



**Working in Support of Equality  
(Manitoba) Inc.**

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**Annual  
Report  
2018-19**

# THE CANADIAN CHARTER OF RIGHTS AND FREEDOMS

## SECTION 15: EQUALITY RIGHTS

### **Parliament Hill**

for the signing of

The *Canadian Charter of  
Rights & Freedoms*

April 17, 1982

1. Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

2. Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.



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*The CHARTER is not some holy grail which only judicial initiates of the superior court may touch. The CHARTER belongs to the people.*

(FORMER CHIEF JUSTICE B. MCLACHLIN)

# Welcome to Our 2018/19 Report!

An Annual Report provides an opportunity for the membership and financial supporters, along with the Board of Directors and other volunteers, to reflect on the shared Vision and Mission which form the context and motivation for our work – our Raison D’Etre!

The strength of this organization is PEOPLE – people who share a vision of a world where every individual is valued and experiences what is needed in order to contribute to, and benefit from, all that “life” has to offer – a world of equality and justice – a world in which full human rights provide the framework for the way we organize our lives together. This vision may seem somewhat lofty, and it is indeed transformative. In spite of setbacks and challenges, it does encourage us to remember the big picture and to continue to advance our more focused Mission making the Law work for the substantive Equality of all women and girls!

Please review the report and provide us with your comments and ideas! Your participation and support is valued and essential to true progress.

***“Where, after all, do universal human rights begin?”***

*In small places, close to home – so close and so small that they cannot be seen on any maps of the world.*

*Yet they are the world of the individual person: the neighbourhood they live in; the school or college they attend; the factory, farm or office where they work. Such are the places where every man, woman, and child seeks equal justice, equal opportunity, equal dignity without discrimination.*

*Unless these rights have meaning there, they have little meaning anywhere. Without concrete citizen action to uphold them close to home, we shall look in vain for progress in the larger world”*

Eleanor Roosevelt

# Working in Support of Equality



Gathering for the Equality Breakfast




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*If law doesn't work  
for equality, it just  
doesn't work.*

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## WHAT is WISE?

Working in Support of Equality (Manitoba) Inc. is a voluntary sector non-profit non-partisan organization working to advance true Equality for women and girls through legal education based on The Canadian Charter of Rights and Freedoms.

## WHO is WISE?

*Working in Support of Equality are*

**MEMBERS DONORS VOLUNTEERS**

Including a volunteer Board of Directors responsible for ensuring the work is done ethically, effectively, accountably (and we hope, with common sense, compassion and humor!). Our Board functions as a governance board and as unpaid staff. Volunteers facilitate our programs. Currently needed are volunteers experienced in fund raising, membership development, social media, library and administrative tasks.

## WHY WISE?

### OUR VISION AND OUR MISSION

A world where every individual is valued and respected and experiences what she/he needs in order to contribute to, and benefit from, all that "life" has to offer. For us this is a world with full equality and human rights as the framework for the way we organize our lives, our communities, our country, our world – a world of equality and justice. A lofty view perhaps, but one that sustains and advances our more focused mission, encourages us to persist in spite of barriers and setbacks, and reminds us we are part of a larger transformative movement.

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# HOW does WISE work?

One of the most effective ways to protect and advance Charter rights is to learn how to use them!

Programs reflecting this approach are listed, the first 3 of which were developed and generously shared with us by West Coast LEAF.



Workshop at Youth Conference

*We must open the doors and we must see to it they remain open, so that others can pass through.*

Rosemary Brown

## THE LAW, YOUTH AND RELATIONSHIPS - NO DOES MEANS NO

This is a legal education program that teaches youth about their legal rights and responsibilities related to sexual assault and consent through creative and interactive activities that address power imbalances, gender stereotypes, and their connection to violence in relationships. We are seeking the dollars essential to meeting the increased demand for this program, so relevant to the provincial education curriculum, cyber bullying and the current attention to “rape culture.”

## YOUTH AND RESPECTFUL WORKPLACES

This is a legal education program that teaches students about their rights and responsibilities in the workplace through critical discussion, role-playing and scenarios. Youth learn how power, gender stereotypes and discrimination play out in the workplace.

## LAW FOR POSITIVE SOCIAL CHANGE

This program teaches ways to identify systemic discrimination and to advance equality. Developed and delivered by lawyers, this program empowers community groups by providing tools to identify systemic discrimination, assess legal avenues for change, and develop strategies to advance equality in their communities and beyond.

## ANNUAL YOUTH CONFERENCE

This is an opportunity for students to interact with women role models, and participate in a day of ideas, questions and discussions about human rights, making the law work for women and promoting equality through the law.

## EQUALITY BREAKFAST

Our Annual Breakfast, an educational and fundraising event celebrates the use of law for positive social change in our work to advance equality and justice for women and girls. The event recognizes the importance of the historical “Persons Case,” the development of more diverse and inclusive cases, and the ongoing and emerging challenges to equality. We welcome leadership from individuals, organizations and businesses! Become an *Equality Leader* and help us keep the programs for youth and community alive and growing.

