



The City of Winnipeg
Fire Paramedic Service
Inter-Office Memo

TO: All WFPS Personnel **FROM:** John A. Lane, BSc, MBA
Fire & Paramedic Chief

DATE: February 3, 2021

SUBJECT: WORKPLACE CULTURE ASSESSMENT UPDATE

The topic of racism within our service is in the media again. Our message to the service remains the same: there is no place for racism in the WFPS.

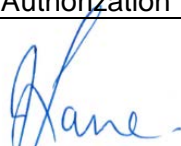
If an employee is found to be intentionally targeting anyone in the workplace based on human rights characteristics like their ancestry, nationality, ethnicity, religion, age, sex, gender identity, sexual orientation, source of income, political beliefs, physical or mental disability, or social disadvantage, we will act swiftly and there will be consequences. If you see something like this in the workplace, we expect you to report it immediately.

For more information about the recent third-party investigation into allegations of racism, please review the memo published on [January 27, 2021](#). In regards to the public release of the confidential internal investigation, we have remained committed to keeping these details confidential. It is concerning that someone related to the investigation has made the decision to not respect the confidentiality of these investigations, as we know it is vital to the effectiveness of the investigation, to the people involved feeling comfortable speaking openly about their experiences, and the delivery of outcomes.

To start the process of addressing concerns about workplace culture, as we mentioned before, the first survey in the Workplace Culture Assessment will be sent to your City email in the coming weeks. We look forward to your honest participation.

For more information about this assessment please review the memo published on [January 11, 2021](#) and the recently-published [Frequently Asked Questions](#) document on WFPS Online. You'll also note there is a new section on WFPS Online dedicated to the Workplace Culture Assessment. Here you'll find recent and archived memos and communications about the project.

I want to extend my sincere gratitude to all WFPS members. You are doing important work during difficult times and I appreciate your service. It is critical that we continue to address the issue of racism in our workplace and improve upon our workplace culture, and I thank you for your commitment to these incredibly important issues.

HQ Authorization


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