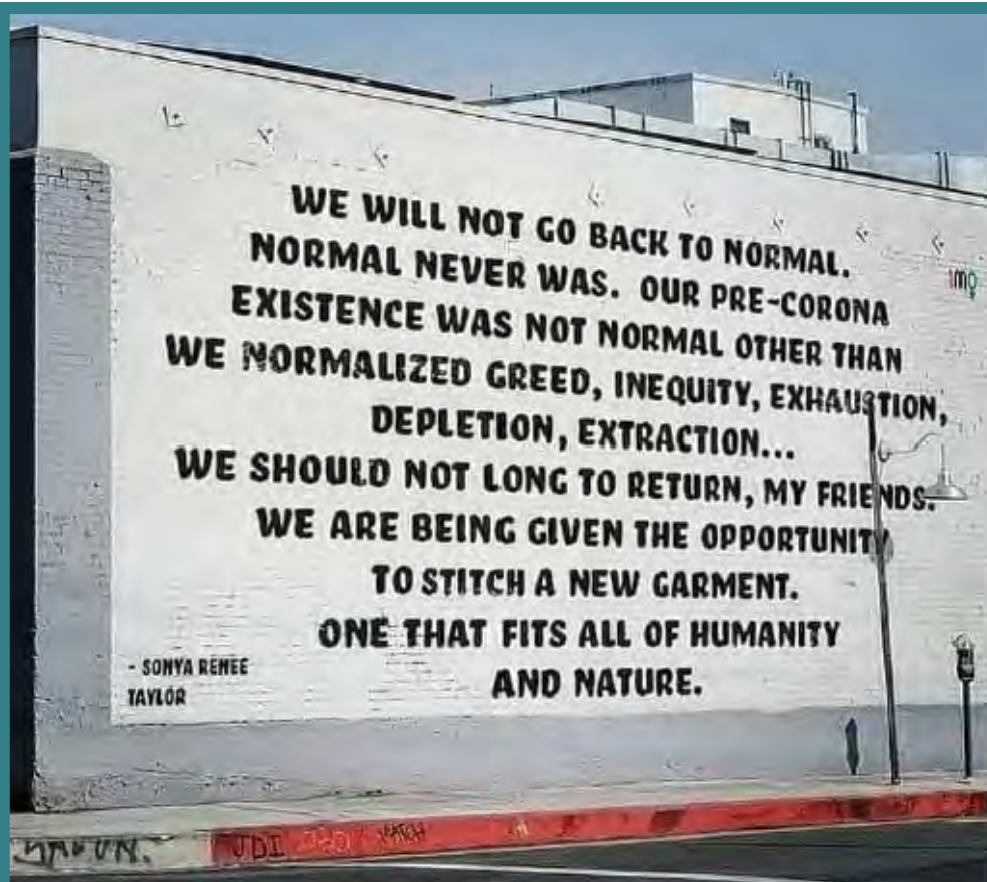




Social Planning Council  
*of Winnipeg*



# 2020-2021 ANNUAL Report

## Vision Statement

A sustainable community that is caring, just and equitable

## Mission Statement

SPCW provides leadership that addresses inequity and improves social conditions  
through research, engagement and action.

## Guiding Principles

**Inclusive:** Respecting the diversity of wisdom, experience and ability present in our community, SPCW works to ensure voices are all heard.

**Community based:** Respecting the proverb: 'That which you do for me, without me, you do to me', SPCW works within the community to support and develop initiatives and solutions.

**Collaborative:** Recognizing that there is strength in the collective, SPCW creates and nurtures partnerships and coalitions that address inequity and injustice.

**Non-partisan:** Recognizing the value of a principled evidenced based approach, SPCW develops and advocates for progressive and effective policies with all levels and members of government.

**In Solidarity:** Respecting and supporting the 94 "Calls to Action" of the Truth and Reconciliation Commission, SPCW aligns itself with actions, ideas, and movements that seek to redress the harm already caused by colonization and prevent any further systemic oppression or injustices to Indigenous Peoples.

**Innovative:** Recognizing that the systemic changes necessary for social justice require long-term planning that integrates both the global and local, SPCW promotes our ideals and creates plans to achieve them.



Social Planning Council  
of Winnipeg

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Winnipeg, MB R3B 1Y4  
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Phone: 204-943-2561

# Karl Gowenlock

## President's Message

The past year has been a difficult one for our community and the wider world. In the last year we have seen multiple ongoing long-term crises in our community manifest themselves in ways we had not seen before. The crises in housing in our community became more visible to many in our city as desperate people took to bus shelters for warmth and shelter. As it was tested by the pandemic, the effects of the long-term underfunding of our health care system became apparent, and we found ourselves having to ship out patients to other provinces. The climate crisis we are facing showed itself on a scale it hadn't before, with multiple climate related disasters spanning the globe. In our part of the world this took the form of drought, fire and smoke unlike anything most of us have experienced.

The confirmation of mass-graves at multiple former residential schools exposed many to the horrific legacy of colonialism in the country for the first time, and served as a painful reminder to those already aware of how much work is left to be done towards anything resembling reconciliation. The need for our community to collectively address these crises has never been more clear or urgent.

At the same time there is a crisis in the non-profit social services sector as organizations struggle to survive drastic reductions in operating funding. Decreases in private donations – due to the economic disruptions of the pandemic – combined with decreased government funding has created a perfect storm for many non-profits, just as the need for their services has never been greater.

The strength and purpose of the Social Planning Council has been to use our institutional strength to support and facilitate coordination between front-line community organizations working towards common objectives, to develop and disseminate research based forward looking public policy ideas and analysis, and to provide a strong public voice advocating for a more just and caring society. These are needed now more than ever. As I said last year, I will say again: We have our work cut out for us.

Last year's continent-wide social movement challenging the systemic racism of our justice system brought wider attention to its disproportionate impact on Black and Indigenous community members. It brought to the forefront



of public discussion the ever increasing share of our society's resources this system consumes, and the harm it causes to so many people. Unfortunately, very little has yet to change as a result. Winnipeg suffers from these problems more than most places, and the Social Planning Council must ensure this discussion continues. The SPCW will keep pushing both for real, tangible changes to our justice system, as well as a re-prioritization of resources away from policing and towards addressing the root causes of crime.

The pandemic has shown, above all else, just how interconnected and interdependent we all are. We have also seen governments around the world undertake massive and bold (if temporary) interventions in the economy on a scale that to many was previously unthinkable. It has given us a glimpse of what could be possible, and shown that our problem is with our priorities, and not our capacity. At the same time we are getting warnings of a coming period of government austerity that may seek to roll back the scope of these and other interventions. My hope is that SPCW will push back against these attempts while pushing for the changes we need for equity for all.

I would like to highlight that it is because of the sustained core funding from United Way Winnipeg to SPCW, and Immigration, Refugees and Citizenship Canada's five-year commitment to Immigration Partnership Winnipeg, that we have been able to keep our focus on the long-term goal of broad systemic change. That we continue to receive project funding from other long time supporters

like the Winnipeg Foundation only increases our reach and impact.

It goes without saying that the last year (and a half) has been challenging to the staff of the SPCW. It is only through their dedication and perseverance throughout this time that the SPCW has been able to continue the work it does without interruption or the need to scale back. For this they deserve all of our thanks.

Finally, I would like to thank outgoing board members Andi Sharma, Ify Idigbe, Lionel Houston, Shelly Marshall, Jeff LaPlante and Tyler Blashko. And I am pleased to welcome new board members Blandine Tona, Taiser Shareif, Marie-Julianne Malondo, Mohammad Khan, Martin Itzkow and as a board, we are excited to partner with West Central Women's Resource Centre's WE WIL program and look forward to having two of their participants join our board later this Fall.

As a board, I know we are all committed to supporting SPCW's work, and the incredible capacity our board currently possesses makes me excited at what we can do together.

The next year will bring many challenges to our community and to the SPCW and, as in the past, we will do our best to face these challenges. As we do so we must remember not to let the urgency and immediacy of what we face in front of us discourage us from looking forward. We must hold on to a bold vision of what our community can become, and we must not be afraid to advocate for transformation, not just band-aids for today's problems. Above all, we must remember that we are stronger together. Only through the power wielded by collective actions can we hope to accomplish anything towards building the sustainable, just, equitable and caring community that we all wish to see.

Karl

## 2020-2021 Board of Directors

### Executive

Karl Gowenlock	<i>President</i>
Shelley Marshall	<i>Vice President</i>
David Kron	<i>Treasurer</i>
Lionel Houston	<i>Member at large</i>
Tyler Blashko	<i>Past President</i>

### Directors

Abdul-Karim Abdul-Bari	Hayley Caldwell
Andi Sharma	John David Pankratz
Danielle Carriere	Humaira Jaleel
Glenn Michalchuk	Sid Frankel
Ify Idigbe	Jeff LaPlante



## Kate Kehler

### Executive Director

Since our inception SPCW has been about community led development. In the early days, we were the wealthier folks coming together to try and address the same issues that led to General Strike of 1919. Our views then certainly came through the charity lens rather than the social justice one of today. We have evolved though and now work to ensure that our direction begins at the community level, specifically with those most effected by an issue. Our guiding principles do include that we respect the proverb: **That which you do for me, without me, you do to me.**

Whenever we consider new initiatives or emerging needs, we ask: Is it our role to engage in this work? If not us, then who should be the one to take this on? If there is no one else to engage in the work and it is deemed necessary by the community, we ask how can we begin to engage in a meaningful and authentic way? When the work falls within our role, we continue by asking next who would be needed to ensure that the work stays true to the needs of the community? This is how we ensure that the voices of marginalized communities are centered in guiding our work.

As for everyone, the 2020/2021 fiscal year was filled with challenges. However, we are fortunate enough to be stably funded by United Way Winnipeg while Immigration Partnership Winnipeg is only two years into a five-year funding cycle with Immigration Refugees and Citizenship Canada. We did not face the crippling uncertainties of funding that was tied to specific short-term program deliverables when programs could not be delivered! We watched in awe as our direct service partners did the proverbial 'turn on a dime' as they sought to continue to meet the pre-pandemic needs as well as those made worse by it.

Too many people with low incomes had to face the rising costs of essentials, job loss and the limiting of critical services such as school meal programs all at once.

As Karl noted in his last year's report, the pandemic not only exposed how inadequate the existing social safety net was but also that the solution is rather simple: Make sure everyone has enough to live on. The Canadian Emergency Response Benefit (CERB) did that for many. It provided some stability in a time of much uncertainty.

