

ALLAboard: What We Heard

**Key Findings from the March 2013 *ALL Aboard:*
Poverty Reduction and Social Inclusion Strategy Consultations**

Available in alternate formats upon request

We would like to thank the hundreds of people who shared their views and ideas on ways to reduce poverty and promote social inclusion in Manitoba. This document identifies key themes and features excerpts of responses from a survey, written submissions and consultation sessions with a broad cross-section of people and organizations. The ideas expressed in this document convey the views of consultation participants and may or may not reflect the views of the Government of Manitoba.

Introduction

ALL Aboard: Manitoba's Poverty Reduction and Social Inclusion Strategy was created in 2009 to bring together the poverty reduction and social inclusion work across the provincial government. While there are no easy answers or fast fixes, progress is being made. Fewer Manitobans live in low income now than in 2002. In 2011, Manitoba's low-income rate was 11.5 per cent, a decrease of more than 10 per cent from 2002¹.

In 2012, Manitoba released the latest ALL Aboard strategy that included seven priorities for action:

Building blocks for employment

Targeted supports for those most in need

Food security

Housing

Closing the gap for Aboriginal Manitobans

Creating opportunities for youth

Early childhood development and parenting supports

In March 2013, we launched a consultation process to help shape the next phase of work - the development of seven action plans, one for each of the priorities in the strategy. Hundreds of Manitobans attended consultations, filled out surveys and provided written submissions, and shared their advice about how to reduce poverty and promote social inclusion in the province.

This report is a synthesis of what we heard from Manitobans about what their top priorities are for action and the ways they feel we can move forward to reduce poverty and increase social inclusion. We want to express our gratitude for the time and effort that many Manitobans invested in this process. Manitobans who took part in the consultations clearly told us that reducing poverty and promoting social inclusion are not simply government concerns, and will take the collective work of the public, service providers, community groups, businesses, labour groups and other important stakeholders. Reducing poverty helps all Manitobans prosper.

The Poverty Reduction Strategy Act was passed by the Manitoba Legislature in 2011. The main provisions of the act are that the provincial government must:

- implement a long-term strategy to reduce poverty and increase social inclusion across Manitoba
- adopt poverty and social inclusion indicators to measure the progress of the strategy
- take the poverty reduction and social inclusion strategy into account when preparing the budget for each fiscal year
- establish an All Aboard committee that includes both cabinet ministers and community members
- prepare a budget paper that sets out the budget measures that are designed to implement the strategy
- provide annual reports to the public

¹ All low-income data described in this document use the Statistics Canada Market Basket Measure.

All Aboard 2013 Consultations

Over 500 Manitoba organizations and individuals received invitations to join our public consultation process. In addition, information about the consultation process was publicized in a media release and on the ALL Aboard website.

Ten public meetings were held in March 2013 in Thompson, Dauphin, Brandon, Gimli, The Pas and Winnipeg. Approximately 140 people attended the sessions. One session, held at the Immigrant and Refugee Community Organization of Manitoba (IRCOM), focused specifically on concerns of newcomers to Manitoba. Interpreters were present to ensure clear communication with those who spoke Farsi, Swahili, French, Amharic, Nepali, Somali and Tigrinya. Four other sessions were held in Winnipeg: one in St. Boniface, one in the West End and two in the North End. At the two evening sessions, child care was provided. All facilities were wheelchair accessible and, in Winnipeg, bus tickets were available upon request.

Our consultation process also included a short survey. All those who received an invitation to participate also received an electronic copy of the survey and a link to the survey online. Five hundred and one Manitobans responded.

