



Always W.I.S.E.

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

ANNUAL REPORT 2020/21

Working In Support of Equality Manitoba Inc.

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Greetings,

You may recall that our 2019/20 annual report began

”As we report on the 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.”

AS WE REPORT ON THE YEAR SINCE THEN, THIS STATEMENT HOLDS TRUE,
AND THE CHALLENGES ARE INCREASING IN NUMBERS AND COMPLEXITY!

As each of us, personally, continues to “handle” the unpredictable, ever changing Covid life challenges, we collectively are challenged to move forward, in this constantly changing environment, on our commitment to contribute to the advancement of true Equality! We persist because we believe that Equality does matter and because of our shared Vision of a world where every individual is valued and respected and experiences what she/he/they need 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 vision, but one that in increasingly challenging times, sustains and advances our more focused mission. It encourages us to persist in spite of barriers and setbacks. It reminds us we are part of a larger transformative movement, now needed as much or even more than ever!

We are reminded of the words of a strong, caring, contributing, leader, E. Roosevelt

Where, after all, do universal human rights begin? In small places, close to home—so close that they cannot be seen on any maps of the world. They are the world of the individual person: the neighborhood they live in, the school or college they attend, the factory, farm, or office where they work. Such are the places where all persons seek 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.

The annual report provides for all of us -Board and other Volunteers, Members, Donors, other Organizations- the opportunity, within the context of intensifying, increasing, and evolving worldwide challenges to Equality, to review and assess the WISE “way of being” close to home where the human right to true Equality begins, and to consider the need for, value of, and relevance of our limited contribution!

WALKING THE EQUALITY TALK: A REMINDER OF OUR SHARED PROGRAM GOALS:

- .To advance the Charter constitutional Equality commitments
- .To empower individuals and communities to assert their Equality rights
- .To work with community partners to identify and address important gender Equality issues

THE MANITOBA WISE FUND AND WALKING THE EQUALITY TALK CHALLENGE

(An experience and process revealing how much all of us have yet to learn about truly walking the talk!)

Many of you are well aware of the origin, purpose, development and success of this FUND and the Winnipeg Foundation, LEAF Manitoba, and LEAF tripartite agreement establishing it. Many of you were enthusiastic supporters and contributors, until the LEAF national Board’s sudden and elongated “FUND ownership” challenge. Some of us believe that an open and frank review of the related “story” could be an important move forward for the Equality movement and the challenge of living professed values, principles, and goals. Such a review will require open and honest consideration of some challenging questions, questions we believe are important to the advancement of true Equality. We will welcome receiving and discussing your questions and comments, but in this report, we want to share the GOOD NEWS that after considerable time and roadblocks, settlement has been reached!

The WISE FUND agreement is now between WORKING IN SUPPORT OF EQUALITY (MANITOBA) AND THE WINNIPEG FOUNDATION. LEAF has no claim to the dollars you and we have raised!

We invite and encourage your renewed financial commitment, as together we continue to ensure an ongoing Manitoba voice for Equality! Our previous fund development efforts made this one of the most successful funds at the Winnipeg Foundation. We invite you to join in achieving this status again!



W.I.S.E.

Working in Support of Equality (Manitoba) Endowment (a wise investment)

The establishment of the W.I.S.E. - Working In Support of Equality (Manitoba) Fund at the Winnipeg Foundation provides an opportunity for Manitobans to make a long term investment in the equality of women and girls, to ensure an ongoing, relevant, presence dedicated to equality and to the non-erosion of advancements achieved. This fundraising strategy will help stabilize the funding for WISE's educational and legal activities in Manitoba. Located at the Winnipeg Foundation, this Fund will be managed, administered and developed ethically and responsibly - and in perpetuity.

Please join in working for an ongoing voice for equality and a Canadian Charter of Rights and Freedoms that has meaning in our everyday lives.

Thank you for your support in helping this fund grow.