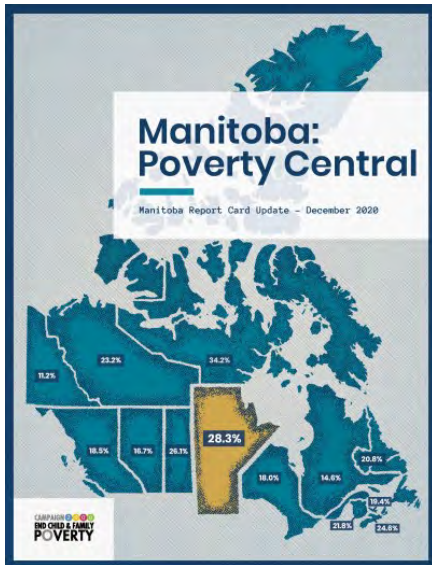


However, even at the time, community activists knew that once tax time came around, many would find themselves in difficulty. Through Campaign 2000, we helped launch a call for an income tested CERB Amnesty.

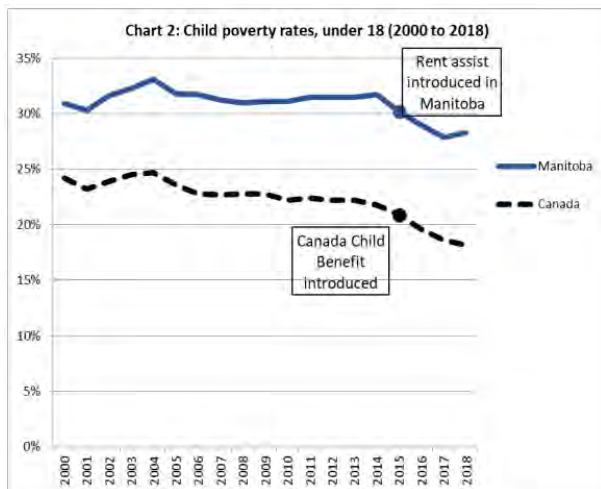


It simply did not make sense to spend money, millions even to just mail out the repayment demand, to administer a payback system while putting those at or below the poverty line into further hardship. We have not been successful to date but now that low-income seniors are seeing their Guaranteed Income Supplement get clawed back, we hope to pick this back up. Assurances that repayment amounts can be small only makes the repayment demand make less sense. If a person received the full \$14,000 and is paying it back at \$25/month, it will take them 46 years to pay it off. Really? When that \$25/month is a significant cut to anyone just getting by now?

We released two Manitoba Child and Family Poverty Report Cards since the beginning of the pandemic: Broken Promise Stolen Futures and Manitoba Poverty Central.



What both reports demonstrate is that Manitoba missed an opportunity to double down on the Canadian Child Benefit through increasing the Manitoba Child Tax Benefit or any other of our annual reports' long standing recommendations.



This graph, from Manitoba: Poverty Central demonstrates that while there was an initial decrease in child poverty once the CCB was fully implemented as was the provincial Rent Assist Program in 2016, rates were back on the rise in 2017 and 2018.

Manitoba is the province with the highest rates of child poverty across Canada. Of the 5 federal ridings with the highest rates, 3 are in Manitoba. Churchill Keewatinook Aski has the highest rate overall while Winnipeg Centre is the urban riding with the highest rate. Dauphin rounds out the three at fifth highest. This means 28% of our

children struggle in poverty. That is more than 1 in 4 and when looking at kids under the age of six, it is 1 in 3. Clearly what we are doing is not working.

SPCW was critical of the previous NDP government's All Aboard Poverty Reduction Strategy as while it identified markers, it set no goals or timelines. Unfortunately the current government's Pathways to a Better Future was not much better. It did set a goal of a 25% reduction by the year 2025. While it was at least a goal, it was a tepid one. And again, by the time they announced their re-vamped strategy in 2017, the goal had been met but largely due to the CCB and the initial Rent Assist program.

Changes made to the latter though and no other initiatives from the provincial government has meant that instead of capitalizing on the CCB and continuing progress, we have slipped back. Next year's report will be based on 2019 data and the one after that will demonstrate what impact CERB and the pandemic had. However, the one after that... well, we shall have to see. How can we hope to 'build back better' when we don't invest in our foundation: Our children.

Last year's report highlighted some initiatives we want to update you on:

- **Stadler:** The Supreme Court of Canada refused to hear the Government of Manitoba's appeal so the decision of the Manitoba Court of Appeals stands. Manitoba can no longer force people on disability benefits to access their CCP at age 60 if they do not want to. If they can wait until 65, they will receive about 30% more in CPP benefits as a result.
- Our campaign to support keeping the Public Interest Law Centre publicly funded seems to have been successful at least to date. No legislation proposing changes was brought forward but we are continuing to monitor.
- The inquest into the police involved death of Mr. Madut is getting started.
- The Restorative Justice Association of Manitoba's Creating Space for Community Justice is going forward.
- The [Police Accountability Coalition](#) is now over 100 community based organizations strong. We are currently working on recommendations for the upcoming proposed legislative changes to the

Independent Investigations Unit.. We did have to move quickly on body-worn cameras as there was a proposal from the Winnipeg Police Board to ask for more money to cover the costs. While PAC is supportive of [body-worn cameras](#), we stipulated that the funds could and should be found within the existing budget.

As to what is coming up, we were amongst the many who were very concerned about the unprecedented move by the current government to introduce 19 pieces of legislation without any text. The public did not know what was in the bills until the second reading which of course gave anyone with concerns very little time to react. This fundamentally undemocratic practice must stop. Even though there was a bit of a victory in that the remaining bills did not go forward, the others did. So we are hosting an event on September 27th and hope you can make it out!



**PUBLIC FORUM**  
**Democracy in Manitoba**  
Monday, September 27th 2021, 7pm

The Interim Premier has announced that none of the 5 Bills that we were concerned about will be going forward in this Fall's shortened session. Former Bills 16, 35, 40, 57, and 64 will not be voted on as planned. For the many community groups and individuals who have been fighting to have them stopped, this could seem to be a victory. However, it could only be temporary as any and all could be reintroduced in another form. More importantly though the practice of introducing bills without text can continue. So now is not the time to step back!

PLEASE JOIN US ON MONDAY, SEPTEMBER 27, 2021 AT 7PM for a strategy session on how we can stop this practice and on how to stay informed if any of these problematic bills are reintroduced. Our government needs to know that they must cease introducing legislation without text and without improved consultation, transparency, and accountability.

This will be a virtual Public Forum. For more information please contact Gloria at [info@spcw.mb.ca](mailto:info@spcw.mb.ca)

Free online  
Register in advance for this meeting:  
[https://us02web.zoom.us/join/zoom/register/tZ0sdO-ppz8sHt3SOB1o195Jxm05tiZs\\_D0m](https://us02web.zoom.us/join/zoom/register/tZ0sdO-ppz8sHt3SOB1o195Jxm05tiZs_D0m)

Logos for Manitoba, Winnipeg, and other organizations are at the bottom.

We will be having a municipal election in the fall of 2022. On top of our usual Get Out the Vote work, we are partnering with the Canadian Centre for Policy Alternatives Manitoba to develop an update to the [Alternative Municipal Budget](#). We have had some successes with City Hall. They did agree to develop a poverty reduction strategy though it has not been released yet. They did adopt a newcomer welcoming policy which is being phased in. However, the budget is where the real priorities get set.

What we choose to spend money on is what is given priority.. An alternative municipal budget allows people to understand that there are better choices. If we continue to spend record amounts on policing, what else are we sacrificing and are we in fact getting what we think we are from the investment?

Finally, I want to thank our board, staff and students for their incredible work during these incredibly difficult times. As I mentioned, we were perhaps not hit as hard as others were in trying to navigate moving to remote work given the kind of work we do. Given how we work through partnership and coalitions, the Muppet meme makes us laugh as we all very definitely have zoom fatigue.



However, we have all faced professional and personal challenges during this time. A colleague and family became very ill with Covid but thankfully recovered. Others have known people who also became ill and did not recover. We have all struggled with the emotional effects of having our lives turned upside down and the uncertainty of it all. And for an organization who works to create a sustainable community that is just, equitable and caring, to say that we are dismayed by the backlash against science based public policy would be the understatement of the pandemic!

However, the team has responded by supporting each other and our community partners. Please do read through the amazing work they have done such as the incredibly timely Covid Does Not Discriminate and Neither Should You!

Kate



## Albert Boakye

### Community Animator



This last year has marked my third with SPCW. It remains a joy to work on projects and initiatives in pursuit of social inclusion and justice.

### Data Consortium

SPCW has long been the administrative lead on Winnipeg's Data Consortium. The Consortium's main purpose is to assist different government departments and levels of government along with community based organizations to pool their resources in an equitable manner to access more than the publicly available census data. Members of the consortium are able to make requests for specific data sets to assist in evidenced based policy making. Given COVID-19, data products requests were focused there. Our partnership with the Community Data Program created a [dashboard](#) as a monitoring tool for medium and long-term COVID recovery.

This year, we were asked to facilitate a regional project: [Solutions Lab on Community Decision-Making Tools for Housing Issues](#). Working with consortium members and community sector organizations in housing, we coordinated an advisory group of experts to shape housing policies and operational decisions. This initiative is intended to help achieve the federal government's National Housing Strategy goals.

And as always, we are happy to support our community partners who rely on us for data to help with their community-led advocacy efforts. This year we assisted with

the Canadian Centre for Policy Alternatives Manitoba's [A Family Living Wage for Manitoba](#).

As a key partner in Manitoba's Campaign 2000 coalition, SPCW was able contribute more to the [Broken Promise, Stolen Futures](#). United Way Winnipeg is also a partner in the consortium and relied on the data for its [Peg Report](#) on 2020 COVID-19 and Well-being Indicators to Watch.



### Manitoba Collaborative Data Portal

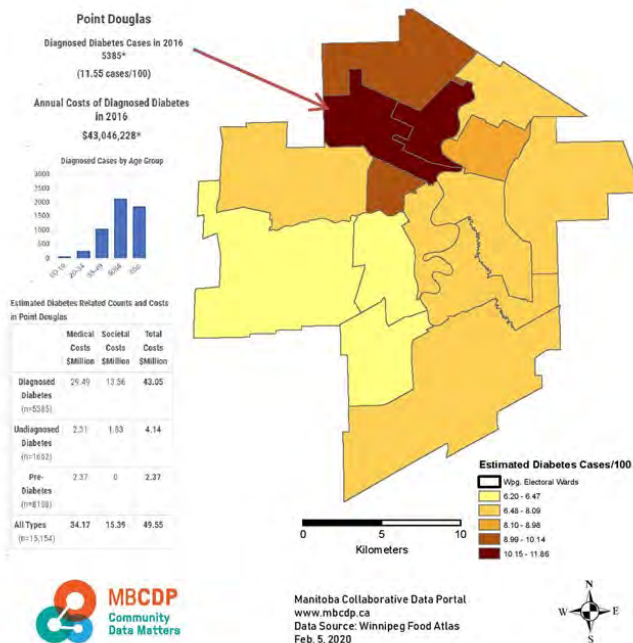
We have as yet to find additional funding for the portal so we have not been able to grow this project as much as we would like. We continue to look for these opportunities or potential partners as the feedback on what we have been able to do has been good. Everyone needs access to reliable data so we can all work towards better policies and practices that are based on evidence. Please check out the [data portal](#). This year, we presented the [data portal](#) to the [Winnipeg Food Atlas](#) at the 2021 Manitoba Planning Conference. We updated the portal with newly released reports, released our [2021 newsletter](#) with updated information on the [2019 community health assessment portal](#), and links to the latest COVID information from the [Province of Manitoba](#) and the [Public Health Agency of Canada](#).

