

City of Winnipeg Libraries
**HEALTH & SAFETY
SURVEY**

Presented by Matt McLean

CUPE National Research Representative

February 2, 2026

About the Survey

- Survey was conducted online between August 22, 2025, and September 1, 2025. Members received their survey via email with a personalized link.
- 148 Members received the survey
- 82 members participated in the survey

Survey Participation

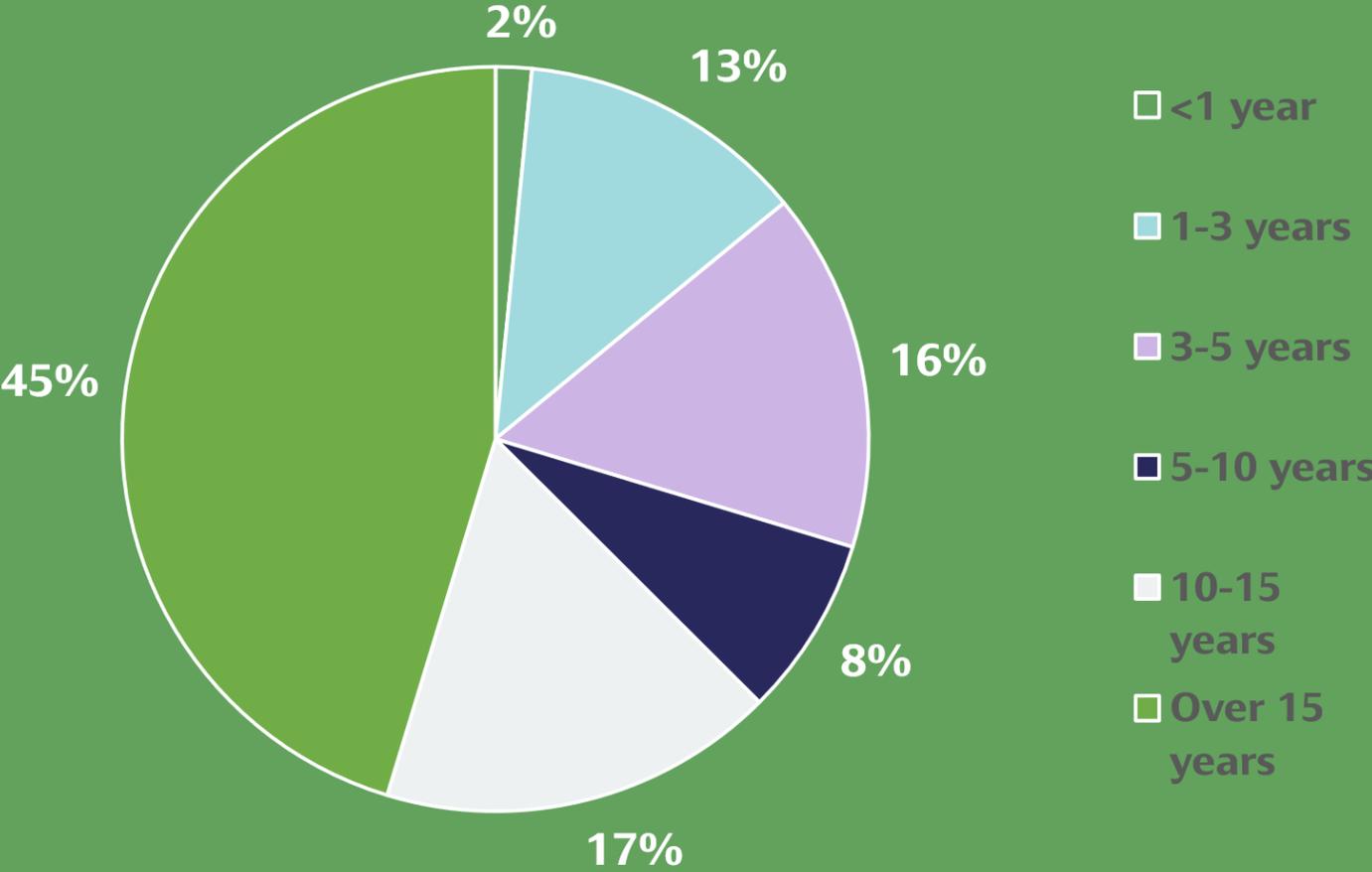
- 40 members primarily work at the Millennium Library
 - Additional 9 members work part of the time at Millennium
 - Additional 15 members worked at Millennium in the past 5 years
- *78% of members who responded have current or recent experience at Millennium*
- 42 members' primary workplace *was not* the Millennium Library
 - Second most popular worksite was St. Boniface (7 members)
 - At least one member from every library except for Windsor Park

Parts of the Survey

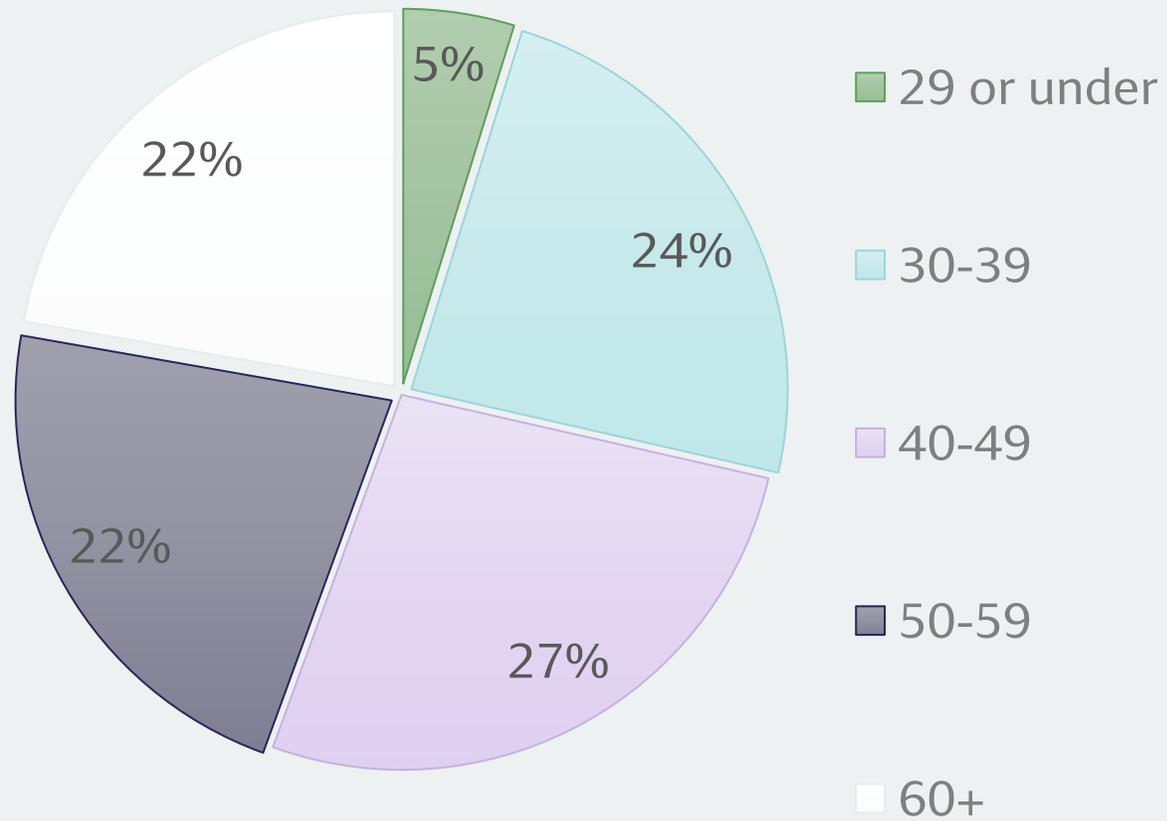
1. Feelings of Safety
2. Personal Experience
3. Support / Opposition for various solutions
4. Career Change
5. Demographics

DEMOGRAPHICS

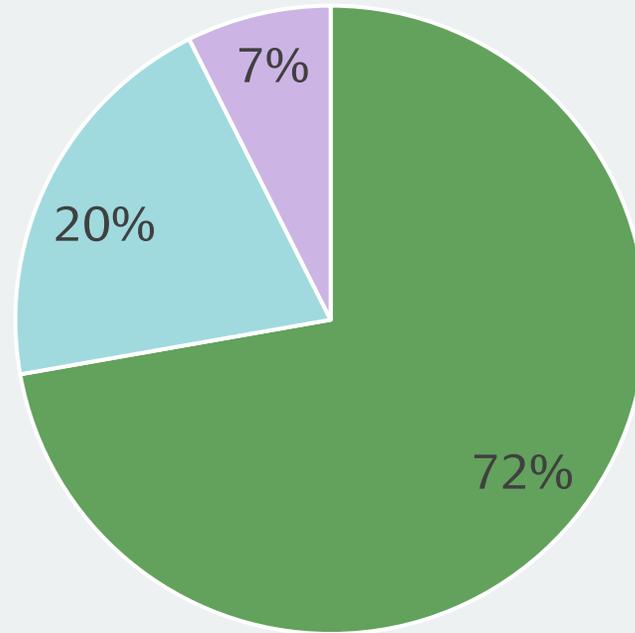
How long have you worked for the City of Winnipeg?



AGE



GENDER



■ Woman ■ Man ■ Non-Binary/Queer

Membership Information

60% Full time

40% Part time

24% LGBTQIA+

20% With a disability

15% Racialized

8% Indigenous

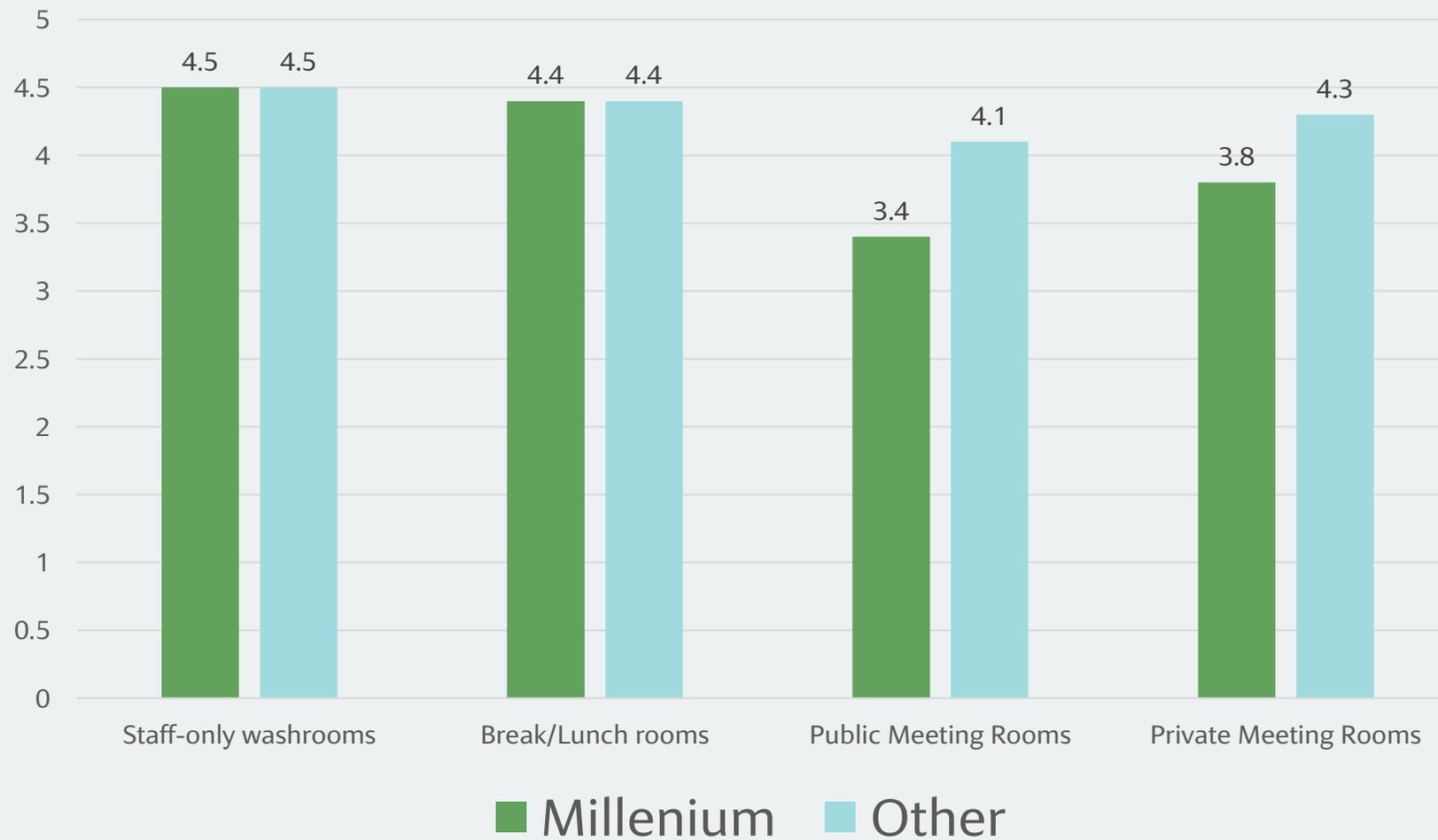
How safe do you feel?

