

Inclusive
Community Based
Collaborative
Non-Partisan
In Solidarity
Innovative



Social Planning
Council of Winnipeg

2023-2024
Annual Report



Social Planning Council
of Winnipeg

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 all voices are 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.

President's Report

Hello and Welcome!

This has been a year of continued investigation and exploration for the SPCW Board. We believe we have undertaken several initiatives that are foundational to the core of the organization.

The Board envisioned a 3-pronged process for this year, focused on:

- completing a 360 Executive Director review;
- completing the Organizational Wellness Assessment and following through on actions identified;
- and, undertaking an outcome assessment, as directed in the motion from the membership at last year's AGM:

The Social Planning Council and the board undertakes to include an outcome assessment conducted by a third party as part of its planning and assessment procedure that it is engaged in, and will be engaging in over the next year and that the result of those assessments and planning processes will be reported back to the membership.

Shortly after the last AGM, the SPCW Board undertook a request for proposal process to select a consultant to conduct the 360 executive director review. The contract with the consultant was signed in January, and they worked from February-August to complete the review. We feel this process was quite thorough, and included interviews with board members, external community partners, and current and former staff, as well as a survey that was distributed to the wider community.

Unfortunately, both researchers had unexpected personal emergencies that impacted their ability to share deliverables as quickly as originally anticipated. However, I'm pleased to advise that their final report was recently submitted to the Board, and we are currently reviewing it. According to the next steps outlined in our newly revised HR Manual, we will meet with Kate to go through it together. I would like to thank everyone who participated in this process.

With respect to the Organizational Wellness Assessment, a Barrett Wellness Survey was conducted with staff in May 2023, as reported at last year's AGM. Since then, the personnel committee secured the help of a consultant to present the results to the staff.

In April 2024, staff met with the consultant to review the Organizational Wellness Assessment responses and discuss the data. Following this, the personnel committee met with the consultant to review the Organizational Wellness Assessment responses. In May, the personnel committee met to discuss next steps regarding developing a plan to address the issues and opportunities identified by staff.

SPCW's Board has agreed with the personnel committee's recommendation that a facilitated conversation should be held between board and staff members to discuss the outcomes of the Organizational Wellness Assessment, which will become the well-being vision for SPCW. In turn, we will develop this into a plan of action for the next few years. The original consultant who worked through the process in April is no longer available to support this step, and so the Board has engaged a second consultant, with the expectation that this meeting will occur in October.

As well, we are planning to hold facilitated engagements between staff and board members over the next year to build on this well-being vision for our organization.

In addition to this, I'm happy to report that the Human Resource Manual was reviewed by Sandra Oakley, a noted labour human resources expert, staff, and then formalized by the Board this year.

The Board remains dedicated to undertaking a strategic impact assessment in the 2024-25 year. With the other priorities I've identified in my report, we were unable to meet this commitment in 2023-2024.

In closing, I just want to thank outgoing board member Hayley Caldwell and welcome our incoming board members Krista Gill, Daniel Waycik and Diwa Marcelino.

I would like to thank the United Way of Winnipeg for their ongoing funding and support.

To all the members of SPCW, especially you who have joined us for this AGM, thank you for attending and contributing to our vision of a sustainable community that is caring, just, and equitable.

And lastly, I would like to thank the staff; they have done a tremendous amount of work as you will see, and I hope you are as inspired as I am.

—David Kron

SPCW's Board for the 2023-2024 year was:

David Kron
Board President

Danielle Carriere
2nd Vice President

Karl Gowenlock
Past President

Sid Frankel
Martin Itzkow
Glenn Michalchuk

Humaira Jaleel
1st Vice President

Mohammad Khan
Treasurer

Heaven-Lee Lundberg
Haylee Caldwell
Lionel Houston

Chris Rootsart
Mary Burton

Executive Director's Report

Well, it seems as if I start off every report with something like: Well, it has been a year! And this year's is no exception. April 1st, 2023 to March 31st, 2024 was certainly eventful. The fatigue and uncertainty created by the pandemic had its impact on us just as it did throughout the sector. Some staff decided to move on to other opportunities, go back to school or even retire! Maggie, Erika and Albert, you know you have our best wishes. Later in this report, we have a picture of the new team just taken at United Way Winnipeg's Walk this Way fundraiser kickoff.

Even though we lost Kathleen and Shelley in the current fiscal year, I did just want to note now your wonderful work with us. Kathleen your work with helping the Ethno-cultural Council of Manitoba grow and take on independent projects was phenomenal. Shelley, you kept the Newcomer Education Coalition up and running and never hesitated to jump in and help on other IPW projects.

I do want to take this opportunity, even though they technically left in what is the 2024/25 fiscal year offer

particular thanks to two long-time team members. Community animator Josh Brandon has been with SPCW for almost ten years. We will certainly be the poorer for the loss of your research prowess and insightful analysis of government policies and their effects both good and bad Josh!

And finally, our long-time wonderful office manager Cindy Hoover made good on her threat to retire! Office manager does not describe all that Cindy did for the organization. Cindy was our finance department. She was also our technical support whenever something went wrong in the electronic world. And, she managed all the other aspects of the day to day in the office. Cindy I can only say that I am grateful that you still take my calls! So this past year has also been about restructuring roles to fill these essential needs. We have farmed out our technical support and moved to the 'cloud' with Telexperts. We have also engaged with Intrinsic to assure all of our financials are kept in order as we transition to an operations manager position for all of our other administrative needs.

And if Cindy's retirement was not enough to deal with on the management side, we also wrapped up an Immigration Refugee Citizenship Canada two-year financial monitor as we are in our last year of IPW's five-year funding contract. And we also went through a Canada Revenue Agency charity audit. Both these processes are very detailed and time consuming adding substantially to our work.

As David has reported, we also did some extensive revisions of our HR manual. A regular e.d. evaluation process was outlined. We added multiple more possible leaves of absence for staff, replacing 'sick time' with health days to emphasis the need for balance and adding a staff representative to the board. Again, as David noted, there needs to be more connection between the board and staff and this is one way to do that.

Some of the other work we got up to:

MILLENNIUM LIBRARY

We remain active on the community library committee trying to ensure that the innovative Community Connections space is fully funded and accessible. We also lobby for effective policies and practices so that everyone, staff and library users alike, feel safe and welcome. The metal detectors are not meeting that need.

LIBRARIES

We were also quite disturbed by the movement to have certain books banned in all libraries. This movement is across Canada and is tied to anti-2SLGBTQIA hate groups. We spoke at City Council in opposition and also obtained a legal opinion from our friends at the Public Interest Law Centre.

NO SPACE 4 HATE

At the same time that people were mobilizing to ban books, the 'Parental Rights' movement took hold here in Winnipeg. The Canadian Anti-Hate Network has connected the incubators of this is movement to some of the far-right white supremacist organizations. We were pleased to offer some support and organizing to the counter rallies.

CITY HALL

In the lead up to the first year of the second four-year municipal budget, we coordinated regular meetings with interested community partners. While we all had a variety of concerns, we did develop

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We need now, more than ever, to ensure that the investments we are making to create safer communities for everyone are the most appropriate and effective. Our paper clearly demonstrates that fully civilian and community-based responses are not only possible but are also more effective and less costly both in financial terms but more importantly in human life.

a joint statement that pointed out that the City does have other means of raising funds that are more equitable and would mean that the City could do more for its inhabitants. We were not successful as it seems like the City has taken some major steps back on their commitment to a poverty reduction strategy. We are not giving up though!

SOUTHERN CHIEF'S ORGANIZATION

We were pleased to once again act as the charitable fiscal agent for the Southern Chiefs Organization. A funding opportunity from the 60's Scoop Foundation came up before SCO's charitable status came through so we partnered with them so the money could flow through us to SCO and their wonderful awareness and healing conference could go ahead.

PATHWAYS

We supported the steering committee that brought The Shoe Project to Winnipeg last year to transition into its own entity now called Pathways: Stories of How We Got Here. The original project was aimed at newcomer women and while empowering women will always be very important, in future years, we may want to broaden that. To learn a bit more, please see [here](#). The Manitoba Museum has twice now allowed us to use their performance venue for this wonderful project.

RAIL RELOCATION

We are coordinating a coalition of interested parties on this as the mayor and province did commit to a feasibility study. We have met with City and Provincial officials include Minister Boushie. My predecessor, Dennis Lewycky, jumped back on board, and strictly as a volunteer, developed a proposal as follow-up to our meetings. We will be sending that on and also trying to meet with our local federal MPs. With the Arlington bridge closed, a City report due on replacing it and a potential federal election that might see the feasibility study funding cut, this is timely indeed!

PAC

The Police Accountability Coalition has over 100 Indigenous, Black and allied community-based organizations as members. SPCW's two wonderful practicum students, Rebecca Nicholls and Antonella Veiras, with support from Albert and Josh as well

as the PAC leadership team members, saw us develop a [fully researched position paper](#) on the need for a community-led approach to people in mental health distress and/or in crisis due to an addiction.