Survey respondents represented a cross-section of Manitobans, including many with personal experiences of poverty and social exclusion. At the time the surveys were received:

- 14 per cent of respondents said they were currently living in poverty
- 45 per cent of respondents said they had experienced poverty in their own lives
- 18 per cent of respondents told us that they currently face barriers and feel socially excluded
- 38 per cent of respondents told us that they had faced barriers and felt socially excluded in their lives
- 71 per cent of survey respondents said they lived in Winnipeg or Brandon and 27 per cent noted that they lived in rural or northern communities
- 49 per cent of respondents were between the ages of 30 and 54, and 19 per cent were 55 years or older. Youth were well-represented among survey respondents: 30 per cent were under 30 years of age (17 per cent were under 18, and 13 per cent were between the ages of 18 and 29)

We asked respondents which two areas, among the seven identified priorities for action, government should invest more to reduce poverty and promote social inclusion. Respondents also had the opportunity to add their own suggestions. This is how the 501 respondents ranked their priorities:

Rank	Respondents' Priorities for New Investments
1	Housing (such as affordable housing, rent subsidies)
2	Food Security (such as access to affordable healthy food, clean water, community gardens, school nutrition)
3	Building Blocks for Employment (such as jobs, training, essential skills)
4	Early Childhood Development and Parenting Supports (such as access to child care spaces, subsidies, Inclusion Supports)
5	Targeted Supports for Those Most in Need
6	Closing the Gap for Aboriginal Manitobans (such as education, health care, family supports)
7	Creating Opportunities for Youth (such as job opportunities, life skills, recreation, mentoring)

We also received 15 written submissions. See Appendix A for a full list of the public consultation locations and dates, as well as a list of who sent in written submissions.

During the consultations, we heard about the importance of ongoing, meaningful community engagement on poverty reduction and social inclusion. We heard it is important to include a variety of perspectives, including those of Manitobans who have lived with poverty and social exclusion, and those of community groups who have worked on these issues for many years. We also heard that solutions will require sustained efforts by all levels of government, businesses, labour groups and society.

We were reminded that the effects of poverty and social exclusion are costly for individuals, families and communities. We heard it is important to address both the causes and the effects of poverty. We were told reducing poverty also means taking a critical look at economic policies and priorities, including taxation and procurement. Consultation participants also stressed that we make wise investments during these challenging economic times.

Consultation Findings

This section summarizes key findings that emerged from the 2013 ALL Aboard consultation process. In general, the information and viewpoints expressed by consultation participants about poverty and social exclusion reflected and validated existing knowledge, community opinions and research in this area.

Perceptions of Poverty

During the consultations, participants stressed the social stigma felt by those who live in poverty.

As many participants in the ALL Aboard consultations explained, poverty is more than not having nutritious food or a safe home. We heard that it is important to remind ourselves that people, in whatever circumstance they find themselves, should be treated with respect and kindness. Living in poverty can extend to a deeper level. It can sap a person's spirit and sense of self. We heard this strain can make some people feel hopeless about their future.

"Poverty is not only material; it's psychological and spiritual."

Living in poverty is not always visible. People who experience poverty are not necessarily living in obviously rundown or decrepit conditions, although some are. A participant in Dauphin mentioned that living in poverty can be difficult in smaller communities. These are the hidden homeless, who stay with friends, or "couch-surf," to get by. We heard there are people who do not have government identification or bank accounts. There are people who do not have phone numbers, which makes it difficult to get hired for work.

"Poverty is visible in an urban centre; in a rural area these issues are often hidden or underground... the community at large needs to know that these issues are real and that work needs to be done."

"Poverty can be stigmatizing and traumatizing. Walking a day in my patients' shoes is something I don't know if I could survive."

A newcomer to Canada with six children spoke about living in an apartment where clothing was stuffed into garbage bags for storage. Bed bugs had overrun his apartment, he said.

A woman in her sixties, who lives with a mental illness, said she has had a hard time getting a job. She described her standard of living as being the same as someone living in a developing country.

"I have constant obstacles of discrimination, prejudice and rejection. I should not be living like this...I should be off assistance, but nobody and I mean nobody will hire me. Of course, I want a better way of life, but, how to change your situation when you are behind the eight ball every day. People like me can't come [out] of the closet so easy and say 'hey, I suffer with mental illness... will you hire me?'...it doesn't happen. I have been fired so many times for revealing the truth, I just live in my little room and keep my mouth shut."