Members asked to rank how safe they feel
in specific places found in libraries

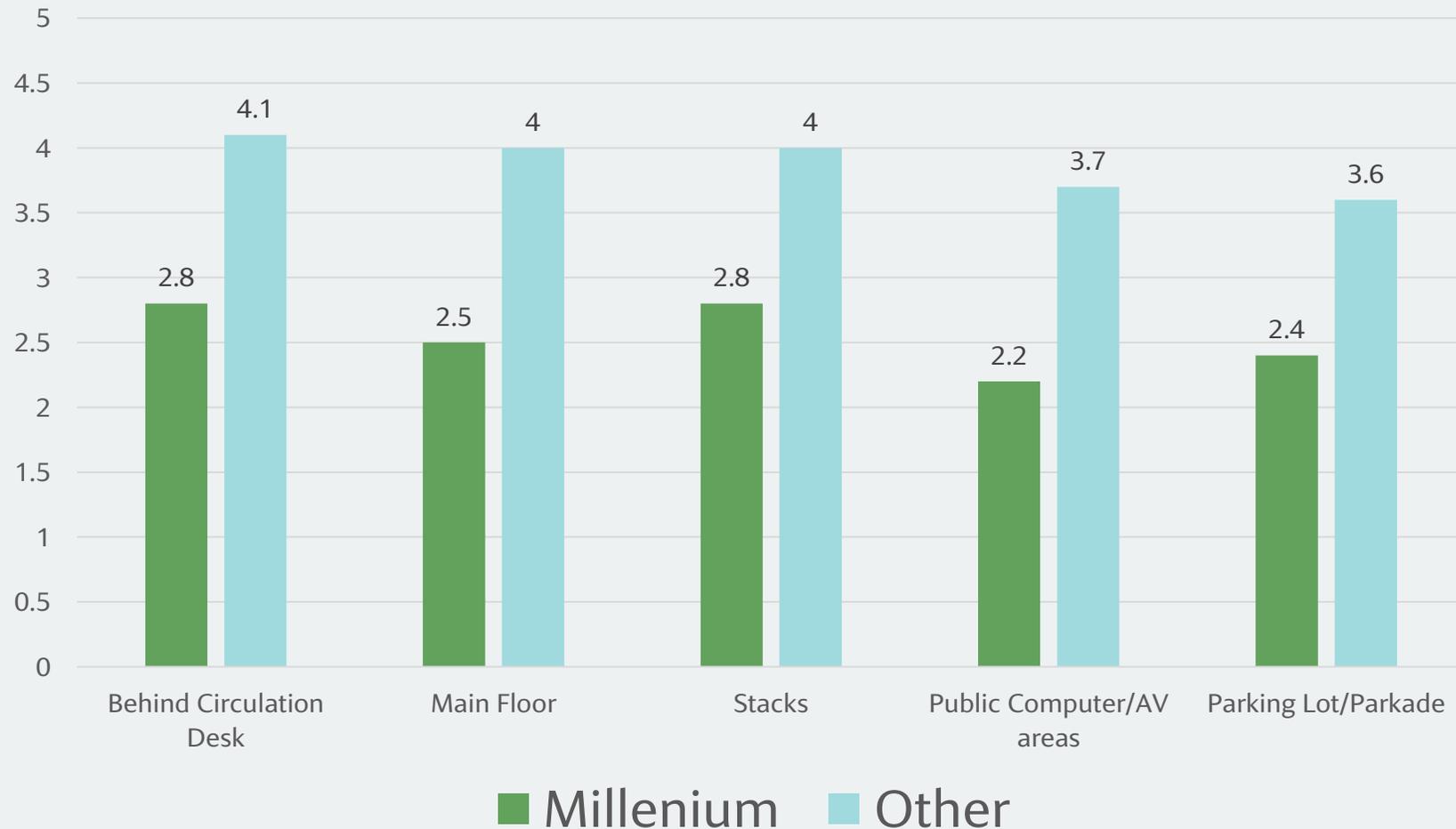
1 = not safe at all

5 = very safe

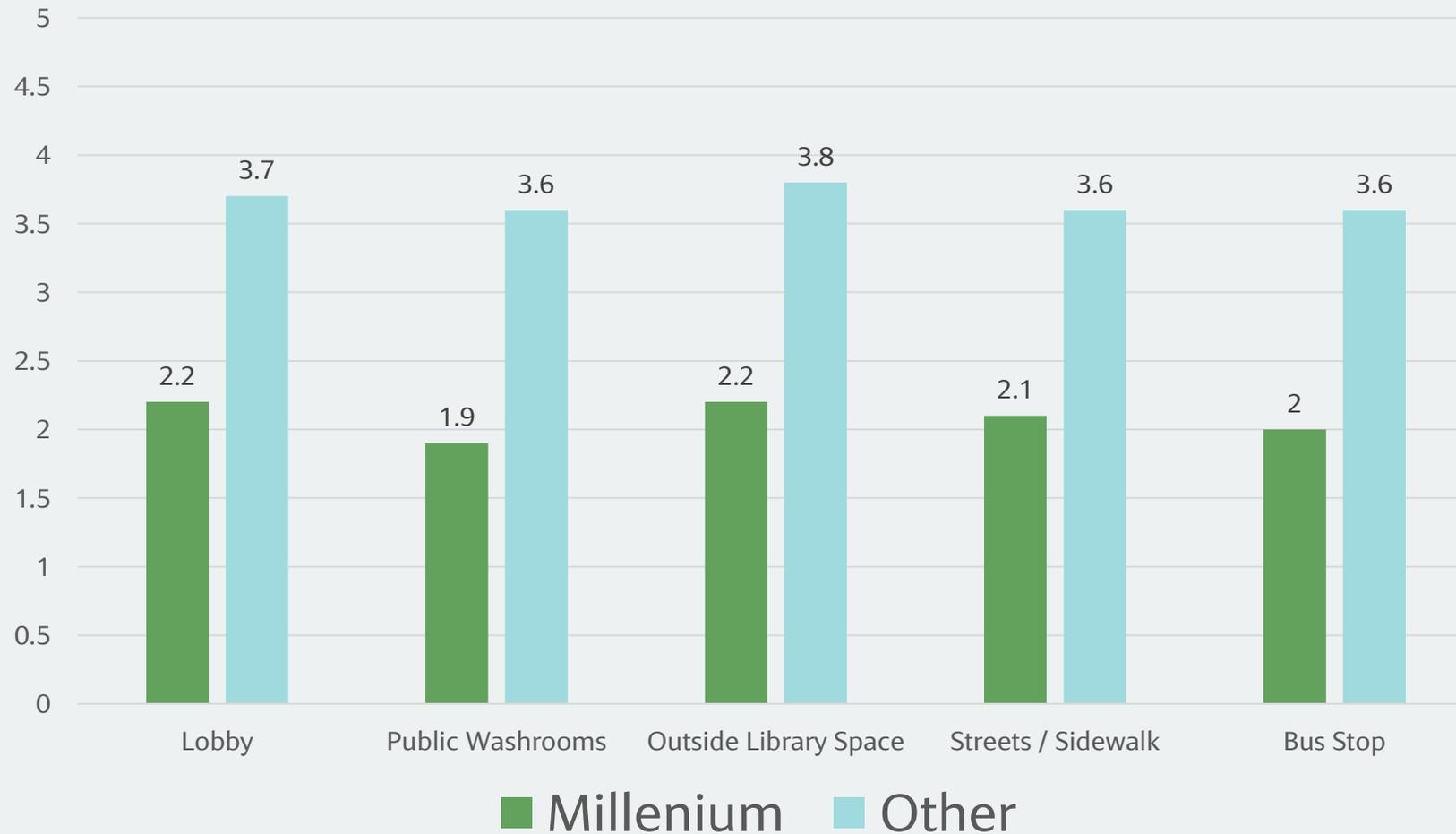
The "GOOD"



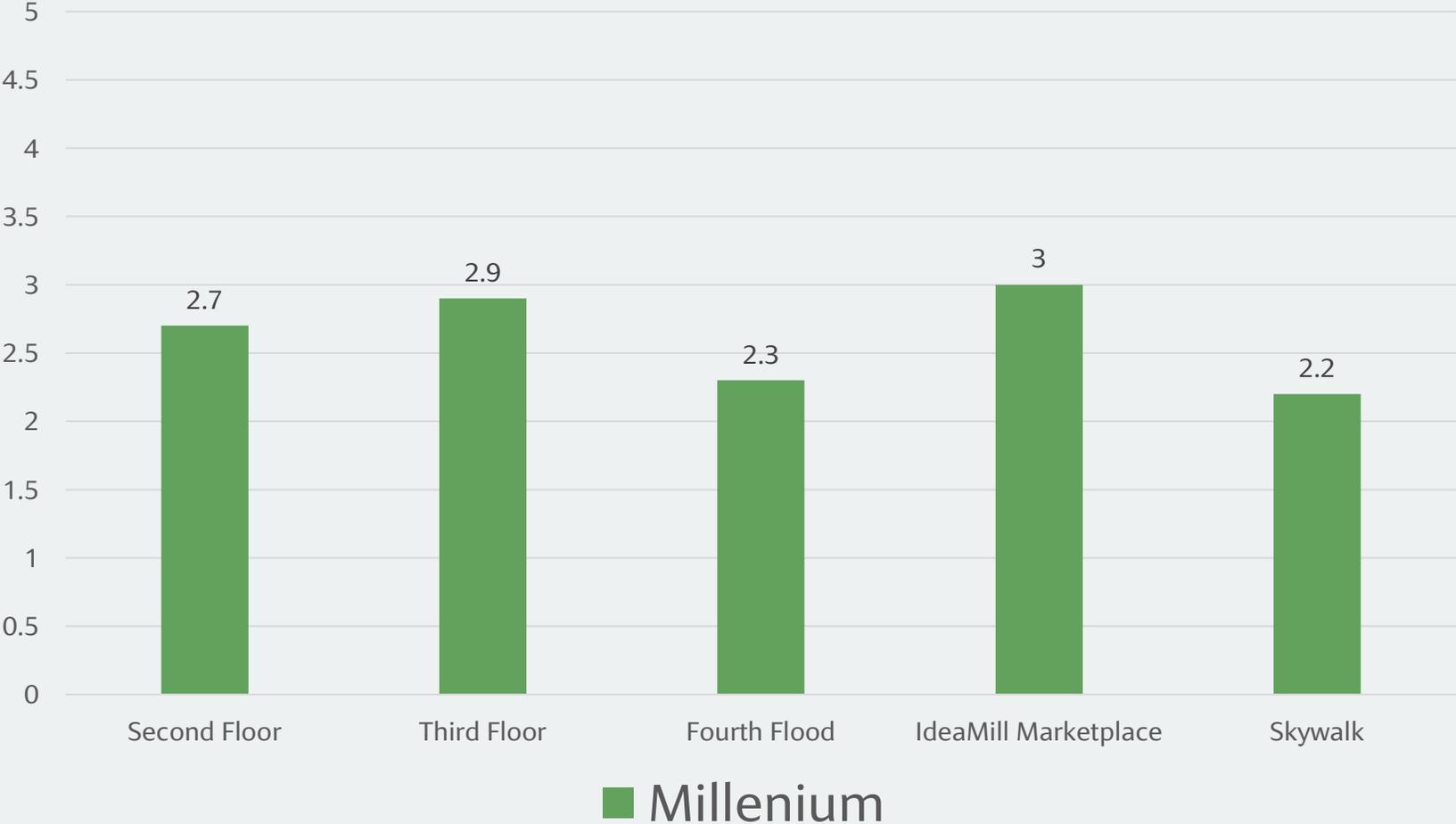
The "BAD"



The “UGLY”



Only Millennium



Other Places

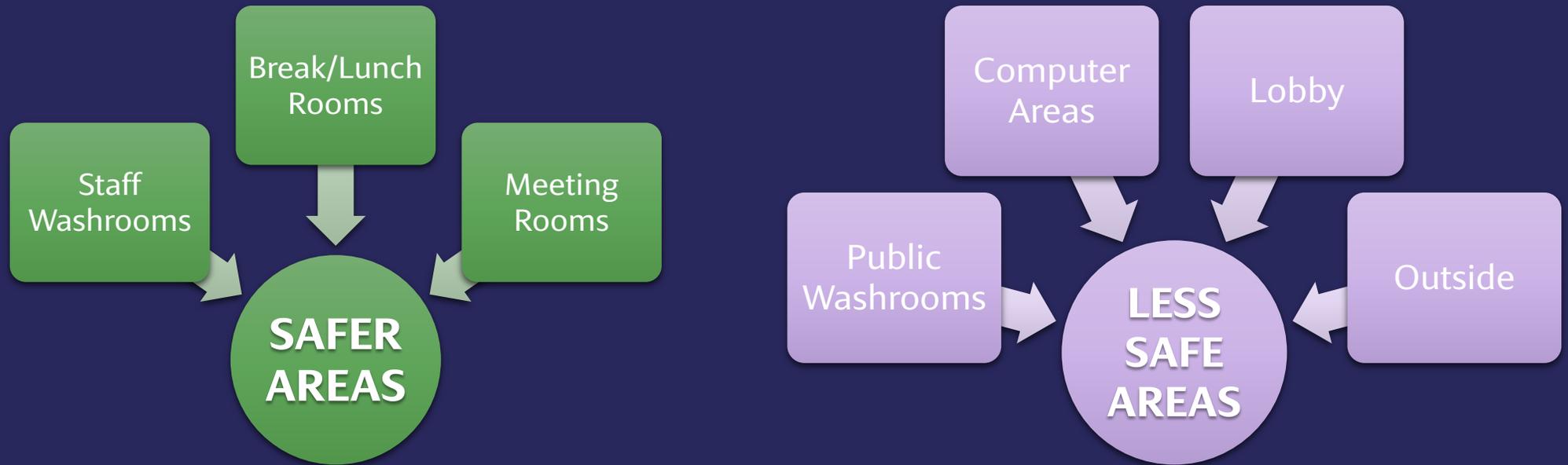
- Elevators
- Stairwells
- Backdoors and loading docks
- Places with poor sightlines / working alone