We released it in March of this year. Our goals are:

1. People in medical crisis receive a medical response first.
2. Winnipeg Police Service (WPS) no longer responds to calls for service that are outside their scope or expertise.
3. A reduction in overall calls for service for WPS.
4. Better service to the community through a more effective evidence and community-based approach.

One solution to the concerns of rising over-time for police officers is to de-task that service and re-route certain calls to more appropriate services. The rise in retail crime is tied to the ever-worsening social conditions in Winnipeg and Manitoba. We need now, more than ever, to ensure that the investments we are making to create safer communities for everyone are the most appropriate and effective. Our paper clearly demonstrates that fully civilian and community-based responses are not only possible but are also more effective and less costly both in financial terms but more importantly in human life.

While the release did receive a lot of media and public attention, we have not as yet been successful in getting a meeting with the province.

Josh Brandon and Albert Boakye were the SPCW community animators during the 2023/24 fiscal year. Please read below on just some of their work.

—Kate Kehler

This past year, Social Planning Council of Winnipeg has made important contributions working with our coalition and network partners in our fight to end poverty.

During the 2023 provincial election, as part of Make Poverty History Manitoba, we successfully put poverty elimination on the political agenda. As we reported last year, we had already organized community consultations to develop a list of key priorities for the political parties to address in their campaigns. We gathered input from people with lived experience of poverty, experts and advocates for systems change, coalition partners in the labour, community service delivery emphasising the need to have Indigenous, Black and People of Colour voices given we know how racialized poverty is in Manitoba. Now that we have a new government, we need to be pushing for these policies! We boiled down the recommendations into 10 key issue areas that should be at the top of any government's agenda in Manitoba if they are to meaningfully take steps towards ending poverty. These can be found [here](#).

In this campaign, we organized an all-party election debate and met with all political parties to try and get poverty as an item on their political platforms. We also worked in partnership with Disability Matters, Right to Housing, Bare Necessities and others to create a network of groups pushing for change.

Although many of the most important proposals we put forward have not yet been implemented, we had some small success in changes to EIA policy. New legislation was introduced this year to require that adult education be considered as a recognized employment strategy. For adult learners, this moves the EIA system from an employment first system towards one that recognizes the critical importance of education and literacy as essential parts of a sustainable employment plan. We were pleased to speak before the legislative committee in favour of Bill 6 - The Assistance Amendment Act (Adult Education). We spoke on behalf of the MPHM campaign but also on the findings in our most recent child and family report card [Poverty Eradication: There Are Ways so Where's the Will?](#) We are also hopeful that a government commitment to a

renewed poverty reduction strategy in 2025 will offer the opportunity to continue to press for the changes that we know are most needed. Most importantly, as was demonstrated by the presence of our Know Poverty lawn signs in neighbourhoods across the province, the public demand for action on ending poverty is urgent and growing.

One of the key demands of the Make Poverty History Coalition has been to transform our EIA (Employment and Income Assistance) system. Our existing EIA system is inadequate, riddled with barriers, and traps Manitobans in poverty. In the past year alone, food bank usage is up 30%. Basic Income Manitoba and Make Poverty History Manitoba have worked together to create a Livable Basic Needs Benefit that would help secure the right to food and provide adequate resources for all Manitobans for essential needs, a healthy and dignified standard of living and social inclusion. Josh Brandon presented on this unique idea at the national Basic Income Canada Network Conference held in Ottawa where ideas from across the country were shared on how to improve social assistance supports and to make the idea of basic income a reality.

Basic Income Manitoba has also made important strides as an organization over the past year. Partnering with a multi-sectoral project led by Women Healing for Change called "Reweaving Support", Basic Income Manitoba has engaged a community network of supporters and allies to develop a strategy for implementing Basic Income in Manitoba. We have also revitalized the organization by conducting a review of our strategic plan and by re-incorporating as an official organization. This should give Basic Income Manitoba a strong platform for future advocacy. A basic income is, of course, one of the Calls for Justice from the MMIWG2S+ Inquiry.

Alongside the right for food security and basic needs, we continue to work towards ensuring that the right to housing is available for all Manitobans. As we

have documented through successive Winnipeg Street Census reports, between 1200 and 1500 people are documented in homelessness, while the actual number in homelessness is much higher. Unfortunately it is likely that homelessness has been growing. We have worked in partnership with End Homelessness Winnipeg to begin work on a new Winnipeg Street Census to be conducted in fall of 2024. Last fall, Josh presented to the Canadian Alliance on Homelessness on Winnipeg's approach to conducting the street census. Our approach goes beyond simply conducting a point in time count, but attempts to involve people with lived experience of homelessness in developing the methodology, so that we hear the stories and learn from those most important voices. Only through this approach do we develop policy that will work for the people who need it. We have helped assemble a steering committee and plans are underway for this year's census. We hope it will be the most comprehensive study of the extent of homelessness in Winnipeg and will provide valuable lessons for policy makers at all levels.

We mentioned our most recent C2000 Manitoba child and family poverty above. However, we do need to mention a couple of the key findings. Just as in [Poverty, the Pandemic and the Province](#) Josh did an analyses of the government affordability expenditures. The previous government focused on tax cuts and giving all Manitoba families with a net income as high as \$175,000 \$250 for their first child under the age of 18 and then \$200 for each subsequent child. Had they targeted that money to low-income families, 86% of families could have been raised out of poverty. Unfortunately, the current government did somewhat follow suit. They are maintaining the education property tax rebate and instituted a 'fuel-tax holiday'. Josh's analyses showed that a full year of the fuel tax holiday alone could have raised 62% of Manitoba's children out of poverty. We also demonstrated that wealthier families benefitted more from this measure than lower

income households simply because wealthier people have more cars, recreation vehicles etc... Meanwhile, the price of groceries did not come, landlords did not lower rents and even Winnipeg Transit still increased their fares.

We were also pleased to be approached by the Neighbourhood Resource Network (NRN) to assist them in a visioning session. NRN works to be an organizing body in ever growing area of the city that does not have any sort of backbone organization such as a neighbourhood renewal corporation or even a 'biz'. We were able to assist them by providing the most recent demographics, income levels etc... of their area. We then facilitated some conversations in a Strengths, Weaknesses, Opportunities and Threats (SWOT) process. Supporting other organizations and the sector is one of SPCW's main charitable purposes after all.

We continued to be the coordinating body for the Manitoba Data Consortium and were pleased to bring on two additional members in this past year. This consortium is made up of different governmental departments at both the provincial and municipal level but also community-based organizations as well. We combine resources in order to purchase custom data

sets from Statistics Canada. Membership is open so please contact us at info@spcw.mb.ca.

We have continued to try to find a funding source for the Manitoba Collaborative Data Portal. Unfortunately without success. We have also lost our in-kind expertise through people changing jobs or retiring. We remain committed though and hope to update and make sustainable on an ongoing basis what had been a very promising resource for organizations and the public at large to make better informed decisions.

A final word, well at least from his time with SPCW, from Josh Brandon:

Social Planning Council of Winnipeg has been working towards ending poverty in Manitoba for more than a century. From Indigenous rights, basic income, housing and homelessness and justice reform, we have been at the front of many important issues for justice and equity in our community. As this is my last annual report, I have been proud to have been part of that struggle for more than nine years of working with the SPCW. Thank you to everyone I have worked with and learned from. I know our common work will continue in many forms.

Basic Income Manitoba has engaged a community network of supporters and allies to develop a strategy for implementing Basic Income in Manitoba. We have also revitalized the organization by conducting a review of our strategic plan and by re-incorporating as an official organization. This should give Basic Income Manitoba a strong platform for future advocacy. A basic income is, of course, one of the Calls for Justice from the MMIWG2S+ Inquiry.

2023-2024 Staff and Students

SPCW/IPW STAFF

Kate Kehler

Executive Director

Cindy Hoover

Office Manager

Josh Brandon

SPCW

Community Animator

Albert Boakye

SPCW

Community Animator

Abiola Olowalagba

Office Administration &
Communications Assistant

Mohamed Zain Munshi

Office Administration &
Communications Assistant

Reuben Garang

Director, Immigration
Partnership Winnipeg

Kathleen Vyrauen

IPW Project Manager

Maggie Yeboah

IPW Project Manager

Erika Frey Morote

IPW Project Manager

Adrienne Breyfogle

IPW Project Manager

Carolina Meneses

Zamora

IPW Project Manager

Shelley Smith

Newcomer Education
Coalition Coordinator

Ali Jasim

IPW Web Administrator

PRACTICUM STUDENTS

Antonella Veiras

Rebecca Nicholls

Evandro Andrade

And introducing our 24/25 team!