In recent weeks, our portal has been named as one of the best and brightest Manitoba data offerings to explore by one of our initiating partners (PEG Winnipeg, United Way). We continue to thank all our initiating partners for their dedication and support to the portal. Much credit has to go to Chris Green and the Winnipeg Regional Health Authority for his selfless dedication and the WRHA's willingness to partner on this amazing project



## Estimated Diabetes Cases/100 persons, by City Electoral Ward, 2016

Age Standardized to the 2012 Manitoba Population



# 2020-2021 Staff and Students

## SPCW Staff

**Kate Kehler**

*Executive Director*

**Cindy Hoover**

*Office Manager*

**Oke Ojekudo**

*Office Administrator & Communications Coordinator*

**Josh Brandon**

*Community Animator*

**Albert Boakye**

*Community Animator*

## IPW Staff

**Hani Ataan Al-ubeady**

*Immigration Partnership Winnipeg Director*

**Reuben Garang**

*Ethnocultural Communities Resource Manager*

**Jessica Praznik**

*IPW Project Manager*

**Kathleen Vyrauen**

*Research and Community Development Project Manager*



## Project Staff

**Jamie Banias**

*Indigenous Engagement Coordinator*

**Rose Roulette**

*Indigenous Engagement Coordinator, resigned June 2021*

**Daria Jorquera Palmer**

*Campaign Project Manager, Anti-Racism in Sport*

**Eliane Vieira**

*Communications Coordinator, Anti-Racism in Sport, resigned February 2021*

**Gloria Dovoh**

*Outreach Coordinator, ECCM*

**Allen Mankewich**

*Communications Coordinator, Anti-Racism in Sport,*

## Contract Staff

**Elijah Osei-Yeboah**

*Newcomer Employment Hub Consultant*

**Craig Brown**

*Anti-Racism in Sport Research Consultant*

**Dalima Chibber**

*Anti-Racism in Sport Research Consultant*

**Jackie Hogue**

*IPW 5Yr Strategic Planning Consultant*

**Nina Condo**

*IPW Settlement Strategy Consultant*

**Diana Ishigaki**

*Indigenous Orientation Toolkit EAL Consultant*

**Connie Wyatt Anderson**

*Indigenous Orientation Toolkit Curriculum Developer*

## Practicum Students

**Gloria Dovoh**

**Shakila Atayee**

**Magi Hadad**

## Partners and Coalitions

### Organizations We Have Been Fortunate to Work With

Aboriginal Council of Winnipeg	Mediation Services
Amnesty International	Menno Simons College
Aurora Family Therapy Centre	MOSAIC
Canadian Mental Health Association	Mount Carmel Clinic
Canadian Community Economic Development Network MB	Ndinawemaaganag Endaawaad Inc.
Canadian Centre for Policy Alternatives (CCPA)	Newcomer Community Hub
City of Winnipeg	Newcomer Sports Coalition
Coalition of Manitoba Neighbourhood Renewal Corporations	New Directions for Children, Youth, Adults, and Families
Eagle Urban Transition Centre	North End Women's Centre
Elizabeth Fry Society of Manitoba	North Point Douglas Women's Centre
End Homelessness Winnipeg	Onashowewin Palaver Hut Project
Family Dynamics	Pembina Trails School Division
Food Matters Manitoba	Police Accountability Coalition
Functional Transit Winnipeg	Public Interest Law Centre
Government of Canada	Resource Assistance for Youth
Institute of Urban Studies	The Salvation Army Correctional and Justice Services
John Howard Society of Manitoba	Siloam Mission
Lived Experience Circle	Southern Chiefs Organization
Ma Mawi Wi Chi Itata Centre	Spence Neighbourhood Association
Main Street Project	University of Manitoba
Manitoba Association of Newcomer Serving Organizations	Wa Ni Ska Tan: Manitoba Hydro Alliance
Manitoba Health Coalition	West Central Women's Resource Centre
Manitoba Childcare Coalition	Winnipeg Food Council
Manitoba Harvest	Winnipeg Poverty Reduction Council
Manitoba League of Persons with Disabilities	Winnipeg Regional Health Authority
Manitoba Research Alliance	Youth Agencies Alliance

## Coalition Partners

Access Without Fear	Manitoba Cosmetic Pesticide Coalition
Basic Income Manitoba	Modernized Annual Annuity Working Group
Gang Action Interagency Network	Restorative Justice Association of Manitoba
Make Poverty History Manitoba	Right to Housing Coalition
Manitoba Collaborative Data Portal	Winnipeg Data Consortium



## IPW Council

Loren Remillard - Co-chair	Jeanette Edwards
Salwa Meddri- Co-chair	Kathy Knudsen
Louise Simbadumwe	Kelly Sims
Kate Kehler	Marina Marchand
Vicki Sinclair	Natasha Mohammed
Amanda Kletke-Neufeld	Rey Pagtakhan
Cindy Fernandes	Richard Cloutier
Cindy Frost	Rob Vineberg
Dave Thorne	Suzanne St. Onage
Greg Dandewich	Ted Franson

## Soccer For Peace

Badri Abdilahi	Jannelle Dyck
Bill Warnick	Korey Dyck
Bonnie Emerson	Maria Buduhan
Chino Argueta	Maryam Rahimi
Darcelle Paquette	Nicole Courier
Dean Melvie	Omar Rahimi
Denis DePape	Rehan Bokari
Ibrahim Farah	Rex Neundorff
Julie Deslauriers	

## Civic Engagement & Inclusion Sector Table

Nina Condo (Co-chair)	Joseph Moore
Shereen Denetto (Co-chair)	Krishna Lalbiharie
Lori Wilkinson	Nicole Jowett
Albert Boakye	Noelle DePape
Alex Kozelko	Omar Abdullahi
Erika Frey	Paula Migliardi
Gololcha Boru	Ray Silvius
Anny Chen	Rosleyn Advincula
Codi Guenther	Robert Daudet
Halima Jelloul	Sarah Zell
Janelle Dyck	Surafel Kuchem
Jennifer Chen	Traicy Roberston
	Valeria Castellanos

## Employment Sector Table

Monika Feist (Chair)	Shannon MacKay
Ajibola Akindipe	Maria Polovinka
Anjana Kattel	Maria Rabadi
Amie Membreno	Maricel Bucher
Andrea Aiello	Michelle Johnson
Barb Bowen	Nef Villagonzalo
Diane Burelle	Patty Griffith
Carinna Rosales	Ralph Kurth
Elizabeth Cron	Ramir Diaz
Gaurav Sharma	Seid Oumer
Gololcha Boru	Samantha Lee
Natasha Jainarine	Shakerah Jones Hall
Judith Hayes	Sanjana Vijayann
Lizeth Ardila	Todd Demers

## COVID-19

## Anti-Racism Working Group

Alex Kozelko	Yenny Trinh
Aly Raposo	Krishna Lalbiharie
Clayton Sandy	Magaly Guzman
Elaine Burton-Saindon	Perla Javate
Gololcha Boru	Ray Silvius
Gloria Dovoh	Robert Daudet
Halima Jelloul	Sandra Krahn
Jennifer Chen	

## Immigrant Advisory Table

Anne Oserin Pinnok	Patricia Eyamba
Izzyeddin Hawamda	Denisa Gavan
Bijaya Pokharel	Paul Kambaja
Marleny Bonnycastle	Akmal Muhammad
Ben Marega	Badri Abdellahi
Jennifer Chen	Florence Okwudili
Aziz Rahman	Mernisa Hadzic

## **Newcomer Vaccine Awareness Working Group**

Art Miki	Maysoun Darweesh
Carol Reimer	Michelle Kirkbride
Claire Meiklejohn	Mohamed Mustafa Saad
David Kron	Eldin Mohamed
Denise Koh	Mandy Safronet
Anders Swanson	Nicole Jowett
Gololcha Boru	Nina Condo
Heejune Chang	Paula Migliardi
Jennifer Chen	Shereen Denetto
Justine Zidona	Tanya Horton
Karen Hamilton	Teresa Burke
Karen Serwonka	Traicy Robertson
Lenore Kowalchuk	Valeria Castellanos
Lori Wilkinson	Vicki Sinclair
Maureen Keelan	

## **Leadership Development and Board Capacity Working Group**

Anne Pinnock	Kamillah Elgiadaa
Carlos Vialard	Mandela Kuet
Codi Guenther	Marleny Bonnycastle
Gololcha Boru	Nicole Jowett
Izzeddin Hawamda	Omar Aabdullahi
Jackie Hunt	Robert Daudet
Jennifer Chen	Roselyn Advincula
Jenny Trinh	Shereen Denetto

## **Newcomer Education Coalition General Committee**

Abdul-Bari Abdul-Karim	Surafel Kuchem
Yusur Alhassani	Bequie Lake
Raghad Alsayd	Sanjeeva Louis
Rosalyn Advincula	Tim MacKay
Brahim Ould Baba	Ben Marega
Golocha Boru	Suni Matthews
Coralie Bryant	Jana Mckee
Jennifer Chen	Raymond Ngarbou
Shereen Denetto	Jennifer Nicholson
Fadi Ennab	Alana Ollinger
Adesuwa Ero	Candace Rea
Sue Hoang	Wayne Ruff
Vinh Huynh	Tom Simms
Sherry Jones	Tony Tavares
Malou Josue	Seeba Wahabi
Nicole Jowett	Sara Warkentin
Paul Kambaja	Francine Wiebe

## **State of Equity in Education Working Group**

Abdul-Bari Abdul-Karim	Jennifer Chen
Tom Simms	Sara Warkentin
Alana Ollinger	Sherry Jones
Bequie Lake	Raymond Ngarbou
Suni Matthews	