**Millennium Library (2.8 avg)
perceived as much less safe
than other libraries (3.9 avg)**

**Only other libraries that are
close are St. John's (2.9 avg)
and Pembina Trails (3.2 avg)**

Summary

System-Wide Summary



Health & Safety Risk Experience

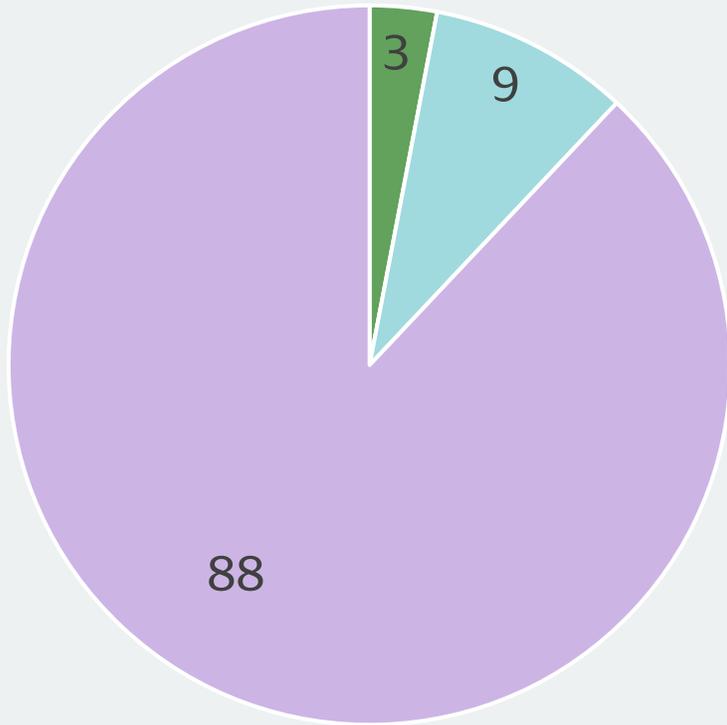
Members asked how often they experienced various health and safety risks at work:

- Daily Basis
- Weekly Basis
- Infrequently
- One Time Only
- Never

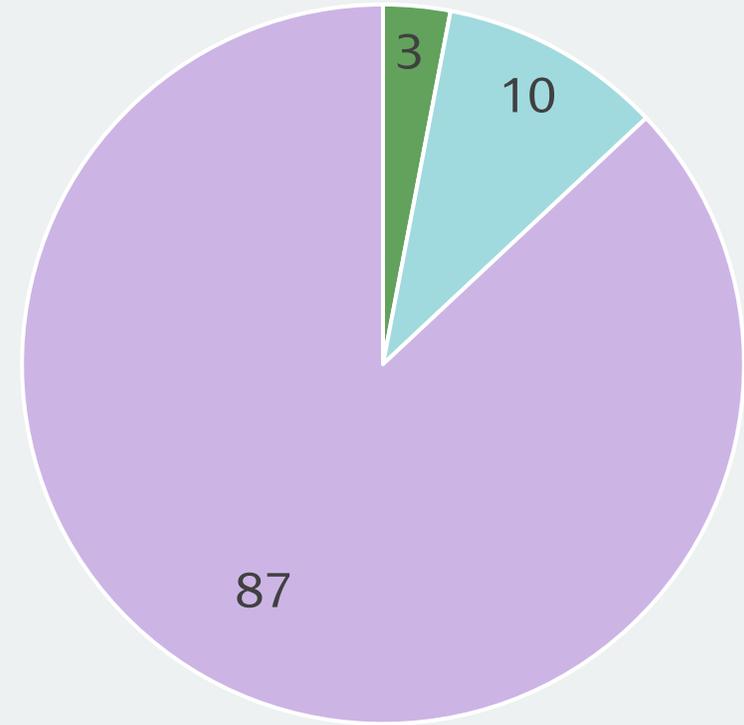
For reporting purposes, Daily/Weekly are combined, as are Infrequently/One Time Only

"I was the victim of physical violence"

MILLENNIUM



OTHER

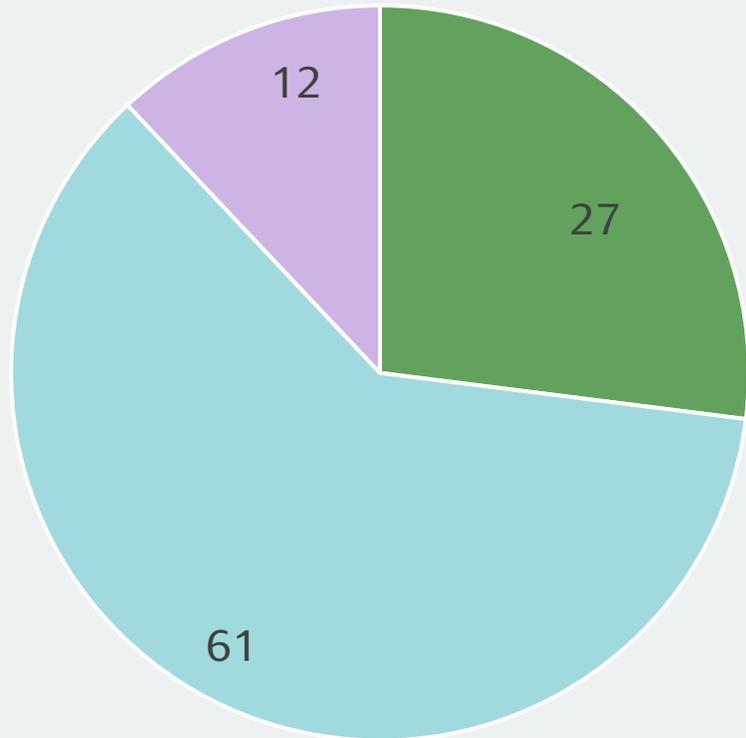


■ Daily/Weekly ■ Infrequently/Once ■ Never

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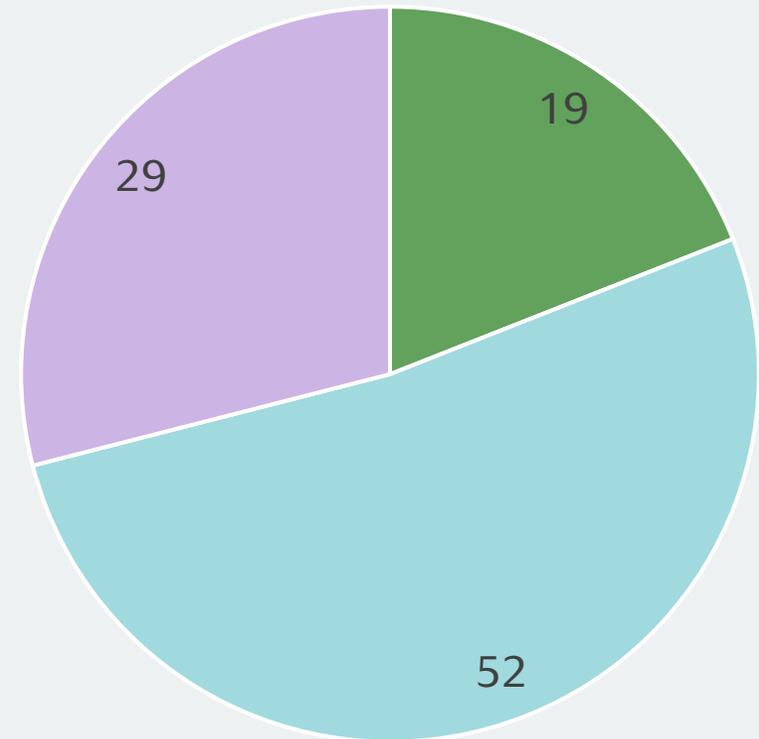
“I was witness to physical violence against someone else”

MILLENNIUM



■ Daily/Weekly ■ Infrequently/Once ■ Never

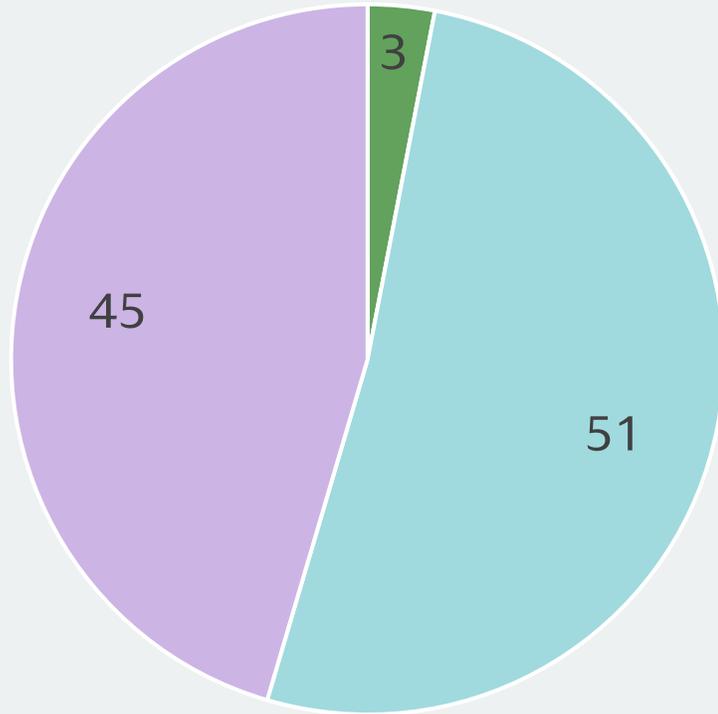
OTHER



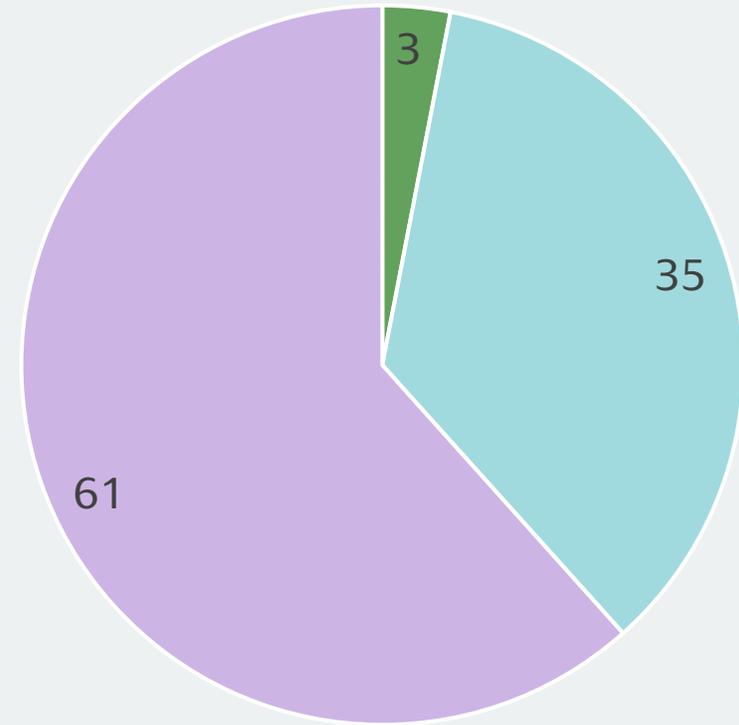
■ Daily/Weekly ■ Infrequently/Once ■ Never

“I have witnessed someone commit self-harm”

