

# Working in Support of Equality

**WISE Manitoba Inc.**

**2019-2020  
Annual Report**



***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)

***The Canadian Charter  
of Rights and  
Freedoms***

***Section 15: Equality Rights***

**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.**

*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)

## WORKING IN SUPPORT OF EQUALITY 2019/2020 ANNUAL REPORT

### IT HAS BEEN SAID THE ONLY CONSTANT IS CHANGE!

As we report on the WORKING IN SUPPORT OF EQUALITY 2019/20 year, change is happening at a rate and complexity that is almost unfathomable. The ultimate impact on individual, community, and world life is unknown, and for most of us beyond comprehension. Still, every-day life goes on. We continue – we persist – we endeavor – to live as full and responsible, appreciative lives as possible. We value and cherish each other, especially family and those “closest” to us. We also recognize and value the larger community/communities of which we and you are a part.

WISE believes in the importance of contact with members, volunteers, donors, colleagues. All have played, and continue to play, a part in ongoing advancement of the Vision and Mission we share. Out of necessity, activities will slow down and perhaps change in approach in the short term and even in the longer term. Challenges and obstacles and opportunities may change or increase, but the ultimate goal will remain. It is important that we remind each other of this! Working for true Equality does matter!

*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)

### The Equality framework for our work will continue

... as will the Vision and the Mission we all 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!

... as will responsible, accountable, ethical, effective Governance...

As you know governance is a responsibility of all Boards. Individuals who become WISE Directors accept, individually and corporately, serious legal and ethical responsibilities. An important aspect of good governance is reporting to our supporters, so please read on! Also, please contact us with questions, comments, suggestions.

## A REMINDER FOR ALL OF US RE OVERALL PROGRAM GOALS

- To advance the constitutional equality commitments of The Canadian Charter of Rights and Freedoms
- To empower individuals and communities to assert their rights
- To work with community partners to identify and address important gender equality issues

## WORDS INTO ACTION THIS PAST YEAR:

April was a busy beginning month as we planned for, and held, two events.

### EQUALITY AT WORK –

The Annual Youth Conference – *In the Workplace Know your Rights* took place on April 24 at the University Women’s Club Ralph Conner House, an environment that welcomes and encourages collegiality and creative thinking!



We share with you a bit about this day of learning, and provide an opportunity for you to meet those who contributed to the success of our conference, and to thank them for their time and commitment to the advancement of Equality!

**We are pleased to introduce you to the women who so generously shared their experience, wisdom and time.**

**Isha Kahn**, BA, LLB is a Senior Independent External Decision Maker with the Government of Canada - Ministerial Appointment, Public Safety and Emergency. She spent over nine years with the Manitoba Human Rights Commission as Executive Director & Senior Legal Counsel. Educated in Manitoba and BC Isha spent nearly a decade as an associate in an Alberta firm before returning to become the Director of Organizational Development at the United Way Winnipeg.

**Dianna Evangeline**, BSc, CMA, CPA, is a survivor of workplace sexual harassment and a frequent speaker at events like The WISE MB Youth Conference. She has recently retired from long term roles in financial and healthcare administration and is constructing a new identity as author, activist and student-for-life. She is currently enrolled in the Women's and Gender Studies program at the University of Winnipeg. When she isn't glued to a computer screen studying or working on her memoir, you can find Dianna in her butterfly garden.


**Christina Hajjar** is a queer femme first-generation Lebanese-Canadian artist, writer, and organizer. She is passionate about feminist collaboration and skills-sharing as tools of community-building and resistance! She is co-creator of zines *Whiny Femmes* and *Carnation*, two self-published identity-based compilation zines. She coordinates the Youth Program at Rainbow Resource Centre for 13-21 year old LGBT2SQ+ and allies. Hajjar is a collective member of Not My Stella's, an Instagram movement that took off last Fall to address toxic work culture in the Winnipeg chain, Stella's Café and Bakery. She graduated from University of Winnipeg with undergrads in Women's and Gender Studies degree and Business and Administration. Learn more at [christinahajjar.com](http://christinahajjar.com).

**Maree Rodriguez** is a speaker, writer, spoken word poet, facilitator and a youth health advocate. She has been delivering No means No Workshops with WISE MB for over five years. Her experience has included co-hosting a national conference on 2SBTTQ\* emerging adults in healthcare, and being a Youth Advisor with FRAYME - an international network aimed to improve the way youth access health services in Canada. She is a Co-Lead with the

Health and Wellness Peer Educators at the University of Winnipeg and is double-majoring in Conflict Resolution and Developmental Studies. She currently volunteers with the Winnipeg Regional Health Authority as a Teen Clinic Peer Educator.