Organisations We Have Been Fortunate to Work With

Aboriginal Council of Winnipeg
A and O Support Services
African Communities of Manitoba Inc. (ACOMI)
Altered Minds Inc.
Aurora Family Therapy Centre
Canadian Community Economic Development Network MB
Canadian Centre for Policy Alternatives (CCPA)
Canadian Manufacturing and Exporters (CME)
Canadian Multicultural Disability Centre Inc (CMDCI)
Canadian Muslim Women's Institute
CDEM-Economic Development Council for Manitoba Bilingual Municipalities
City of Winnipeg – Community Services, Equity Based Data Working Group, Human Rights Committee and Human Resources Department
Communication Services Manitoba
Clan Mothers Healing Village
Colombian Alliance in Manitoba
ComIT
Council of South Sudanese Community of Manitoba Edge Inc.
Elections Manitoba
Elmwood Community Resource Centre
End Homelessness Winnipeg
Family Dynamics
Families Learning Together
Food and Beverage Manitoba
Government of Canada
Harvest Manitoba
Healthy Muslim Families
Healthy Start
Immigrant and Refugee Community Organization of Manitoba (IRCOM)
Immigrant Centre
Immigration Matters
Institute of Urban Studies
International College of Manitoba
John Howard Society of Manitoba
Klinik
Kurdish Initiative for Refugees
Japanese Association
Lived Experience Circle
Louis Riel School Division
Lowen Windows
Ma Mawi Wi Chi Itata Centre
Main Street Project
Manitoba Aerospace
Manitoba Ahbee Festival Inc.
Manitoba Association for Rights and Liberties
Manitoba Association of Community Health Centres
Manitoba Association of Newcomer Serving Organizations (MANSO)
Manitoba Construction Sector Council
Manitoba Environmental Industries Association
Manitoba Institute of Trades and Technology (MITT) - REDI program
Manitoba Immigrant Employment Council
Manitoba Health
Manitoba Health Coalition
Manitoba Childcare Coalition
Manitoba Possible
Manitoba Chief Public Health Office
Manitoba Research Alliance
Manitoba Start
Mediation Services
Menno Simons College
MFL Occupational Health Centre
MIGRANTE MB
MOSAIC
Mount Carmel Clinic
Multiculturalism Secretariat
National - Campaign 2000
Ndinawemaaganag Endaawaad Inc.

NEEDS

Neepawa Settlement Services
Nehal Community Centre
Newcomer Family Resource Network
New Directions for Children, Youth, Adults,
and Families
New Journey Housing
North End Women's Centre
North Point Douglas Women's Centre
Norwest Community Co-op
Opportunities for Employment
Onashowewin
Palaver Hut Project
Pembina Trails School Division
Portage Learning and Literacy Centre Inc
Province of Manitoba
Public Health Agency of Canada
Public Health Nurses
PTSD Mental Health Advisory Committee Public
Interest Law Centre
Rainbow Resource Centre
Red River College-International Education
Refugee Employment Outcomes in SK, AB, MB
Research Advisory Committee
Resource Assistance for Youth (RAY)
The Cerebral Palsy Association of Manitoba
The Salvation Army Correctional and Justice Services
Safe Housing and Direction Empowerment (SHADE)
Shared Health

Seven Oaks School Division
Seven Oaks Settlement Services
SEED Winnipeg
Siloam Mission
Southern Chiefs Organization
Spence Neighbourhood Association
Success Skills
Supply Chain Canada-Manitoba Chapter
Treaty Relations Commission of Manitoba
Truth and Reconciliation Commission of
Manitoba (TRCM)
Turtle Island Project
United Way Winnipeg
University of Manitoba
University of Winnipeg – Inner City and Social Studies
Vietnamese Women Association in Winnipeg
Welcome Place
West Broadway Tenants Committee
West Central Women's Resource Centre (WCWRC)
Westman Immigrant Services
Winnipeg Chamber of Commerce's Newcomer
Employment Hub Advisory Committee
Winnipeg Food Council
Winnipeg Foundation
Winnipeg Newcomer Sport Academy
Winnipeg Regional Health Authority
Winnipeg School Division 1
Women of Colour Community Leadership Initiative

Coalitions and Partners

Access Without Fear
Basic Income Manitoba
City of Winnipeg's Equity and Diversity Sub-Committee
of the Human Rights Committee of Council)
Community Solidarity Manitoba
Equity Matters Coalition

Ethno-Cultural Council of Manitoba Stronger Together
Health Care for All
Ikwe Safe Rides
Indigenous Visions for the North End
MMIWG2s+ Implementation Committee
Make Poverty History Manitoba

Manitoba Cosmetic Pesticide Coalition Manitoba
Eco-Network
Modernized Annual Annuity Working Group
Police Accountability Coalition
Restorative Justice Association of Manitoba
Winnipeg Indigenous Friendship Centre

Railyard Relocation
Right to Housing Coalition
Winnipeg Data Consortium
Disability Matters
Bare Necessities

IPW Council

Allana Carlyle
Shared Health, Interpretation Service

Loren Remillard
Winnipeg Chamber of Commerce

Rey Pagtakhan
Retired former politician and community member

Louise Simbandumwe
Co-Director, SEEDS Winnipeg

Crystal McLeod
United Way Winnipeg

Marina Marchand
Assistant Director, IRCC

Roselyn Advincula
Immigrant Centre

Cindy Fernandes
City of Winnipeg

Vicki Sinclair
Executive Director, MANSO

Kate Kehler
Executive Director, Social Planning Council of Winnipeg

Nina Condo
*Executive Director, Elmwood Community
Resource Centre*

David Thorn
Former Winnipeg Police Service member

Brian O'Leary
Seven Oaks School Division

Humaira Jaleel
Executive Director, Healthy Muslim Families

Talatu Shokpeka
*Canadian Heritage Multiculturalism, Prairie and
Northern Territory*

Clayton Sandy
Indigenous Knowledge Keeper

Sanjana Vijayan
Winnipeg Chamber of Commerce

Sylvie Auger
Canadian Heritage

Immigrant Advisory Table

Mohur Asmeren

Member of the Eritrean Community

Ophelia Gaisie

University of Manitoba student and member of the Ghanaian community

Anne Pinnock

Elmwood Community Resources and member of the Filipino community

Marleny Bonnycastle

Professor at the University of Manitoba

Shakila Atayee

Aurora Family Therapy Centre and member of the Afghan community

Petro Panich

Immigrant Centre and Ukrainian community member

Mahdi Sultani

Ethnocultural Council of Manitoba and Afghan community member

Busayo Daniel

Nigerian community member

Mercy Sackey

Vice-Principal, Gordon Bell High School and member of the Ghanaian community

Paul Kambaja

Teacher and member of the Congolese community

Jone Sodusanya

International student studying computer science

Immaculate Nabisere

Migrant Stories Canada

Damhat Zagros

Aurora Family Centre and member of the Syrian community

EECM Board Members

Arek Manyang

Freselam Gebremichael
(Treasurer)

Hadji Hesso

HaiYan (Amy) Wang

Hodan Ali

Htoo Paw

Manika Pradhan
(Secretary)

Maysoun Darweesh

Perla Javate

Rose Kimani-Anderson

Sandra Albanez

Shakila Atayee

Shivani Neeranjan

Sumegha Gupta

Employment Sector Table

Amie Membreno

Anastasiya Zulyey

Andrea Aiello

Barb Bowen

Bisi Adebayo

Bradley West

Brian Rochat

Christian Kamanga

Diane Burelle

Elena Kalupar

Elizabeth Haacke

Erin Lubinski

Gaurav Sharma

Jack Winram

Jeff Patteson

Jennifer Lavallee

Julie Lacroix	Monika Feist	Rick Reid	Sonya Hince
Kate Kehler	Natasha Jainarine	Ryan Croy	Veronica Valenzuela
Maria Rabadi	Nubia Duran	Sally Ogoe	Wynne Au
Maricel Bucher	Pablo Listingart	Sandra Leone	Yelena Petrukhina
Medina Puska	Ramir Diaz	Sanjana Vijayann	
Melissa Dorota	Ray Silvius	Seid Oumer	
Michelle Johnson	Reuben Garang	Shannon MacKay	

Got Citizenship Go Vote Working Group

Aireen Miara	Hodan Habi Adam	Maggie Yeboah	Reuben Garang
Albert Boakye	Katarzyna	Monika Chakraborty	Roselyn Advincula
Amy Wang	Rdzanek-Modor	Monybuny Chuol	Seid Oumer
Beatrice Maundu	Ken Wong	Ophelia Ainoo-Ansah	Shereen Denetto
Carolina Meneses Zamora	Kim Le	Patricia Eyamba	Vanessa Ruiz Tangerini
Inna Provozina	Mahdi Sultani	Paula Alexander Da Silva	
Fernanda Vallejo	Magi Hadad	Piper Larsen	