MILLENNIUM



OTHER

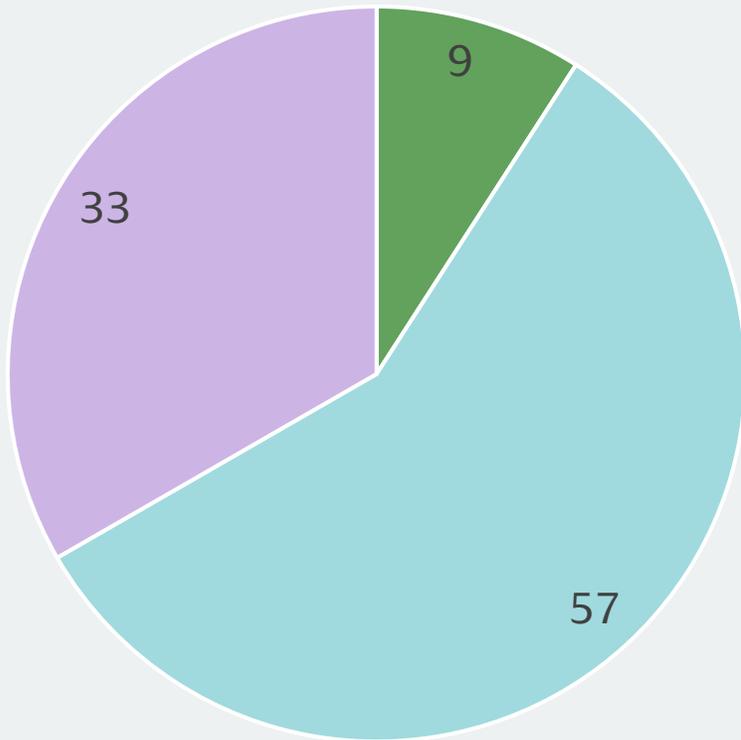


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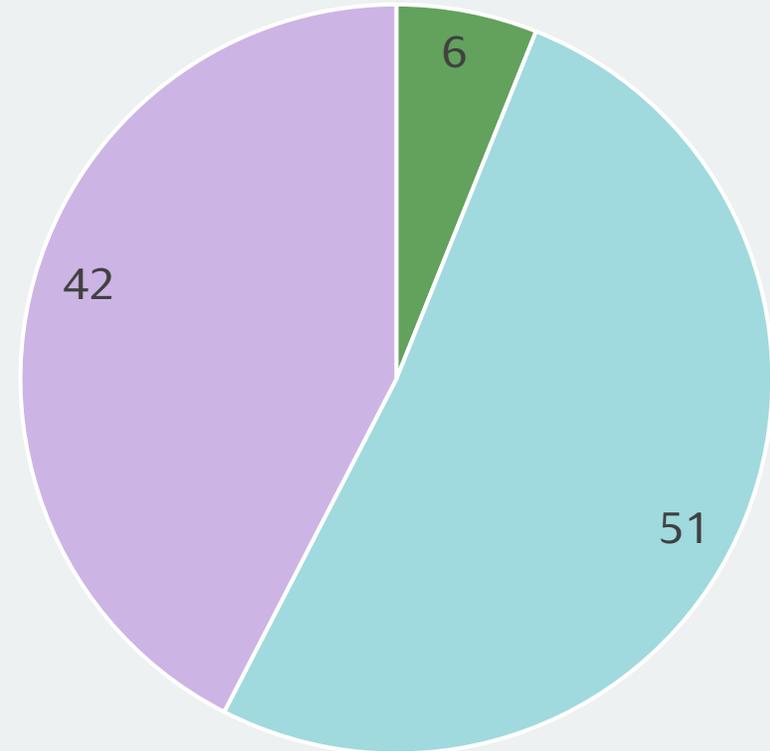
■ Daily/Weekly ■ Infrequently/Once ■ Never

“Threats of physical violence were made against me”

MILLENNIUM



OTHER

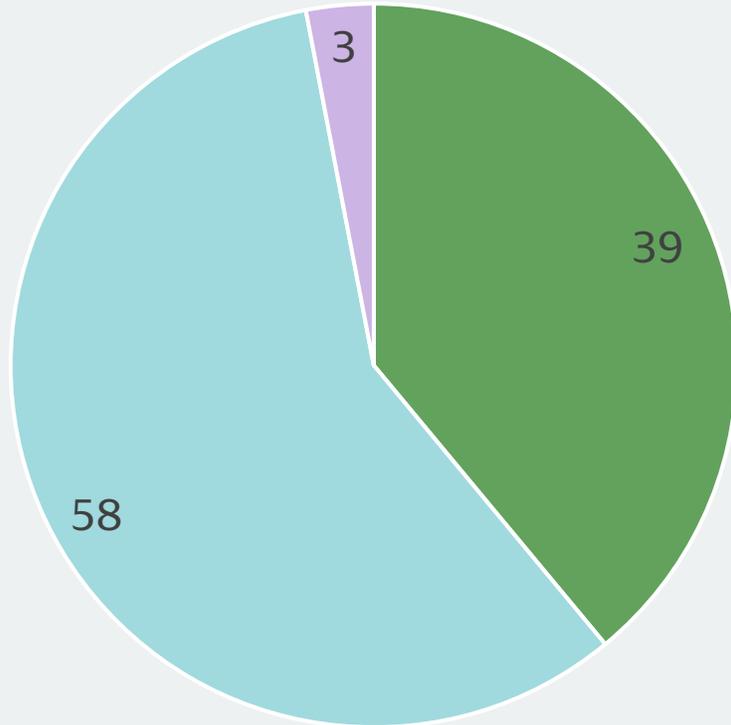


■ Daily/Weekly ■ Infrequently/Once ■ Never

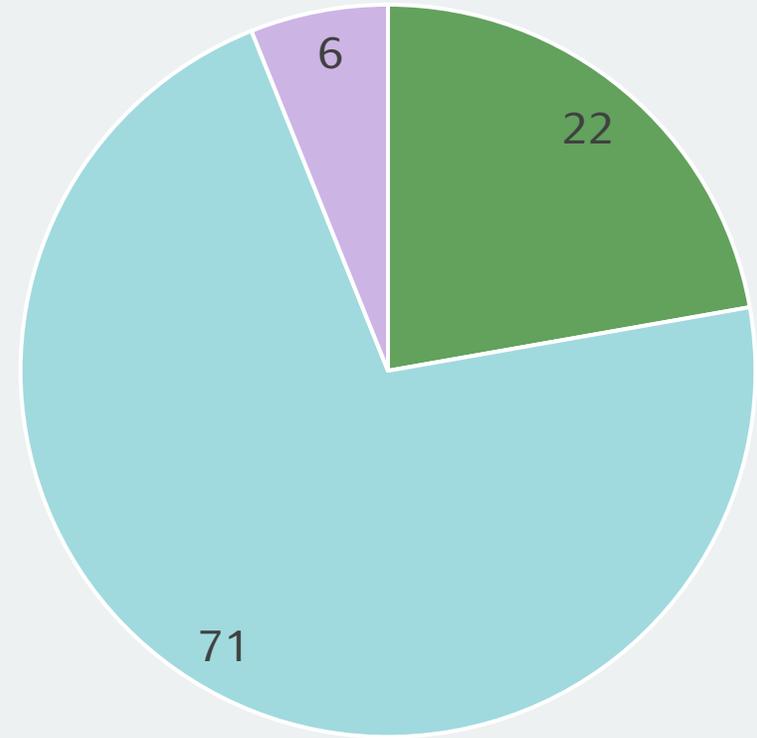
■ Daily/Weekly ■ Infrequently/Once ■ Never

“I witnessed threats of physical violence made against someone else”

MILLENNIUM



OTHER

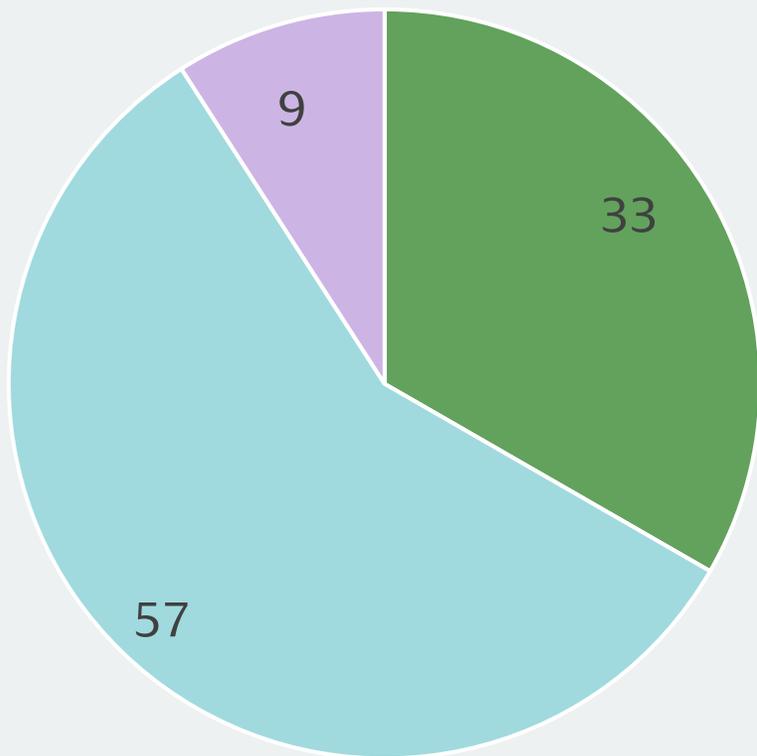


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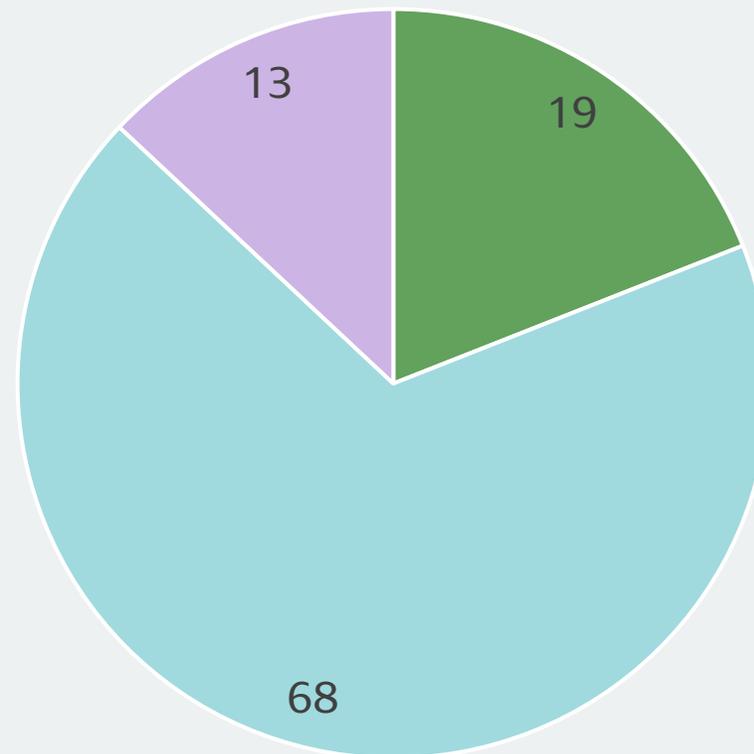
"I was the victim of verbal abuse"

MILLENNIUM



■ Daily/Weekly ■ Infrequently/Once ■ Never

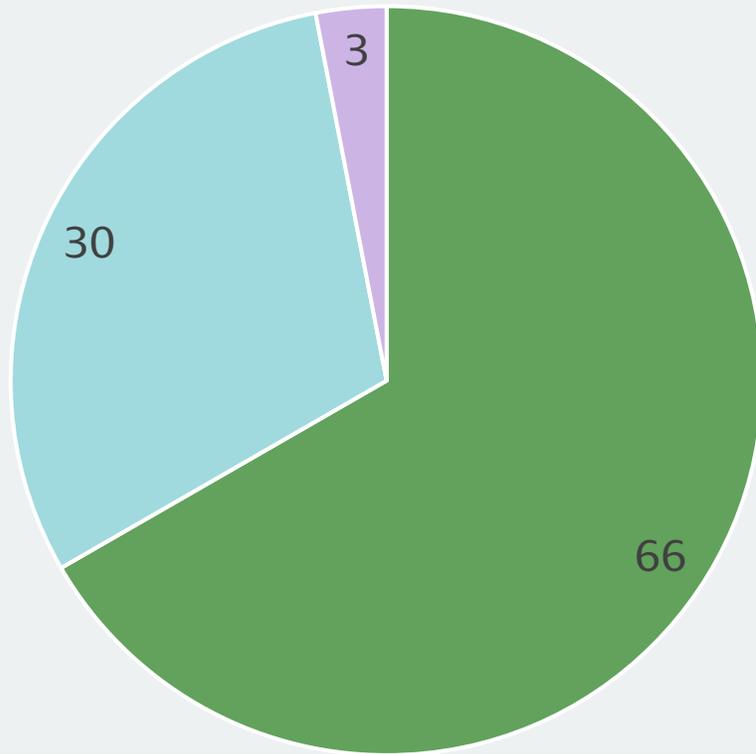
OTHER



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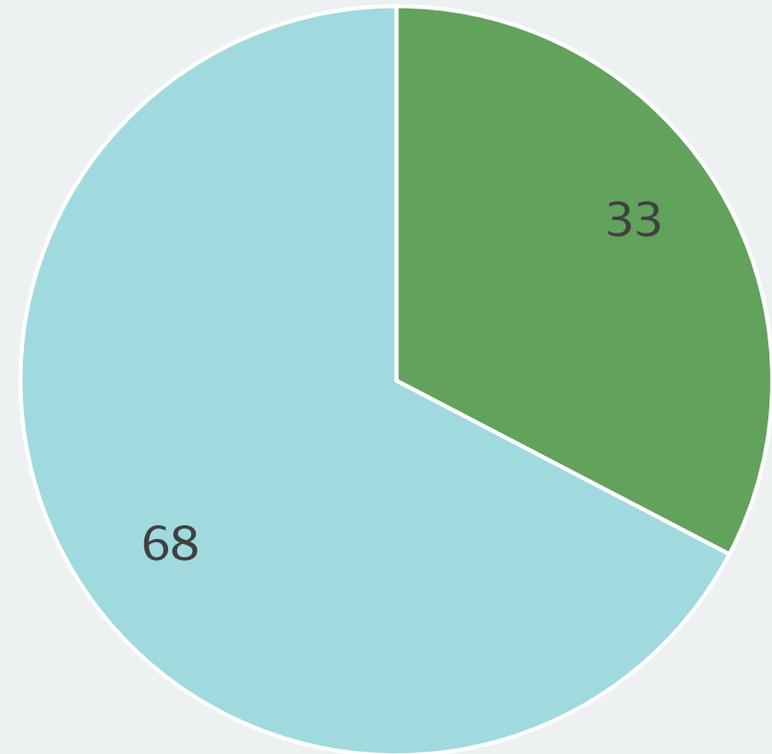
“I witnessed verbal abuse made against others”