**Olivia Onuk** is a Writer, Storyteller, Event Planner, and Domestic Violence advocate. Much of her work is about connecting people to their stories, and to one another. Olivia holds a degree in Family Violence & Conflict Resolution, and sits on boards such as Brandon Healthy Families, and the Suicide Prevention & Intervention Network. She currently works as the Child & Youth Counsellor at the YWCA Westman Women's Shelter in Brandon, Manitoba. Olivia is passionate about the human desire to create, and believes in the use of art as a tool for making sense of trauma.

We share with you a brief overview of the day.



**2019 Youth Conference**  
*Equality in the Workforce – Know Your Rights*

**WISE MB**  
*Working In Support Of Equality Inc. (Manitoba)*

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**Wednesday, April 24, 2019**  
9:00 am – 3:45 pm  
The University Women's Club  
54 West Gate, Winnipeg

**Morning**

9:00	Welcome from University Women's Club	[Lower Level]
9:05	Welcome from WISE MB	
9:20	Icebreaker	
9:35	Jeopardy game	
10:05	Muffin Break	
10:15	Isha Khan from the Manitoba Human Rights Commission	
11:15	Break into small groups / Small group workshops	[Assigned Rooms]
12:15	Lunch with an inspiring uplift! <i>I Am Woman Hear Me Roar</i> sung by Johsa	[Dining Room]

**Afternoon**

1:00	Break into small groups / Continue workshops & wrap-up	[Lower Level]
1:30	Panel discussion <i>Dianna Evangeline, Christina Hajjar</i>	
2:30	Poetry workshop <i>Olivia Onuk, Maree Rodriguez</i>	
3:15	Cake and toast / Farewell	

Bright and early in the morning, Jan and Carole welcomed attendees, provided them with conference folders, and encouraged them to gather in the auditorium where they were welcomed to the Club and to the WISE conference. Maree outlined the agenda for the day.

As always we celebrate the positives of the day and review options for progress. You will be pleased to read that the feedback from students and teachers was supportive and encouraged WISE to continue to hold this annual event. At the same time, we were reminded of the value of our usual approach to “delivery” – ensuring a written plan shared amongst the organizing group, clarity of responsibilities for all aspects, regular check-ins and updates of any modifications, the importance of a physical activity (which was removed this year) – and the importance of attendance of all facilitators at the day’s debriefing/toasting closing session.

To all who contributed, thank you for your commitment to Equality and to WISE!



### **VOLUNTEER ORGANIZERS AND FACILITATORS**

Jesse	Blackman
Erika	Brenner
Alyssa	Cloutier
Rose	Flaig
Nina	Holatova
Elsa	Kaka
Meghan	Payment
Jan	Perchal
Johsa	Manzanilla
Maree	Rodriguez
Danelle	Rougeau Suchy
Devon	Swiderek
Carole	Urias



## CELEBRATING THE CHARTER AND EACH OTHER – AN ANNUAL TRADITION!

On April 24, an enthusiastic, diverse group of WISE Equality supporters—donors, volunteers, members – gathered together to relax, share appreciation and renew commitment! Because of other events, attendance was a bit fewer than usual, resulting in more relaxed and inclusive conversation and an extended time together. FEEDBACK FROM ATTENDEES WAS VERY POSITIVE!

Adding to Pat Lane’s warm welcome and tasty food by Rose were two special artistic gifts. Johsa Manzanilla rushed from the Youth conference to provide her rendition of the historic and moving Helen Reddy “I AM WOMAN”. We thank Johsa for going above and beyond to repeat the presentation she provided at the conference earlier in the day!



Hope McIntyre, Artistic Director of Sarasvati Productions (left) also gave generously of her time and talent to arrange for the creative, passionate, strong presentation by Shereen Ramprashad, “I AM NOT A VICTIM.”



Shereen’s creative, passionate presentation although less than 5 minutes, had an amazing heart rendering emotional impact indicative of the strength of the artist and her creation. We thank Hope and Shereen.

We thank Pat Lane for helping to make it happen and we thank Taylor McCaffrey for their support in Toasting the Charter!

**TAYLOR**  
**McCAFFREY**  
L L P

*2200 - 201 Portage Avenue  
Winnipeg, MB R3B 3L3*

"Betty,  
I want to thank you for yet another wonderful evening. I was most impressed with the authenticity, talent and intelligence of the young woman who talked about living with a brown skin. I think she really touched the people attending. Quite an impact. All was good. My friends were unable to attend due to illness but we can always count on them for Breakfast."