Donation to: **Working in Support of Equality (Manitoba)**
Fund held at The Winnipeg Foundation

First Name _____ Last Name _____

Address _____ City _____

Province _____ Postal _____ Ph: _____

Amount of Donation \$ _____ Cheque enclosed Credit Card donation

This a single donation - OR-

I would like to make a regular donation of: \$ _____

To be paid (choose one): Annually Quarterly Monthly

By Credit Card Automatic Debit (*please enclose a voided cheque from the account you wish to use*)

I authorize The Winnipeg Foundation to receive this regular donation for a period of _____ years or until notified by me.

Credit Card: Visa MasterCard Card Number: _____ Expiry Date: ___/___/___

Signature: _____

I would like my gift to remain anonymous

The Winnipeg Foundation respects its donors regarding the collection, use and disclosure of donors' personal information. Your information is not rented, sold or shared with any third party. As a donor, your name will be listed in our Annual Report, which is also available on our Website, unless you advise us you prefer to remain anonymous.

Please mail this form to:

Working in Support of Equality (Manitoba) Fund
The Winnipeg Foundation
1350 One Lombard Place
Winnipeg, MB R3B 0X3

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.

THE LAW, YOUTH AND RELATIONSHIPS - NO DOES MEAN 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.

WORKING IN SUPPORT OF EQUALITY BREAKFAST

An Annual Breakfast, an educational and fundraising event celebrates the use of law for positive social change and WISE Manitoba’s 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.

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!

WISE WORK WITHIN THE IMPACT OF THE PANDEMIC

THE LAW, YOUTH AND RELATIONSHIPS-NO MEANS NO

This is a legal education program that teaches youth about their rights and responsibilities related to sexual assault and consent. It does this through creative and interactive activities that address power imbalances, gender stereotypes, and their connection to violence in relationships. To meet the strong demand for this program, so relevant to the provincial education curriculum, cyber bullying and the current attention to “rape culture”, we have been seeking increased financial resources and anticipate this will continue during life after the pandemic. During this past year, the pandemic stress on the education system also has seriously impacted this program. Still, we recognize and celebrate our success in recruiting and involving a committed and enthusiastic team of volunteers. Read on and share appreciation of this team!

Volunteer Coordinators: Alexis Alevizos and Madison Parker

WISE Manitoba Board Liaison: Danelle Rougeau Suchy

Program Updates & Volunteer Recruitment

Program Changes

Despite the challenges of the COVID-19 pandemic, the No Means No program got off to a strong start for the 2020-2021 school year. Our school contacts let us know early on that delivering the workshops in person would not be possible this year. To accommodate, we adapted the program to be deliverable through a virtual format. The content of the program has not changed, but certain interactive activities have been modified. For example, rather than passing magazine clippings around the classroom, we have made a PowerPoint slide deck with photos to show the students. We tested delivering the workshop via Zoom during the new volunteer training session, which also allowed for us to work out any technological kinks.

Volunteers

This year’s Volunteer Coordinators were Madison Parker and Alexis Alevizos. Madison just completed her third year of law school, and her role was focused on reaching out to schools and coordinating and scheduling workshops. Alexis is an incoming third-year law student, and she was tasked with recruiting

new volunteers and coordinating the facilitators responsible for delivering each workshop. We received a record number of new law students expressing interest. Through our connections with the University of Manitoba's student group, Justice for Women, we were also able to recruit three non-law students.

Training/Development

On October 15th, 2020, all returning facilitators participated in a "refresher" session where they were briefed on this year's program changes. Continuing volunteers were David Barbour, Alexis Aleveyos, Kara Hasenack, Jenna Robinson, Jonheiynt Lantin, and Madison Parker.

On October 17th and 18th from 9am-4pm, Danelle led the workshop for new volunteers over Zoom with assistance from Alexis and Madison. The virtual format made it more challenging to gauge facilitator engagement, so a few follow-up meetings were held with the facilitators who were less vocal during the sessions. These follow-ups allowed us to confirm the volunteers' interest in the program and their absorption of the program content. 17 new facilitators were "trained" over the weekend:

Catherine Acebo	Caitlin Dyck	Furyal Sadiq
Mikaela Bauerlain	Jana Elazar	Riley Shannon
Julia Beal	Matisse Emanuele	Sarah Sharp
Sierra Bednarz	Simone Marcoux	Rhiannon Swan
Sipy Brar	Lou Lamari	Kelsey Thain
Marina Djurdjevic	Marni Russell	

Workshop Coordination

While several schools indicated their interest in having the program this year, the ever-changing pandemic restrictions made it difficult to schedule workshops. Still, we did provide 15 sessions to 220 students!