Poverty is not only about people who are receiving EIA. Poverty also affects the “working poor.” We heard ending poverty is more complex than focusing solely on EIA recipients and moving people over the “welfare wall.”

“Too often people who are assessed as ‘employment (or) training ready’ are forced into part-time minimum wage jobs without benefits, child care or sick leave. We are concerned that the emphasis on employment and training will create more of these pressures and will perpetuate the old perception of the ‘deserving and undeserving’ poor.”

We heard from Manitobans that the role of community in reducing poverty, enhancing social inclusion and encouraging people to connect with services is very important. They stressed the importance of community and organizational capacity-building in reducing poverty. Poverty reduction requires not only formal programs, but also wider social networks to help shift people out of difficult circumstances.

We heard poverty issues needed more community awareness. Many people talked about the need to educate the public on what it really means to live in poverty, as well as how poverty affects everyone. Participants said that living in poverty can be an exhausting process that eats up a person’s time, and can have serious, long-term impacts on health. Consultation participants expressed the idea that “it takes all day to be poor.”

“Public awareness is a big thing. People think that it is the fault of the individual that they are living in poverty.”

“Poverty is a complex issue with many factors. I think educating the public in a realistic manner that portrays poverty in its many forms [is a good idea]... drive the point home that it could be you as easily as someone else, and that in order to eradicate poverty we need to understand who is affected and why...we need to remove the stigma and make people feel that they needn’t be ashamed to be poor.”

We heard a larger social shift is needed in the way poverty is viewed. We heard living in poverty should not be stigmatized. Instead, people need to focus on the notion that society allows poverty to exist.



Housing and Food Security: Essential components that go hand in hand in order to reduce poverty and social exclusion

We heard having a safe, affordable, adequate home is essential and that the lack of affordable housing is a crucial concern for people living in low income. Suggested priorities for provincial funding included: increased support for social housing; additional support for low-income renters; more “housing first” initiatives; partnerships to address issues surrounding rooming housing and single-resident-occupancy hotels; support for co-operative housing developments; use of social enterprises to support housing developments; and continued renovations of existing, provincially-owned housing.

We heard increasing Employment and Income Assistance (EIA)² rates is a priority for many, and that the EIA shelter allowance should be increased to reflect current housing costs, as rents have increased and affordable housing in the private market is scarce.



“As the prices of everything continually rise, the amount of money that people receive on social assistance remains at the same values making it increasingly difficult for low income families to do anything other than exist.”

“I volunteer with those in need and find that they are accessing soup kitchens and food programs as they cannot afford to feed their families. Too much money is required for rent.”

“Increase the Employment and Income Assistance rental rate to 75 per cent of median market rent. The [EIA] rates now are far below the actual rent for an apartment and clients are having [to take money] out of their basic needs to subsidize their rent.”

² This program is often called “social assistance” or “welfare.”

Participants raised the need for a range of housing options, such as large units to accommodate intergenerational families, mixed-income housing developments and on-site child care centres. Participants also called for a national housing strategy and asked the province to continue to pursue this idea with the federal government.

We heard many Manitobans living in low income are spending large portions of their monthly budgets on rent payments, leaving them with less to spend on other essential goods, such as food and clothing. People who have good quality, stable, affordable and accessible housing have an improved quality of life. Consultation participants talked about the importance of supporting the

work of homeless shelters to assist Manitobans living in poverty. We heard that this is particularly relevant during the winter months. Increased rent subsidies for the working poor, and for elders on fixed incomes, were also recommended.

Manitobans spoke about access to nutritious and affordable food. They suggested that supporting food banks and nutritious breakfast programs, making healthy food more affordable, and increasing the cost of unhealthy foods, are good ways to help people living in low income. Some consultation participants argued that without affordable housing and nutritious food, people cannot be expected to succeed in schools, training programs or jobs.