Good work as usual.  
Thanks again"  
(from an Equality Leader Supporter)



# No Means No

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

This program was developed and generously shared with permission by West Coast LEAF.

*“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.”*

*(Eli Mitchell, Volunteer)*

**No Means No** 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. This program is very relevant to the provincial education curriculum, the issue of increasing cyber bullying and the current attention to “rape culture.”

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

Rosemary Brown,  
politician, activist

W.I.S.E. Inc. is pleased to offer this exciting workshop for students, grades 6-9. The workshop is designed to be delivered by trained W.I.S.E. facilitators on three consecutive weeks, one-hour each week in the student's normal classroom. A modified version is available for senior grades and Universities.

Throughout the sessions students are encouraged to critically examine social conventions, myths, and stereotypes that can lead to distorted notions of consent, violence and sometimes assault.



As previously reported, the demand for this program exceeds our capacity (one of the reasons growing the WISE Fund is so important). Still, committed volunteers continue to ensure the provision of as many 3-hour workshops as time and resources allow. Strategically, we are working on raising sufficient dollars to facilitate program delivery at a level and time span that supports more holistic assessment of demand and a more comprehensive program evaluation. Your suggestions are invited!

We invite you also to meet the 2019-2020 volunteers and encourage you to express to them your appreciation.

Facilitated NMN Workshops  
this year

Danelle Rougeau Suchy  
Laura Antymniuk  
Shea Sanders  
Madison Parker  
Erin Tramley  
David Barbour  
Jenna Robinson  
Alexis Alevizos  
Keira Hasenack

Ready to facilitate NMN  
workshops had the Covid-  
19 quarantine not become  
necessary

Danielle Fulford  
Kate Wagar  
Alyssa Cloutier  
Elsa Kaka  
Jonhelyn Lantin  
Erika Brenner  
Morgan Jackson

Volunteer  
coordinators:

Shea and Madison

**Madison described the experience:** *It was a wonderful experience. Staying in the dorms was really incredible in such a historically significant town. It was really interesting to learn about the European economy and business laws while in Europe, as well as learning a fair amount about the legal and economic implications of Brexit!*

*Most of all, it was a great experience travelling with close friends!*

*This lovely picture below was taken at Oxford, thanks to the availability of a University exchange program and includes Shea Sanders, Madison Parker, Danelle Rougeau-Suchy, and Alyssa Cloutier*



Speaking of appreciation, on behalf of the Board, I take this opportunity to again thank Elizabeth Mitchell and Annika Friesen for their years of commitment to equality and to WISE. Eli and Annika began their involvement as trained and devoted No Means No facilitators. Once their professional lives left no time for school workshops, they continued as program supporters and “trainers of trainers” of new volunteers. This year, it was time to give them a break from this responsibility; they remain

valued members of our team and our story! Applaud with us the commitment to true equality Annika and Eli continue to live.

**How did we prepare new volunteers to engage in important life discussions with students and teachers?** In September, we contracted for a “train the trainer” workshop with experienced professional trainer, Deb Radi. Feedback on the session was positive. With confidence and enthusiasm, Jennifer Sokal assisted by Shea Sanders facilitated the two day preparation workshop with new volunteers!

Moving into the schools this year proceeded more slowly than usual. The reasons may have included the timing of the volunteer training session, the challenge of scheduling busy volunteers and collegiate timetables, and the need for those involved to learn how to work together most effectively. Once on a roll, all seemed great...until the sudden invasion of the virus that impacted the world, including the NMN program! Still programs did take place and feedback was positive.

Planning for next year is already beginning. We have several changes planned, including – A return to volunteer outreach beyond the Faculty of Law and the exploration of liaison with Women and Justice, a program based on our NMN program and in the development of which WISE participated several years ago. We continue to regard as important the review of the program from the perspective of Indigenous culture, and have invited input.

We look forward to your comments!

Our work in the schools connects us to teachers who welcome the opportunities to be part of other WISE events and learning sessions, such as such as the Q & A session with the Breakfast keynote speakers. The following quote by one of these teachers reflects that valuable connection.