Zoom Account

A Premium Zoom account was purchased on behalf of WISE Manitoba, and this was used to host the full weekend of training, as well as the workshops at Machray School. The account was \$179.20, and the license will expire on October 15th, 2021, at which point we may renew the account for another year if necessary.

Moving Forward: 2021-2022

Volunteer Coordinators

Alexis will be continuing in the role for the upcoming year. Joining her is Mikaela Bauerlain, who has been an enthusiastic volunteer this year. Mikaela is an incoming second year law student and we expect she will continue in this role in her third year. Danelle will meet with both volunteer coordinators in early July to discuss roles and the approach for the upcoming year.

Workshop Coordination

With COVID-19 restrictions coming to an end, we are hopeful that in-person facilitation will be possible next year. However, we received positive feedback from the two schools this year and felt that the students benefited from the workshop despite it being delivered through Zoom. We are prepared to continue with virtual facilitation if needed.

WISE YOUTH PROGRAM VOLUNTEERS WE HOPE TO INTRODUCE THEM TO YOU SOON!



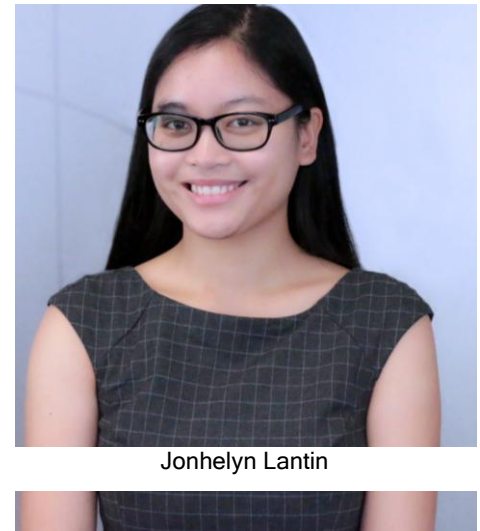
Mikaela Bauerlein



Danelle Rougeau Suchy



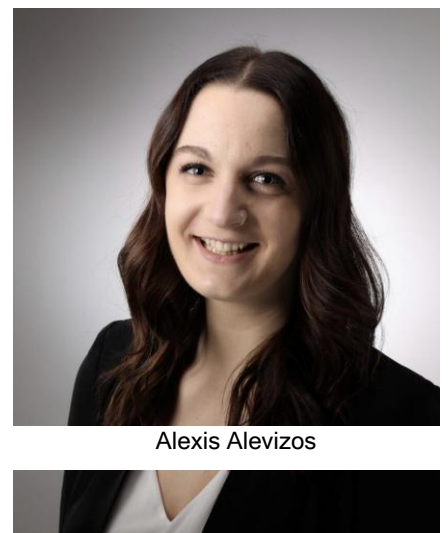
Julia Beal



Jonhelyn Lantin



Jana Elazar



Alexis Alevizos

LAW FOR POSITIVE SOCIAL CHANGE

This program teaches ways to identify and address systemic discrimination and 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.

This program and No Means No were initially developed, and generously shared with us, by West Coast LEAF. As always, we acknowledge and appreciate this!

THIS PAST YEAR, although program delivery was not viable for us, West Coast LEAF agreed to provide, for NMN volunteers, several sessions on this program. We did this as an additional opportunity for the enthusiastic volunteers when school access was not possible. Also, program delivery preparation may result in their ongoing and future involvement with WISE!

