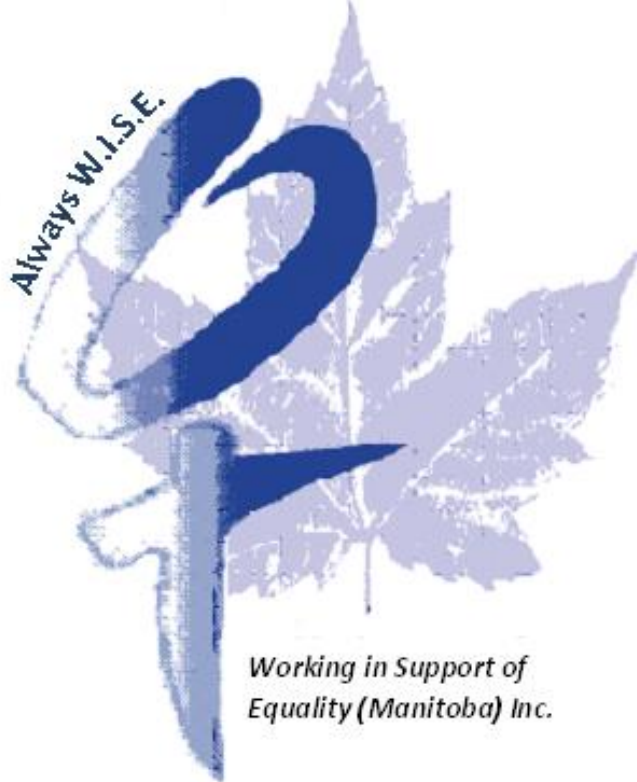


Always W.I.S.E.



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

ANNUAL REPORT

2022/2023

Working in Support of Equality Manitoba Inc.

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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

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GREETINGS

We have always welcomed Annual Report writing as a time for us, collectively and individually, to pause and reflect on what we have accomplished in advancing our shared Vision of True Equality, and to consider the ongoing and new challenges facing all of us. This year, I seemed challenged as to how to do this in a positive and effective way.

The past two Reports have emphasized the effect of the Covid pandemic and stated "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." We encouraged ongoing commitment to our shared Vision. I considered saying this impact continues as does the complexity, but I felt we would not be covering all that has set back our Equally advancing work.

After considerable thought, I have decided the most negative impact on our work and progress has not been sufficiently shared with you who share our Vision and contribute to the work. It is time to provide more detail about what we experienced as the betrayal of us by LEAF, the organization to which we contributed so much for so many years. Sadly, this impact continues and it is time to provide more information. I will do this after reporting on the last fiscal year as the information will influence our future direction----- so read on.

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!

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.
(Eleanor Roosevelt)

WALKING THE EQUALITY TALK & 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

We invite and encourage your renewed financial commitment, as together we continue to ensure an ongoing Manitoba voice for Equality!



Working in Support of Equality (Manitoba) Endowment

(a W.I.S.E. 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.

Working in Support of Equality (Manitoba) Inc. Fund

Held at The Winnipeg Foundation

If you are reading this online and would like to contribute to the Working in Support of Equality (Manitoba) Fund **The Winnipeg Foundation image below** will take you directly to the donation site.



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 void 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 on the list were initially developed and shared with us by West Coast LEAF, now operating independently from LEAF as is WISE Manitoba.

THE LAW, YOUTH AND RELATIONSHIPS - NO DOES MEAN NO

This is a legal education program that addresses power imbalances, gender stereotypes, and their connection to violence in relationships. Through creative and interactive activities youth learn about their legal rights and responsibilities related to sexual assault and consent. There is a strong demand for this program, so relevant to the provincial education curriculum, cyber bullying and the ongoing 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 demonstrates ways to identify systemic discrimination and to advance equality. Developed and delivered by lawyers and trained facilitators, 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. 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!

NO MEANS NO Report

Volunteer Coordinators: Mikaela Bauerlein and Heather Morris

WISE MB Board Liaison: Alexis Alevizos

Program Updates & Volunteer Recruitment

Overview

This year marked our first year back fully in person since 2020. Given the difficulty we had scheduling workshops with schools last year, our school contacts were eager to welcome the No Means No program back for the 2022-2023 school year.

Volunteers

This year's Volunteer Coordinators were Mikaela Bauerlein and Heather Morris. Mikaela graduated from Robson Hall Faculty of Law this spring, and Heather will be entering her third year of Law in the fall. Both Mikaela and Heather were responsible for new volunteer outreach, made contact with schools, and coordinated the workshop schedules.