## FUND DEVELOPMENT

Working in Support of Equality (Manitoba) Inc. is happy to offer a charitable receipt and public recognition to individuals, businesses and organizations who wish to sponsor a particular program or event related to the advancement of Equality. Please contact us if you are interested, or have ideas about effective fund development!



# GOOD GOVERNANCE

*Being accountable and being transparent go hand and hand. Good accountability practices are most effective when they are accompanied by good transparency practices.*

(Charity Central)

## **WORKING in SUPPORT of EQUALITY (MANITOBA) INC.** (WISE)

Directors agree with this statement and regard it, along with our Vision, Mission, Values, and policies as context for all we do. We are supporters of the Ethical Fundraising and Accountability Code, including the statement on Donor Rights, and the Canadian Code for Volunteer Involvement. Our Treasurer, Cyndi Forcand, continues to keep excellent records and to provide comprehensive reports. Our Chair, Betty Hopkins, provides regular holistic updates. We continue to work for capacity and stability through strategic planning, responsible and accountable use of resources, fund development and emphasis on succession outreach. Continuing with us is a strong, broad, diverse, resource base of donors and volunteers, amongst whom are excellent potential Directors. Within the current economic and social environment, there are few people willing or able to devote to this organization the time given by our long time core volunteers. Our emphasis on capacity building recognizes that people ready and willing to join the Board require staff support in order to do so. We look forward to your ongoing support as we work to ensure financial stability. The need and demand for our programs is there. With your help the potential is exciting!

## HOW DID WISE PROGRAMS “WORK” THIS YEAR?

**NO MEANS NO** is a legal education program that facilitates youth learning and understanding about their legal rights and responsibilities related to relationships, consent, violence, and sexual assault. Interactive activities address use and abuse of power, gender stereotypes, and the continuum of violence and the manifestation of these in relationships. This program is very relevant to the provincial education curriculum, the issue of increasing cyber bullying and the current attention to sexual harassment and assault.



Shea Sanders

The demand for the No Means No workshops continues to exceed our financial capacity. Still, as you will see committed volunteers make things happen! We again thank Elizabeth Mitchel for continuing to provide orientation and training for new facilitators. Eli began with as a volunteer program facilitator when she was in law school. Now, as a successful lawyer, she still makes time in her schedule to continue to contribute! She is a valued member of the WISE team!

This year, volunteers taking a leading role with Betty were Shea Sanders and Jesse Blackman, assisted by last year’s lead volunteer Jennifer Sokal. Continuity is important. To facilitate ongoing training we held a “Train the Trainers” session for volunteers wishing to take a more active leadership role.



Jesse Blackman

The two volunteers who contracted to translate the No Means No materials into French are Danelle Rougeau Suchy and Alyssa Cloutier. We thank them for their contributions with the work, continuing in 2019.

*Congratulations to Alyssa for receiving the Borden Ladner Gervais Professional Excellence Award!*



Danelle Rougeau Suchy & Alyssa Cloutier



Jennifer Sokal



## THE SCHOOLS

Churchill High School  
 Grant Park Collegiate  
 St Norbert High School  
 Garden City Collegiate  
 Carmen Collegiate  
 Elwick School  
 College Beliveau  
 Maples School  
 Sisler High School

## Accomplishments

- 36 workshops
- 9 schools
- 933 students
- 25 Volunteers
- 500 volunteer hours!

**Thank you to the 25 volunteers** who committed to the NMN ‘training’ and then, facilitated the workshops that resulted in the shared positive feedback. Thanks to the several who also assisted in welcoming guests to the 2018 Breakfast and participated in the two follow up gatherings and Equality discussions with Joanne Lewis, our very perceptive and articulate Breakfast speaker. . . one of the benefits of being WISE volunteers!

*“I am involved with WISE Manitoba because I feel so strongly about the work that we do. Helping people to learn about their rights and responsibilities is incredibly worthwhile. There's nothing like seeing the look on someone's face when they suddenly become empowered by learning new information that they feel can really work for them. Young people, it seems, are especially invigorated when they understand how law works and how it can be used to combat injustice and advance social equality. And I love being a part of that process.”*

*Eli Mitchell*

*Long-time volunteer trainer*

The strength of commitment by volunteers to this program is evidenced by the number of volunteers engaged, the number of schools and students reached, student and teacher responses, and the many hours contributed!

### “What did you learn?”

- ∞ *About stereotypes, power discussion, and bullying*
- ∞ *Good and bad power and how you can use power better*
- ∞ *How to keep safe*
- ∞ *How to stop sexual assault*
- ∞ *That assault and violence can happen pretty discreetly and you don't aren't always see it*
- ∞ *Keeping silent doesn't mean that you consent*
- ∞ *That both boys and girls do bullying and harassment*
- ∞ *Ask for help from friends*
- ∞ *How much stereotyping defines who we are as people*

## Youth & Respectful Workplaces

Limited financial support for this workshop prohibited delivery to the community. However, it was the focus of a successful youth conference developed and delivered with the organizational skilled assistance of volunteers, Maree Rodriguez (left) and Johsa Manzanilla (right).