“People need clean, safe, healthy places to live and good food to eat. We can’t address other issues in our lives until we feel secure with food and shelter.”

“Without adequate nutrition and a safe place to live, how are people supposed to be able to pick themselves [up] and break free from poverty, or even accept help in other areas of their lives?”

“I work with Aboriginal youth at an after-school program - the current system is not flexible enough to respond to the constant trauma and chaos that youth face on a weekly basis. Access to healthy food and stable, safe housing would make a world of difference to success in education.”

Training and Employment Opportunities

Consultation participants spoke clearly about the fact that going to safe and healthy workplaces makes people feel socially included as contributing members of society. We heard that work is healthy, and for those who are able, is the best way out of poverty. In Manitoba, there are many individuals who are outside the workforce or under-used in the labour market. Many of these people have the desire and the ability to enter, re-enter or advance in the provincial labour market. Manitobans who participated in the ALL Aboard consultation process confirmed these ideas.

“Efforts to increase employment will help improve social inclusion.”

“Start the career development process earlier. The sooner we begin to break down barriers to participation in the workforce, the soon[er] we can engage people in a meaningful process of participation in society.”

To reduce poverty and promote social inclusion, consultation participants recommended the government help to both create jobs and make it easier for people to obtain jobs. Stronger incentives were recommended to encourage and assist Manitobans in their efforts to gain and retain employment. Providing more employment bridging and transition supports for people wishing to move from EIA to work, was also suggested as a way to reduce poverty and promote social inclusion. So was a higher availability of jobs that fit different needs and abilities.

“Make it easier for people living with barriers to...get meaningful and gainful employment in fields that are empowering and with employers who are patient and understanding.”

“Without good paying, low-skilled jobs available for people who require them, those needing program assistance may not be able to escape poverty.”

“[There needs to be] more jobs for people with barriers to employment.”

Some Manitobans emphasized the importance of allowing EIA participants to work, without having too much of their employment income deducted from their monthly assistance benefits.

Others suggested the provision of more life skills and literacy programs, job training, and employment supports would generate positive outcomes and help reduce poverty and social exclusion. We were told that employment training and recruitment opportunities needed to be focused in core areas of Winnipeg, as well as in Northern and rural Manitoba, and targeted to Aboriginal communities, EIA recipients and young Manitobans.

“Invest in education and literacy programs. Without education, and the essential skills such as literacy, poverty levels will only increase.”

“...it is important that the education that is being given, especially to mature students, includes courses and development on proper money use, on how to successfully achieve a job that they are actually going to enjoy and may advance in, and that they are given some help so that they can successfully advance out of their poverty situation.”

Manitobans who attended consultation sessions, completed the survey and wrote submissions, stressed that access to affordable, high-quality and flexible early-learning and child-care services, is an important factor in enabling parents to go to school and/or gain and retain meaningful employment. We were advised that efforts to train and employ more Manitobans need to go hand in hand with increased availability and access to high-quality and affordable early-learning and child-care services. Consultation participants also spoke about the creation of child care facilities that would serve families on a short-term, emergency basis, as well as during the evenings.

The strong connection between employment, and early learning and child care options, was expressed by numerous Manitobans.



“Provide child care options for those looking for work, so that they will be able to count on having child care if they do get a job offer.”

“Provide support to existing licensed child care, and open new licensed child care spaces to allow more people to work. Licensed child care also assists families in social supports such as nutrition information, parenting skills information, entry-to-school information and much more. It is a great one-stop-shop for family support.”

“Parents need to know their children are well cared for when they go to work.”

Community Economic Development

We heard from ALL Aboard consultation participants that investing in job growth and skill building on a local level has profound effects in communities, both in urban settings and rural and northern communities.

Participants stressed that people need local economic options to prevent them from moving to other places, and that investing in local residents is the best way to support communities.