Civic Engagement & Inclusion Sector Table

Abigail Legaspi	Jody Persaud	Manpinder Dhillon	Roselyn Advincula
Albert Boakye	Jose Chinchilla	Natasha Mohammed	Sarah Zell
Anny Chen	Karina Flores	Nina Condo	Surafel Kuchem
Amy Wang	Kathleen Vyrauen	Noelle DePape	Shereen Denetto
Codi Guenther	Krishna Lalbiharie	Omar Abdullahi	Traicy Robertson
Hafiz Jatto	Lori Wilkinson	Patricia Eyamba	Valeria Castellanos
Hilda De Souza	Madie Pearlman	Piper Larsen	
Ibrahim Farah	Magi Hadad	Ricci Gementiza	
Jennifer Chen	Maisa'a Haj Ahmad	Robert Daudet	

Newcomer Education Coalition

Abdikheir Ahmed	Jennifer Chen	Monique Burke	Reuben Garang
Alana Ollinger	Jennifer Nicholson	Noelle DePape	Rosalyn Advincula
Brahim Ould Baba	Kathleen Vyrauen	Paul Kambaja	Sanjeeva Louis
Don Boddy	Malou Josue	Raymond Ngarbou	Seeba Wahabi
Jana Mckee	Manpinder Dhillon	Reem Abdulkader	Shereen Denetto

Sherry Jones	Suni Matthews	Tom Simms	Wayne Ruff
Sherry Khanna	Surafel Kuchem	Tony Tavares	
Sue Hoang	Tim MacKay	Vinh Huynh	

Newcomer Vaccine Awareness Working Group

Art Miki	Heejune Chang	Michelle Kirkbride	Samrawit Ataklti
Allen Mankewich	Jennifer Chen	Mohamed Mustafa	Sandra Sikora
Carol Reimer	Justine Zidona	SaadEldin Mohamed	Shauna Fay
David Kron	Karen Hamilton	Mandy Safronetz	Tanya Horton
Denise Koh	Karen Serwonka	Nina Condo	Traicy Robertson
Evan Zarecki	Lenore Kowalchuk	Darlene Oshanki	Valeria Castellanos
Emma Fernando	Lori Wilkinson	Paula Migliardi	Vicki Sinclair
Gololcha Boru	Maureen Keelan	Shereen Denetto	
Lavonne Harms	Maysoun Darweesh	Sue Hoang	

Leadership Development and Board Capacity Working Group

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

Indigenous Orientation Toolkit Partners

Rose Roulette	Valerie Fulford	Nicki Ferland	Christy Epp
Diana Ishigaki	Theresa Wall	Code Breaker Films	Sarah Peters
Clayton Sandy	Tannis Sato	Tracy Koga	
Lorraine Sedat Çavdar	Connie Wyatt Anderson	Julius Narvaez	

Indigenous and Newcomer Engagement Sector Table

Aly Raposo	Jessica Paley	Lisa Forbes	Sarra Deane
Apid Gurung	Jobb Arnold	Lydia Schoeppner	Wyeth Krauchi
Desirae Phillips	Kyler Harper	Mandela Kuet	
Diane Burelle	Lincoln Gomes	Poonam Chopra	

Indigenous Consultation Circle

Angela McKay

Nicki Ferland

Loretta Ross
(Treaty Commissioner)

Rose Roulette

Anti-Racism in Sport Campaign Partners

Accessible Sport Connection Athletics Manitoba
Blue Bombers Alumni
Canadian Women & Sport
City of Winnipeg – Community Development Division
City of Winnipeg – Recreation Services
Canadian Sport Centre Manitoba
Ethnocultural Council of Manitoba
General Council of Winnipeg Community Centres
Immigrant & Refugee Community Organization
of Manitoba
Neighborhood Empowerment and Resource Centre
Manitoba Aboriginal Sports and Recreation Council
Manitoba Association of Newcomer Serving
Organizations
Manitoba Association for Rights and Liberties
Manitoba Deaf Sports Association
Manitoba Possible
Manitoba Teachers' Society
Manitoba Wheelchair Sport Association
One Voice, One Team

Out There Winnipeg
Physical and Health Educators of Manitoba
Rainbow Resource Centre
Returning to Spirit
SEED Winnipeg
Spence Neighbourhood Association
Sport Manitoba
Treaty Relations Commission of Manitoba
United Way Winnipeg
University of Manitoba Faculty of Kinesiology and
Recreation Management
University of Manitoba Faculty of Arts
University of Winnipeg Recreation Services
Waterways Recreation Inc.
Winnipeg Aboriginal Sport Achievement Centre
Winnipeg Blue Bombers
Winnipeg Goldeyes Baseball Club
Winnipeg Newcomer Sport Academy
Valour Football Club
Volunteer Manitoba

Anti-Racism in Sport Campaign Advisory Committee & Working Group

Gololcha Boru
Noelle DePape
Dr. Leisha Strachan
Dr. Sarah Teetzel
Jeff Powell
Amber Reid
Amanda Doerksen

Amanda Daurie
Kyro Harris
Lin Barr
Sarah Schwendemann
Don Boddy
Michelle Chudd
Clayton Sandy

Kamillah Elgiadaa
Maysoun Darweesh
Trevor LaForte
Heather McRae
Sara Bennet
Hector Argueta
Mathew Joseph

Craig Brown
Dalima Chhibber
Jenn Sarna
Cadin Dupasquier
Andrew Collier
Maura Martina
Lora Meseman

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

Anti-Racism in Sport Youth Council

Betlhem Kassa	Gode Katembo	Kianna Saillant	Savannah Ginter
Dinda Dau	Jibu Kamabu	Maia Bacchus	Ushashi Orunima
Gabrielle Wishart	Josh Gandier	Mylo Kamabu	

Anti-Racism in Sport Trainers/Presenters

Carolina Meneses Zamora	Hafiz Jatto	Kaelei Knutson	Ushashi Orunima
Craig Brown	Jessica Praznik	Maia Bacchus	
Daria Jorquera Palmer	Josh Gandier	Mojisola Akande	

Newcomer Ethnocultural Youth Council of Winnipeg

Anteneh Abraha	Felicia Baldner	Jones Odusanya	Pajack Obeing
Anuna Ojwapto	Hanny Mehari	Joshua Okyere	Sasheen Cameron
Brian Newell	Hassan Omar	Lawrencia Agyemang	Thierry Niyu
Dorothy Harmon	Hiba Mukidad	Mustafa Mahdi	
Ebyan Warsame	Jessalie Macam	Osani Balkaran	

Newcomer Ethnocultural Led Mental Health Framework Sector Table

Abigail Alegaspi	Jenna Holowachuk	Sandra Albanez
Amna Iqbal	Marnermoo	Winifred Vugampore
Brittney Singh	Galloway-White	
Clayton Sandy	Mildrate Matanga	
Ebenezer Ayim	Musaka Sadi	
Evelyn Agedzi	Nwanaemelu Uche	
Heather Robertson	Roselyn Advincula	

Data Consortium Partners

CCPA (Manitoba)

CancerCare Manitoba

City of Winnipeg

Province of Manitoba Education

Families, Health, Seniors, and Active Living

First Nations and Inuit Health Branch - MB Region

United Way Winnipeg

Manitoba Centre for Health Policy

University of Winnipeg – Institute of Urban Studies

Centre for Healthcare Innovation/WRHA

Health in Common

Shared Health

Manitoba Collaborative Data Portal Partners

Manitoba Centre for Health Policy

Institute of Urban Studies

United Way Winnipeg

Population and Public Health Surveillance (WRHA)

University of Manitoba

Manitoba Non-Profit Housing Association

Immigration Partnership Winnipeg's Director's Report

Immigration Partnership Winnipeg (IPW) is part of the Local Immigration Partnerships (LIPS), a federal government undertaking funded by the Immigrant and Refugee and Citizenship Canada (IRCC). There are 80 LIPs across the country, the majority of which are hosted by municipal governments and the remaining few within not-for-profit organizations. The Social Planning Council of Winnipeg (SPCW) hosts IPW.

IPW provides indirect services to support newcomer settlement and integration. This mandate is achieved through building partnerships and working with different sectors such as health, education, business/employers, city, ethnocultural groups, newcomer and Indigenous communities, and other institutions as needed. Through partnership, IPW can identify gaps and barriers in the settlement services, which we then mobilize relevant partners in a collaborative effort to address the identified issues either through programs or policy changes. The goal is to create a

more welcoming and inclusive multicultural city where everyone finds support and opportunities to realize their best potential.

IPW is guided by various councils and sector tables. There is the Council, Immigrant Advisory Table, Civic Engagement and Inclusion Sector Table, Employment Sector Table, Newcomer-led Mental Health Sector Table, and the Indigenous and Newcomer Engagement Sector Table that works in partnership with the Indigenous Consultation Circle. In addition, IPW collaborates and oversees multiple research projects and other initiatives with staff support. These include the Newcomer Ethnocultural Youth Council of Winnipeg, the Newcomer Education Coalition (NEC) and the Ethnocultural Council of Manitoba-Stronger Together Inc. (ECCM). Our most recent addition is the Anti-racism in Sport Campaign (ARISC) which began under the Civic and Engagement Table but has since grown into its own entity but still supported and hosted

by IPW. Its training materials are widely used in the province and in other jurisdictions across Canada.