### 2018 Young Women's Conference "Equality in the Workforce - Know Your Rights"

#### SPEAKER BIOGRAPHIES

**Jenna Seavers** is a lawyer at Fillmore Riley in Winnipeg. After graduating from law school in 2016 and being admitted to the Manitoba Bar in 2017, she now works in civil litigation and in the area of employment, labour and human rights. She has been a volunteer of the Legal Help Centre Drop-in Clinic and Pro Bono Students Canada, and has written several publications and presentations.

**Dianna Evangeline** holds a B.Sc. and is a Certified Management Accountant, working as a Financial Analyst in healthcare. A strong believer in the power of education and investing in our youth, Dianna is a volunteer with the Community Education Development Association and Pathways to Education. Today we have the privilege of hearing about Dianna's contribution to the advancement of equality, in particular her involvement in a landmark Supreme Court of Canada decision that defined harassment as discrimination and detailed employer responsibility with respect to the actions of their employees.

**Sherry Lee Benson-Podolchuk** Constable (Retired) BA (CRS), is author of *WOMEN NOT WANTED*, a chronicle of her 20 years as a Royal Canadian Mounted Police officer and how she dealt with a hostile work environment specifically gendered bullying/harassment. As an international educator on workplace conflict, her goal is to create and foster a positive work environment. She actively encourages people to speak up against bullying in the workplace, to find their voice and be empowered both professionally and in their private lives. In 2013, she was asked and provided written recommendations to the Senate Committee's on workplace harassment in the RCMP and strategies to address these issues. She strongly believes everyone deserves a violence free workplace.

**Shandi Strong** has a long history of volunteerism and organizing, having served as the first female Vice President of the board of Gio's, and as a writer and photographer for various events in Winnipeg's LGBTQ+ community, the Rainbow Resource Centre and Outwards Magazine. She has been the Advocacy Coordinator for Pride Winnipeg for many years, was honoured as the first Transgender Grand Marshall of the Pride Parade in 2015. She received a "Trailblazer" award in 2016 from the Manitoba LGBTQ+ Chamber of Commerce and sits on the executive of Manitobans for Human Rights Inc. This past February Shandi's autobiography "Growing A Pair" was published.

**Maree Rodriguez** is a speaker, writer, spoken word poet, mental health, and bullying awareness advocate. She has previously facilitated health-related workshops to thousands of youth across Winnipeg with Teen Talk on bullying, drinking, drugs, decision making and relationships. She has been with Manitoba W.I.S.E. for over two years facilitating No Means No workshops. She sits on various youth committees including the Manitobans for Human Rights Youth Advisory Board, the Young Canadians Roundtable on Health and the Centre for Addictions and Mental Health's National Youth Advisory Committee. Currently, Maree is studying psychology at the University of Winnipeg.

*Special thanks to our conference volunteers:*

**Betty Hopkins, Maree Rodriguez, Jan Perchal, Carole Urias, Jennifer Sokal, Elsa Kaka, Danielle Fulford, Jesse Blackman, Nina Holatova, Accalia Robertson and Johsa Manzanilla**



#### WORDS OF APPRECIATION

*I hope you know the wonderful gift each of you offers when you share such important parts of your life experiences and personal growth. You hold out to these young people inspiration and hope, their right to self-esteem and their own life paths!*

*Words of appreciation seem inadequate, but on behalf of others involved with Working In Support Of Equality, thank you. We are fortunate to be sharing the journey with you!*

Betty Hopkins

*Congrats – Another successful event of empowering girls, future leaders. Thank you for the wonderful opportunity to share the day. I feel honoured to listen to Dianna and Shandi and always learn something new!*

Sherry Lee Benson-Podolchuk  
(panel presenter)





**Group work:** Share your findings

Understanding landmark cases in Canadian Law and then reporting back to the larger group. . .

**Presentations** by experienced, knowledgeable individuals and panel members offer conference participants an overview of what to expect, ways to successfully handle situations, and resources for future use.



**Empowering Dance** – an example of how attendees learn the value of creative movement facilitated by Accalia Robertson.

Each year it changes slightly and the feedback is always positive.



Accalia is the founder and director of Deep Roots Strong Dance company.



Jenna Seavers  
Fillmore Riley

We thank Accalia, Jenna, Diane, Sherry, and Shandi for their ongoing support of our work and their commitment to Equality!

# EQUALITY BREAKFAST



## 2018 Breakfast Work Group:

- Wendy Barker
- Cyndi Forcand,
- Betty Hopkins
- Elizabeth Hopkins
- Maxine MacRae
- Lori Stewart
- Gerri Thorsteinson
- Carole Urias,
- Lynne Wilson

## Working in Support of Equality (Manitoba) Inc.



### Presents the 2018 Equality Breakfast

Friday, October 26th, 2018

7:15 – 9:00 AM

RBC Convention Centre, Winnipeg MB



### Beyond Black History Month: Contributions & Challenges

Joanne St. Lewis is a Law Professor in the Common Law Section of uOttawa.