*I just want to say an enormous "THANK YOU" to you and all of the people at W.I.S.E. that made today's breakfast and conversations possible. I think we all witnessed something truly remarkable, and I am so glad that we were able to share it with our young people. Thank you once again for the tremendous opportunity!*

*The students really enjoyed the experience. I am glad that I had the Indigenous student group join us as well. I think it was a great experience for all of them. I think for now, I will have to continue my involvement with WISE through the Girl Empowerment group. I will certainly continue to be in touch with you over the year because I know the students love working with your organization. You are one of our greatest supports!*

(Teacher, English and Social Studies)

***(STILL) CALLING FOR JUSTICE:  
Redress and Healing Beyond the National Inquiry***

**From the National Inquiry  
into Missing & Murdered  
Indigenous  
Women & Girls**

Annual W.I.S.E. Breakfast  
Friday October 18, 2019  
7:15 – 9:00 AM

RBC Convention Centre Winnipeg MB  
with Qajaq Robinson MMIW Commissioner  
& Dr. Karine Duhamel, MMIW Director

**WORKING IN SUPPORT OF  
EQUALITY BREAKFAST**

We encourage you to review the Equality Breakfast experience by browsing through the [pictures](#). The messages shared by our speakers engaged and challenged everyone. The fact that the hour presentation retained the rapt attention of attendees reflects not only the importance of the messages, but also the passion, commitment, knowledge, and preparation of the speakers. Their



**Qajaq Robinson**

sense of accountability for the quality and potential impact of their presentation was reflected also in their attention to regular pre-breakfast contact with us!

We echo board member Loretta Ross's strong expression of appreciation as she presented gifts to Qajaq and Karine.

Also, feedback from attendees was strong, often emotional, emphasizing our collective responsibility to ensure implementation of the report [Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls](#).



**Dr. Karine Duhamel**



To view all images taken by professional photographer, Anthony Fernando who donated his expertise for the Equality Breakfast, click [here](#). Anyone wanting to view the video is invited to contact WISE.

Also, we are happy to share with you an article kindly shared with us by Robynne Kazina.

### **MMIWG Final Report Overview**

Working in Support of Equality (Manitoba) Inc. hosted its Annual W.I.S.E. Equality Breakfast with a presentation of the National Inquiry Into Missing and Murdered Indigenous Women and Girls (NIMMIWG) Final Report by Director Dr. Karine Duhamel and Commissioner Qajaq Robinson. Their mandate was to report on systemic causes of violence (physical, sexual, or otherwise), including sociological aspects, and to examine practices and policies in response to that violence, including the identification of effective action. After 24 hearings and 2,386 participants between September of 2016 and June of 2019, the Inquiry published a multi-volume report and several supporting documents. You may find an overview of the Final Report useful, and should you wish to read the entire document, it is available at <https://www.mmiwg-ffada.ca/final-report/>

The Commissioners all have a background in the Indigenous communities of Canada, and experience in politics and/or law. They established a National Family Advisory Circle of family members and survivors of the murdered and missing women and girls, and a National Inquiry Elders and Grandmothers Circle, as well as other groups to advise the Commission.

They early on laid out some definitions to help define the scope and direction of the Inquiry. They determined that the Inquiry would be families-first, trauma-informed, and decolonizing. As a result, the stories of the victims, survivors, and families - including

“families of the heart” - during and after the trauma include intergenerational and multigenerational effects.

Those experiences are further informed through centering on Inuit, Metis, and First Nations knowledge, practices, and life-ways, especially as a way to promote healing and moving forward. The Commissioners included 2SLGBTQQIA people (Two-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex, and asexual) within the Inquiry because of the historical cultural acceptance of them within a spectrum of gender, rather than outliers in a binary gender system. As such, they become stakeholders in the Inquiry, along with Indigenous women, girls, elders, academics, frontline workers, and various institutions.

Finally, the Inquiry traces the modern definition and studies of what constitutes genocide from Lemkin’s coinage and early definition to modern studies and definitions of genocide, recognizing that differences abound in scope and actions included. While the ills of colonization have affected Indigenous peoples as a whole, they have been consistently disproportionate and more deleterious to Indigenous women, girls, and 2SLGBTQQIA people. The Commissioners describe this as gendered oppression within a framework of genocide.

Volume 1a presents the stories of those affected by violence, and looks at four primary, interrelated paths that perpetuate that violence:

- historical, multigenerational and intergenerational trauma;
- social and economic marginalization;
- maintaining the status quo and institutional lack of will; and
- ignoring the agency and expertise of Indigenous women, girls and 2SLGBTQQIA people. (Final Report, 11).

As well, Volume 1a explores four key areas in which rights are violated: culture, health, security, and justice. The stories that illustrate the attacks on cultural rights include how residential schools, the Sixties Scoop, and other policies prevented, and still prevent, Indigenous women, girls, and the 2SLGBTQQIA from participating in and growing within their cultural heritage.

The right to health is undermined in the absence of sufficient physical and mental health supports as well as clean water, community infrastructure, shelter, and food security. Interpersonal violence, rooted in the paths listed earlier, is a health issue in this approach.