A few highlights of the successful accomplishments in 2023-2024 fiscal year include, but are not limited to:

- IPW organized bridge building events between newcomers and Indigenous Peoples and continued to work on the completion and distribution of Indigenous Orientation Toolkit (IOTK) materials. This work has identified a need for a Newcomer Orientation Toolkit (NOTK). Just as IOTK identified key teaching on what newcomers to Canada needed to know about Indigenous Peoples, the NOTK will do the same for the broader Canadian society on the settlement process. Just one example of the bridge building events IPW undertakes is to bring hundreds of newcomers to the Manito Ahbee Pow-wow. This started a few years ago as just a one-time event but was so popular that it has become an annual event and now is in partnership with the pow-wow organizers.
- IPW supported the Ethnocultural Council of Manitoba and Ethnocultural groups to conduct community conversations and consultations on Healthy Safe and Violence Free Relationship and Anti-racism projects, both of which were funded by other federal departments. IPW built capacity among these groups.
- IPW organized a successful Got Citizenship? Go Vote Campaign during the last provincial elections to help newcomers engage elections and other civic matters.
- IPW conducted research through Newcomer Education Coalition (NEC) and partnered with the University of Winnipeg, to expand its last research on the experience of Older Youth with Interrupted Schooling in the rural area. IPW also worked to collect immigrant data and designed an infographic to disseminate the data.
- IPW organized cross-cultural learning related to mental health that brought together Ethnocultural and newcomer leaders and people working in the mental health systems.

The goal is to create a more welcoming and inclusive multicultural city where everyone finds support and opportunities to realize their best potential.

- IPW continued to work and support the Newcomer Youth Council for youth to have a voice in decision making within their own ethnic communities, the settlement sector or in mainstream institutions.
- Coordinated the employment related sector table where various employment service providing agencies and employers sit to discuss newcomers' employment needs. IPW, in partnership with the World Education Service (WES), coordinated a project called #ImmigrantWork which focused on helping employers hire and retain newcomers. Immigrant Centre, Winnipeg Chamber of Commerce, Success Skills and the City of Winnipeg were main partners on the #ImmigrantWork Project.
- IPW continued to advocate for the full implementation of the Newcomer Welcome and Inclusion Policy with the City of Winnipeg. These efforts included meetings with five City councilors, presenting to the Executive Policy Committee (EPC) and meeting with the Mayor.
- IPW managed its Council and Immigrant Advisory Sector Table both of which provided insights and suggestions to improve the IPW's general work and planning.
- The 2023 Newcomer Welcome Fair and Multiculturalism Day Celebration was a success. The event attracted over one thousand people and featured seven different cultural performers. More than 30 service providers set up information booths for newcomers to know where to find services. City Winnipeg library and Recreation participated in providing information for newcomers to access their services. Knowledge Keeper Clayton Sandy set up a tipi and offered Indigenous teachings.
- IPW organized an event to promote Gender Based Analysis Plus principles under the theme "Celebrate Diversity and Share Experiences about Racism and Intersectionality". It was attended by 153 people from different ethnocultural groups. The event consisted of 11 panelists from the community and government to discuss the importance of and promote GBA+ principles. It was organized in partnership with the Colombian Alliance in Manitoba, Canadian Muslim Women's Institute, Canadian Multicultural is Ability Centre, Council of South Sudanese Community of Manitoba, Nehal Community Centre (Afghan community), Vietnamese Women's Association in Winnipeg, and Women of Color Leadership Initiative which offers services to Chinese women. It marked the International Day for Elimination of Racial Discrimination in a meaningful way for the community members who shared stories, experiences, ideas, food, cultural dances, and music. This is a unique way of celebrating community resiliency and embracing diversity. The Minister of Labour and Immigration, Malaya Marcelino, and Leha Gazan, Member of Parliament for Winnipeg Center, participated in the discussion.
- IPW held a public engagement event in March to provide an update on the work it has achieved in the 2023- 2024 fiscal year and to receive feedback and suggestions from the public for its future activities. Two in-person sessions were held; one in the morning and another session during afternoon hours. There were 22 people in attendance from settlement and Indigenous organizations, members of Ethnocultural communities, and immigrants. IPW staff took turns sharing their achievements with an in-depth presentation that highlighted projects and activities implemented this fiscal year under each Sector Table or working groups. Survey questions were distributed to

attendees to provide feedback apart from the discussions after a presentation from the staff. IPW received all positive feedback with a suggestion to increase knowledge mobilizations for all the educational materials and research work.

- IPW continued to conduct a wide consultation with newcomers and Ethnocultural communities to seek their insights and recommendation regarding the concept of Community Safety and what the Winnipeg Police Service should consider providing safety to all without predispositions or racism.

In terms of staffing, IPW has had five staff and seven consultants this year. We also had three people who worked on a contract basis. Project Managers, Erika Frey Morote, Maggie Yeboah, and Kathleen Vyrauen left IPW for other opportunities. Carolina Meneses Zamora was hired to fill Erika's position. Maggie and Kathleen left towards the end of fiscal year but we were able to quickly fill those positions with Arian Arianpour and Kris Ontong from whom you will be hearing more next year!

Council

The IPW Partnership Council consists of representatives from governments, education and health institutions, settlement sector, ethno-cultural associations, Indigenous communities, and community organizations that serve newcomers. The Council serves to enhance collaboration and helps in shaping IPW's strategic planning and setting of direction. The Council met five times this year.

Immigrant Advisory Table (IAT)

The Immigrant Advisory Table is made up of 15 individuals with lived experience when it comes to settlement

and integration or migration issues. They advise IPW on its operation to meet the needs of the newcomers. The table met more than four times this year.

This year, the IAT developed a framework with selected areas of interest that IPW should compare to its ongoing work and take actions to address remaining gaps. The framework highlighted three areas of focus namely bridge building between newcomers and Indigenous Peoples, better support for newcomer youth in education systems and access to culturally sensitive mental health services. The framework will be presented to IPW staff and Council members during next fiscal year.

IPW's project managers during the 2023/24 year were Adrienne Breyfogle, Kathleen Vyrauen, Carolina Meneses Zamora, Maggie Yeboah, Erika Frey Morote and Shelley Smith. Please read more about their work below.

—*Reuben Garang*

Indigenous and Newcomer Engagement

Bridge building between Indigenous and newcomer communities continues to be a priority and requests for guidance and partnership in this area of work has greatly increased over the past year.

IPW once again partnered with IRCOM and Mosaic, with support from Knowledge Keeper Clayton Sandy and Manito Ahbee Festival Board Member, Joe Thompson, to bring a group of newcomers to the Manito Ahbee Pow-wow in May 2023 . This event included a presentation about pow-wows by Clayton Sandy. We had more participants this year than the inaugural year, close to 200, with many participants having attended the first year wishing to attend again. This event continues to be a yearly activity with the number of participants and organizations wishing to partner on the event growing. Planning for the 2024

event began in September 2023, and due to demand, the core partnership extended the invitation to an additional 6 organizations (Welcome Place, Manitoba Start, Immigrant Centre, Aurora Family Therapy, Canadian Muslim Women's Institute, and Family Dynamics). The core partnership (IPW, Mosaic, and IRCOM) was able to receive funding through Canadian Heritage which formalized the partnership as the Unity Project on paper and as 'Building Bridges' for events and the logo. Impressed with the work the group was doing, the amount of funding we were able to receive covered much of the 2023 event but also granted us additional funds to use into the 2024 fiscal year. These funds covered much of the 2024 event, with additional monies leftover to put towards other partnership activities that represent the goal of the Unity Project (building positive relationships between Indigenous Nations and newcomer communities) and will help cover part of the 2025 pow-wow event.

In the summer of 2022, IPW started a partnership with Mount Carmel Clinic, IRCOM, and Clan Mothers Healing Village, in supporting opportunities for newcomers to have hands-on land based learning opportunities. This is now a yearly Summer Land Based Learning Series and the invitation has expanded outside the core partnership to other organizations at their request (including the Immigrant Centre, Mosaic, Louis Riel School Division, and the North End Women's Centre). The other events that occurred in 2023 were:

- July 5th—Strawberry Teachings
(15 participants)
- July 19th—Medicine picking
(approximately 30 participants)
- August 1st — Moon Dance Teachings
(approximately 30 participants)
- August 30th—Indigenous Games
(approximately 30 participants)

- September 27th — Truth and Reconciliation
Drumming event
(approximately 75 people attended)

IPW continued to assist the sector and create awareness about the work IPW is doing around Indigenous and newcomer bridge building and reconciliation.