Her areas of current research include digital defamation and social justice communities, sexual violence and online harassment, and issues of racial profiling and terrorism policy. She is appointed to the Expert Roundtable on Carding/Street Checks established to advise the

Ontario Police College, a member of the Law Commission of Ontario Advisory Committee on Defamation in the Age of the Internet, and a lecturer in the University of Southern California CREATE Homeland Security Center of Excellence, Executive Program on Counter-Terrorism. Joanne's accomplishments number many, including first black woman to be elected as a Bencher of the Law Society of Upper Canada.

They said, "You are a savage and dangerous woman. I am speaking the truth and the truth is savage and dangerous."  
(Nawal El Sadawi from Women at Point Zero)

### TICKETS \$30

Cash or cheque payable to  
Working in Support of Equality (Manitoba) Inc.  
Or **W.I.S.E. Manitoba Inc.**

Phone/Fax: (204) 453-1379  
Email: [wisemanitoba@mymts.net](mailto:wisemanitoba@mymts.net)

**McNally Robinson Booksellers**  
1120 Grant Avenue  
1-800-561-1833

**Status of Women**  
409 - 401 York Avenue  
(204) 945-6281

### Honourary Chair Persons:

Marjorie Blankstein C.M., O.M., LL.D.,  
Charles Coffey O.C. and Valerie Thompson

### Other Support Opportunities

Visionary Table	\$2-\$5,000
Patron Table	\$1,000
Host Table	\$500

For more information please contact  
Working in Support of Equality (Manitoba) Inc.  
Charitable Registration #74079 8327 RR0001

To provide a summary of Joanne St. Lewis's keynote would not do her presentation justice. We recommend that you [check out the full video on YouTube](#) to view the full keynote for the best overview. Joanne also engaged in "in-depth" discussions with three (3) smaller groups of volunteers and students.

Thank you to Honourary Chair Val Thompson for hosting a wind-up.







The Equality Breakfast was a terrific experience for us and our girls! It was such a privilege to hear Joanne St. Lewis speak. Many of the things she shared tie in nicely to topics we are trying to highlight this year regarding safe and responsible uses of technology. The venue was excellent as well. The video screens made it easy for everyone to see and hear the presenter. We look forward to being able to attend again next year. Many of the students that become co-leaders of Girl Empowerment seem to start their participation in our group by attending the breakfast. It seems like it is a bit of an inauguration of sorts now. We look forward to working with W.I.S.E. throughout the year with the "No Means No" presentations and the all-day conference in the spring. Thank you again for your support of our student group!

Mrs. Lacey Forbes, Sisler High School



Thank you to Carole Urias (above) who every year organizes the day of activities!



Attendees at Charles Coffey's table – see his message to the Breakfast crowd on page 23 in this report





**“It was when I came to Canada I heard people say for the first time ‘You are inferior because you are black.’ But it was too late. Where I came from, anyone who was anyone was black – The Governor was black, the judges were black, and I knew I wasn’t inferior to anyone.”**

(Rosemary Brown in her biography, *Being Brown*)





on April 25<sup>th</sup> join us  
**TO TOAST “THE CHARTER”**

And

Our shared commitment to Equality

April 17, 1982 brought big crowds to the grounds of Parliament Hill for the signing of the Canadian Charter of Rights and Freedoms



A big thank you to Pat Lane who hosted our Toast the Charter event!



And thank you to Rose Flaig for preparing the food for the event.

Toast the Charter, celebrating Equality, is our way of saying thank you to our Breakfast supporters and our volunteers who make it happen!

## CELEBRATING WOMEN



**Eli Mitchell** Eli has been described as a highly motivated and disciplined person who works well on her own or as part of the team, an intuitive critical thinker with excellent written and oral communication skills. WISE Manitoba nominated Eli for the Celebrating Women award in 2017.

While attending “law school,” Eli served as Co-Chair of the Robson Hall Feminist Legal Forum, student Editor of *The Canadian Journal of Women and The Law*, and as a volunteer researcher with Pro Bono Students of Canada. Her awards include Muriel St. John Research Award for Women’s Legal Issues, the Yude M. Henteleff Award in Human Rights and Civil Liberties, and the highest standing in Gender and the Law.

Since 2010 Eli has been one of our valued volunteers active with the No Mean No Youth Education program. Her commitment to No Means No has been “above and beyond,” first as our most active workshop facilitator, and over the last several years, as a weekend trainer for new program volunteers. She has assisted with our annual Youth Conference initially as a facilitator, as a yoga teacher, and now as a presenter on Equality Rights and a Respectful Workplace. She has continued this role while now busy working as a labour relations consultant.

## CONCLUSION

2018/19 has been a year of challenge and accomplishment as former LEAF Manitoba directors, supported by other volunteers, members, and donors moved forward after successfully achieving charitable status and the transfer of programs initially developed by West Coast LEAF to Working in Support of Equality (Manitoba) Inc.

This important move to advance equality in Manitoba happened because of the commitment of many people, some of whom we acknowledge in this report. As stated at the beginning of the report, WISE is indeed people. All are valued. All are needed!

Long-time supporters know the journey to this accomplishment has been a challenging one. If you were part of Manitoba's sound and responsible succession plan and related actions to strengthen the equality movement in Manitoba, developed in partnership with LEAF, you shared the forward looking excitement!