## **Newcomer Ethnocultural Youth Council of Winnipeg**

Magi Hadad- co-chair	Fizza Kamran	Lawrencia Arhin	Najma Habdi
Maryam Rahimi-co-chair	Gloria Dovoh	Loreen Badibe	Oke Ojekudo
Amina Saran	Jad Farhat	Luladei Abdi Hassen	Ranju Upadhyaya
Divine Amame	Jessalie Macam	Mary Tedros	Sofia Sevillano Diaz
Ebyan Warsame	Jones Odusanya	Maya Hamrasho	Suzi Gebrezgabihier
Fatima Homsy	Joshua Okyere	Mercy Odutayo	Samuel Aworinde
Feliciaa Baldner	Joy Ellana	Nasri Sheikh Hassan	Usra Rahimi
	Katriel Gitonga		

## Anti-Racism in Sport Campaign Partners

Canadian Sport Centre Manitoba  
City of Winnipeg  
Ethnocultural Council of Manitoba  
General Council of Winnipeg Community Centres  
Immigrant & Refugee Community Organization of MB  
Immigration Partnership Winnipeg  
Neighborhood Empowerment and Resource Centre  
Manitoba Aboriginal Sports and Recreation Council  
MB Association of Newcomer Serving Organizations  
Manitoba Association for Rights and Liberties  
Manitoba Teachers' Society  
Physical and Health Educators of Manitoba  
Returning to Spirit  
SEED Winnipeg  
Social Planning Council of Winnipeg

Spence Neighbourhood Association  
Sport Manitoba  
Treaty Relations Commission of Manitoba  
United Way Winnipeg  
University of Manitoba—Kinesiology & Recreation Mgmt  
University of Manitoba - Arts  
University of Winnipeg Recreation Services  
Volunteer Manitoba  
Winnipeg Aboriginal Sport Achievement Centre  
Winnipeg Blue Bombers  
Winnipeg Goldeyes Baseball Club  
Winnipeg Newcomer Sport Academy  
Valour Football Club  
Youth Agencies Alliance

## Anti-Racism in Sport Campaign Advisory Committee & Working Group

Jessica Praznik  
Daria Jorquera Palmer  
Allen Mankewich  
Hani Ataan Al-Ubeady  
Gololcha Boru  
Noelle DePape  
Dr. Leisha Strachan  
Dr. Sarah Teetzel  
Dr. LJeff Powell  
Amber Reid  
Loretta Ross  
Amanda Doerksen

Kate Kehler  
Amanda Daurie  
Kylo Harris  
Lin Barr  
Sarah Schwendemann  
Don Boddy  
Michelle Chudd  
Clayton Sandy  
Jenn Sarna  
Kamillah Elgiadaa  
Maysoun Darweesh  
Trevor LaForte  
Heather McRae

Sara Bennet  
Hector Argueta  
Mathew Joseph  
Nikol Veismann  
Craig Brown  
Dalima Chhibber  
Jenn Sarna  
Cadin Dupasquier  
Andrew Collier  
Maura Martina  
Lora Meseman  
Angela McKay  
Sarah Tone

Susan Lamboo  
Sandra Krahn  
Harvey Yu  
Iris Murray  
Krystle Seymour  
Bree Langlais  
Luisa Alarcón  
Sherry Jones  
Adrienne Leslie-  
Toogood  
Tara George  
Cindy Oliveira  
Tracy Douglas

## Multilingual Supports Working Group

Reuben Garang  
Kathleen Vyrauen  
Nicole Jowett

Seeba Wahabi  
Malou Josue



## Indigenous and Newcomer Engagement Sector Table

Jobb Arnold  
Poonam Chopra  
Mandela Kuet  
Jonathan Meikle  
Sarra Deane

Wyeth Krauchi  
Lisa Forbes  
Danielle Burelle  
Aly Raposo

## Cultural Training Development for Leaders in Sport

Carolyn Trono  
Muuxi Adam  
Connie Wyatt Andersen  
Craig Brown  
Leisha Strachan  
Gololcha Boru

Ian McArton  
Sarah Schwendermann  
Cindy Fox  
Kyro Harris  
Amanda Dauriertrand  
Matthew Joseph

## Indigenous Consultation Circle

Loretta Ross  
Clayton Sandy  
Thomas Beaudry

Joe Thompson  
Jennifer Chartrand

## Ethnocultural Council of Manitoba - Stronger Together Inc. (ECCM)

### Supporting Ethnocultural Parents & Students Educational Resources

Adior Mayen  
Amira Khalifa  
Art Miki  
Awak Dou  
Busayo Daniel  
Chandra Gautam  
Eleta Mengisteab  
Eunice Chir Keter  
Flora Aruna  
Genet Kassaye  
Habibullah Atayee  
Hodan Adam  
Laila Khoudeba  
Liliana Guerrero  
Malou Josue  
Roselyne Advincula

Martino Laku  
Mathew Joseph  
Mildrate Matanga  
Mohammed-Salim Uddin  
Mona Gheyarani  
Monica Valera  
Monika Chakraborty  
Muhur Asmerom  
Nasra Hassan  
Olu Soetan  
Raymond Ngabou  
Roselyn Advincula  
Rupinderjit Kaur  
Van Nguyen  
Xiaowei Xiao

### Stay Home Stay Safe Project

Joy Lazo  
Mariana Sobral

Ophelia Gaisie

### ECCM Board Members

Chitra Pradhan  
Hadji Hesso  
Maggie Yeboah  
Maysoun Darweesh  
Paul Kambaja  
Perla Javate

Quanhai Tonthat  
Rose Kimani-Anderson  
Shakila Atayee  
Sumegha Gupta  
Tanin Refahi

### ECCM Partners

### Coordinators

Rachael Kalaba  
Saadia Abdullahi

Soraya Ata

Immigrant & Refugee Community Organization of MB  
Immigration Partnership Winnipeg (IPW)  
MB Association of Newcomer Servicing Organizations  
Newcomer Vaccine Awareness Working Group  
Winnipeg School Division



Immigration  
Partnership  
Winnipeg

## Hani Ataan Al-ubeady

IPW Director

Despite the impact of COVID-19, IPW continued with renewed enthusiasm and determination to carry on with implementing the action plans associated with our objective of creating a more welcoming Winnipeg for newcomers to Canada. Much of this past year was focused on the Indigenous Orientation Tool Kit, Anti-Racism in Sport Campaign and the new Annual Anti-Racism Week in partnership with the City of Winnipeg. This last initiative comes directly from our previous work to get the City to adopt a newcomer inclusion strategy. Another concrete example is that in 2021, to join a City of Winnipeg committee, you no longer need to be a citizen of Canada. Citizenship is a long process and while people work to meet language etc... standards, they are working, paying taxes etc... and yet have no voice. This one gesture from the City means that sitting on the mayor's Human Rights committee, for example, is now open to those who's rights might be at most risk.

The IPW team will go into more details on all they have been working on later in this report. However, we do need to celebrate a recent victory. One of IPW's sector tables is the Indigenous Newcomer Engagement Sector Table (INEST). Building better relations between Indigenous and newcomer communities was a key priority set in IPW's foundations. The last of INEST's original 5 priorities from 2016 has now been met, at least partially. We took on a leadership role for revisions to the [Canadian Citizenship](#) Oath to include reference to Indigenous Peoples and Treaty Rights

This was completed this past summer so technically should not be in this report but we are going to anyway as we all need to celebrate when we can these days! As often is the case, once achieved, something like this seems so simple. However, navigating the politics that too often seeks to divide etc... was a great deal of work for everyone involved. We joined with wonderful partners such as Citizenship Judge Suzanne Carriere who this summer presided over the very first ceremony in the country with the new oath. A truly special moment that can be seen [here](#).



We also called for the revisions to the Canadian Citizenship study guide to include more in depth and accurate information about Indigenous Peoples and harm done by colonization. The new guide is said to be released soon

We undertook a strategic planning process to refresh and revitalize our goals. IPW was able to conduct multiple consultations with a variety of partners, members of our sector tables and councils and community members to develop a five-year strategic plan for our organization. The plan will help IPW refocus our key priorities, stay connected to the larger community, while ensuring our work is both responsive and flexible. During this process we were aided by an external consultant who guided us through the process in its entirety. A huge thank you goes to Jackie Hogue for assisting IPW in reaching a clear guiding document that will aid us in our future project development and implementation. We look forward in future annual reports to showing just how we have worked to honour the voices of our community partners.

The work of IPW is guided through the valued input of our Immigrant Advisory Table, composed of community members that have lived experience as a Newcomers, Immigrants or Refugees and are actively involved in the settlement and ethnocultural communities.

IPW projects are presented to the IAT every quarter to ensure that they are capturing community perspectives and voices with authenticity and meaning.

The IAT also provides IPW with emerging issues from the community that IPW staff are then able to examine and decide how to further engage. One such example is our Leadership Development and Board Capacity project that you can read more about later in this report.

Ending my employment with IPW in the summer of 2021 was a difficult decision for me, however, I am confident that IPW's team will successfully complete what we started: Community-based projects and continued leadership in the settlement sector to advocate and better serve newcomers and all of Winnipeg. We are hosted by SPCW because of the shared understanding that we all do better, when we all do better.

Hani

## Indigenous and Newcomer Engagement Sector Table & Indigenous Consultation Circle

The Indigenous and Newcomer Engagement Sector Table re-evaluated and updated the Terms of Reference in addition to developing new strategic priorities in the Fall of 2020. We needed to reflect our changed membership and provide future direction for the table. The main goal of this sector table is to provide the guidance for one of IPW's main priorities which is to build better understanding and relationship between newcomers and Indigenous communities. The updated strategic priorities included the need to raise awareness of and support existing grassroots and community organizations as well as supporting the creation and development of resources to assist grassroots organizations to increase capacity.

As part of the new strategic priorities set in a digital media series, [Healing Hearts](#) was developed with Hue Productions to promote cross cultural discussions and relationship building between Indigenous Peoples and newcomer communities.



We also amplify community voices and raise awareness of grassroots organizations that support Indigenous and newcomer communities. The premier episode was launched on Facebook Live and Youtube Live on February 24th, 2021 as well as reaching a potential of up to 15,000 households through a radio broadcast in rural Manitoba.

## Indigenous Orientation Toolkit



All of our engagement projects, particularly the work needed on the toolkit, suffered some significant setbacks due to Covid-19. Our initial plan was to have participants of the January Land and Treaties pilot work-

shop begin to deliver programs based on the workshop materials in March and April 2020 and submit feedback based on what resources worked well for them and what challenges they experienced. Covid restrictions meant significant program delivery challenges for our partners so just as everyone else did, we did our best on line. The important news is that we have the first component completed, and are working to gather more feedback. The other 6 modules are in different stages of development and we look forward to releasing them as soon as they are ready. The 7 will be:

- Kichi- Asotamatowin: Land and Treaties
- Bimikawesiwan: Assimilative Policies of Canada
- Iyowadwakiya: Worldviews and Spirituality
- Gonez Agót'é Gogha: Resilience and Resurgence
- Ilagiit: Families
- Otipemisiwak: Metis
- Mino Pimátisowin: Connection to Land

Travel restrictions have also prevented us from doing the all important face to face relationship building through gatherings to share food and experiences. This is the reason we developed the Healing Hearts while we all still wait in hope for the pandemic to end. Another way we adapted was to look at more ways to get the modules out into the digital world. We partnered with [National Centre for Collaboration in Indigenous Education](#) and we encourage you to check out their website for their other wonderful resources.