In June 2023, Project Coordinator for IPW's Indigenous and Newcomer Engagement, Adrienne, participated in Red River College's Design Thinking Event. They are currently researching approaches to integrating Indigenous histories and perspectives in language training for newcomers to Manitoba, and as part of the 'recommending solutions' phase of the project, they hosted a Design Thinking event to brainstorm solutions collaboratively with other stakeholders in the sector. Adrienne was also invited to attend Altered Minds Inc. AGM and join their board as support and guidance for their Indigenous Orientation Toolkit for Youth which was modeled after IPW's Indigenous Orientation Toolkit (IOTK)

In the fall of 2023, Adrienne was asked to present about the IOTK and IPW's bridge building work to the Alberta LIPs via Zoom during one of their quarterly calls. She also organized and attended training for organizations done by Turtle Island Project to help change society's misconceptions of Indigenous Peoples and culture.

In the winter of 2023-24, Adrienne was able to speak on IPW's Indigenous and newcomer bridge building work with the Minister of Labour and Immigration of Manitoba, Malaya Marcelino.

Adrienne also joined the Indigenous Policy Advisory Working Group being led by MANSO where her experience within the sector is being used to help create a framework for the settlement and immigration sector in doing work around Indigenous learning and understanding, building bridges between Indigenous Nations and newcomer communities, and how to do this work in a meaningful way.

The 7th Facilitators Guide for the Indigenous Orientation Toolkit (IOTK) was completed and the pilot for that guide is scheduled for October 4th.

Adrienne received invitation to join two subcommittees under the City of Winnipeg's Human Rights Committee of Council - the Equity and Diversity subcommittee, and the Accessibility and Inclusion subcommittee.

Finally, we wrapped up the end of fiscal year with a month-long speaker series held every Thursday in March. These were Indigenous Education Sessions for Refugees held at the Salvation Army in partnership with MANSO, IPW, and Mount Carmel Clinic.

Indigenous and Newcomer Engagement Sector Table (INEST) and Indigenous Consultation Circle (ICC)

With the creation of the Indigenous Orientation Toolkit complete and the need for the Indigenous Consultation Circle lessened due to no toolkit content needing to be reviewed. The ICC is now a sub-committee of the INEST. The ICC are invited to join INEST meetings but separate ICC meetings will be held as needed when a project or issue calls for it. This is out of respect for the very busy schedules of the ICC members.

Adrienne continues to work on growing INEST and working with them to gather feedback on IPW's Indigenous and newcomer engagement work. She added 7 new sector table members. One of the main goals of INEST moving forward will be to help with the dissemination of the IOTK and any other resources IPW develops in this area.

Civic Engagement and Inclusion Sector Table and Anti-Racism in Sport Campaign

We have continued to increase the opportunities for civic engagement and fighting anti-racism through our Got Citizenship? Go Vote! Campaign and through our successful, and now nationally recognized, Anti-Racism in Sport Campaign. As well, we have kept advocating for the City of Winnipeg to allocate funds to the Newcomer Welcome and Inclusion Policy.

A large part of the Civic Engagement and Inclusion Sector Table work was focused on supporting the ARISC team, the past 2023 Provincial Election, the outreach and recruitment of new members and our current partnership with Elections Canada for the upcoming federal election.

The table also agreed on resuming the work done around Permanent Residents' right to vote. This was one of the topics brought up during our meeting in December 2023 with the Minister of Labour and Immigration of Manitoba, Malaya Marcelino. As well, we met with MP Mark Wasyliv to discuss ways in which IPW could support his private bill for allowing Permanent Residents to vote in municipal elections.

In addition, we continued to focus our work in terms of mobilizing towards the implementation of the Newcomer Welcome and Inclusion Policy.

- Reuben spoke as a delegate to the city's executive policy committee on Sep 21, 2023 and a letter signed by 10 organizations was created and sent to the City's budget committee advocating for the allocation of funds for the policy in December 2023.
- A press conference was held in February 2023 calling on the City of Winnipeg to fully commit to inclusion in the 2024-2027 Multi-year budget.

Bridge building
between
Indigenous
and newcomer
communities
continues to be
a priority and
requests for
guidance and
partnership in this
area of work has
greatly increased
over the past year.

- As the City of Winnipeg navigated internal changes, we met with Chris Brens from the Community Department to discuss ways in which IPW and the City of Winnipeg can keep collaborating and advancing the policy

Got Citizenship? Go Vote Campaign- Provincial Election 2023

Our Got Citizenship? Go Vote 2023 campaign aimed to encourage those of the immigrant and refugee community who have their citizenship to participate in the 2023 provincial election. The campaign was led by a working group composed of 6 individuals from different settlement organizations. During the campaign we created and shared videos on social media about the importance of voting in 13 different languages, distributed Elections Manitoba brochures in 15 different languages in 65 different places across the city, created infographics on what the different parties were saying about economy, education, housing, the environment and reconciliation, and held a press release event at IRCOM on Sep 23rd with the participation of community leaders and first time voters.

Collaboration with Elections Canada

In preparation for the upcoming federal election of 2025, IPW started a collaboration with Elections Canada to deliver 5 Inspire Democracy Toolkit workshops. Inspire Democracy is a program that works with stakeholders to reduce barriers to electoral participation. These workshops will be directed to newcomer groups that have shown low participation rates in civic engagement activities such as newcomer women, newcomer youth and newcomer seniors and will be centered around the topics of how to register and vote, and how to get a job during the upcoming election.

We have already lined up several organizations interested in hosting the workshops in the fall. We are also in the preparatory stage of creating videos in 15 different languages about Canada's election safeguards and the integrity of the electoral process. The videos will be widely shared on social media and different community forums as part of our 2025 Got Citizenship? Go Vote! campaign. In addition, a social media calendar was created and messages related to different aspects of electoral participation have been shared on social media.

Anti-Racism in Sport Campaign

Immigration Partnership Winnipeg's Anti-Racism in Sport Campaign (ARISC), seeks to identify, disrupt and eliminate racism in sport in Winnipeg experienced by First Nation, Métis, Inuit, Black, Racialized and Religious Minority community members. The campaign, originally launched in April 2021, has continued to build collaborative partnerships to take anti-racism action in the sport sector. This campaign is currently run by five part-time consultants with the support of one of IPW'S project managers and SPCW's administrative support.

Anti- Racism training sessions

In the past year we ran multiple Anti-Racism training sessions with Soccer Canada, City of Winnipeg's recreation staff, Fencing Manitoba, Baseball Manitoba, Gymnastics Manitoba, Sport for Life, Pembina Trails School Division, Louis Riel School Division, Manitoba Possible, and Harmony Network. 545 individuals took the training.

As well, we sat in the City of Winnipeg's Equity Based Data work group. This group aims to improve access to recreation for newcomers and adapt services and programs to meet Newcomers' unique needs by reviewing and applying methods of data collection related to participant needs, interests, barriers to inform future program development.

Anti-Racism in Sport Documentary

We have funding from Canadian Heritage's CSMARI program to develop an anti-racism in sport documentary. This 45 min document aims to raise awareness of racism and discrimination in sport experienced by First Nations, Metis Nation, Inuit, Black, Racialized and religious minority communities in Canada. We are currently in the filming stage and will be completed by next fall.

Reporting Feasibility Study

A reporting feasibility study for racist incidents was completed. The findings from the study show that reporting mechanisms for incidents of racism exist within general Manitoban society and within Manitoban sport spaces. However, there seems to be a disconnect in ensuring that everyone involved in sport spaces are not only aware of the organization's stance against racist behaviour, but also of tangible options for reporting and addressing these incidents. The recommendations coming from this report are:

Recommendation 1: Conduct further empirical studies exploring the reporting perspectives and patterns related to reporting incidents of racism in sport in Manitoba, as well as the need for an independent reporting mechanism. Including the perspectives of sport stakeholders and decision-makers would add benefit to this information.

Recommendation 2: Track reporting data from established mechanisms in order to identify their effectiveness and to keep communities informed.

Recommendation 3: Encourage sport organizations to further educate stakeholders about reporting mechanisms, including Sport Manitoba's safe sport line and the Abuse-free sport line, identifying them as a viable option currently for reporting incidents of racism.

Recommendation 4: Encourage sport organizations to (continue) connect with community organizations to review perceptions related to racism in their spaces and the effectiveness of reporting mechanisms.

Hate is Not Welcome Here

ARISC partnered with the Rady Jewish Fitness Centre (lead), Rainbow Resource Centre, and Folklorama, along with the the Winnipeg Jets, the Manitoba Moose, the Winnipeg Blue Bombers, the Valour FC, the Winnipeg Sea Bears, and the Winnipeg Goldeyes, to dedicate one game during their past regular seasons

to promote the message of Hate is Not Welcome Here. As part of this event ARISC was able to give out over 425 tickets to community members to attend the various games, and held info booths at each of the games giving out postcards, "Sport is Not an Equal Playing Field" infographic, stickers, case scenarios, and mental health resource sheet. We also provided information about our research and activities. Our reach at these games was over 7,000.