You also shared serious disappointment when LEAF withdrew support and claimed the dollars we had raised from Manitobans for our work in Manitoba.

Although advancement has been delayed, we and LEAF have agreed to a process of mediation which we hope will fairly review the impasse and assist in reaching a decision that honours the true meanings of equality, justice, public trust, and the commitment and contributions of so many as together we try to live the true, but complex and elusive, meaning of equality.

As we contemplate the road ahead, we continue to be proud to be part of the larger Manitoba community working for women's rights and gender equality. We will continue to work for increased understanding appreciation of the diverse life experiences and perspectives of women and girls, and the ways in which law impacts lives. We value the ongoing support of West Coast LEAF and their commitment to walking the talk of equality. We look forward to continuing with you in discussions of how we can support each other in moving forward, how we are enriched by the culture of the First Peoples of this land and by the stories of our ancestors who came to Canada for better lives and by newcomers continuing to arrive.

Much has been accomplished. Many challenges remain. WISE is fortunate to have wonderful volunteers, donors and other supporters sharing the commitment and the journey!

The Charter promises much. It is up to all of us to make it real in everyday lives!

On behalf of the Board of Directors, thank you for reading. We look forward to hearing from you.

*Betty Hopkins* O.M.  
Chair/Co-ordinator



**Loretta Ross** (Bimaashi Migizi) is a member of the Hollow Water First Nation in Manitoba. She is the Treaty Commissioner, Treaty Relations Commission of Manitoba. Loretta obtained her law degree from Queen's University and has been a practicing lawyer for over 20 years providing legal counsel to numerous First Nation people, governments and organizations, including the Assembly of Manitoba Chiefs and Assembly of First Nations. Over the years, Loretta has served as counsel for First Nations on child and family matters, residential school claims and land issues including specific claims, Treaty land entitlement, trusts and Hydro development.

Loretta's grandfather, George Barker, who served for 44 years as Chief of Hollow Water, taught her from an early age that, as a First Nation person, she would always carry the responsibility of advocating and educating on behalf of First Nation people. This is a responsibility that Loretta fully embraces. Loretta is also a big believer in family and community and therefore strives to find balance between her work and family which includes her husband, four children and her young grandson. Loretta loves to curl, golf and watch her children participate in their extra-curricular activities in her spare time.



**Cyndi Forcand**, our Treasurer, has for over twenty years, shared with other like-minded volunteers of our organization the vision of, and work toward, true Equality for women and girls!

As you know, one of the priorities of responsible governance is financial accountability. Cyndi, with exemplary honesty, reliability, and many volunteered hours ensures that the Board has comprehensive, detailed information in support of this role. As Treasurer, she is involved in the financial aspects of all activities, in particular with the annual educational and fund-raising Breakfast. As a Board Director, Cyndi brings an open, frank, respectful approach to discussion and decision-making.

Cyndi attributes the development of her interest in social justice to her work with the National Film Board during its glory days when the focus was on social analyses and progressive change, with "wonderful" documentaries, Studio D and equality for women. An added benefit offered by NFB was their flexibility as to when one's paid work was carried out, and their encouragement of volunteer community involvement. While at NFB, Cyndi's creativity was evidenced in her development of a special unique NFB boutique and the engagement of volunteers to staff it.

Cyndi's other major volunteer contributions include 20 years on the Contemporary Dancers Board of Directors. Reflecting her love of dance, she served the organization as Treasurer, President, and in raising dollars for a venue. As a marketing committee member with The Manitoba Horse Council, Cyndi pursued her love of horses, and advanced the work of the Council.

Cyndi was nominated by WISE Manitoba for two awards which she received: Women Helping Women and the Lieutenant Governor's Volunteer Service Award





**Dr. Ertrice Eddy** received her undergraduate training in physical therapy in England and subsequently did post-graduate studies at the University of Manitoba, Faculty of Medicine, receiving a PhD in Neuroanatomy. She has also completed other programs in Management and Administration.

Her work experience includes a number of years as a professor at the University of Manitoba; teaching courses to women in a management program; conducting workshops on, and being an Investigator of, issues involving employment equity and cultural diversity; working as a Professional and Consultant in various aspects of the health care system; and as an acting Executive Director of the Citizenship Council of Manitoba. She has worked with a wide variety of community groups in the above areas, and has been an invited speaker nationally and internationally, including places such as Europe, the Middle East, the Caribbean, Hong Kong and Malaysia. She has operated her own consulting business and private professional practice for the past 11 years.

Ertrice has also been active in the community, serving as director on many boards, including Manitoba Association of Licensed Practical Nurses, the Victorian Order of Nurses; the Citizenship Council of Manitoba the Association of Professional Engineers & the National Multicultural Health Council.

She has been the recipient of the YWCA Women of Distinction award, in addition to other community and professional recognition. Ertrice has been a member of LEAF Manitoba since 1993 and acted as co-chair of the Legal committee. She was a LEAF National Board Director for two terms and chaired the Structure Task Force.