The Commissioners define the right to security as focusing on social and economic interactions that affect control over an individual or community’s physical, spiritual, and emotional health. This includes the need for adequate support for protection and essential services in health, housing, education, and community infrastructure. Access to justice is a crucial right that is infringed when police and the criminal justice system fail Indigenous women, girls, and the 2SLGBTQQIA. This can happen when victims do not reach out to them as the perpetrators of previous mistreatment, or when

individuals or institutions view them through a stereotyped or racist perspective that devalues or even blames the victims. In short, a lack of awareness and/or appreciation for Indigenous ways of viewing relationships, rights, and law fails to meet the needs of this community.

There is hope, however: Volume 1b includes a focus on healing, commemoration, and effective practices of Indigenous individuals and communities. Along with this, the Inquiry provides Calls for Justice both overall and for specific groups.

Healing occurs when relationships that govern behavior, power, and a sense of place in the Indigenous communities can be restored to their original status through support and self-determination. The goal is for Indigenous women, girls, and the 2SLGBTQQIA to recover their roles as teachers, healers, providers, and protectors within their own families, communities, and nations. Some current supports exist, but often they are not sustainably funded and all too often overlook the successful healing strategies that Indigenous women and communities have exhibited.

The Inquiry recognizes that the needs of Indigenous populations have many common grounds, but that important distinctions exist in self-identification, geographical or regional differences, and residency (whether on or off reserve, urban or rural, remoteness, or size of community). They advocate an intersectional approach to change in which the many complex factors affecting Indigenous women, girls, and 2SLGBTQQIA people's lives can be considered in any decision-making process, and can be enforced under Canada's signed and ratified international declarations and treaties, as well as under Canadian law. This is addressed in the "All Governments" section of the Calls for Justice. Further specific recommendations appear in this section regarding Culture, Health and Wellness, Human Security, and Justice. Further Calls for Justice address specific guides for media and social influencers, service providers in health and wellness, police services, transportation and hospitality industries, lawyers and law societies, educators, child welfare and social workers, extractive and development industries, corrections, and all Canadians. Some of the Calls involve training and awareness of Indigenous culture, while others are more specific: for instance, establishing an adequately funded and supported Indigenous courtroom liaison worker, and enforcing mandatory and regular training in Indigenous cultures and history, and cultural competency standards for those in the legal system who work with Indigenous women, girls, and 2SLGBTQQIA people.

As Canada faces the challenges of restitution, reconciliation, Indigenous self-governance, and improving safety and the lives of Indigenous peoples in general - and Indigenous women, girls, in particular - the *Final Report* will be an important guide to navigating those challenges.

*\*Robynne Kazina is a partner with Taylor McCaffrey LLP, a MBA Partner Firm and is the Chair of the MBA Family Law Section and is pictured at the table with Pat Lane at the Equality Breakfast.*

As you know the support of WISE Equality Leaders is essential to our holding this annual coming together. Once again, we express appreciation to Honourary Hosts Val Thompson, Charles Coffey, and Marjorie Blankstein. Their support over the years has been vitally important to our work for Equality and to the breadth and impact of our support base!

Although Charlie left Winnipeg some years ago, he remains a strong advocate for Equality, an important part of our time together, and is remembered and valued by many Manitobans. We share with you his greeting and a picture of the people at “Charlie’s table.”

**“Good morning Winnipeg** – a warm welcome to everyone at the annual W.I.S.E. breakfast and a special welcome to those who may be attending for the very first time. Although I regret not being able to visit the city every October for this key event and catch up with many friends, I must admit to especially missing out on this year’s line-up of speakers.

Since the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls was published this past June, it is quite timely to have one of its Commissioners – Qajaq Robinson - as well as the Director of Research - Dr. Karine Duhamel - in the room to share key findings and calls to justice, as well as value-added stories about their involvement. The compelling report was aptly named “Reclaiming Power and Place.”

We need to understand the underlying causes of the disproportionate murder and missing persons rates among Canadian Indigenous women — including racism introduced by colonialism, sexism, and misogyny. We need to understand that persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada’s staggering rates of violence against Indigenous women, girls and 2SLGBTQIA people. And we need to understand this is a significant moment in the Truth and Reconciliation journey.

I urge you to listen carefully to these learned and outstanding speakers whose insights will undoubtedly leave you with a renewed appreciation of strength, resiliency, courage, compassion and integrity. Let’s all move forward together to accelerate the healing and help Indigenous women and girls reclaim power and place. We especially need to offer children and youth the best possible supports now so they can build a safer, stronger foundation for their future.