Growing amounts of qualitative and quantitative research indicate that legal empowerment has helped poverty alleviation, good governance, and other development goals. In a legal empowerment approach, lawyers work with community as partners instead of dominating them as proprietors of expertise. Addressing community priorities frequently requires lawyers to involve non-judicial strategies that transcend narrow notions of legal systems. The use of Law is often just part of integrated strategies that include other development activities.



If you don't like the way the world is you change it. You just do it one step at a time.
Marian Wright Edelman

ANNUAL BREAKFAST

Due to the COVID-19 pandemic WISE Manitoba could not hold the annual breakfast in the fall of 2020. It is doubtful if we will be able to have a physical breakfast in 2021 as our usual venue, The RBC Winnipeg Convention Centre, is not taking any bookings at this time. We have two highly regarded dynamic speakers enthusiastic about sharing their experience, knowledge, and perspectives! As we do not want you to miss this great opportunity, we are considering the possibility of a virtual breakfast and will be in touch. In addition to bringing attention to important Equality issues, the annual breakfast is our biggest fund raiser. The dollars raised are essential to meeting the demand for our programs.

If you have any expertise in arranging on-line events and would like to assist WISE Manitoba please contact us by email at wisemanitoba@mymts.net or by telephone at 204-453-1379.



Justice Sheilah Martin is a Puisne Justice on the Supreme Court of Canada



Kathleen Mahoney is a lawyer and Professor of Law at the University of Calgary.

We noted at the beginning of this annual report that challenges to Equality are increasing in number and complexity. The messages shared with us by our most recent Breakfast speakers, Kajaq Robinson and Dr. Karine Duhamel, were strong, honest, and valuable to keep in mind as we engage in meeting the challenge of moving forward. The current attention to Indigenous contributions and rights shows some long overdue action, with Indigenous peoples leading the way forward for all of us and our governments. We include some limited updates on two issues and encourage you to share your related thoughts, knowledge, and experience.

MISSING AND MURDERED INDIGENOUS WOMEN and GIRLS INQUIRY

WHERE ARE WE NOW?

In September 2016 the work of the National Inquiry into Missing and Murdered Indigenous Women and Girls commenced. The mandate of the National Inquiry was to look into and report the systemic causes of all forms of violence against Indigenous women, girls and 2SLGBTQQIA+, including sexual violence.

To understand how systems, perpetuate vulnerable circumstances for Indigenous women and girls Community Hearings, Institutional Hearings, Knowledge Keeper and Expert Hearings took place from coast to coast to coast. Information was also compiled through consultation with elders and community members, current and past research and a forensic analysis of police records took place.

Throughout the timeline of the National Inquiry several publicly accessible books were published, such as the interim report, *Our Women and Girls are Sacred*, an educational guide, *Their Voices will Guide Us*, and the final report, *Reclaiming Power and Place* along with 231 *Calls for Justice*.

Currently over 100 partners, including families and survivors, Indigenous women and 2SLGBTQQIA+ people, Indigenous governments and organizations, grassroots organizations and advocates, provinces and territories, and the federal government are working to develop a National Action Plan: Ending Violence against Indigenous Women, Girls and 2SLGBTQQIA+ People. The National Action Plan will include commitments to put the recommendations from the Inquiry into practise. WISE Manitoba looks forward to seeing and reviewing this report and discussing it with you.

For immediate emotional assistance, call 1-844-413-6649. This is a national, toll-free 24/7 crisis call line providing support for anyone who requires emotional assistance related to missing and murdered Indigenous women and girls. You can also access long-term health support services such as mental health counselling and community-based cultural services through Indigenous Services Canada.

RESIDENTIAL SCHOOLS

Canadians (and indeed many worldwide) were horrified and upset by the discovery of 215 unmarked graves at the site of a residential school in Kamloops, BC earlier this year. This story was followed by the discovery of over 800 unmarked graves on the site of Marieval residential school in Saskatchewan. And yet, it should not have been a surprise since the Truth and Reconciliation Committee (TRC) published a comprehensive report by Dr. Scott Hamilton called *Where Are the Children Buried?* (<https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/05/AAA-Hamilton-cemetery-FInal.pdf>) in 2015. The TRC documented over 6000 deaths of children at residential schools and former Committee chair, Murray Sinclair, has said the true figure could be in the 15,000 to 25,000 range. There are six Recommendations in the Final Report of the Truth and Reconciliation Committee (71 to 76) that specifically deal with Missing Children and Burial Information. Like many of the other recommendations in the report, there has been little done about these recommendations in the six years since the report was issued. The publicity generated by the discovery of unmarked graves could have a benefit of finally making these recommendations into reality.