**Kathy A McIlroy** was called to the Manitoba Bar in 1992. She has practiced exclusively in labour and employment law for over 25 years with a special emphasis on human rights issues.

In addition to representing and furthering the rights of working people throughout her career, Kathy has lectured on workers' and human rights.

She has also been committed to public service and has contributed as a board member the Residential Tenancies Commission, The Labour Management Review Committee and as Chair of The Pension Commission.

In addition to maintaining a busy law practice, Kathy has dedicated many hours to her community by serving on her neighbourhood's Residents' Association, community club board and parent councils.

Kathy's other interests include architecture, design, gardening and literature. She is a past board member of Gardens Manitoba. However, her greatest joy is her family. She travels far and frequently to spend time with each of them.



**Betty Hopkins** is the chair and coordinator of the LEAF Manitoba Board of Directors. She has a Bachelor of Science degree and a Bachelor of Social Work. When “paid” she worked in child welfare, community development and some basic fact-finding research.

Betty chose a career as a volunteer and has done so equivalent to full time employment. The resulting contribution to the community has been prodigious. Betty’s involvements are too numerous to list.

Some highlights include:

- Worked extensively with women on social assistance
- Advocated for child care – early A.M., lunch, after school and vacation coverage
- Worked with and for women in prostitution
- Welfare rights and tenants groups regarding their rights and strategies for change
- Chaired John Howard and Elizabeth Fry Society of Manitoba Board
- A founding member and the first chair of the Elizabeth Fry Society of Manitoba. Worked as a full time volunteer to establish the Society
- Chaired the Canadian Association of Elizabeth Fry Societies (C.A.E.F.S.) and various committees
- Past or current member of the following Executive and Boards:

John Howard of Canada

Children’s Home of Winnipeg

Social Planning Council of Winnipeg

United Way of Winnipeg & Canada

C.L.E.A.

UNPAC

Community Living Manitoba

Peter Gzowski Golf Tournament for Literacy

Idea Centre

P.O.W.E.R.

Institute of Urban Studies

Centre Plan

Society of Manitobans with Disabilities

Winnipeg & Provincial Council of Women

Betty was also a member of the LEAF Manitoba LEAF Foundation Fundraising Branch

In October 1999, she completed 4 ½ years on the LEAF National Board where she chaired the Education work group and served on the Strategic Planning & Structure committee and the Executive.

In other involvements in the voluntary sector, Betty has assisted with various conference planning groups, various justice groups, task forces including the Solicitor General’s Task Force on Women who receive Federal Sentences, Solicitor General’s task force on the role of the voluntary sector/alternative sentencing and restorative justice work, etc.

Betty has always promoted community/citizen “ownership” and participation. Her special interest was in governance issues and policy work groups. Betty wrote or assisted with writing of briefs, philosophy and policy statements, program and budget proposals and analyses, job descriptions, board development plans and manuals, community information and education packages (and presentations). She has emphasized non-hierarchical, non-competitive ways of working, mutual respect and support, collaboration and shared leadership, with a focus on the importance of social justice issues and the concerns and perspectives of women, youth and all “cultures.”

Betty has received several recognitions or awards including the YWCA Women of the Year/Women of Distinction Award, the LEAF National Recognition Award, and the Order of Manitoba in 2010, and the Human Rights Commitment Award-Manitoba in 2013.

## INGREDIENTS OF A SUCCESSFUL ORGANIZATION

- Clarity of purpose, goals, direction, organizational cohesiveness, integration of efforts
- Organization structure compatible with purpose and priorities
- Clarity about division of responsibility/authority
- Controls adequate to ensure avoidance of failure and measurement of progress but not so tight as to restrict success
- Concern for integrating personal and organizational goals
- Open, authentic, supportive relationships, optimism and trust in people and between people
- Skills and competencies appropriate for the job to be done, freedom to enjoy using talents to the full
- Ability to cope with or determine or influence own destiny
- Acceptance of conflict as an opportunity for better decisions and personal growth

## KEY FACTORS FOR SUCCESS

- A cause which a substantial number of people think is important
- The capacity to organize, train and manage a force of volunteers
- A connection to key opinion leaders prepared to lead the way
- A mechanism for providing feedback to the community to show results
- Dedication, persistence and a passion for quality

## Words from Honourary Chair Charles S. Coffey, O.C.

Good morning Winnipeg! To all the women and men who made a point of getting up before the crack of dawn to attend this annual event – Working in Support of Equality. Once again, I am delighted to join the company of outstanding women and visionaries - Marjorie Blankstein and Valerie Thompson - as honorary breakfast chairs. Marjorie is a tremendous fundraiser, activist and volunteer, while Valerie has made important contributions to the community, through her time and generosity, because she believes in giving back. I also want to single out your accomplished guest speaker, Joanne St. Lewis, whose amazing story is about advocacy, human rights and heart. And then there's the indomitable Betty Hopkins, who among many achievements, has turned this breakfast into a well-known and well-oiled machine (Betty may be blushing at this moment, if she's delivering this message). Talk about marvelous examples of leadership in action - and leaders who also support and mentor other talented women! Speaking of talented women...