MILLENNIUM



■ Daily/Weekly ■ Infrequently/Once ■ Never

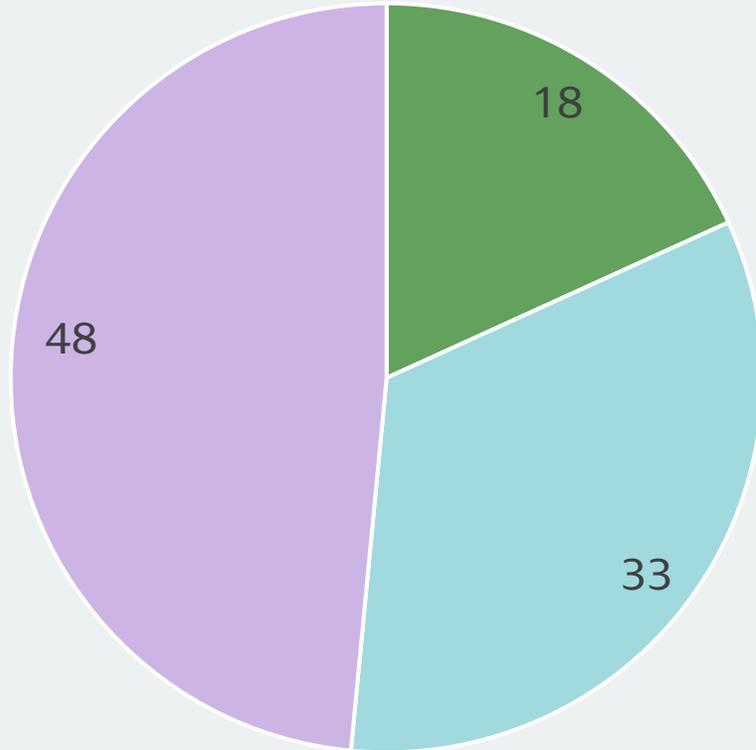
OTHER



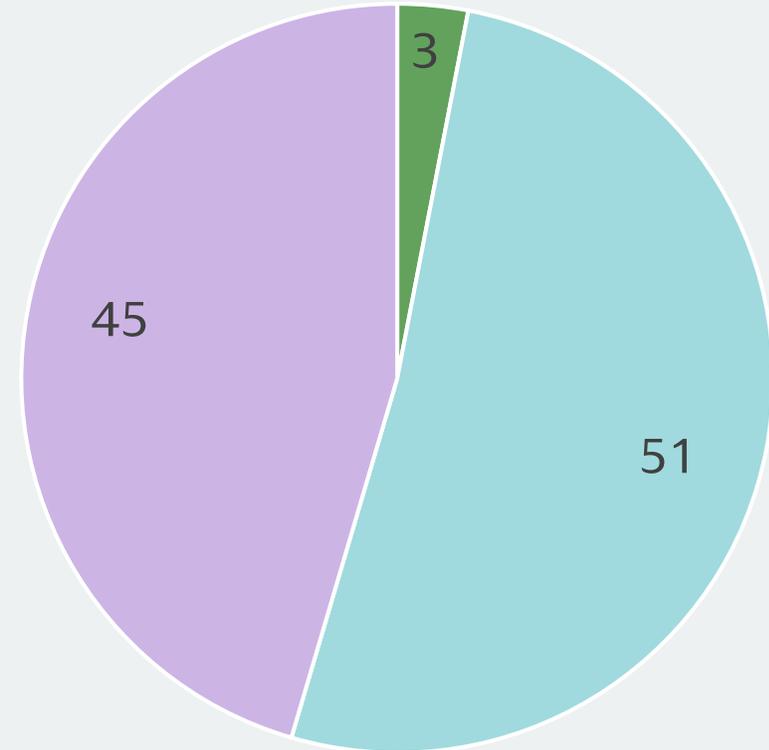
■ Daily/Weekly ■ Infrequently/Once ■ Never

*“I was the victim of harassment/bullying
in the workplace”*

MILLENNIUM



OTHER

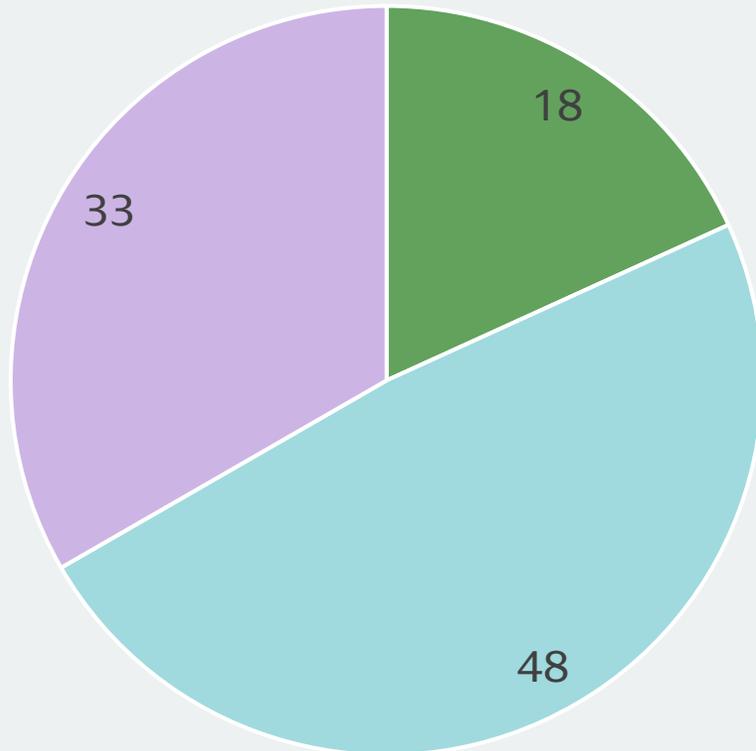


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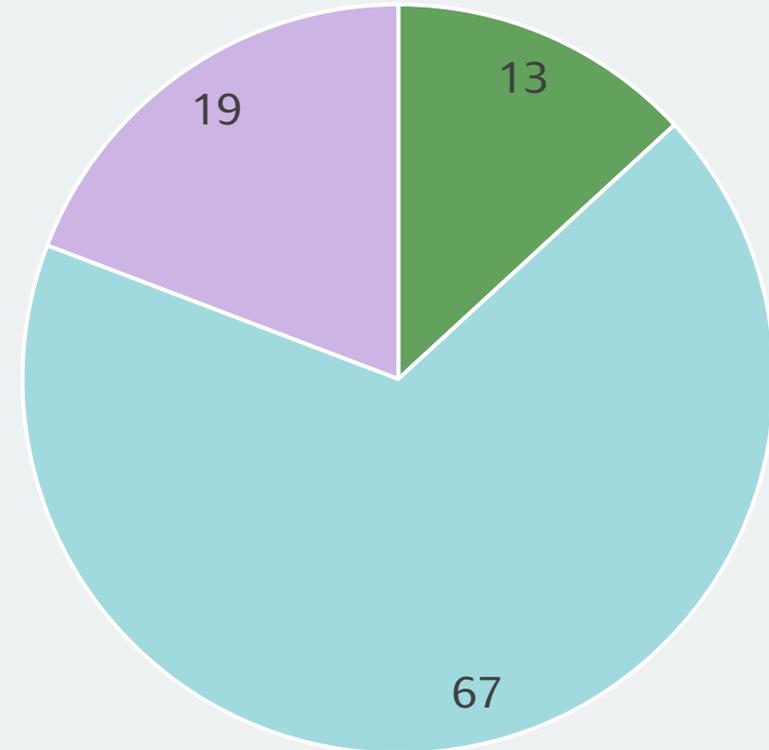
■ Daily/Weekly ■ Infrequently/Once ■ Never

“I witnessed harassment/bullying in the workplace”

MILLENNIUM



OTHER

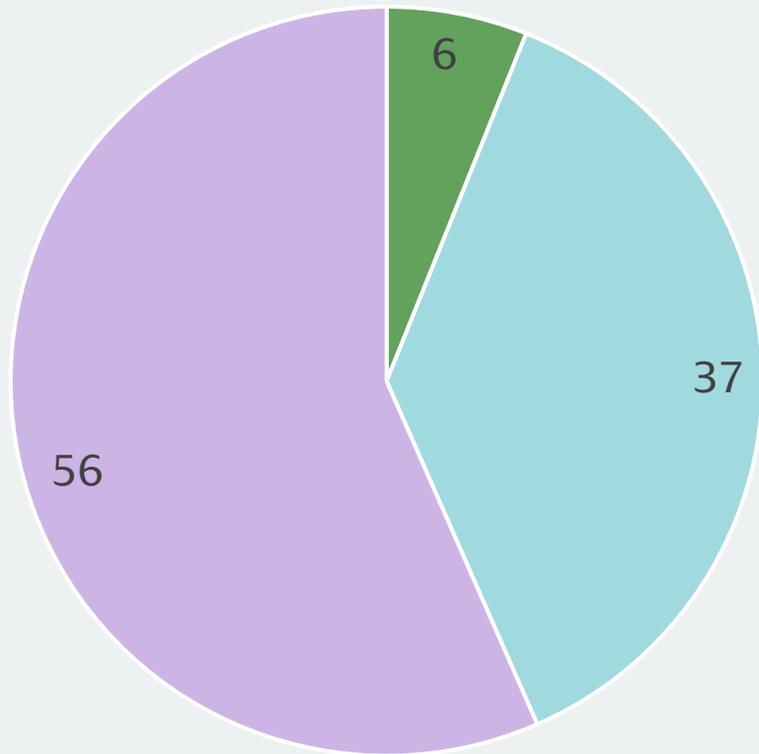


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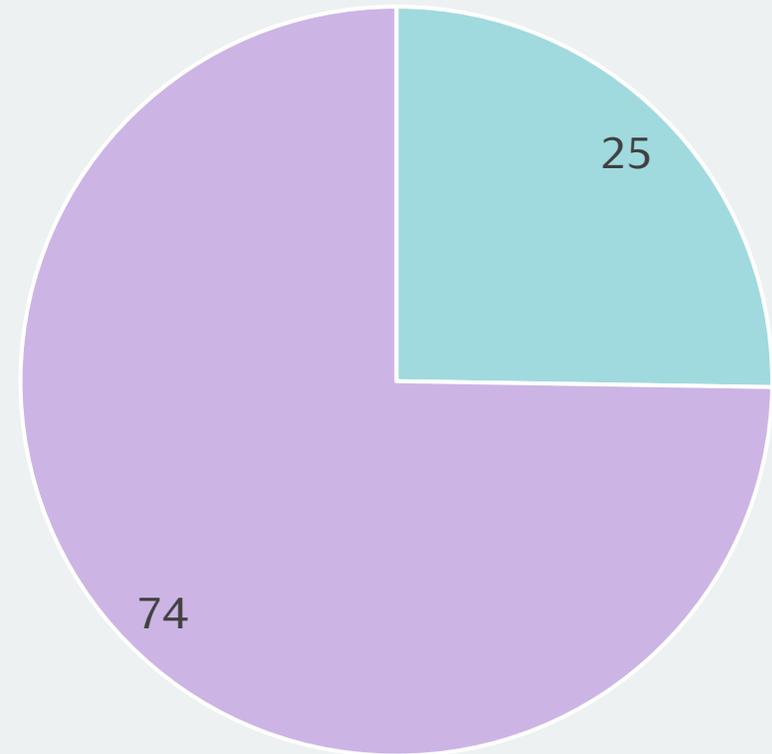
“I was the victim of sexual harassment in the workplace”

MILLENNIUM



■ Daily/Weekly ■ Infrequently/Once ■ Never

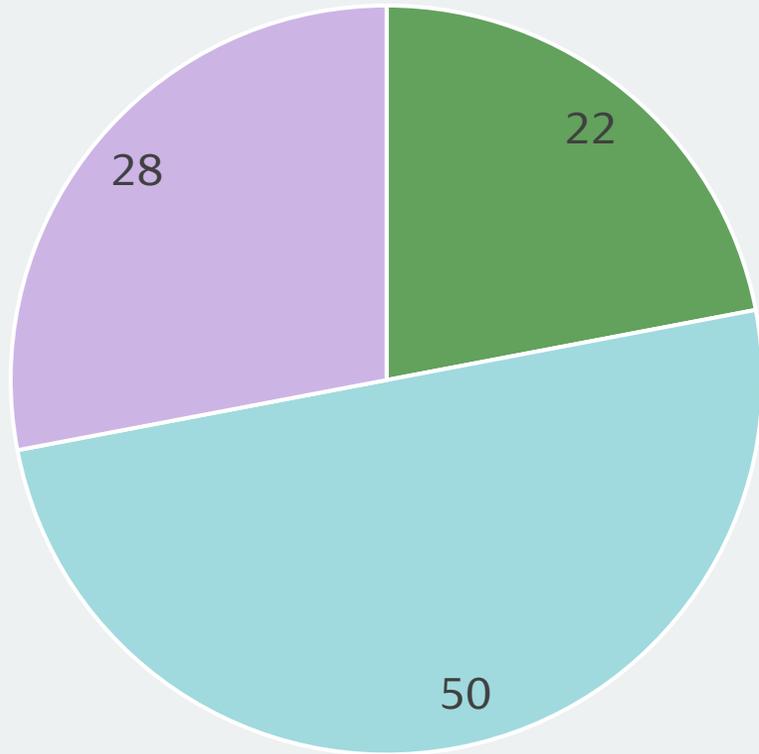
OTHER



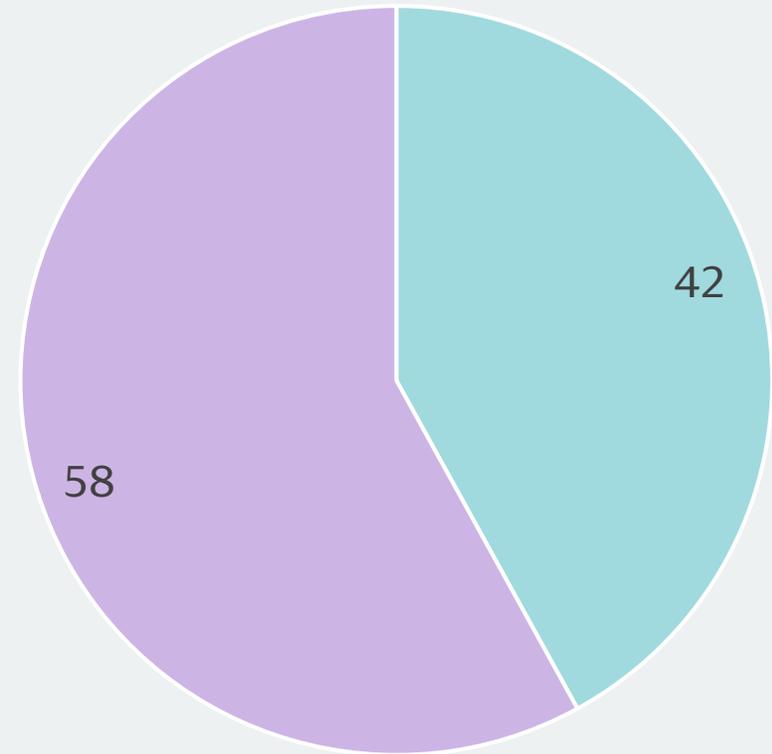
■ Daily/Weekly ■ Infrequently/Once ■ Never

