverse perspectives and aspirations, fostering a continuous process of refinement and excellence.



*Our commitment to advancing DEI within workplaces remains unwavering. As we reflect on the past year's achievements and strategic initiatives, we are inspired by the progress made and the partnerships forged. Looking ahead, we are energized to continue our journey, building on the foundation we have laid to create more inclusive, equitable, and thriving workplaces across industries and regions.*

# THANK YOU

**to all our partners, members, and stakeholders who share our vision for a more diverse, equitable and inclusive future.**



*If you would like more information about the evaluation methods, please contact Chamber staff at [code@winnipeg-chamber.com](mailto:code@winnipeg-chamber.com)*