I tuned into your civic election online Wednesday night –congratulations to Mayor Brian Bowman, as well as all the new and re-elected councillors and trustees. I especially enjoyed watching two impressive women earn their seats on Winnipeg's City Council for the first time. Sherri Rollins, who will represent Fort Rouge-East Fort Garry, is not only the ward's first new councillor in 20 years, she has worked with the Truth and Reconciliation Commission of Canada and the National Inquiry into Missing and Murdered Indigenous Women and Girls. And Vivian Santos, the new councillor for Point Douglas, who is a legal assistant by trade, has made infrastructure plans, a free after-school program for youth and mentorship her ward priorities. These are significant wins for women and equally significant wins for inclusion and diversity. The Status of Women in Manitoba report in March 2018 indicated the province was “under-represented in leadership roles as elected officials and within senior rankings of law enforcement, the military, and in the private sector.” Well, these results, including incumbents Cindy Gilroy, Janice Lukes and Devi Sharma, prove you are making elected officials' empowerment inroads.

Like our Prime Minister Justin Trudeau, I believe “Women's empowerment is a key driver of economic growth that works for everyone. All of us benefit when women can participate freely, fully, and equally in our economies and society.” RBC Economics estimates that adding more women to the workforce could boost the level of Canada's GDP by as much as 4 per cent. Gender equality must play a key role in creating lasting solutions to the challenges we face in Winnipeg and Manitoba as well as around the world. By funding organizations that target the barriers holding women back, we are ensuring that all Manitobans – regardless of gender –have a real and fair chance at success. In the words of Melinda Gates: “If you are successful, it is because somewhere, sometime, someone gave you a life or an idea that started you in the right direction. Remember also that you are indebted to life until you help some less fortunate person, just as you were helped.” Thank you all for continuing to make a difference by supporting this breakfast – and remember to keep making W.I.S.E. investments!

Charles S. Coffey, O.C., Honorary Chair



## **Working in Support of Equality (Manitoba) 2018 Equality Breakfast**

**Friday, October 26, 2018  
“Beyond Black History Month:  
Contributions & Challenges”**

*Thank you to our Visionaries, Patrons, Hosts, Donors In-Kind,  
Door Prize Contributors and all those in attendance.  
We also wish to thank our Breakfast Speaker,*

*Professor Joanne St. Lewis*

### **Working in Support of Equality Visionaries**

Valerie Thompson

Charlie S. Coffey, O.C.

### **Working in Support of Equality Patrons**

Marjorie Blankstein, C.M., O.M., LL.D.

Fillmore Riley LLP

Gail Asper, O. C., O.M., LL.D.

AESES

Tannis Richardson, O.C., LL.D.

Taylor McCaffrey LLP

### **Working in Support of Equality Hosts**

Women’s Health Clinic

Jon Gerrard, MLA River Heights

RBC

MLT Aikins LLP

City of Winnipeg

Manitoba Hydro

Sandi Phillips

Brenlee Carrington Trepel and Brent Trepel

Hill Sokalski Walsh Olson LLP

The Manitoba Law Foundation

Myers LLP

Cochrane Saxberg LLP

Cyndi Forcand

Gange Collins

University of Manitoba Faculty Association

Customplan Financial Advisors Inc.

Petersen King Law Corporation

Assiniboine Credit Union

CUPE Manitoba

Manitoba Status of Women

Payworks

Jackie Halliburton

Brown & Associates Law Office

University of Manitoba, Faculty of Law

Kathy McIlroy

Manitoba Government and General

Employees’ Union

Loretta Ross

Victoria E. Lehman, M.A., J.D.

Betty Hopkins, O.M.

### **Donations In-Kind**

McNally Robinson

Esdale Printing

AVentPro.

Manitoba Status of Women

Winnipeg Free Press

Anthony Fernando Photography



**W.I.S.E. MANITOBA INC. FINANCES - APRIL 1/2018 TO MARCH 31/2019**

Fund/Bank Balance April 1, 2018 \$ 1,315.00

**REVENUE:**

Interest/Investments	\$ 6.24	
Memberships	\$ 335.50	
Breakfast Donation - Charitable Tax Receipt	\$ 8,355.00	
Breakfast Donation - No Tax Receipt	\$ 10,463.33	
Breakfast Event Tickets	\$ 11,995.00	
Donations - Charitable Tax Receipts	\$ 850.00	
Donations - No Tax Receipts	\$ 29.80	
<b>TOTAL REVENUE</b>		<b>\$ 32,034.87</b>

**EXPENSE:**

Office Supplies & Expense	\$ 230.78	
Professional & Consulting Fees	\$ 583.51	
Compensation:		
Management	\$ -	
Program	\$ -	
Events:		
Equality Breakfast	\$ 13,565.91	
Youth Programs	\$ 635.78	
Memberships, Licences, Dues	\$ 40.00	
<b>TOTAL EXPENSES</b>		<b>\$ 15,055.98</b>

**REVENUE OVER EXPENSES** \$ 16,978.89

**WISE MANITOBA FUND/BANK BALANCE (March 31, 2019)**

**\$18,293.89**



## ***DONATE to Working in Support of Equality (Manitoba) Inc.***

Working in Support of Equality (Manitoba) Inc. is a voluntary sector non-profit non-partisan charitable organization working to advance true Equality for women and girls through legal education based on The Canadian Charter of Rights and Freedoms. One of the most effective ways to protect and advance Charter rights is to learn how to use them!