Participants emphasized the need to focus on Community Economic Development (CED), with an emphasis on cultivating economic opportunities. We heard at a consultation session in Thompson that grassroots community organizations need more support. In The Pas, we heard that local organizations, such as the Community Renewal Corporation, can instill people with a sense of confidence and pride. We heard from communities in rural and northern Manitoba about the need to address skills outflow, and about how creative CED initiatives can help to both reduce poverty and build communities. For example, one suggestion we heard was about partnering local, retired tradespeople with young people in need of skills and training, to build new, affordable housing.

We heard that supporting social enterprises was important and could lead to more employment and training opportunities, particularly for people with multiple barriers. This is because social enterprises provide training in both 'hard skills' and life skills.

“Social enterprises use a business model that creates jobs and important community services, builds fairer and stronger local economies, reduces poverty, renews communities and creates more sustainable environments.”

Part of supporting community economic development means helping organizations secure stable, long-term funding. We heard the scramble to secure funding can lead to staff turnover and weaken an organization's long-term success. We heard a call to increase core funding to existing Neighbourhood Renewal Corporations (NRCs) and to support the province's Non-Profit Strategy. The latter stressed increasing the number of community organizations that receive stable, multi-year funding.

“Many community-based non-profits working toward poverty reduction and community renewal do not have access to adequate multi-year funding to take innovative, long-term and strategic action through a comprehensive approach.”

“We hear what Winnipeg's doing a lot, but that doesn't necessarily affect us.”

Barriers to Success

Manitobans identified different barriers faced by people living in poverty and those experiencing social exclusion. We heard that the challenges facing each person are unique and that programs should be designed with the flexibility to meet different needs, and be adapted to different areas of the province. For example, a program that works for pregnant mothers in Winnipeg might not be as effective in a rural area where public transportation does not exist and taxi services are expensive or not available.

Consultation sessions in The Pas and Thompson shed light on some of the unique needs of people who live in the province's North, and participants in Brandon and Dauphin shared insight about the rural/urban divide and its impact on poverty and social inclusion. People who live in rural communities can face unique challenges. We heard that some communities have limited Internet access. People may not have vehicles

or drivers' licences to commute to work or educational programs, and there is limited public transportation. Students who want to leave the community to study face high costs in housing, tuition and travel. Recreation programs can be expensive and some families cannot afford to participate, which further contributes to social exclusion.

When Manitobans face multiple barriers, it is even more difficult for them to escape poverty. We heard that an effective poverty reduction strategy must focus on supports for people with disabilities, vulnerable women and children, people with addictions or mental health challenges and those involved with Child and Family Services and/or the criminal justice system. We heard it is important to invest in both prevention and rehabilitation programs. We heard that increasing support for restorative justice and prison education programs will have long-term benefits.

“People who have disabilities are in this life situation due to no fault of our own, and if we can't fit in the work world, we still deserve to live above the poverty line, with some dignity. And I have always lived with this quote, and I taught my daughters this too - treat others as you want to be treated.”

Aboriginal Manitobans

During our consultations, Aboriginal Manitobans talked about feeling like they were the targets of racist and discriminatory behaviour. We heard that the aftermath of the residential school system is multigenerational and that healing will take a long time. We also heard Aboriginal people need specific training supports, as there can be barriers

for them to access business or educational opportunities. We heard that First Nations Manitobans living on reserve struggle, in part, because education and other essential services receive less in federal funding than what is provided to other communities in provincial funding.

“Develop an economic action plan to assist urban Aboriginal peoples - the fastest growing segment of Winnipeg’s population.”

“Engage Aboriginal Manitobans and work very hard and very proactively to help Aboriginal communities develop and implement actions for change.”

“... more options in education so more Aboriginal students can graduate and get decent jobs.”

“Many people do not understand the structural processes at work that have led to widespread poverty. A big one is the colonization of Aboriginal peoples. They are still living with the effects – yet many Manitobans do not understand this fact.”