The world will only achieve gender equality if all women and girls are seen as equal. “In Canada, Indigenous women and girls are 12 times more likely to be murdered or to go missing than people from any other demographic.” As we wrestle with that fact, we must hold business, academic, community, civic and provincial government leaders to account, not to mention elect federal government leaders on Monday, October 21st who will continue to propel transformative change.



The Coffey Table

Thank you all for continuing to make a difference by supporting this breakfast – and remember to keep making W.I.S.E. investments.”

After sharing this inspirational message and photo, we take this opportunity to again acknowledge the ongoing dedication and support of Patricia Lane, Equality Breakfast Leader for many years as well as annual Equality Day reception venue Host Patricia C. Lane, Q.C., Partner. Taylor McCaffrey LLP



Patricia C. Lane, Q.C., Partner. Taylor McCaffrey LLP

Pat is recognized for her work in promoting equality, and for being a role model and an agent of change. She has won multiple distinctions for this, including being appointed Queen's Counsel, and receiving the Lexpert Zenith Award for Women Leaders in the Legal Profession. In addition, she has received a number of awards for advancing the cause of equality of LGBTTTQ persons, and the Canadian Bar Association Cecilia I. Johnstone Award, and the Manitoba Bar Association Isabel (MacLean) Hunt Award for outstanding service. She was a managing partner of her law firm of 65 lawyers from 2010 to 2016.



Pat is an accomplished Family Law Lawyer, receiving multiple times the peer-reviewed designation "Best Lawyer in Family Law in Winnipeg". She is well known for her work in Collaborative Law, which recognizes the need for families to avoid the litigation process, and to resolve their issues in an acceptable way in a manner that builds competencies to resolve future issues as they arise.

Pat is a founding member of the non-profit Non-Defensive Voice Inc., and lectures frequently on Sharon Ellison's work of Powerful Non-Defensive Communication. This work seeks to promote clear communication, transparency, and understanding in all relationships, from the most intimate of family relationships, to work environments, and to the broader community.

In the past year Pat has become very involved in promoting climate justice. She recognized that until recently she had not truly appreciated the urgency of action that needs to be taken. She also found it difficult to find a document which provided an accessible explanation of the UN 2018 Climate Report. Having found the report's "Frequently Asked Questions", which turns out to be a nice plainer language summary of the report, she and Alyssa Bird have created a website ([www.GetTheClimateFAQs.ca](http://www.GetTheClimateFAQs.ca)) to assist people to understand the complexity of the issues.

Pat has been involved with W.I.S.E, and formerly LEAF MB, throughout her entire career.

WISE deeply appreciates all that Pat has contributed and continues to contribute! For over 25 years, she has provided the lovely venue for the annual the Equality Day event, and for as many years, has facilitated the Taylor McCaffrey support for the annual Equality Breakfast.



In many ways, this has been a family investment. Steve, Pat's husband shared in hosting the Equality event and making people feel welcome, and Pat says she is grateful that both her daughters had the benefit of our educational programs. WISE is grateful for the involvement and contributions of these caring, sensitive, wise young women. All are part of our story and work for true Equality! Please share your thanks!



Many contribute to the success of this event! In addition to the Equality Leaders, the speakers, members and donors, we thank the very productive organizing group who work so closely with Betty. Many thanks for your skills and commitment, Carole, Wendy, Gerri, Cyndi, Maree, Brenlee, Jesse and Rose!

Day of Event volunteers warmly welcome attendees. Thanks, Maxine, Devon, for ensuring day of runs smoothly with volunteers, Anthony, Laura, Jan, Deb, members of Manitoba Indigenous Law Students Association {MILSA} Binesi Boulanger, Jacqueline Pelland, Peyton Delaurier (seen below as described, with speakers), and No Means No volunteers, Shea, Alyssa, Danelle, and Laura (also pictured bottom left).

Together, at this event we spread the Equality message and raise dollars essential to WISE programs!



Equality Breakfast Volunteers (above)  
Wendy and Devon



and (below right) Loretta with speakers





**Working in Support  
of Equality (Manitoba) 2019 Equality Breakfast**

**Friday, October 18, 2019  
(STILL) CALLING FOR JUSTICE**

**Redress and Healing Beyond the National Inquiry**

*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 Speakers,*

Qajaq Robinson

Dr. Karine Duhamel

**Working in Support of Equality Visionaries**

Valerie Thompson

Charlie S. Coffey, O.C.