“I have witnessed sexual harassment in the workplace”

MILLENNIUM



OTHER

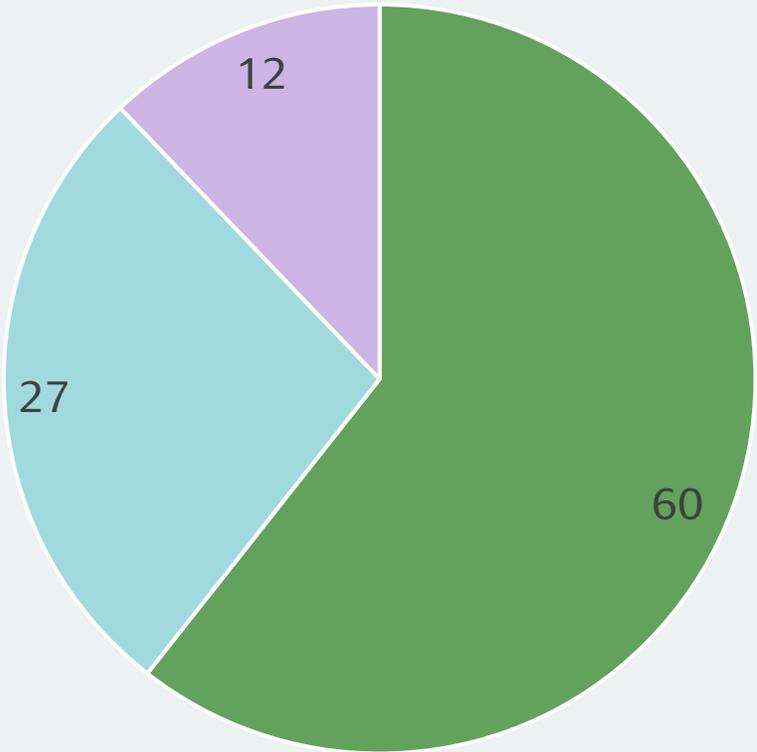


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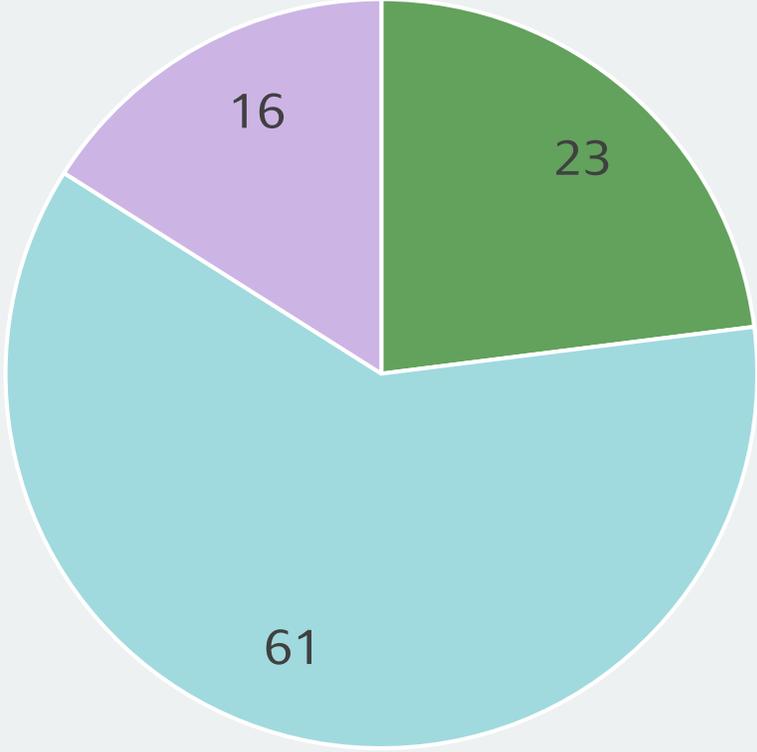
■ Daily/Weekly ■ Infrequently/Once ■ Never

“I have witnessed alcohol or drug use at work”

MILLENNIUM



OTHER

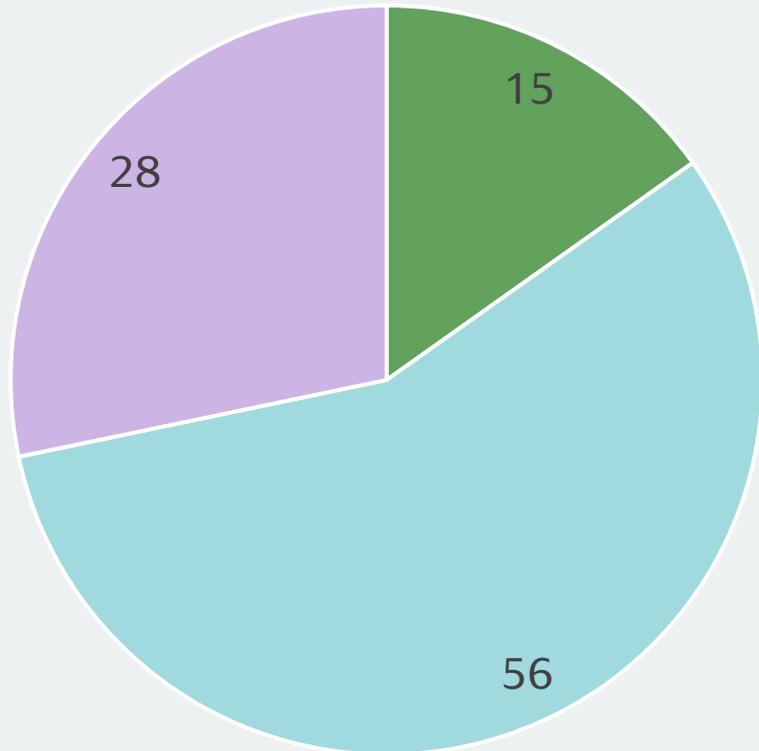


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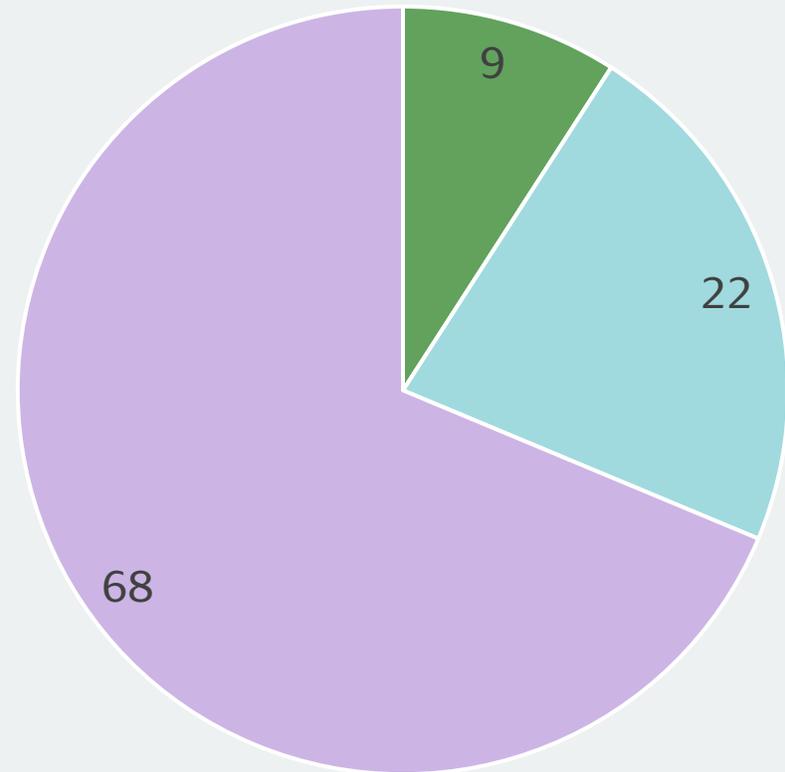
■ Daily/Weekly ■ Infrequently/Once ■ Never

“I have witnessed illegal activities/crimes take place on library computers or wifi”

MILLENNIUM



OTHER

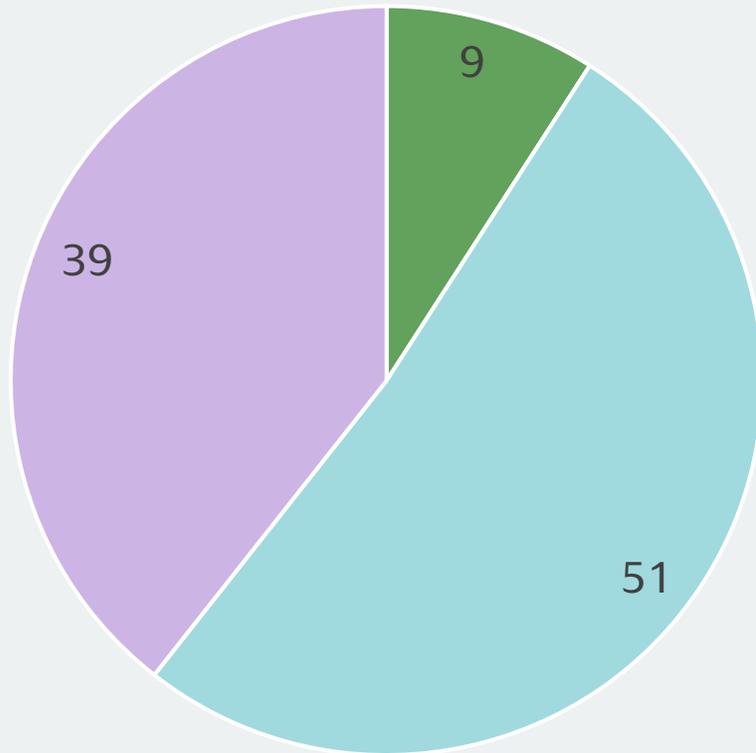


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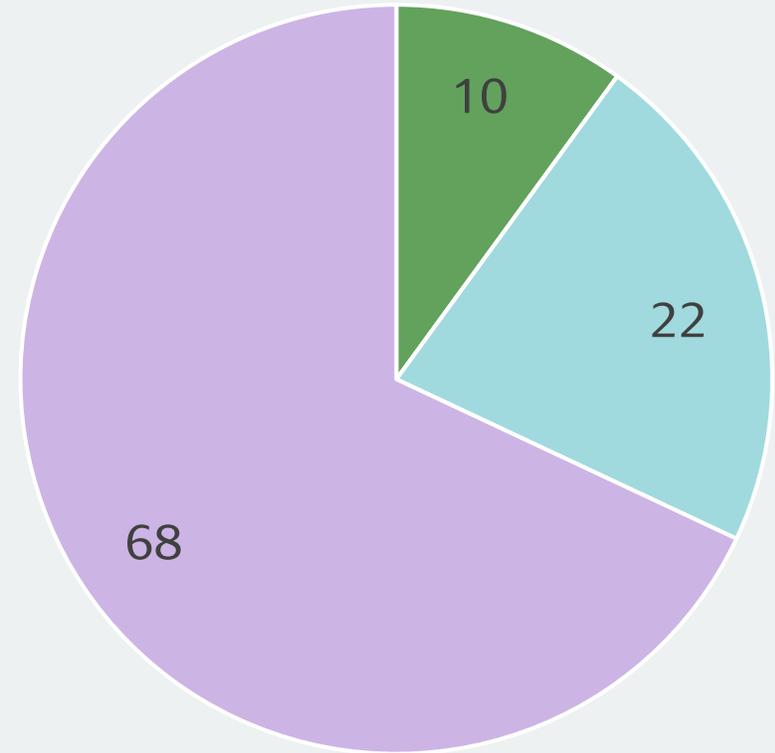
“I have witnessed the sale of illegal drugs”