For readers wanting to learn more about the Residential School system we recommend the following resources:

Childhood Denied by the Canadian Museum for Human Rights:

<https://humanrights.ca/story/childhood-denied>

Residential School Photos from The New York Times, July 5, 2021 (updated July 30):

<https://www.nytimes.com/2021/07/05/world/canada/Indigenous-residential-schools-photos.html>

Why So Many Children Died at Indian Residential Schools from the National Post, May 29, 2021:

<https://nationalpost.com/news/canada/newly-discovered-b-c-graves-a-grim-reminder-of-the-heartbreaking-death-toll-of-residential-schools>

Support is available for anyone affected by their experience at residential schools, and those who are triggered by the latest reports. The [Indian Residential School Survivors Society](#) (IRSSS) can be contacted toll-free at 1-800-721-0066.

A national Indian Residential School Crisis Line has been set up to provide support for former students and those affected. Access emotional and crisis referral services by calling the 24-hour national crisis line: 1-866-925-4419.

SOCIAL MEDIA



WISE Manitoba has a social media presence with both Facebook and Instagram accounts. We try to post topical interesting articles that will generate reactions, comments and shares. As an example of our posts, in March of 2021 we posted about six inspiring women on March 8th, International Women's Day:

From Asia we highlighted Mother Teresa for her humanitarian work

In the Oceania region our choice was Nanaia Mahuta, Foreign Minister and proud Maori woman

From North America we chose Harriet Tubman, former slave who became a conductor on the Underground Railway

South America was represented by conceptual artist Marta Minujin who has gained worldwide recognition

A female Jewish scientist from Europe, Gerty Cori, who went on to win a Nobel Prize in Physiology/Medicine was the fifth post

Renowned Nigerian author, Chimamanda Ngozi Adichie, writes mesmerizing fiction and non-fiction

If you did not have a chance to see these posts you can still find them on our accounts. Our handle on Instagram is @wisemanitoba and on Facebook you can search for WISE Manitoba. We would appreciate any likes, comments, shares or follows. The pages are managed by volunteers so we cannot post every day but if you have events or items you would like us to publicize please send them to wisemanitoba@mymts.net

WISE VOLUNTEERS

Since we have no paid staff all of the work that WISE Manitoba does is accomplished by volunteers. We like to highlight a few in each Annual Report.

WENDY BARKER

I grew up in the beautiful Swan River Valley. My father was a mixed farmer and my mother was a teacher. I was the youngest child of four with two brothers between me and my sister Peggy. I knew from an early age that I would go to post-secondary school. After graduating from high school I started in the fall at the University of Manitoba. I took Science, majoring in Mathematics with a minor in Chemistry. After obtaining my B.Sc. I applied to Law School and was accepted.



Three more years of academia gave me a LL. B. and after a year of articling I was ready to practise law. However, jobs were scarce, particularly for women. When three of my classmates decided to share office space I joined them. In some ways it was a good time to be a woman lawyer. For instance, the Marital Property Act was fairly new legislation so all lawyers, no matter

how long they had been practising, were starting at ground level. Many women felt more comfortable going to a female lawyer to ensure their property rights were protected. On the other hand, female legal practitioners were not part of the old boys' club and there were times we experienced outright hostility for transgressing into the male realm.

After a number of years of sole practise and a significant depression I decided to return to school to explore my still strong interest in science. I took a diploma course at Red River College in Biosciences mainly because it had a co-op work placement as part of the course. My first job placement was in the Grain Research Laboratory (GRL) of the Canadian Grain Commission. After graduation I returned to the GRL to work as a technician and then chemist. My supervisor created challenging opportunities so I continued to learn new skills and my colleagues were always helpful when I ran into problems.