**Working in Support of Equality Patrons**

AESES

Taylor McCaffrey LLP

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

Fillmore Riley LLP

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

**Working in Support of Equality Hosts**

Treaty Relations Commission of Manitoba

RBC

Manitoba Hydro

Hill Sokalski Walsh LLP

MLT Aikins LLP

Fast Trippier Law

Brenlee Carrington Trepel and Brent Trepel

Brown Law Offices in association with PKF Lawyers

University of Manitoba Faculty Association

Hon. Jon Gerrard, MLA River Heights

Women's Health Clinic

Myers LLP

Ma Mawi Wi Chi Itata Centre Inc.

University of Manitoba, Faculty of Law

Minister Responsible for the Status of

Women Manitoba

Mitousis Lemieux Howard Law Corporation

City of Winnipeg

Payworks

Jacqueline Halliburton

Sandra Phillips

Assiniboine Credit Union

City of Winnipeg Indigenous Relations

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Anonymous

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Gange Collins

Cochrane Saxberg LLP

Deb Radi

Betty Hopkins, O.M.

Cyndi Forcand

**DONATIONS IN-KIND**

McNally Robinson

Esdale Printing

Winnipeg Free Press

Manitoba Status of Women

AVentPro

Anthony Fernando Photography



Maria M. Mitousis, is a relatively recent impressive supporter, initially as a member of the Petersen King Law office, and this past year as part of Mitousis Lemieux Howard Corp, A Boutique Family Law Firm.

“Happy birthday to us! Amid the surreal reality of living and working during a pandemic, Mitousis Lemieux Howard Law Corporation celebrates (in a subdued way!) its one year anniversary. We have an amazing team (working on-site and remotely) and know we will get through this next year together! Thank you to Jen Wilson @mockingbirdphoto - who raised funds for Winnipeg Harvest by taking doorstep photos of Winnipeggers.

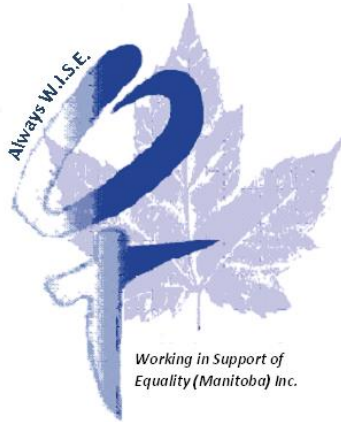
Who knew that a global pandemic is what Renée G. Lemieux Howard and I would be facing as we marked our first year anniversary as new business owners? But the MLH team has faced challenges before and we have the resilience and positivity to navigate us safely through these uncertain times.”



Also, we join other in congratulating Maria on her recent [HELPING HANDS of HOPE](#) Award from The [Mood Disorders Association of Manitoba](#) ("MDAM") presented to an individual or organization that fosters hope in the mental health community. This award is bestowed upon the recipient who shows leadership in education and recovery from a mood disorder. The recipient will have shown motivation to educate and inspire others while contributing to the hope of recovery for others with the disease.

Please see related Winnipeg Sun articles on [Feb 24, 2020](#) and [March 1, 2020](#)

We look forward to an ongoing positive relationship with this creative, committed, talented team, now an important, contributing part of the Working In Support of Equality team!



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

### **W.I.S.E. Manitoba Inc. Financial Report for 2018-19 and 2019-20. (Fiscal year April-March)**

W.I.S.E. Manitoba Inc. received charitable status August 18, 2017 and became active with the programs in 2018-19.

In September 2019, W.I.S.E. Manitoba leased office space from ASH Management at 305-960 Portage Avenue. We have sublet designated spaces with two sublessees.

The Equality Breakfast was developed and presented by the charitable W.I.S.E. Manitoba Inc. in 2018-19 and 2019-20. Charitable tax receipts, if requested, were provided on the donation portion of the table sales. Between the donation portion (tax receipted or not) and the ticket portion, \$30,813 was raised with expenses of \$13,566 leaving a balance of \$17,247. In 2019-20, the Breakfast revenue was \$32,460 with expenses of \$14,534 resulting in a balance of \$17,926.

The Youth Programs presented in the schools by our volunteers incurred costs for volunteer training and print materials. The Youth Conference incurred costs for the venue and print materials.

Equality Day was celebrated with a number of our supporters and members.

Cyndi Forcand  
Treasurer for W.I.S.E. Manitoba Inc.