In addition to hosting info booths at every major sporting team game through the Hate is Not Welcome Here initiative, we also hosted info booths at the following: University of Manitoba - First Week Orientation, Newcomer Youth Spring Break Basketball Tournament, Diversity in Sport Conference, Welcome Fair and Multiculturalism Day Celebration and Fencing Manitoba. The team also presented at the Winnipeg Bombers High School Leadership Conference.

ARISC also continued to provide several resources to sport stakeholders including the "Sport is Not an Equal Playing Field" infographic, case scenarios, workbooks and mental health resource sheet. On our website, we published race-based (disaggregated) data collection guidelines and global diversity equity and inclusion benchmarks to assist organizations in building their anti-racism policies and programs. Other resources on our website include articles, teaching resources, book recommendations (adult and children), podcasts and shows (antiracisminsport.ca)

Indigenous Women and Girls 5K run

The third annual Indigenous women and girls 5K Event was successfully held on September 23, 2023 at Kildonan Park. The event was led by Manitoba Aboriginal Sports and Recreation Council (MARSC), and we took a supporting role along with Athletics Manitoba. There were 97 runners and 39 volunteers.

Youth Summit

On April 4, 2024, we hosted a Youth Summit spotlighting *Sport as a Tool for Lifelong Community Building*. The

event was originally slated for March 21, 2024, but had to be rescheduled due to unforeseen circumstances.

The youth summit included sharing stories on fostering allyship and understanding, as well as a fireside chat on cultivating leadership among Black, Indigenous, Racialized and Religious Minority communities. Various speakers were invited to share at the event, including Clayton Sandy, Lenard Monkman, Carolyn Trono, and opening remarks from Hon. Glen Simard - Minister of Sport, Culture, Heritage and Tourism. We had 33 community members and youth in attendance, and our social media livestream of the event garnered 19 viewers.

Employment Sector Table

Over the past year, our work has been focused on our continued partnership with WES (World Education Services) for the #Immigrants Work project. This project is an employer mobilization initiative supported by several local stakeholders (Foundational Partners): City of Winnipeg, Success Skills Centre, Immigrant Centre, CM&E (Canadian Manufacturers and Exporters), Supply Chain Manitoba, Winnipeg Chambers of Commerce and MCSC (Manitoba Construction Sector Council). The goal is to collaborate with community partners and local employers in co-designing strategies and tools that facilitate the identification, recruitment, employment and retention of immigrant talent.

- 7 meetings between WES- IPW: (6 participants per meeting)
- 3 meetings WES-Foundational Partners: 3 (14 participants per meeting) and also conducted one on one meetings with each of the foundational partners to better understand how could we better support their participation in the project

Based on a workshop conducted with the Foundational Partners on June 2023, a lean canvas document was created outlining the project's following outputs:

#IMMWORK IN WINNIPEG COMMUNICATIONS CAMPAIGN – SOCIAL MEDIA ACTIVITY

The WES team designed and distributed a communication toolkit amongst the foundational partners with the aim of creating a coordinated awareness campaign that builds the business case for immigrant inclusion. The communications campaign was launched on March 12, 2024 and is planned to end in October 2024. The themes of this campaign are: Immigration, Economic Impact, Inclusive Jobs and Immigrant Talent. We have been consistently posting on our social media and have been able to connect with new organizations who are interested in joining the #ImmWork project and our Employment Sector Table.

#IMMWORK TRAINING

A combination of individual learning and group-based training with modules tailored to the needs of local employers. The first two sessions on Effective Employer Engagement occurred on May 31st and June 7, 2024.

#IMMWORK VIDEO SERIES

Short testimonial video clips that spotlight employers' success stories and best practices from a peer-to-peer perspective. By sharing their insights, success stories and best practices, we hope that other local employers will be encouraged to connect and find services in the

community to support their talent needs. Two local employers from Winnipeg participated in the videos that were filmed in May, 2024.

#IMMWORK EMPLOYER NETWORK

A localized network that convenes and engages employers in policy and advocacy discussions associated with immigrant attraction and retention. Currently working on this output that is planned to be finalized by October 2024.

OTHER ACTIVITIES:

- Participated in the NEH Public Consultation events on October 4th and February 7, 2023. These events, organized by the Chamber of Commerce, served as a space to engage with employers and settlement organizations in dialogues about the challenges faced by newcomers in the labour market as well as the challenges faced by employers while hiring newcomers.
- After 3 successful years of the Newcomer Employment Hub program, the Winnipeg Chambers of Commerce made the decision to merge with the Manitoba government's Work in Manitoba job portal administered by Economic Development Winnipeg (EDW). This strategic alignment aimed to enhance talent recruitment and retention by consolidating efforts and providing a unified platform for Manitoba

We have continued to increase the opportunities for civic engagement and fighting anti-racism through our **Got Citizenship? Go Vote!** Campaign and through our successful, and now nationally recognized, **Anti-Racism in Sport** Campaign.

employers and local, national and international job seekers. This transition took place on April 1st, 2024. Since then, 2 staff from YES! Winnipeg have joined our Employment Sector Table.

- Delivery of “Newcomers and Inclusion” presentation to the Winnipeg Transit Community Safety team as part of their training on January 16, 2024.
- Participated at IPW’s Public Engagement Session on March 5th, 2024.
- Supported the organization of the event hosted by IPW: Celebrate Diversity and Share Experiences about Racism and Intersectionality on March 22, 2024.

Newcomer Education Coalition

The work and research of the Newcomer Education Coalition (NEC) is becoming more widely recognized and supported by stakeholders within Manitoba’s education system, allowing newcomer students and internationally trained educators to have their voices heard. The timing is critical for NEC to continue its important work advocating for an education system that is an equitable and inclusive environment that allows all newcomer, immigrant and refugee learners the opportunity to achieve and excel in their educational pathways.

This year, NEC was able to build connections with provincial partners within Manitoba Education and offer our perspectives on the needs of newcomer, immigrant, and refugee communities through participation on some of their provincial committees. Those committees and councils include the *Manitoba Education Council*, the *Minister’s Advisory Council on Inclusive Education*, and the *Student Services Inclusive Education Committee*.

Through these varying committees and councils, NEC has been able to speak to key priority areas of the coalition’s work such as: the need for the collection of standardized disaggregated data across all divisions, the need for students to see themselves represented in the staff and administration at their schools and within their division, and the need to create a system that allows internationally trained educators to be able to have their credentials recognized and to obtain permanent contract positions.

NEC also had the opportunity to connect to educational stakeholders and the broader settlement sector both locally and nationally through various conferences such as: The Winnipeg Chamber of Commerce CODE Conference: Taking Conversation to Action, Metropolis 5th Identities Summit - Diversity, Equity and Inclusion: Practices, Policies and Programs, Prairie and Northern Territory Region Local Immigration Partnership’s Learning Event - Learning from other Local Immigrant Partnerships, Winnipeg Learning Conference - Moving beyond Mandates: Collaborating, Coordinating, and Sharing Ideas and Experience to Ease Refugees & Immigrants’ Path Toward Settlement and Integration, Metropolis - 25 Years of Conversation on Migration: Our Legacy, Our Future.

Over the past year, NEC also presented its research and findings to the Canadian School Board Association, the Manitoba School Divisions, Winnipeg Mayor Scott Gillingham, and to Dana Rudy, the (former) Deputy Minister of Education and Early Childhood Learning. NEC’s work has been in the news numerous times, with both its co-chair Kathleen Vyrauen and key researcher Tom Simms featured and quoted; “This report is looking at why representation matters,” she [Kathleen Vyrauen] said. “It’s really to amplify why it is important that decision makers represent the communities that they’re serving.” (Dow, CTV News Winnipeg, 2024). The video of the story can be found [here](#).

NEC launched its 3rd annual State of Equity in Education report in January, an in-person event hosted by the Immigrant and Refugee Community Organization of Manitoba (IRCOM) which was very well received and highlighted by several different news outlets: [Winnipeg Free Press](#), [New Canadian Media](#), [CTV News](#).

The NEC has been honoured to assist with numerous community events over the past year, namely the Newcomer Welcome Fair in June which celebrated diversity and multiculturalism with over 1000 Winnipeg newcomers, as well as provided them with educational, health, and employment resources from over 30 local organizations. NEC also participated in several Land Based Learning events and Bridge Building exercises with newcomers and Indigenous Peoples, and is proud to have facilitated several new partnerships for meaningful projects occurring around the country, such as introducing Calgary's WRAPCAP research on newcomer youth gang activity and necessary RCMP training, to the Manitoba Advocate for Children and Youth (MACY) to ensure future continued funding. NEC has also recently partnered with the youth advisory research group at (IRCOM) to support their meaningful research on racism in education and empowering students to have their voices heard.

Newcomer Ethnocultural Youth Council of Winnipeg

The Newcomer Ethnocultural Youth Council (NEYCW) successfully conducted monthly in-person meetings throughout the fiscal year, focusing on various initiatives to support newcomer youth.

June 2023

The Youth Council partnered with the Newcomer Sport Academy and participated in the ParticipACTION Community Challenge, encouraging youth to stay

active. They organized a beach trip on June 17th, which included various activities such as beach volleyball.