My husband, who had been working since he was a teenager, decided to retire when he turned 60. We wanted to spend more time together, especially travelling in our trailer. So I decided to retire even though I was still enjoying my career at the GRL. Having more time for myself has not really meant I am any less busy. I had promised Betty Hopkins that once I retired I would take on a more active role in WISE Manitoba. Other activities such as walking, exercising, book clubs, bridge, volunteering with the Alzheimer's Society and knitting are also important to me. I'm looking forward to many of these activities starting up again. My hope is that WISE will be able to have a "real" breakfast in 2021/22.

I choose to help out with WISE Manitoba because my various life experiences such as working with clients as a lawyer and experiencing discrimination because I was female and travelling in places where racism is overt have all contributed to my belief that equality and human rights are of paramount importance. If all people are treated equally then poverty and injustice and even climate change can be overcome.

ELAINE ADAM

How did I get involved in Women's Movement? It happened in the blink of an eye! In the early 1980s when I settled down in Winnipeg I became involved in the Women's Movement through



Elaine encouraging financial support for WISE work.

a friend, Audry Laliberte. She took me to my first meeting of the Manitoba Home Economics Association (MHEA) where I agreed to be a representative to the Provincial Council of Women of Manitoba (PCWM). Before I knew it, I was headed to the Premier's office with a document requesting Seat Belt Legislation. When seat belts

were legislated, I discovered there were mounds of other issues that organizations like Working in Support of Equality Manitoba (WISE MB) had on their books. Women's issues continue to be one of my life-long concerns and WISE continues to champion the Women's Movement!

Working in Support of Equality (Manitoba) Inc.

Financial Statements

March 31, 2021

(Unaudited - See Notice To Reader)



NOTICE TO READER

On the basis of information provided by management, we have compiled the statement of financial position of Working in Support of Equality (Manitoba) Inc. as at March 31, 2021 and the statements of operations and change in fund balance for the period then ended.

We have not performed an audit or a review engagement in respect of these financial statements and accordingly, we express no assurance thereon.

Readers are cautioned that these statements may not be appropriate for their purposes.

Platinum Business Services Ltd.
June 7, 2021

Working in Support of Equality (Manitoba) Inc.
Statement of Financial Position
 As at March 31, 2021
(Unaudited - see Notice to Reader)

	2021	2020
Assets		
Current assets		
Cash and Cash Equivalents	\$ 22,970	\$ 29,047
Prepaid expenses	1,680	1,585
GST Recoverable	181	97
	24,831	30,709
	\$ 24,831	\$ 30,709
Liabilities and Net Assets		
Net assets		
Unrestricted Net Assets	\$ 24,831	\$ 30,709
	24,831	30,709
	\$ 24,831	\$ 30,709

Working in Support of Equality (Manitoba) Inc.
Statement of Operations and Change in Fund Balance
For the Year Ending March 31, 2021
(Unaudited - see Notice to Reader)

	2021	2020
Revenues		
Donations	\$ 3,558	\$ 1,375
Equality Day Breakfast	-	32,480
Grants	602	-
GST Rebates	-	325
Interest	22	20
Memberships	150	255
Rent	6,000	2,750
Total Revenues	10,332	37,185
Expenditures		
Equality Day	-	411
Equality Day Breakfast	-	14,206
Insurance	1,278	885
Office Administration	2,500	1,525
Professional fees	530	301
Rent	11,070	5,098
Youth Conference	-	1,182
Youth Program	832	1,383
Total Expenditures	16,210	24,771
Excess of Revenues Over Expenditures	(5,878)	12,414
Fund balance, beginning of year	30,709	18,295
Fund balance, end of year	\$ 24,831	\$ 30,709

Working in Support of Equality (Manitoba) Inc.
Notes to the Financial Statements
For the Year Ending March 31, 2021
(Unaudited - See Notice to Reader)

The organization was incorporated in the Province of Manitoba on November 2, 2016 and is designated as a Charitable Organization, registered effective August 18, 2017.