MILLENNIUM



■ Daily/Weekly ■ Infrequently/Once ■ Never

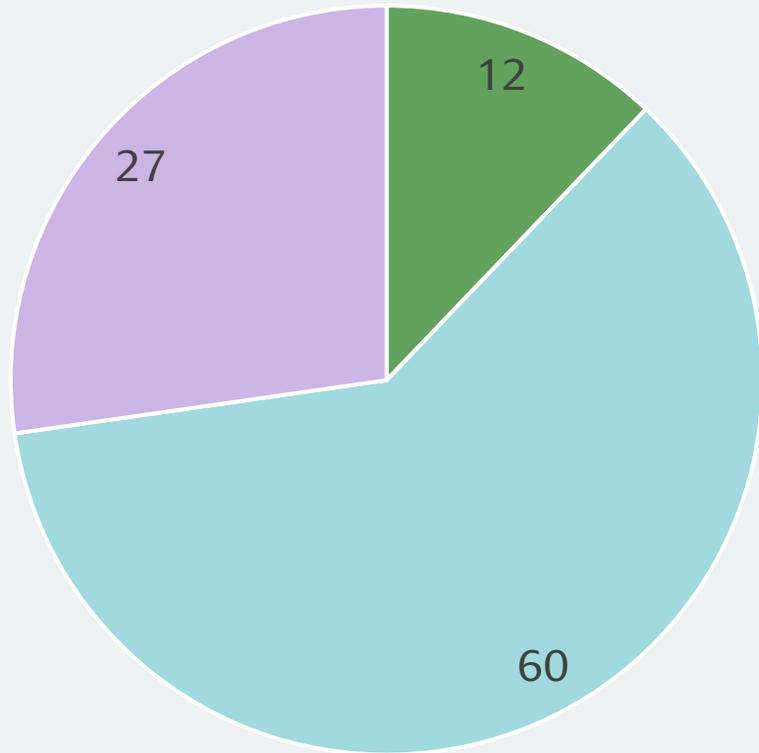
OTHER



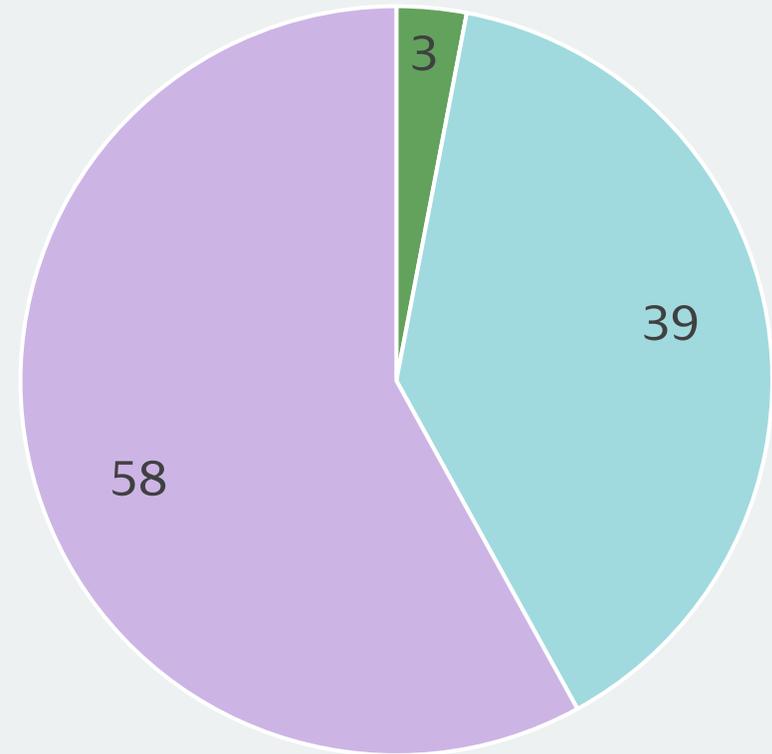
■ Daily/Weekly ■ Infrequently/Once ■ Never

“I have witnessed weapons in the library, excluding those carried by police officers”

MILLENNIUM



OTHER



■ Daily/Weekly ■ Infrequently/Once ■ Never

■ Daily/Weekly ■ Infrequently/Once ■ Never

Solution Options

Members were asked to respond to twenty different proposed solutions – these are the ideas that have come from the City, library workers, community groups, and others

- Strongly Supportive
- Somewhat Supportive
- Neither
- Somewhat Opposed
- Strongly Opposed

** For reporting purposes, Strongly & Somewhat have been combined*

	MILLENNIUM	OTHERS
Balcony safety controls	100%	93%
Mental health crisis workers	100%	90%
More safe, warm (winter) or cool (summer) public spaces for people beyond City libraries	100%	93%
More social/public housing to address homelessness	100%	100%
Harm-reduction training for staff	100%	97%
Increased staffing	97%	87%
Post-incident counselling for all staff	91%	84%
De-escalation training	80%	87%
CoW Community Safety Officers	88%	79%
Community Connections	84%	80%
Community Safety Hosts	81%	90%

Universal Support

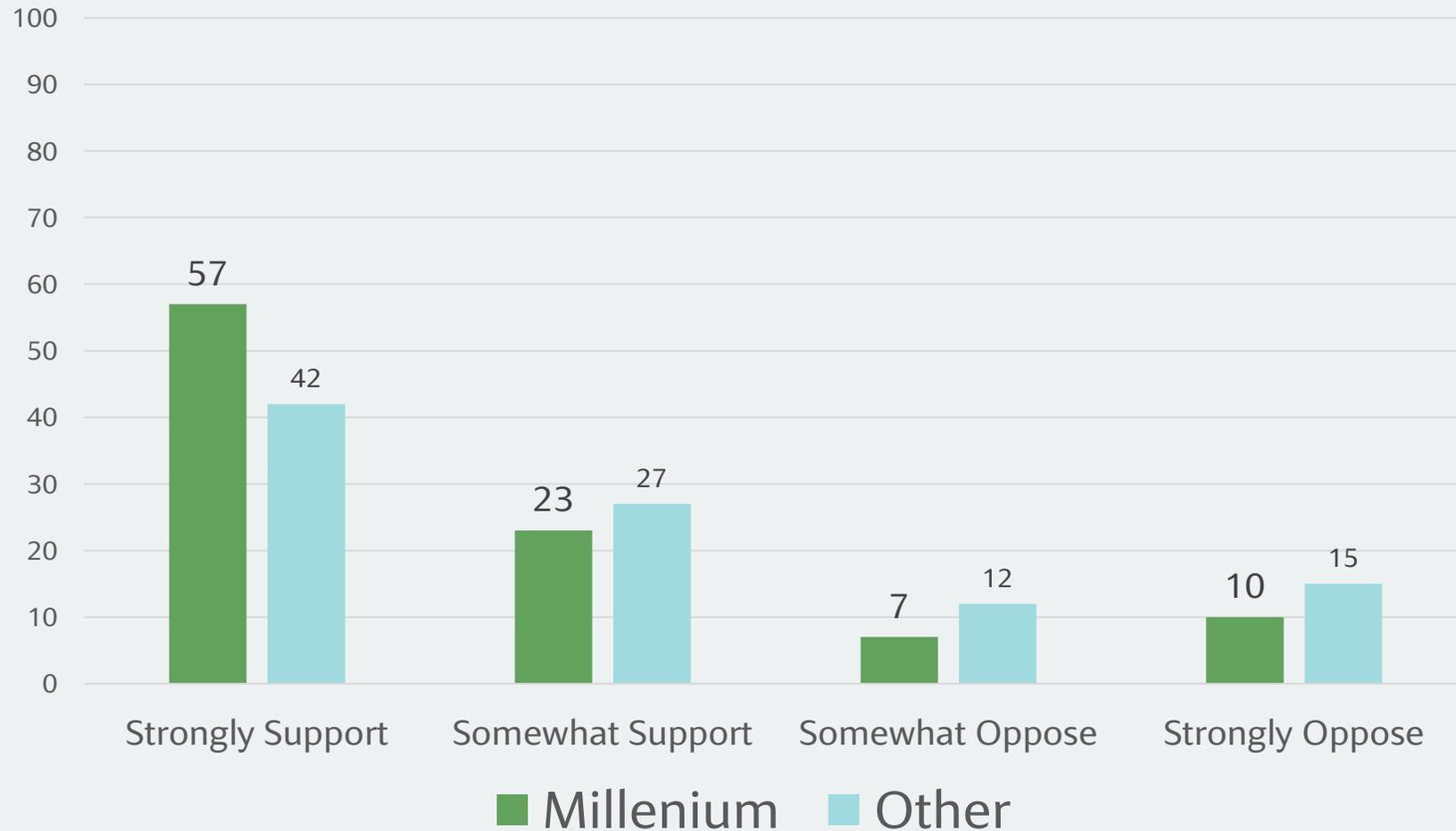
(Strongly Support & Somewhat Support Combined)

	MILLENNIUM	OTHERS
Improvements to EAP	79%	70%
Elders	78%	75%
Anti-Oppression Training	76%	76%
Community Greeters	61%	68%

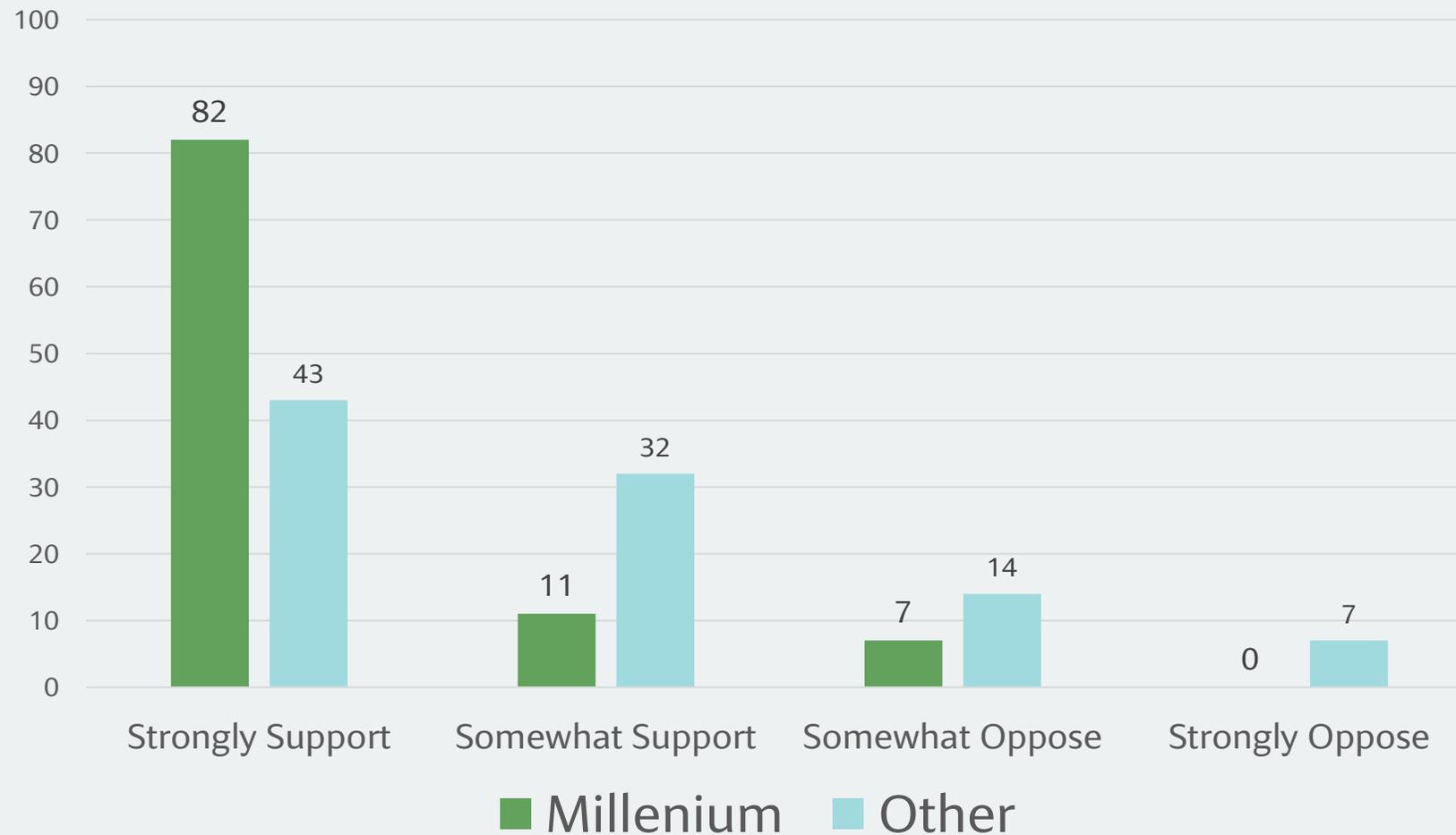
Second Degree Support

(Strongly Support & Somewhat Support Combined)