We also prioritized developing our own IOTK website that would not only increase the ability for organizations to access the resources, but could also offer examples and suggestions for delivering content through online programming. Nearing the end of March 2021, we began exploring the possibility of integrating into the website a digital learning management system, which would provide organizations with the ability to access the toolkit resources through self-directed asynchronous learning and encourage more active feedback from participants. We look forward to sharing the results next year!

## English as an Additional Language Curriculum

Throughout 2020, we worked with the Manitoba Association of Newcomer Serving Organizations on drafting the Land and Treaties EAL Curriculum. Content was adapted to language learning and organized into four stages for LINC programs (Language Instruction for Newcomers to Canada), including Foundations/Literacy CLB 1-2, CLB 3-4, CLB 5-6, and CLB 7-8 within a portfolio-based language assessment format. In addition, content and activities were provided for informal language learning classes and conversation circles. Teachers' guides were designed by Sarah Wood from Galley Creative Co, incorporating a representation of the morning star, which is symbolic of hope and guidance in many Indigenous cultures.

The Land and Treaties EAL Curriculum launched on January 28, 2021 with 145 registered attendees from language programs, settlement serving organizations, media, and the general public. Extensive feedback was collected and revisions to the original resources have begun. We are anticipating a follow up event to be scheduled in Fall of 2021 to collect further feedback and introduce updated resources based on the feedback received.

None of this work would have been achieved without Rose Roulette. Both Jamie and Rose joined as IPW's first Indigenous Engagement Coordinators. Rose's depth of knowledge in traditional ways ensured that the processes we put in place would ensure authentic Indigenous engagement and oversight of all aspects of the project. While Rose moved on to another opportunity, we have been lucky to bring Adrienne Breyfogle on to take the project across the finish line. However, we must thank our Indigenous Consultation Circle members,

Treaty Commissioner Loretta Ross, and respected community members Clayton Sandy, Joe Thompson and Jennifer Chartrand for their willingness to work with and guide us.

## Civic Engagement, Inclusion, and Anti-Racism

IPW's role is to create a more welcoming community for newcomers to Winnipeg. Fighting racism is key to that work. Just some of this last year's work has been:

### COVID-19 Anti-Racism Campaign

Due to the increasing acts of racism, discrimination, and xenophobia experienced by Asian community members, other racialized communities, and newcomers IPW launched a COVID-19 Anti-Racism Campaign in partnership with 45 community organizations, called Manitobans: COVID-19 Doesn't Discriminate. Nor Should You. The campaign was initiated by our Civic Engagement and Inclusion Sector Table, and led by our COVID-19 Anti-Racism Working Group. Some of the campaign activities over the past year included:

- Poster Campaign: Distributed over 450 posters in French and English to over 50 organizations in Winnipeg, Portage La Prairie, Brandon, Russell, Neepawa and Steinbach.



- Resource Development and Sharing: Created resources to help those who experience and witness racism, including [Steps to Responding to Racism](#), [Comments](#); [Tips for Victims of Hate Crimes](#); [Debunking COVID-19 Racist Myths](#); and we have created a [resource library](#) on our website of articles, research and initiatives related to COVID-19

[Racism/Anti-Racism](#). We have also shared various anti-racism resources using social media platforms.

- Trainings and Events: As part of our campaign we have partnered with a variety of partners to run various anti-racism events:
  - \* In partnership with Elmwood Community Resource Centre (ECRC) we ran both a two part allyship training in June of 2020, and four Anti-Racism Awareness Seminars which were facilitated by Dr. Delia Douglas.
  - \* Virtual Ethics Café: In partnership with the Manitoba Association of Rights and Liberties we hosted a virtual ethics café to have an inclusive community dialogue on COVID-19 and Racism.
  - \* Supporting Those Who Have Experienced Racism Workshop: In partnership with MANSO and the Strangers in New Homelands Conference Planning Committee, we ran a workshop for Ethnocultural leaders and Settlement Facilitators on how to support community members who have experienced racism.
  - \* Uniting Communities Against Racism Lunch and Learns: Over the 2020 summer we ran a series of anti-racism lunch and learns.

## City of Winnipeg's Anti-Racism Week

Between March 21 and March 27 2021, the City of Winnipeg hosted its inaugural Anti-Racism Week. Using a co-creation model, the public service and community partner agencies worked together over the course of seven months, to design, plan, and implement this initiative. Immigration Partnership Winnipeg played a key role in sitting on, and in some instances co-chairing, on the planning committees and working groups. The goal of Anti-Racism Week was to build awareness and address racism within the City of Winnipeg. Immigration Partnership Winnipeg continues to work with the City of Winnipeg to continue to address the issue of racism and create a City and public service that is safe for all staff and residents.



## Newcomer Vaccine Awareness Working Group

The Newcomer Vaccine Awareness Working Group was established out of IPW's Civic Engagement and Inclusion Sector and co-lead by IPW, MANSO, Mosaic and Manitoba Possible. The group works to raise awareness of the barriers faced by newcomers, immigrants and refugees in accessing COVID-19 vaccines and works collaboratively with key vaccine stakeholders such as chief public health officials to find equitable solutions to increasing access for newcomers. The working group is made up of settlement service providers, ethnocultural leaders, public health officials, public service communications staff, and researchers. Some of the initiatives that have come out of the working group include:

- Interpretation services available for booking and attending appointments;
- Translation of vaccine information documents;
- Two Interactive vaccine information sessions for newcomer youth with Dr. Sean McKenna, Dr. Gigi Osler and public health nurses with over 60 youth;
- Vaccine Information session for settlement workers and ethnocultural leaders with Dr. Reimer;
- Vaccine information session for international students with Dr. Reimer;
- Resource sharing between public health and community groups;
- Supporting the establishment of over 30 community pop-up clinics.

## Leadership Development and Board Capacity Working Group

IPW's Civic Engagement and Inclusion Sector Table and Immigrant Advisory Table partnered to establish the Leadership Development and Board Capacity Working Group. Its goal is to build more inclusive settlement organizations Boards of Directors that are representative of the newcomer communities they serve and build leadership capacity amongst newcomer volunteers. The working group developed the Building Stronger Boards Project: Including Newcomers. Beyond Representation has acted as the Advisory Committee for the research project, described in the Research section of our Annual Report.

## Cultural Training Development for Leaders in Sport

Immigration Partnership Winnipeg has been working in partnership with the Newcomer Sport Academy to develop a series of workshops for leaders in sport organizations to raise awareness of and begin to address barriers faced by newcomers when entering mainstream Canadian sport programs. We began development for an online introductory workshop in the summer 2020, under the direction of eight subject matter experts, including four representatives from mainstream sport and four representatives from the ethnocultural community, incorporating suggestions received during a community consultation completed during the 2019/2020 fiscal year.

The pilot workshop was held on December 17, 2020 from 7:00pm to 8:30pm and included 15 attendees from different sport organizations, including Sport Manitoba, Athletics Manitoba, and Winnipeg Youth Soccer Association. Interviews were conducted with some participants prior to the workshop and feedback was collected afterwards to assess quality of learning and advise content needs for future workshops. The introductory workshop was held again on March 9, 13, 20, and 27, 2021, with Athletics Manitoba. Participants for the March workshops included a variety of Athletics Manitoba members, including coaches, officials, board members, and older athletes that serve as mentors to younger/newer athletes.

Work continues on developing a follow up workshop for next year, to incorporate the feedback received regarding the introductory workshop and include a more in depth look on specific barriers that are being experienced, including resources for organizations to perform

self-evaluation to identify and address barriers in their own programs.

## Anti-Racism in Sport Campaign



We began working on a new project during 2020-2021 summer, the [Anti-Racism in Sport Campaign](#). The campaign seeks to disrupt all levels of racism, with micro-aggressions to systemic racism, through a multifaceted approach through various activities. To ensure the project is rooted in the community and addresses their needs, the IPW team began the project by forming an Advisory Committee to guide the campaign, and working groups for each campaign activity: Research, School Presentations, Training for Sport Stakeholders, Public Awareness Campaign, and an Accord. This groundwork led to the online campaign launch on April 21. 243 people registered for the event, 885 people watched the launch on Facebook, with another 60 watching on YouTube.



## Employment

IPW worked hard over the past year to strengthen its partnerships and work within the employment sector in the City. In particular, this year saw significant growth to our Employment Sector Table membership with new partnerships built with industry sector councils, civil service human resource specialists, employers, and others! We also developed a strategic plan to assist with our work moving forward with three areas of priority: 1) Employer and Stakeholder Engagement; 2) Credential Recognition for Internationally Educated Professionals; 3) Newcomers Secure Meaningful Employment.



Throughout this year, we continued working closely with the Winnipeg Chamber of Commerce on the development of the Newcomer Employment Hub, an initiative to connect businesses with newcomer employment serving agencies to get newcomer job seekers into employment opportunities. Together with the Chamber we held two consultations with businesses to gather their input and feedback for the feasibility study for the Hub. Following its completion the Chamber established the Newcomer Employment Hub Advisory Committee to advise on the development and ongoing implementation of the Hub. The Hub, which will be hosted by the Winnipeg Chamber of Commerce, is planned to be piloted in the winter/spring of 2021/2022.21/2022.

### Bill-41 and Internationally Educated Professionals Consultations

In order to ensure that there was input from both settlement service providers and Internationally Educated Professionals (IEPs) in the Provincial Government's proposed Bill 41 - The Fair Registration Practices in Regulated Professions Amendment Act our Employment Sector Table and MANSO's Employment Committee held two consultations to gather input and feedback on Bill-41. We co-hosted a consultation with service providers on November 17th and a consultation with IEPs on February 27 (with over 85 IEPs!). The feedback that was shared during the consultations and the voices of those with lived experience was brought to the standing committee through presentations by IPW, MANSO, Success Skills Centre, SEED Winnipeg, and Eastman Immigrant Services staff. These consultations have also prompted IPW to continue to host consultations for IEPs in specific sectors.

### The Hive Project

IPW helped facilitate an employment partnership event between the [HIVE](#) climbing gym and several Newcomer and Indigenous serving organizations; The HoodFams, Newcomer Employment and Education Development Services Inc. (N.E.E.D.S), Elmwood Community Resource Centre: Youth Employment Experience, Aurora Family Therapy, Circle of Reconciliation, Strength in the Circle all participated and brought together 20 youth for the event. An info session about the HIVE was given and they began first interviews with candidates interested in working for them. Candidates and staff were able to engage with one another in interactive games and group

discussions, all while following the necessary precautions and guidelines put in place by the province of Manitoba around COVID19. The event was successful with almost half of the candidates completing effective first interviews, a quarter of which were hired immediately and another quarter advancing to second, more in-depth interviews with the high likelihood of being employed.