CONCLUSION

As we conclude our report about our work during a second very different and challenging year, we thank you for agreeing that the advancement of Equality still matters and for your commitment to moving forward toward our shared Vision!

As Chair, I acknowledge, with appreciation, the other Board Directors who have “hung in” in these uncertain and challenging times! Together, we have continued core programming while resolving the serious situation with regard to the WISE FUND, fulfilled our responsibility to our great donors, and validated your ongoing trust and support!

Limiting as the essential social distancing is, we have built an impressive No Means No program facilitation team led by Danelle. Danelle’s experience as a No Means No volunteer, her commitment to the program, and her organizational skills have facilitated her assuming an effective Board leadership role with the program. She is a valued new Director who will work to ensure that our high governance standards continue! We share her appreciation of the co-coordinators and the team members and look forward to continuing our connection as they move forward in their careers. I also reiterate our appreciation of the program sessions provided by West Coast LEAF!

It is time now to pick up on areas of the delayed strategic plan, in particular on the identification and involvement of potential Directors to work with, and to take over from, those of us who delayed our retirements in order to ensure the retention of the WISE FUND and the building of an even stronger Manitoba voice for true Equality! We encourage you to recommend potential Directors with the essential commitment and governance strengths. If you would like to discuss Board building or any aspect of our programming and governance approach, please contact us.

Also, we welcome your comments with regard to this annual report. We hope you enjoy reading a bit about the commitment of two WISE volunteers, Wendy and Elaine!

Also, we thank Wendy for ‘setting up’ this annual report for us-another of her WISE volunteer roles! Please check out our Facebook, now managed by Wendy. Enjoy and join the

conversations. Wendy offered to set up a reading and discussion group. If you agree that could be thought provoking and fun, please let us know!

We are forwarding our previous annual report as it contains information that is part of our ongoing story and discussions, some of which are referenced in that conclusion, including emphasis on Black Lives Matter and several quotes as bases for ongoing discussion. It also provides for you the opportunity to recall and think about the important messages of our last time together at the Equality Breakfast and the ongoing progress and challenges.

Thank you for reading! We look forward to your comments, and wish you and your families love, strength, and safety in this more than usual worrisome time.

Betty

Betty Hopkins

On behalf of the WISE Manitoba Board of Directors

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

**Until all of us have made it,
none of us have made it.**

Rosemary Brown, politician, activist

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.



Danelle Rougeau Suchy practices corporate commercial law as in-house counsel for a technology company. She began volunteering with W.I.S.E. Manitoba while she was a student at Robson Hall Faculty of Law as a facilitator of the No Means No youth education program.

Danelle quickly became eager to get further involved with W.I.S.E., and continued on to translate the No Means No materials into French, and volunteered annually at the Equality Breakfast and Youth Conference.

Upon graduating from law school in 2020, Danelle was pleased to join the W.I.S.E. Board of Directors, where her primary role is coordinating the No Means No program. As a woman with a science background, working in predominately male industries, advancing equality is a strong personal priority for Danelle.

In her spare time, Danelle loves to travel and try new restaurants; her other interests include golfing, attending the ballet and musicals, and practicing yoga.



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	Peter Gzowski Golf Tournament for Literacy
Children’s Home of Winnipeg	Idea Centre
Social Planning Council of Winnipeg	P.O.W.E.R.
United Way of Winnipeg & Canada	Institute of Urban Studies
C.L.E.A.	Centre Plan
UNPAC	Society of Manitobans with Disabilities
Community Living Manitoba	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:	Donor Information
<input type="checkbox"/> \$5	Name: _____
<input type="checkbox"/> \$15	Address: _____
<input type="checkbox"/> \$25	_____
<input type="checkbox"/> \$50	_____
<input type="checkbox"/> \$100	_____
<input type="checkbox"/> Other	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>

**305-960 Portage Avenue
Winnipeg MB R3G 0R4**

**P/F: 204-453-1379
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.

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

(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)

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 Website: 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