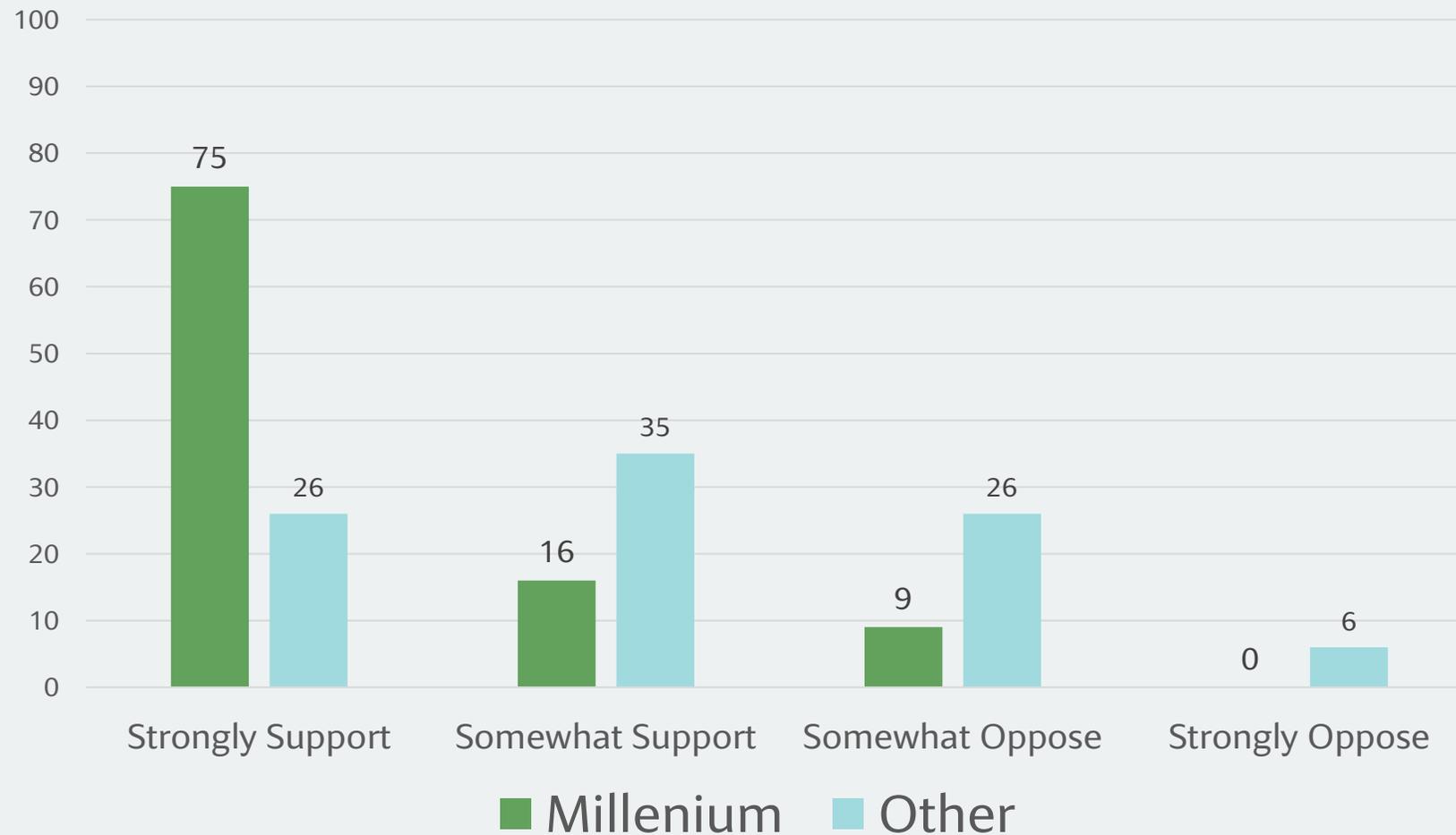
Safe Drug Consumption Programs in the Community



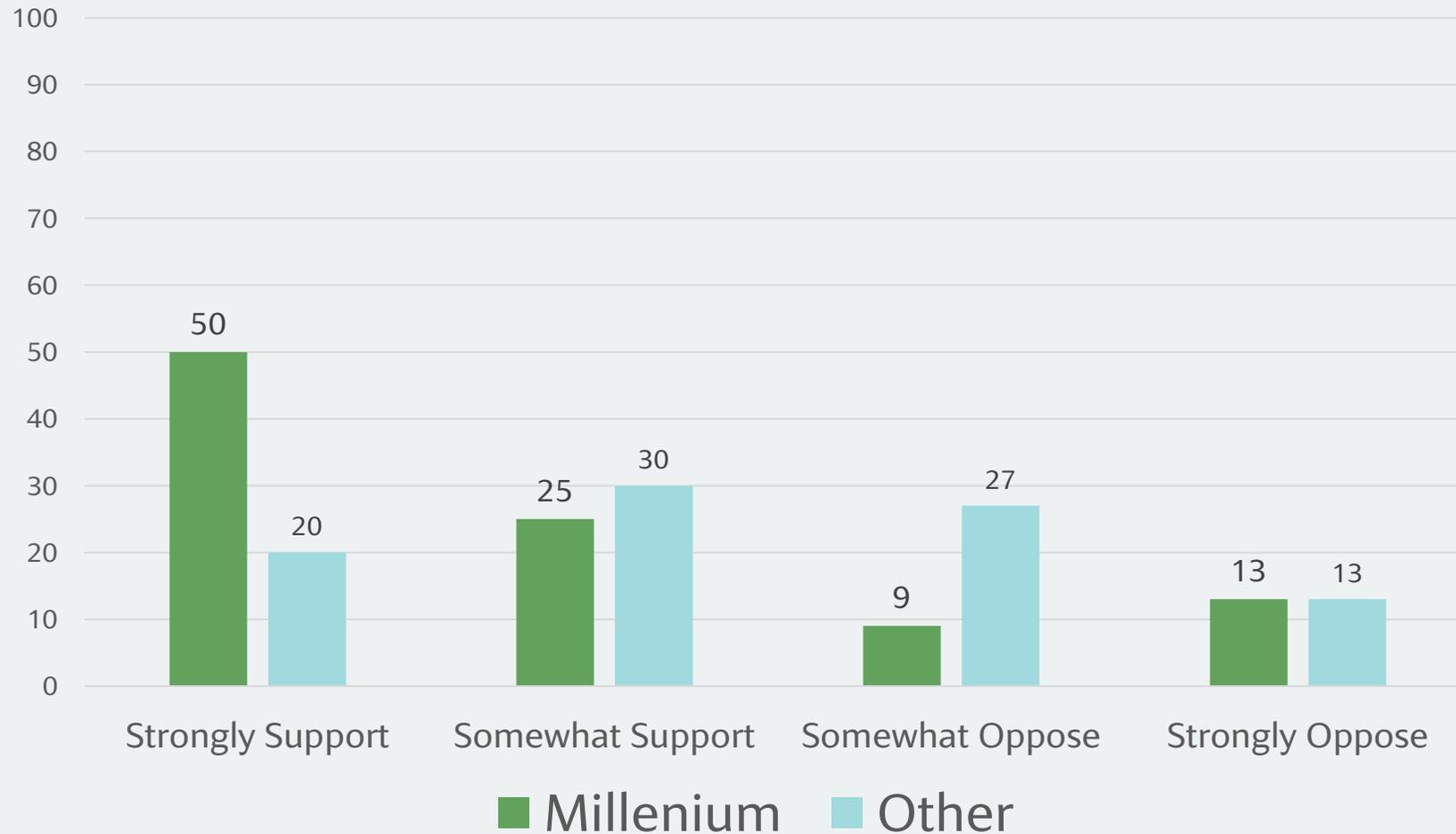
Physical Barriers



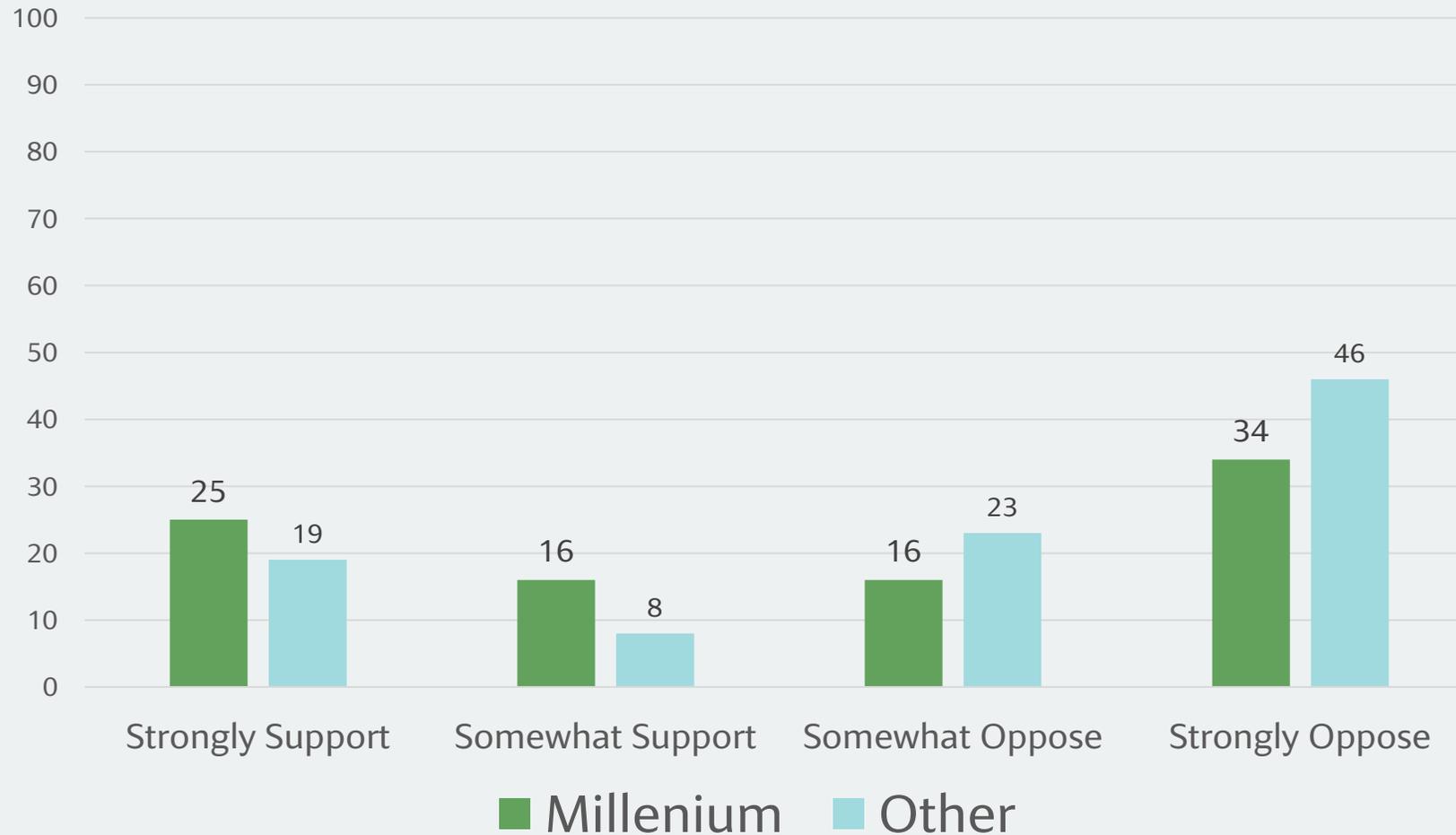
Metal Detection / Screen



Private Security



Police Officers



	NET SUPPORT	RANK
Balcony safety controls	97%	1
Mental-health crisis workers	94%	2
Increased staffing	91%	3
More safe, warm (winter) or cool (summer) public spaces for people beyond City libraries	91%	4
More social/public housing to address homelessness	91%	5
Post-incident counselling for all staff	87%	6
Physical barriers	82%	7
Improvements to EAP for staff	81%	8
Metal detection/screening at entrances	75%	9
De-escalation training for staff	60%	10
Community Safety Hosts	59%	11
Anti-oppression training for staff	59%	12
Community Connections and/or other programs to assist the public with homelessness / addiction / poverty / mental health challenges	55%	13
City of Winnipeg Community Safety Officers (currently exclusively used on Transit)	47%	14
Elders	47%	15
Increased access to safe drug consumption programs in the community	47%	16
Harm-reduction training for staff	45%	17
Community Greeters	39%	18
Private sector/Guarda security guards	38%	19
Police Officers	-9%	20

Millennium Strong Feelings Index

Strong Support – Strong Opposition

	NET SUPPORT	RANK
More safe, warm (winter) or cool (summer) public spaces for people beyond City libraries	90%	1
More social/public housing to address homelessness	83%	2
Balcony safety controls	79%	3
Mental-health crisis workers	71%	4
Post-incident counselling for all staff	67%	5
Community Connections and/or other programs to assist the public with homelessness / addiction / poverty / mental health challenges	63%	6
Increased staffing	61%	7
Improvements to EAP for staff	60%	8
Community Safety Hosts	55%	9
Elders	50%	10
De-escalation training for staff	47%	11
Harm-reduction training for staff	45%	12
City of Winnipeg Community Safety Officers (currently exclusively used on Transit)	43%	13
Anti-oppression training for staff	41%	14
Community Greeters	40%	15
Physical barriers	36%	16
Increased access to safe drug consumption programs in the community	27%	17
Metal detection/screening at entrances	19%	18
Private sector/Guarda security guards	7%	19
Police Officers	-27%	20

Others Strong Feelings Index

Strong Support – Strong Opposition

Contemplating Changing Jobs?

	Millennium	Other
Contemplating changing job?	55%	39%
Different Library?	9%	19%
Different Department?	12%	10%
Leave City of Winnipeg?	33%	10%

Why Changing Jobs?

	Millennium	Other
Higher pay	28%	33%
Promotional opportunities	17%	17%
Seeking a schedule that better suits me	22%	33%
Toxic management/staff	39%	50%
Do not feel fulfilled	28%	33%
Need a change	11%	42%
I don't feel safe at work	83%	17%

MM:pnf/cope491