WORKING IN SUPPORT OF EQUALITY (MANITOBA) INC. (W.I.S.E. MANITOBA)					
FUND BALANCE (April-March fiscal)		2017-18	2018-19		2019-20
			\$1,315.00		\$18,293.89
<b>REVENUE:</b>					
Office Rent			\$0.00		\$2,750.00
Interest/Investments			\$6.24		\$20.44
Memberships		\$312.50	\$335.50		\$255.00
Breakfast:				\$30,813.33	\$32,460.00
Breakfast Donation Tax Receipted			\$8,355.00		\$9,230.00
Breakfast Donation No Tax Receipt			\$10,463.33		\$8,440.00
Breakfast Event Tickets			\$11,995.00		\$14,790.00
Donations - Charitable Tax Receipts		\$1,002.50	\$850.00		\$1,375.00
Donations - No Tax Receipts			\$29.80		\$0.00
Other - GST rebate			\$0.00		\$753.98
<b>TOTAL REVENUE</b>		<b>\$1,315.00</b>	<b>\$32,034.87</b>		<b>\$ 37,614.42</b>
<b>EXPENSE:</b>					
Occupancy Costs:					
Office Rent (deposit \$900)			\$0.00		\$6,122.09
Insurance			\$0.00		\$1,328.94
Office/Program Administration			\$230.78		\$1,561.45
Professional & Consulting Fees			\$583.51		\$308.00
Events:					
Equality Breakfast			\$13,565.91		\$14,534.15
Youth Programs			\$635.78		\$1,386.50
Equality Day			\$0.00		\$412.35
Youth Conference			\$0.00		\$1,207.39
Memberships, Licences, Dues			\$40.00		\$0.00
<b>TOTAL EXPENSE</b>		<b>\$0.00</b>	<b>\$15,055.98</b>		<b>\$26,860.87</b>
<b>FUND BALANCE</b>		<b>\$ 1,315.00</b>	<b>\$ 18,293.89</b>		<b>\$ 29,047.44</b>

## CONCLUSION

As we conclude our report on Working in Support of Equality 2019/20, we reiterate our thank you to each of you and we look forward to –

- Continuing to share with you the Equality JOURNEY.....within the yet to be fully understood or defined new reality
- Recognizing and celebrating the 35th anniversary of the Equality provisions of “The Charter.” We are sure you will welcome the opportunity to hear from, and engage with 2020 Breakfast speakers **Justice Sheilah Martin** and **Law Professor Kathleen Mahoney**, highly regarded Equality advocates and WISE friends. We invite you to reserve your tables now!
- Continuing our liaison with West Coast LEAF. Although we will miss and plan to stay in contact with Kasari Govenor, we welcome, and look forward to ongoing contact with Executive Director Raj Mangat and Public Legal Education Manager, Alana Prochuk
- To again welcoming donations to the WISE Fund at the Winnipeg Foundation
- To reviewing and assessing Equality challenges and needs and, with our charitable status and independence from LEAF in Toronto, build on the opportunities to engage the Law in the advancement of Equality and positive social change
- To welcoming new Board Directors ,current and new members and donors, essential to Equality Work

AND

We express our high regard and support for the Black Lives Matter movement for true equality and the gifts and contributions they make toward a better more inclusive world. We encourage discussion on several quotes from Aurdre Lorde. Please share your thoughts with us!

“I AM NOT FREE WHILE ANY WOMAN IS UNFREE EVEN WHEN HER SHACKLES ARE VERY DIFFERENT FROM MY OWN”

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“THE MASTER’S TOOLS WILL NEVER DISMANTLE THE MASTER’S HOUSE. THEY MAY ALLOW US TO TEMPORARILY BEAT HIM AT HIS OWN GAME BUT THEY WILL NEVER ENABLE US TO BRING ABOUT GENUINE CHANGE.”

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“THERE IS NO SUCH THING AS A SINGLE ISSUE STRUGGLE BECAUSE WE DO NOT LIVE SINGLE ISSUE LIVES.”

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## BOARD OF DIRECTORS



**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 WISE Manitoba Inc. Board of Directors (formerly LEAF Manitoba). 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

Peter Gzowski Golf Tournament for Literacy  
Idea Centre

Social Planning Council of Winnipeg  
 United Way of Winnipeg & Canada  
 C.L.E.A.  
 UNPAC  
 Community Living Manitoba

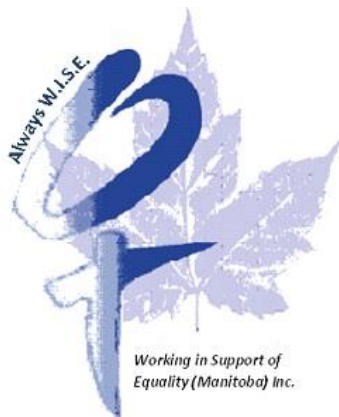
P.O.W.E.R.  
 Institute of Urban Studies  
 Centre Plan  
 Society of Manitobans with Disabilities  
 Winnipeg & Provincial Council of Women

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.



## ***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="text-align: center;">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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# 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