Now that the initial event has been completed, the partnership between Circle of Reconciliation, IPW and HIVE hopes to continue in a positive and impactful way. Through discussions the hope is that HIVE will provide a space to bring the community together through the sport of climbing by providing mentorship to more at-risk or high needs youth. By creating a mentorship program that can be run through the climbing gym, it will provide not only a safe and nurturing space for youth to invest time to learning a new sport, but will also allow other youth to show them how positive life choices can lead to things like employment and strong decision making skills. Partnering to train staff on the importance of diversity and inclusion is also something we hope we will be able to attain and accomplish. The Hive is committed to ensuring that their staff team participates in learning about its community and all its members in a culturally safe and inclusive way. By partnering with community organizations and trainers to deliver the necessary training, the Hive hopes that their business will be a safe and welcoming work environment for all and a leader in the commerce sector.



### Newcomer Education Coalition

NEC continues to work with all levels of government and various stakeholders to ensure the best possible educational outcomes for Newcomer, Immigrant and Refugee children and youth in the K-12 education system here in our province

NEC was able to release its [State of Equity in Education](#) report that has been shared as a resource nationally.

The report outlines certain calls to actions around employment equity, representation and data collection. Our

State of Equity in Education report has allowed us to engage the education sector on a broader level. We have been able to influence changes in three of the six metro school divisions in Winnipeg to begin collecting data of racialized staff as well as begin looking at developing and implementing employment equity policies.

## STATE OF EQUITY IN EDUCATION REPORT

NEWCOMER EDUCATION  
COALITION



As a response to the COVID 19 pandemic and in partnership with MANSO, NEC co-facilitates a Youth Sector call that brings together those working with youth both in settlement and the education sector to discuss the barriers and challenges that the pandemic has presented to in relation to student learning.

Barriers such as access to technology, remote learning, lack of one on one support, and disengagement are discussed and solutions based supports are shared with service providers across our province. Further in responding to the needs of the community during the COVID pandemic in partnership with ECCM, the Newcomer Education Coalition was able to work with community interpreters to provide written and [oral translations to these provincial guidelines](#) for the reopening of schools and bringing youth back into in class learning. The information that was translated was vital for parents and youth in understanding the ever changing barrage of

information that was being given to them.

NEC has also been active in engagement around Bill 64 and what the changes will mean for our K-12 Education system. They have been meeting with different community groups to learn how the proposed changes will affect Newcomer, Immigrant and Refugee learners. They are also looking at ways to align their engagement with the bill with other community groups to strengthen their messaging.

## Newcomer Ethnocultural Youth Council of Winnipeg

The Newcomer Ethnocultural Youth Council of Winnipeg has been able to raise their membership from 3 to 29 members, through active recruitment and engagement activities. The council held two youth consultations with 30 youth from different community organizations and ethnocultural communities via Zoom to gather information for a Strategic Plan that is being developed for the council to guide their future activities and projects. The council also ran a social media campaign for youth to share how they are dealing with the changes due to the COVID19 pandemic and what they are doing for self care. The council has also worked on their brand, developing a new logo and creating active social media accounts on [Facebook](#), [Tiktok](#) and [Instagram](#).



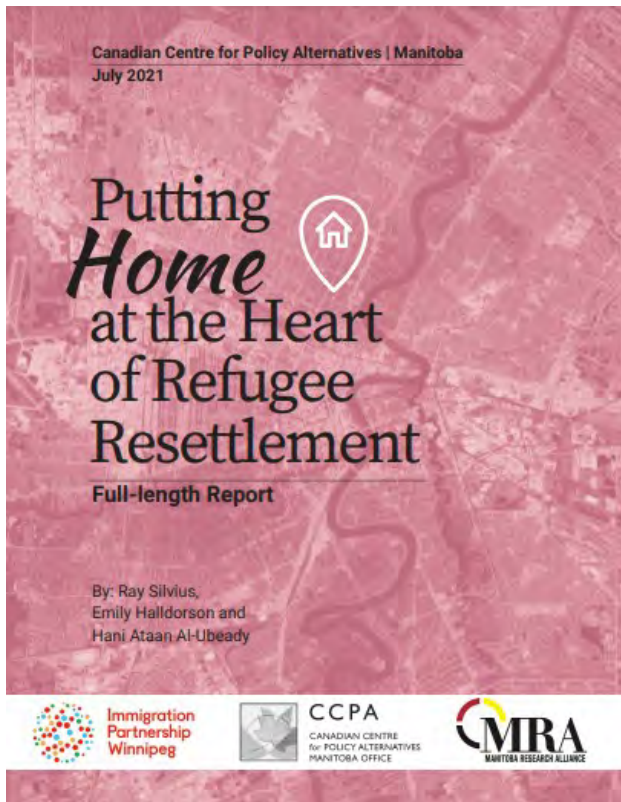
**Newcomer  
Ethnocultural  
Youth Council  
of Winnipeg**

## Research Projects

### Putting Home at the Heart of Refugee Resettlement

Funded by the Manitoba Research Alliance this five-year labour of love looked to document reciprocal relationships between the housing situations of former Refugees and other key aspects of resettlement such as employment, education, training, childcare, and financial well-being. The central argument of the project is that a resettling refugee's housing situation in the months and years following arrival directly impacts resettlement including short and medium term goals, needs and aspirations. IPW was

able to support this project in numerous ways including having our director be one of the co-authors of the project. We were also able to provide support in facilitating and organizing a community consultation and the planning and preparation of the public launch in partnership with the Canadian Center for Policy Alternatives (CCPA).



## Supported Transitions for Small Centres: Older Youth with Interrupted Schooling

This project is funded by the Child and Youth Refugee Research Coalition and is an extension of the IPW's research partnership with the University of Winnipeg and the Newcomer Education Coalition to examine the experiences and supports that are both needed and currently exist for youth newcomer and refugee youth with interrupted education. The project will focus on small centres and rural communities as opposed to the initial project that focused only on an urban setting. The project has currently hired a lead researcher and has both a research team and an advisory committee established to begin developing the parameters for both the ethics submission and literature review.

## Community Safety

This project is being funded by the Winnipeg Foundation and is a multi year project spanning a minimum of three years. The focus of the project is to engage in research and community consultation to create a framework that would ensure all community concerns and needs related to safety and inclusion would be captured and documented in an accessible format to be used as a resource for future policy and program development. The project plans to be implemented in phases outlined below:

- **Phase One:** During phase one of the project we will be conducting research to examine the current realities for the different ethno-cultural newcomer communities here in Winnipeg in relation to community safety and engagement with law enforcement. Examining how the current policies that are in place relate to the newcomer and ethno-cultural communities and examine how those policies affect the ability of newcomers to function and feel safe in the communities they live in. We will examine the ways in which the absences of community safety negatively impact the integration process for newcomers, and the bridge building/community engagement work with Indigenous populations in Winnipeg. The goal in collecting this data is to create a framework to train community leaders on advocacy and effective engagement with the justice system. We want to also create a framework for community engagement through the lens of safety, best practices/strategies and discuss methods that can be used to establish community safety.
- **Phase Two:** Phase two of the project is focused on engagement with marginalized youth. In listening to what the community has been saying to us, giving youth a voice to gain feedback on their experiences and interactions with the justice system is extremely important. We want to examine the ways that those interactions influence their feeling of safety and sense of belonging in their communities. The goal for this phase is to collaboratively develop a framework for empowering marginalized youth to engage in advocacy for themselves and their community. We want to develop a train the trainer format for advocacy work for youth in their respective ethno-cultural communities.

- Phase Three: Through listening to key partners in the community, IPW believes that in partnering with a community organization, the development of a centralized community led and operated office dedicated to dealing with issues related to community safety will be identified as a need.

Empowering and mobilizing a full spectrum of ideas, talent, perspectives and experiences builds a more innovative, prosperous and inclusive community.

Community needs a place where they can feel a sense of ownership and empowerment with relation to community safety and navigating the current justice system. They need a centralized place for resource and information sharing, data collection and reporting. Across Canada offices such as these have been developed in the education sector to deal with equity and needs related to inclusion and representation both in the K-12 system as well as at the university level. Adopting a similar approach to community safety this office will be framework stepping stone that other jurisdictions can use and adapt for their own communities. However, this is only a proposed need as we first need to complete the first two phases to ensure community supports the idea.

### Building Stronger Boards Project: Including Newcomers Beyond Representation

This research project is funded by the Manitoba Research Alliance, with the academic partnership of Dr. Marleny Bonneycastle. The project seeks to explore the diversity, inclusion and representation of newcomers amongst settlement and community organizations' Boards of Directors in Winnipeg, analyze the barriers that limit newcomers to becoming involved in these Boards of Directors, and develop strategies that promote their increased participation and inclusion. The project includes a literature review, a survey for settlement organization executive directors, a survey for board of director volunteers, and focus groups. The goal of this research project is to develop tangible recommendations to implement an awareness and training program for community and settlement Boards of Directors to increase their diversity, inclusion and representation of newcomers, and build former immigrants' and refugees' board leadership capacity to increase their social inclusion.

### Anti-Racism in Sport Research Project

In partnership with the University of Manitoba's Faculty of Kinesiology and Recreation Management (Dr. Leisha Strachan and Dr. Sarah Teetzel) and Faculty of Arts (Dr. Lori Wilkinson) we are conducting research and collecting data on lived experiences of racism and discrimination in sport in Winnipeg, and developing recommendations for necessary anti-racism actions for sport stakeholders. The research project includes a literature review, environmental scan, and focus groups with sport stakeholders. The results of the research project will act as the foundation for the Anti-Racism in Sport Campaigns training and accord activities.

### Community Engagement

In addition to the work that IPW leads, our amazing staff also engage with the community in many other projects and committees that are led by our partners, some of which include:

- PTSD Mental Health Advisory Committee (Aurora Family Therapy and WRHA)
- Unity Day Planning Committee
- Indigenous Week Celebrations Planning Committee
- Campaign 2000 Working Group
- Police Accountability Coalition
- MANSO Research Committee
- MANSO Employment Committee
- Winnipeg ZONE Advisory Committee
- Access Without Fear
- Right to Housing
- Network of Organizations working with War-Affected Newcomers
- Public Interest Law Centre Working Group
- South Winnipeg Newcomer Community Hub Advisory Committee
- City of Winnipeg's Equity & Diversity Sub-Committee (of the Human Right Committee of Council)



The Ethnocultural Council of  
Manitoba Stronger Together Inc.  
(ECCM)



The Ethnocultural Council of Manitoba-Stronger Together Inc. (ECCM) was formed in 2018 as an umbrella organization for more than 20 different ethnic organizations.