W.I.S.E. Manitoba is doing just that through programs developed and generously shared with us by West Coast LEAF.

### **THE LAW, YOUTH AND RELATIONSHIPS - NO DOES MEANS NO**

This is a legal education program that teaches youth about their legal rights and responsibilities related to sexual assault and consent through creative and interactive activities that address power imbalances, gender stereotypes, and their connection to violence in relationships.

### **YOUTH AND RESPECTFUL WORKPLACES**

This is a legal education program that teaches students about their rights and responsibilities in the workplace through critical discussion, role-playing and scenarios. Youth learn how power, gender stereotypes and discrimination play out in the workplace.

### **LAW FOR POSITIVE SOCIAL CHANGE**

This program teaches ways to identify systemic discrimination and to advance equality. Developed and delivered by lawyers, this program empowers community groups by providing tools to identify systemic discrimination, assess legal avenues for change, and develop strategies to advance equality in their communities and beyond.

If you would like to support these programs, you can do so by making a donation to Working in Support of Equality (Manitoba) Inc. or W.I.S.E. Manitoba Inc.

Donation amount:  <input type="checkbox"/> \$5 <input type="checkbox"/> \$15 <input type="checkbox"/> \$25 <input type="checkbox"/> \$50 <input type="checkbox"/> \$100 <input type="checkbox"/> Other \$ _____	<h3 style="margin: 0;">Donor Information</h3> Name: _____ Address: _____ _____ Email/Phone Contact: _____  <i>(Working in Support of Equality (Manitoba) Inc. will not share your contact information with other organizations. You may unsubscribe from our email list at any time by sending a message to wisemanitoba@mymts.net)</i>
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**305-960 Portage Avenue  
Winnipeg MB R3G 0R4**

**P/F: 204-453-1379  
[wisemanitoba@mymts.net](mailto:wisemanitoba@mymts.net)**

**Charitable Registration  
#74079 8327 RR0001**

# W.I.S.E. MANITOBA INVITES YOUR MEMBERSHIP

Join **Working in Support of Equality (Manitoba) Inc.** in "making the law work," and in promoting equality and justice through progressive law and public education based on the **Canadian Charter of Rights and Freedoms**.

**Working in Support of Equality (Manitoba) Inc.** is concerned with the multiple oppression many suffer because of their colour, national or ethnic origin, sexual orientation, age or disability, as well as their sex.

Members are important to us. They are the "shareholders" of the organization, reflecting the wide ownership of and commitment to the goals, philosophy and work.

**(Working in Support of Equality (Manitoba) Inc.** will not share your contact information with other organizations. You may unsubscribe from our email list at any time by sending a message to [wisemanitoba@mymts.net](mailto:wisemanitoba@mymts.net))

## Advantages of Membership

- Contribution to the advancement of equality and justice
- Support for **Working in Support of Equality (Manitoba) Inc.** programs
- Notification of Manitoba/Winnipeg events
- Voting rights at the **Working in Support of Equality (Manitoba) Inc.** Annual General Meeting
- Opportunity for volunteer involvement
- Receiving our newsletters

## Application for **Working in Support of Equality (Manitoba) Inc.** membership

I support the education objectives of **Working in Support of Equality (Manitoba) Inc.** which include promoting equality in the following areas including economic and employment rights, rights within personal relationships, and the right to reproductive freedom.

Name \_\_\_\_\_

Address \_\_\_\_\_

Postal Code \_\_\_\_\_

Telephone Home \_\_\_\_\_

Business \_\_\_\_\_

Fax \_\_\_\_\_

Email \_\_\_\_\_

### MEMBERSHIP FEES:

- Regular \$25 \$ \_\_\_\_\_
- Organization \$30 \$ \_\_\_\_\_
- Senior, student or equivalent \$7.50 \$ \_\_\_\_\_

**TOTAL CASH or CHEQUE AMOUNT \$ \_\_\_\_\_**  
*(Please make cheques payable to **W.I.S.E. Manitoba**)*

### **Working in Support of Equality (Manitoba) Inc.**

305 - 960 Portage Ave, Winnipeg, MB R3G 0R4

Phone/Fax: (204) 453-1379

Email: [wisemanitoba@mymts.net](mailto:wisemanitoba@mymts.net) Website: [wisemanitoba.com](http://wisemanitoba.com)

Charitable Reg. #74079 8327 RR0001

*For office use only*

Date \_\_\_\_\_ Rec'd \$ \_\_\_\_\_ Cash \$ \_\_\_\_\_ Cheque # \_\_\_\_\_



*I would like to provide additional support to **Working in Support of Equality (Manitoba) Inc.** by contributing my time to the following areas:*

- Fund Development
- Equality Breakfast
- Youth Education
- Adult Education
- Special Events
- Legal Work
- Membership Development
- Administration