Newcomers to Manitoba

Newcomers to Manitoba who attended an ALL Aboard consultation in Winnipeg identified specific barriers they experienced during their settlement and integration phases. Barriers for French-speaking newcomers were also identified at a session held at Université de Saint-Boniface. Some newcomers expressed frustration upon arriving in Canada to find that their expectations for employment were not met. We heard some newcomers have been grappling with serious physical and mental-health problems. Many said that they encountered problems finding jobs or having their credentials recognized, and that they were treated differently due to their race or accent.

“When we look for a job, if you are coloured, they look at you a different way. So discrimination and racism are there. They are hidden but they are there. Credential recognition is also important. They ask for Canadian experience. Get a job first. Stress is becoming a part of our lives.”

“Employment programs need to have child minders. Employment programs that have child care from Monday to Friday are good. We have professional, skilled immigrants but they don’t have credentials...some are victims from war-affected areas. You have to pay money to get those credentials. There are job opportunities for immigrants with good accents. We have to employ immigrants according to experience, regardless of accent or race.”

Manitobans with addictions and/or serious mental health illnesses

Manitobans with addictions and/or serious mental health challenges face a higher risk of living in poverty than their counterparts. They are also more likely to be homeless. Experiencing an addiction or a mental illness can interrupt a person's training or education trajectory, affecting opportunities to obtain meaningful employment and be an active participant in society. Loved ones, such as spouses and children, are also affected and can experience high levels of stress and low income as well.

“Addictions create a number of issues in the individual as well as their family and friends...Many Manitobans deal with addictions and this affects their ability to work and support their families. It also decreases a person’s ability to function and be a contributing member of society.”

People who took part in the consultation process told us that enhanced and targeted supports are needed to help Manitobans with addictions and serious mental health challenges.

a very strong focus in any attempt to conquer poverty in Manitoba – I am concerned that it does not even appear as an option on the [survey] list above.”

We also heard from consultation participants that safe, stable and supportive housing is an integral part of providing a solid base for people trying to stabilize their lives. Once housing is provided, people can begin to pursue other important activities, such as training programs or jobs. We were also advised that expanded treatment, rehabilitation, detoxification and counselling programs are needed, and that these supports should be free and accessible throughout Manitoba.

We heard that there is a link between the experience of trauma and the experience of poverty. One group told us that “trauma may be a result of the very fact of living in poverty: poor food, poor housing, lack of options, the hard work of maintaining a family in poverty,” or may be due to other experiences (not limited to income level) such as child abuse or neglect or experiencing or witnessing domestic violence.

Conclusion

As part of the consultation process, we asked Manitobans to describe a healthy and socially inclusive community where poverty had been reduced. Survey respondents were asked to complete the following statement: “I will know that my community is healthy, that poverty has been reduced, and people feel socially included when I see...” A total of 431 Manitobans finished this statement. Their responses are summarized below:

“I will know that my community is healthy, that poverty has been reduced, and people feel socially included when I see...”

- equal access to affordable housing and nutritious food, medical services, day care, and educational and recreational programming
- no homelessness
- a drop in the use of food banks
- more training and employment opportunities
- co-operation, dignity and respect
- increased community involvement and participation in recreational activities
- a reduction in crime
- fewer people with addictions
- no children in care
- all people earning a living wage

“[It is a community where] people... are willing to be active... when all are welcome and made to feel welcome at any event. [It is a society where] people...feel so much better about themselves because they are able to support themselves and know they have real opportunities for growth.”

“Everyone [has] a set of apartment or house keys.”

“...systemic violence against Aboriginal (and all) women is no longer an issue, racism is eradicated.”

“...when Aboriginal people are respected and have equal access and outcome in education, employment, housing and family-rearing.”

“People [are] interacting and smiling with each other instead of judging.”

“Clients whom I’m aware are living in poverty meet me in the grocery store...having showered and eaten well, and showing interest in their town and others around them.”