The Council's goal is to provide a space, where diverse ethnic communities come together to provide an empowering platform and collective voice with equal representation for immigrant, refugees and visible minorities working to make Manitoba a welcoming and inclusive province. The Council strives to empower, inspire, mobilise and support ethnocultural communities in Manitoba.

The ECCM still depends on full time position support from the Immigration Partnership Winnipeg (IPW). However, it has its own financial structure. Presently, it has an Ethnic Cultural Coordinator, but this position is only up to the end of March 2022.

COVID-19 has impacted ethnocultural communities disproportionately in terms of the infection rate and the resulting impacts on housing, economic, education, social and health conditions. This fact is widely reported in the media here in the province. COVID-19 has disrupted the work of the ECCM just like all other organizations, but at the same time, highlighted the importance of having the Council as the hub for the ethnocultural communities. We have established connections and trust with leaders and members from these communities, so it was made easier for people to come and share information and/or ask for their support. We also got them involved in devising and implementing possible interventions.

We had 6 projects implemented in these communities as a response to COVID-19. Over 30 people were employed on a short-term basis and a portion of the funding was

given to ethnic organizations to carry out their own activities. As a result, thousands of families were reached and supported.

With this grass-roots support and connections and the outstanding support from United Way Winnipeg, the Government of Manitoba and the federal government through the Red Cross, the ECCM played an important role in ameliorating the impact of COVID-19 on vulnerable communities as presented in the report below.

This report is divided into five sections; capacity building initiatives, responses to reduce the impact of COVID-19 among the Ethnocultural Communities, cross-cultural activities for mutual learning and growing together, challenges faced, and strategies used to address the challenges.

## 1. Capacity Building Initiatives

One of the main roles of the ECCM is to empower ethnocultural groups and ensure their important and outstanding roles in the settlement and integration of newcomers. This role is acknowledged and supported. The majority of the ECCM Board of Directors are actively involved in the leadership of their own communities on top of working full time just to advance this common goal.



## Trainings

This year the ECCM focused on training for the Board. We trained the Board on the impact of vicarious trauma. This is important as many of the board members work directly with people who either have experienced or are currently undergoing trauma. Mental health problems are rampant this year as the situation is exacerbated by COVID-19. We also continued the review of the Board governance policies. The other training for Ethnocultural leaders and [capacity building](#) initiatives are embedded in the projects as will be reported in the next sections of the report. Since the ECCM is on the path to become an independent organization, we organized the meeting between ECCM Board leadership and Immigration Partnership Winnipeg/ Social Planning Council and ECCM to clarify roles and expectations.

## Exploring the Best Practices to Foster Multiculturalism and Diversity Within the Ethnocultural Communities

The Project aimed to help Ethnocultural communities develop best practices in working with youth, women, people with disabilities and LGBTQ2S+ who are often marginalized within each of these communities.

Mark=1T Consulting Firm was contracted to lead this project. The final report Engaging Marginalized Groups in Ethnocultural Communities is shared with ethnocultural communities leaders, and the Council is also using it to inform its works within these communities. This project was also possible because of the funding from the United Way Winnipeg

## Consultation with Communities

On April 4th, 2020, we organized a zoom conference which was attended by over 50 people from different Ethnocultural groups and settlement sectors. The meeting explored how Ethnocultural communities before and/or during the COVID-19 crisis responded to meet the safety, health, spiritual and mental wellness of individuals, families, and communities. The highlights from the consultation included compounded social stress in low-income newcomer households and especially those with school-aged children. The overcrowded housing, isolation of seniors and those who live alone, economic hardships, lack of computers at home for schoolwork and lack of information were identified.

## 2. Reducing the Impacts of COVID-19

### Ethnocultural Communities' Outreach on COVID-19 Related Matters

The Project was funded by the Federal Government through the United Way Winnipeg. It provided opportunity for culturally appropriate outreach, learning and training and resource development on matters related to COVID-19. Ethnocultural communities were consulted and engaged to identify cultural coping mechanisms to address mental health, economic hardships, and social isolation during crises.

We also developed COVID-19 toolkits such as a mental health resource guide, infographic and [social media](#) educational materials. Apart from the general support to the Council and individual communities with this funding, the following group-specific events for youth, mums with newborns and community leaders were organized:

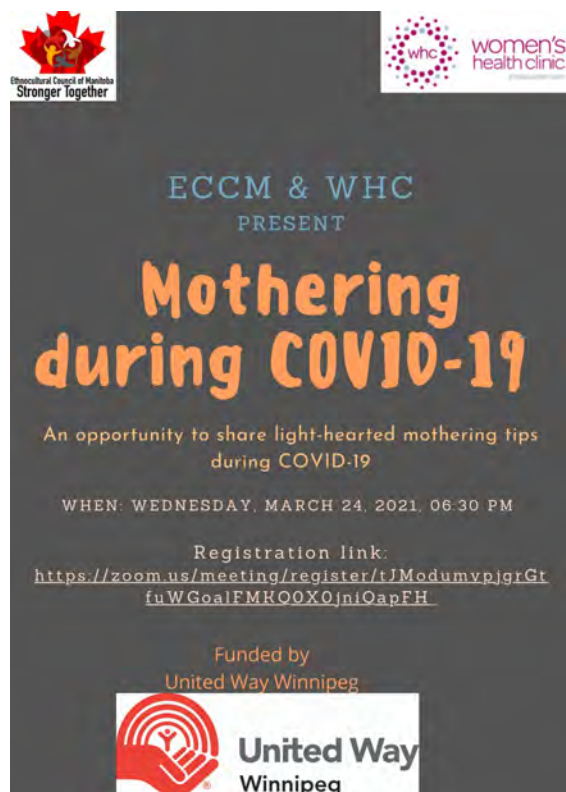
### Ethnocultural Youth Virtual Game Night

This event brings together over 60 youth from different cultural backgrounds to play, share experiences, play games, and have fun activities.



## Mothering During COVID-19

This event was meant for mothers with newborns to share mothering tips during COVID-19. The 55 mothers who attended the event received care packages. The event was done in partnership with the Women's Health Clinic.



## Capacity Building Training

The training offered community leaders the opportunity to learn how to navigate online resources such as use of zoom, video conferencing and other social media to interact during the pandemic. 40 community leaders participated.

## Support for online Education and Engagement

This project was to support students and parents to adapt to online learning when COVID-19 disrupted in person learning. We consulted the Winnipeg School Division and the government of Manitoba Department of Education for the guidelines, standard, and requirements for remote learning and homeschooling. With COVID-19 restrictions and social distancing, education relies more than ever on online sources. To support and protect children online we provided basic information to parents and

guidance on how to minimize the risks and to maximize the internet's benefits. Thirty-two individuals from various Ethnocultural groups who are familiar with online education settings and materials were contracted to provide online educational support to Ethnocultural newcomer households. With this project, the ECCM also assisted seniors with low digital literacy. They were taught how to access free audiobooks, and e-books in their own languages. We also looked at online exercise videos in different languages with instructions for the safety of different body movements. This project was funded by the Federal Government through the Red Cross. It is estimated that 1500 (500 households) were supported through this project.

## Global Village Cultural Sharing and Learning

Through a Safe at Home Manitoba Grant Program, ECCM in partnership with the Albanian, Colombian, Congolese, Ethiopian, Filipino, Ghanaian, Iranian Nepali, Mexican, Sri-Lanka, and Vietnamese ethnic groups planned cultural celebrations for 12 evenings for the members of their respective communities and for the viewing of the public. Teams from each community gathered under the supervision of the ECCM, planned out the [cultural showcase](#) through virtual presentations via ZOOM and live streaming on ECCM Facebook and website. The goal of these shows was to ensure Manitobans remain socially connected and safe during the COVID-19. The cultural shows featured, artifacts, food, traditional songs, storytelling, dances, and group cross cultural sharing. 900 households were reached.

## Multicultural Videos

We made efforts to ensure vital COVID-19 health guidelines information reached families and/or individuals who are unable to speak, read and write either of Canada's official languages. We were able to create and distribute multilingual [oral videos](#) and translated the written materials into more than [different ethnic languages](#). Through these initiatives, we were able to reach almost 20 thousand people. We believe we have helped to keep people safe and protected during COVID-19 through these interventions. This work would not have been possible without the dedication of the volunteers, interpreters and Ethnocultural leaders that we mobilized and supported.



## Ethnic food vouchers or baskets for Ethnocultural Seniors and Families

The project provided cultural foods to ethnocultural seniors and families who were unable to access & utilize nutritious ethnic ingredients for a healthy diet during COVID-19. We were able to provide ethnic food baskets to 150 seniors. The project was funded by the United Way Winnipeg.

## Multilingual Supports Working Group

This partnership was created by ECCM, Winnipeg School Division, Manitoba Association of Newcomer Serving Organization (MANSO) and Newcomer Education Coalition (NEC) to translate government publicly issued documents about safety as students were returning to school in September 2020. The group condensed the information from the provincial document “Welcoming our Students Back: Restoring Safe Schools, COVID-19 K-12 School Settings Practice Guidance and Protocols,” as well as each divisional school plan, and shared the summary with the ethnocultural communities. The main reason to share this information in [various languages](#) both written and orally is to help ensure clarity and understanding of the new policies and procedures in place around COVID-19.

## Computers for Schools

We supported close to a hundred newcomer families with school age children. We provided them with computers, language, and moral support during COVID-19. These families are among the newcomers who often fall between the cracks in the system. Because ECCM has established trust and networks with people at the grass-roots level, families and individuals who often fall through the cracks were reached, listened to and supported. These projects were coordinated between ECCM and 30 different ethnic groups and the Social Planning Council of Winnipeg.

## COVID-19 Vaccine Survey

In February 2021 Dr Heba Farag launched a survey among ethnocultural communities to seek community inputs on the concerns and questions about COVID-19 vaccine from 146 ethnic leaders. These were the questions asked:

- Explore if they have any concerns about the vaccine.

- Explore the myths around COVID-19 vaccine.
- Their willingness to get the vaccine.
- What are the reasons for not getting the vaccine?
- What type of information they are looking for?.
- How ECCM could address their concerns.

The finding indicates 40% of leaders surveyed think that people in their community expressed deep concerns “about the vaccine’s side effects, long-term efficacy, and safety, whereas 14% reports lack of information about the vaccine and almost similar percentage is afraid of the vaccine because of the history related to vaccination”

The Council responded to these findings by joining the Vaccine Awareness Working Group, spearheaded by the IPW to bring together doctors and experts from the Winnipeg Regional Health Authority, settlement sector leaders, ethnocultural leaders and people from other public organizations to share information and ways to reach out to people who have hesitance about the vaccine.