The Council worked with the IPW Web Administrator/Developer and Graphic Designer to revamp their website and create a new logo.

July to September 2023

In collaboration with The Holistic Ongoing Opportunities Development-Facilitation and Management Services Inc. (The HoodFams) and the Canada African Cup of Nation, the Council planned a "Newcomer Coed Youth Soccer Tournament," which took place on September 2nd.

October 2023 to January 2024

The Council embarked on the "Youth Mapping Winnipeg" project, a ten-week program promoting cultural and heritage learning. This experiential learning project, in partnership with Turtle Island Project and Circle of All Nations, involved field trips and interactive sessions to educate newcomer youth about Indigenous culture and the social realities of their environment. The project had 185 participants and included activities such as visits to the Treaty Commission Office, Manitoba Museum, Winnipeg Art Gallery, St. Boniface Museum, and Assiniboine Park, among others. We held a closing ceremony and celebration a celebration of diverse cultures, attended by city councillors, settlement and service providers, parents, family members, and Youth Council Members. The event featured a potluck with various cultural foods.

[Here is the link](#) for the video of the project.

March 2024

The Youth Council got involved in a community safety project consultations (Story Catcher) to gather opinions of the newcomer and ethnocultural youth regarding safety when interacting with the Police and the Justice system.

Overall, the NEYCW successfully engaged newcomer youth through various activities and collaborations, promoting integration, cultural awareness, and mental health well-being. The efforts have significantly contributed to building relationships among newcomer youth and Indigenous communities, enhancing their understanding and appreciation of Canada's diverse heritage.

Newcomer Ethnocultural Led Mental Health Framework Sector Table

The Newcomer Ethnocultural-Led Mental Health Framework Sector Table convened several key meetings throughout the fiscal year, focusing on enhancing mental health services accessibility and cultural relevance for newcomer and ethnocultural communities.

June 29th, 2023

The initial in-person meeting aimed to mobilize members, share knowledge, and discuss the cultural elements essential for making mental health services more accessible. The discussion centered on effective communication and dissemination of mental health information within these communities.

October 12th and December 8th, 2023

Guest speaker Dr. Bolaji Akinyele-Akanbi, a Lecturer at the University of Manitoba and founder of Peace Wholeness Centre, led these meetings. The sessions facilitated knowledge-sharing on various mental health topics, allowing sector table members to share their experiences and insights.

February 8th, 2024

This meeting focused on planning an in-person community conversation to promote cross-cultural learning. The event aimed to bring together grassroots community organizations, Elders, and individuals with lived experiences to share their stories and strategies for promoting health and well-being among

ethnocultural groups. This event also provided an opportunity for service providers to connect, listen, and learn about the unique needs and challenges faced by these communities.

March 12th, 2024

A small committee was formed to plan a community forum titled "Community Conversation Forum on Embracing Wellness," set for May 4th, during Canadian Mental Health Week. The forum focused on sharing ideas, developing common solutions, and building leadership capacity. Data collected will be used to influence public policies and campaigns on mental health wellness for newcomer immigrants. The forum resulted in the identification of several action items. Progress on these initiatives will be detailed in future reports.

Ongoing efforts are focused on developing culturally appropriate mental health programs that are both supportive and sensitive to the needs of ethnocultural communities.

Ethnocultural Council of Manitoba— Stronger Together

The Healthy, Safe and Violence Free Relationship Project was able to complete all of their community engagement sessions with their partner agencies. Some of the sessions included paint therapy to address trauma in relationships with NORWEST CO-OP, mental health first aid training, and first language money management training with SEED.

ECCM held 10 board meetings this year and had its AGM on October 6th.

ECCM's membership expanded with four new ethnocultural organizations joining the council. Gaining new members is an encouraging sign that a diversity are seeking support from the Council.

ECCM was asked to be a part of a new community hub that is working with various stakeholders such as Justice, CFS, Winnipeg and Manitoba Housing, Manitoba Education, etc. to support community

members that are struggling within their settlement journeys to navigate provincial systems. This hub has the potential to be a 'game changer' for settlement.

ECCM secured funding with Canadian Heritage to be able to host the second cohort of the Pathways project (Formally the Shoe Project), as well as a new youth storytelling project that we will be partnering with Aurora Family Therapy on. We were also able to use this funding to sponsor the purchase of basketballs for a spring break youth tournament and to provide funds to a youth summit that will bring youth from across the city together to discuss ways of becoming more involved in amplifying youth voice in policy development.

This year, ECCM completed three major federally funded projects that produced three research reports, 15 first language videos and a train the trainer toolkit, covering themes of intimate partner violence, racism and discrimination, and working with the 2SLGBTQIA+ community.

Research Projects

Through the Newcomer Education Coalition (NEC) IPW published the "State of Equity in Education Report" which focused on racial data collection in public schools and institutions to improve policies and programs in employment or racial representations and leadership as well as how students from minority groups interact with these systems. It supported the Ethnocultural Council of Manitoba and Ethnocultural groups to conduct community conversations and consultations on Healthy Safe and Violence Free Relationship and Anti-racism projects, both of which were funded by other federal departments. IPW partnered with the University of Winnipeg, to expand its last research on the experience of Older Youth with Interrupted Schooling in the rural area. It also worked to collect immigrant data on the number of immigrants who settled in Manitoba and designed an infographic for

easier accessibility and interpretation of these data. Using the Indigenous Story Catcher model, we have begun the literature review portion of the Winnipeg Foundation Funded Project called Community Safety Project. We have built a core team of story catchers, research associate and project consultants who have begun to research, review, consult and conduct interviews with ethnocultural leaders, youth with the leaders from the immigrant sector.



CHARTERED PROFESSIONAL ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of Social Planning Council of Winnipeg:

Opinion

We have audited the financial statements of Social Planning Council of Winnipeg (the Organization), which comprise the statement of financial position as at March 31, 2024, and the statement operations, statement of changes in net assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2024, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

SCARROW & DONALD, CHARTERED PROFESSIONAL ACCOUNTANTS, LLP

100 – Five Donald Street • Winnipeg, Manitoba • R3L 2T4 • Business: (204) 982-9800 • Fax: (204) 474-2888 • www.scarrowdonald.mb.ca

Scarrow & Donald, Chartered Professional Accountants, LLP is a Canadian owned Limited Liability Partnership established under the laws of Manitoba.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Scarrow & Donald LLP

Chartered Professional Accountants
August 27, 2024
Winnipeg, Canada

For this communication, together with the work done to prepare this communication and for opinions we have formed, if any, we accept and assume responsibility only to the addressee of this communication, as specified in our letter of engagement.

**SOCIAL PLANNING COUNCIL OF WINNIPEG
STATEMENT OF OPERATIONS**

	<u>Year ended March 31</u>	
	<u>2024</u>	<u>2023</u>
Revenues:		
Special projects	\$ 941,320	\$ 823,446
United Way of Winnipeg	320,724	319,774
Amortization of deferred leasehold improvements	4,725	4,725
Interest income	19,546	13,418
Other operating revenue	<u>30,151</u>	<u>36,788</u>
	1,316,466	1,198,147
Expenses:		
Special projects	861,017	731,589
Salaries, wages and benefits	307,035	305,057
Office and maintenance	94,620	85,225
Discretionary events and conferences	12,946	10,243
Administration	38,463	29,484
Amortization of fixed assets	<u>5,746</u>	<u>5,685</u>
	<u>1,319,827</u>	<u>1,167,283</u>
Difference between revenues and expenses	\$ <u>(3,361)</u>	\$ <u>30,864</u>

SOCIAL PLANNING COUNCIL OF WINNIPEG

STATEMENT OF FINANCIAL POSITION

	<u>March 31</u>	
	<u>2024</u>	<u>2023</u>
ASSETS		
Current assets:		
Cash	\$ 628,483	\$ 416,788
Short-term deposits (Note 3)	90,000	90,000
Accounts receivable	98,832	82,282
Prepaid expenses	28,875	28,490
	<u>845,190</u>	<u>615,560</u>
Fixed assets (Note 4)	<u>9,912</u>	<u>11,962</u>
	<u>\$ 855,102</u>	<u>\$ 627,522</u>
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 63,147	\$ 51,768
Deferred contributions (Note 5)	483,618	269,330
Current portion of deferred leasehold improvements (Note 6)	4,725	4,725
	<u>551,488</u>	<u>315,821</u>
Deferred leasehold improvements (Note 6)	<u>-</u>	<u>4,726</u>
	<u>551,488</u>	<u>320,547</u>
Net assets:		
Revenue stabilization fund	90,000	90,000
Technology replacement fund	5,000	5,000
Unrestricted fund	208,614	211,875
	<u>303,614</u>	<u>306,875</u>
	<u>\$ 855,102</u>	<u>\$ 627,522</u>

APPROVED BY THE BOARD:

Mohammed N. Khan

Director

[Signature]

Director