“People treat their community, neighbours and businesses with respect... We will feel it in the way that we talk to each other and we will see it in the body language of all those around us. People will be able to make eye contact and smile at each other. Neighbours will help each other and not be afraid for their safety anymore. People who have lived in the same neighbourhood for many years will talk about how ‘it used to be’ rather than ‘how it is.’”

“I work...as...an addictions support worker; when I find myself unneeded or out of a job, I will know that my community is healthy.”

“Hope in people’s eyes.”

“...when I don’t see children arriving at a child care program hungry and dirty; [when I] don’t overhear a 10-year-old wonder if she will get supper tonight.”

Next Steps:

The views and suggestions contributed during these consultations will guide our upcoming efforts and help shape the final ALL Aboard Action Plans, to be released in 2013. The first of these action plans, ***Manitoba's Strategy for Sustainable Employment and a Stronger Labour Market***, was released in April 2013. The implementation of each Action Plan will include a community collaboration process. As well, we will make special efforts to engage with Manitobans living in poverty, and those experiencing social exclusion.

We are committed to sharing the progress of ALL Aboard and we will continue to publicly report on all 21 indicators of poverty reduction and social inclusion each year in the ALL Aboard Annual Report.

Much work lies ahead. To be successful in this initiative, we cannot do it alone. Working together with municipal and federal governments, community groups, businesses, labour groups and Manitobans from all walks of life, we will keep moving forward with purpose and strength to make Manitoba a prosperous and inclusive province for all.



APPENDIX A

Calendar of ALL Aboard Public Consultation Sessions March 2013

Community	Location	Date / Time
Winnipeg	Immigrant and Refugee Community Organization of Manitoba (IRCOM), 95 Ellen St. Community Program Room	Monday, March 4 7 p.m. to 9:30 p.m. Child minders provided at no cost.
The Pas	The Pas Friendship Centre 81 Edwards Ave. Club 53 Youth Centre	Friday, March 8 4:30 p.m. to 6:30 p.m.
Winnipeg	West End Cultural Centre 586 Ellice Ave. ACU Hall	Monday, March 11 9:30 a.m. to 12 p.m.
Winnipeg	Université de St. Boniface Pavillon Marcel-A. Desautels, 200 Ave. de la Cathédrale Room 0615	Monday, March 11 7 p.m. to 9:30 p.m. French language session
Gimli	New Horizons Centre Card Yard & Coffee Spot 17 N. Colonization Rd.	Wednesday, March 13 5:30 p.m. to 8 p.m.
Thompson	Ma-Mow-We-Tak Friendship Centre Inc. 4 Nelson Rd. Thompson, MB	Friday, March 15 1 p.m. to 3:30 p.m.
Brandon	Assiniboine Community College Manitoba Institute of Culinary Arts North Hill Campus 1035 1 st St. N. Grey Owl Dining Room	Tuesday, March 19 6 p.m. to 8:30 p.m.
Winnipeg	North End Wellness Centre Win Gardner Place 2-363 McGregor St.	Wednesday, March 20 5:30 p.m. to 8 p.m. Child minders provided at no cost.
Dauphin	Parkland Recreation Complex-Lion's Den 200-1 st St. S.E.	Thursday, March 21 5:30 p.m. to 8 p.m.
Winnipeg	Indian & Metis Friendship Centre 45 Robinson St.	Wednesday, March 27 1 p.m. to 3:30 p.m.

Appendix B - Written Submissions

Canadian Community Economic
Development Network – Manitoba

Frontier College

Manitoba Child Care Association

Manitoba League of Persons with
Disabilities Inc.

Nine Circles Community Health Centre

North Point Douglas Women's Centre

Nor'West Co-Op Community Health
Right to Housing

Social Planning Council of Winnipeg

Town of The Pas

Winnipeg Harvest

Four written submissions from individual
Manitobans

Available in alternate formats upon request.
Aussi disponible en français.