## 3. Cross-cultural Activities for Mutual Learning and Growing Together

### Annual Women’s Event

The Annual Women's Event was conducted virtually attended by 100 women from different ethnic communities. An Indigenous Elder opened the event with prayers. All the participants were involved in craft led activities by a craft designer. Most shared their experiences related to the Pandemic. Some told stories, sang, and participated in Zumba. The purpose of the Annual Women's Event is to give women a chance to meet and network with other women from other cultures, despite the pandemic..

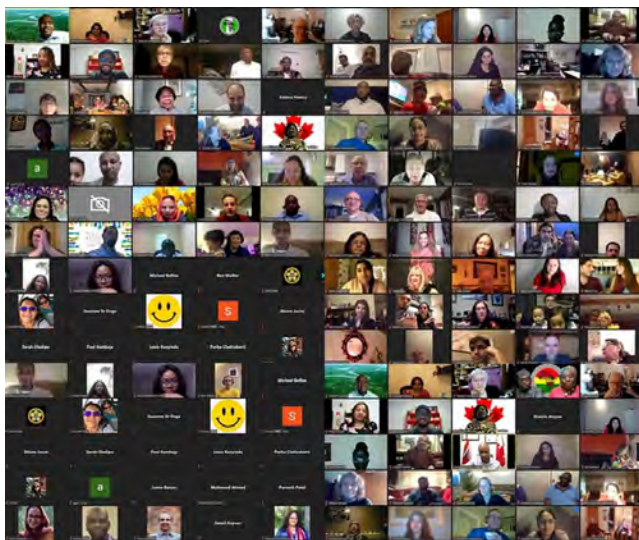
Many newcomer families come from cultures where women remain at home to look after children and be responsible for running the household. As such many women are confined at home, isolated from the community, are unable to work, and with limited knowledge and use of the English language. They have not had the chance to learn some leadership and communication skills to assist their family and their community's well-being. In most cases these women don't have equal voices when it comes to decision making in their communities. The Annual Women's Event is organized with the hope to give



women a chance to unite, empower themselves, build connections, share ideas and experiences, and an opportunity to enjoy, laugh and have fun. Participants received small tokens for honorarium.

### Stronger Together Dinner

The Stronger Together Dinner is one of the Council's annual events dating back to 2015 when Canada received an influx of refugees from Syria. This year's virtual event's theme: Stand Tall During COVID-19, was attended by 120 people. In attendance this year, was the Federal Minister of Family, Children and Social Development, the Honourable Ahmed Hussen, and Manitoba Minister of Sport, Culture and Heritage, the Honourable Cathy Cox among other guests. Four different ethnic cuisines delivered food to the participants. There was a lot of cultural singing, dancing, and storytelling.



The dinner has become a tradition organized yearly to build bridges between ethnocultural communities and the broader community through showcasing of cultural performances, story sharing, and highlighting the economic contributions that immigrants and refugees make to Manitoba society and promoting the spirit of togetherness, cultural acceptance, and reconciliation.

### Multiculturalism Day Celebration

Is an event which was meant to bring communities together to learn about diverse cultures and celebrate them. The circumstances around the celebration this year were indeed very challenging with the protocols

regarding coronavirus pandemic and safeguarding the health of everyone. ECCM was also dealing currently, the grief about the loss of a valuable member and a very good friend of the council community members, Mr. Nour Ali.



The council paid tribute by celebrating his life during the event and his meaningful service to all and being a true representation of what multiculturalism is all about. The event was attended by Elder Clayton Sandy, a knowledge keeper and cultural advisor, MLA Ander Smith, Jason Granger from United Way Winnipeg, Blainline Tona, Vicki Sinclair from MANSO, John Smith from Aurora and Kate Kehler of Social Planning Council of Winnipeg.

### 4. Challenges Faced During This Fiscal Year

ECCM is growing very fast and people who are hardly reached by settlement organizations for various reasons are coming to our doors with concerns and growing needs. The list of needs is long but not limited to the following:

- Heightened racism during the COVID-19
- Rampant health and wellbeing concerns which are exacerbated by the COVID-19.

- Meeting spiritual, cultural, and social needs before and as they worsened during COVID-19
- Language barriers to receive information related to social distancing and other health guidelines
- Marginalization within ethnocultural groups
- Concern for people who fall between the cracks in our systems but need help
- Lack of inclusivity to meet cultural needs of diverse communities
- Lack of a voice to combat systemic racism
- Lack of recognition of the importance of the role played by ECCM in settlement and integration either by some organizations in the settlement sector or wider society.
- Educational related challenges faced by parents and students with low levels of English during the lockdown and lack of computers.
- Economic impact of the COVID-19 to families that either lost jobs or seniors isolated and confined in their apartments.
- Family stresses such as domestic violence and lack of cultural group interventions as people were not allowed to visit each other.
- Lack of space in houses for larger families

It is challenging to meet the above-mentioned needs and it is difficult to meet the expectations of different ethnic groups. Different groups have different priorities. ECCM does not have sustainable funding, thus, it is harder to address some of these concerns. But we are committed to doing all we can.

## 5. Strategies Used to Overcome the Challenges Faced During This Year

1. We doubled our efforts to recruit more volunteers to continue to support families and individuals in ways which are culturally meaningful. We have mobilized a group of interpreters who created oral videos in many ethnic languages and translated materials to inform people who are most often, not easily or not reached at all through the present media outlets.

2. We came up with tailored activities for specific groups such as seniors, youth, and mothers with young children. These are groups which are often marginalized in their own communities due to cultural reasons.
3. Frequent meetings with different cultural groups to listen to their needs and address their specific and unique concerns\
4. We enhanced our partnership with the following organizations to effectively meet the needs of the people coming to our doors:
  - Immigration Partnership Winnipeg/ Social Planning Council of Winnipeg
  - Aurora Family Therapy Centre
  - Manitoba Association of Newcomer Serving Organizations
  - Winnipeg School Division
  - Winnipeg Women's Health Clinic
  - Newcomer Education Coalition
  - United Way Winnipeg
  - City of Winnipeg
  - Government of Manitoba

As stated above, ECCM as a shared space for more than 20 different ethnic groups has carried out a lot of activities to support many more newcomers and ethnocultural families than ever before. ECCM is now known among settlement organizations as well as the Province of Manitoba and the City of Winnipeg. We applied and received funding which we distributed to Ethnocultural groups to implement activities. Therefore, the relationships we have established have increased our access to funding and as well as aided in the implementation of activities in various communities.

Our partnerships also increased information sharing among various Ethnocultural groups and in the settlement sector. ECCM activities have greater influences in the city and province. Throughout this fiscal year, ECCM has been involved in anti-racism campaigns with the media to speak on issues affecting settlement and integration of refugees and immigrants. We believe these activities have direct and indirect influence on the policies in the city and the province.

### IPW Team

Jessica, Reuben, Jamie, Kathleen, Allen & Adrienne

## REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS

To the Members of Social Planning Council of Winnipeg

### Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2021, and the summary statement of operations and changes in fund balances for the year then ended (collectively referred to as the "financial statements") are derived from the audited financial statements of the Social Planning Council of Winnipeg (the "Organization").

In our opinion the summary financial statements are a fair summary of the audited financial statements.

### Summary Financial Statements

The summary financial statements do not contain all disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Organization's audited financial statements. The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

### The Audited Financial Statements and Our Report Thereon

In our report dated September 1, 2021, we expressed an unmodified audit opinion on the audited financial statements.

### Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements

### Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810 Engagements to Report on Summary Financial Statements.



Chartered Professional Accountants

Winnipeg, Manitoba  
September 1, 2021

**SOCIAL PLANNING COUNCIL OF WINNIPEG**  
**Summarized Financial Statements**  
**Year ended March 31, 2021**

**STATEMENT OF FINANCIAL POSITION**

**STATEMENT OF OPERATIONS AND  
CHANGES IN FUND BALANCES**

	2021	2020
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash and short-term deposits	\$ 492,698	\$ 294,034
Accounts receivable	66,672	154,437
Prepaid expenses	8,747	8,751
	<u>568,117</u>	<u>457,222</u>
<b>FIXED ASSETS</b>	<u>22,492</u>	<u>25,987</u>
	<u>\$ 590,609</u>	<u>\$ 483,209</u>
<b>LIABILITIES</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 84,879	\$ 31,546
Deferred Special Projects revenue	237,847	209,414
Current portion of deferred leasehold improvements	4,725	4,725
	<u>327,451</u>	<u>245,685</u>
<b>DEFERRED LEASEHOLD IMPROVEMENTS</b>	<u>14,176</u>	<u>18,901</u>
	<u>341,627</u>	<u>264,586</u>
<b>FUND BALANCES</b>		
REVENUE STABILIZATION	90,000	60,000
TECHNOLOGY REPLACEMENT	5,000	5,000
UNRESTRICTED	153,982	153,623
	<u>248,982</u>	<u>218,623</u>
	<u>\$ 590,609</u>	<u>\$ 483,209</u>

**REVENUE**

Special projects	\$ 751,253	\$ 661,197
United Way of Winnipeg	316,608	317,822
Affiliation fees	289	1,099
Earned fee for service	71,054	47,297
Amortization of deferred leasehold improvements	4,725	4,725
Other	71,236	61,688
	<u>1,215,165</u>	<u>1,093,828</u>

**EXPENSES**

Special projects	751,252	647,351
Salaries, wages and benefits	308,689	282,637
Office and maintenance	81,336	81,176
Discretionary events	8,669	17,022
Administration	27,958	49,148
Amortization of fixed assets	6,902	6,892
Documentary costs	-	22,307
	<u>1,184,806</u>	<u>1,106,533</u>

**EXCESS OF REVENUES**

<b>OVER EXPENSES FOR THE YEAR</b>	<b>30,359</b>	<b>(12,705)</b>
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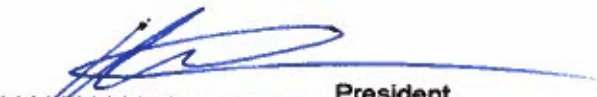

**FUND BALANCES,  
BEGINNING OF YEAR**

<u>218,623</u>	<u>231,328</u>
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**FUND BALANCES,  
END OF YEAR**

<u>\$ 248,982</u>	<u>\$ 218,623</u>
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APPROVED BY THE BOARD

  
 ..... President  
  
 ..... Treasurer

A complete set of financial statements and Independent Auditor's Report may be obtained from the Planning Council.



## SPECIAL THANKS TO OUR FUNDERS



**United Way**  
Winnipeg



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada



THE  
WINNIPEG  
FOUNDATION



Canadian  
Heritage

Patrimoine  
canadien



Employment and  
Social Development Canada

Emploi et  
Développement social Canada

**And of course**  
**Thank-you to our membership!**