Mikaela Bauerlein:



Heather Morris:



Overall, 11 volunteers facilitated 14 classes grades 5, 6, 7, 8, 10

Three new facilitators were trained over the Oct 22-23 weekend.

Several schools requested workshops for multiple classrooms.

Moving Forward: 2023-2024

Heather will be continuing in the role for the upcoming year. Heather has been reaching out to first year law students who had previously showed interest in No Means No, but are not yet volunteers. Alexis will meet with Heather and the incoming volunteer coordinator(s) during the summer to discuss the next year. Heather will also be in contact with Betty.

TRANSFORMING OUR FUTURE

USING THE LAW FOR POSITIVE SOCIAL CHANGE

No Means No FEEDBACK

The sessions were great.

The presenters were very knowledgeable about the topic (obviously) but what was great, was they were able to speak to my age group of kids at their level. (a Teacher)

I am so happy that I was able to participate in the No Means No program this past year. I was consistently impressed with the way that student engaged with the program material, and the way the curriculum is structured makes it very logical and comfortable to facilitate. No Means No classes were often the highlights of my weeks!
(Ashley, a Volunteer)

Doing the NMN program has been a wonderful experience during my years in law school. I have seen the direct impact I made on the students I had the opportunity of speaking with, which has been the best part of the program. I am also so appreciative of the support I have received from the program coordinators who have been so helpful and kind.
(Kali, a Volunteer)

Identifying systemic discrimination and seeking change through legal rights can be a daunting task. In order to create change, the voices and diverse experiences of all women must be present and heard.

The *Charter of Rights and Freedoms* promised Canadians the means to with which overcome historic discrimination, address disparity in legislation and policies, and advance true equality. Through the TOF program, Lawyers can bring their knowledge of the Law to the total community and assist in facilitating the promises of the Charter.

This program empowers communities by providing “tools’ to identify systemic discrimination, assess legal and other avenues for change, and plan strategies to advance equality in their communities and beyond.

This program was Initially developed and generously shared with us, by West Coast LEAF. Our NMN volunteers have also participated in workshops hosted by WC LEAF on delivering this program.

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.

EQUALITY BREAKFAST(S)

Two Equality Breakfasts in one year! It was a lot work to accomplish but well worth it. Breakfast attendees were offered the full spectrum of knowledge from each of the speakers during the entire time. Considerable time was spent with both speakers to maximize the impact of their messages. Volunteer efforts were much appreciated - it takes thought and planning. Conversations are the core of how much of these events become reality.

Working in Support of Equality (Manitoba) Inc. **Annual W.I.S.E. Breakfast**

What Does Equality Look Like in 2022?

7:15-9:00 AM
Friday April 29, 2022
RBC Convention Centre
Winnipeg



Kathleen Mahoney

is a Calgary-based lawyer and has been a Professor of Law at the University of Calgary for over 35 years.



wisemanitoba.com

The first of two Equality Breakfasts featured Kathleen Mahoney as our exciting keynote speaker. We were honoured also to have our speaker's guests include Joy Cramer and Jennifer Rattray from the Southern Chiefs Organization, along with Maya and Aluk Fontaine from Winnipeg.

Professor Kathleen E. Mahoney has a JD from the University of British Columbia, an LLM degree from Cambridge University and a Diploma in International Comparative Human Rights from the Strasbourg International Human Rights Institute in France. She is Emeritus Professor of Law at the University of Calgary and Queen's Counsel. Kathleen was a founder of the Women's Legal Education and Action Fund (LEAF). She participated on the organization's Legal Committee for 10 years, formulating and making submissions before the Supreme Court of Canada which resulted in

many ground breaking decisions in the areas of gender equality including sexual assault, marital rape, sexual harassment, spousal support on marriage breakdown, equality of treatment for immigrant and indigenous women, limits on freedom of expression in pornography and hate propaganda as it affects women, minority groups and LGBTQ citizens, and numerous other cases involving women's equality issues.

She was the Chief Negotiator for Canada's Aboriginal peoples claim for cultural genocide against Canada, achieving the largest financial settlement in Canadian history for the mass human rights violations against the indigenous peoples of Canada. She was the primary architect of the Truth and Reconciliation Commission of Canada and led the negotiations for the historic apology from the Canadian Parliament and from Pope Benedict XVI at the Vatican. She was co-counsel for Bosnia Herzegovina in their genocide action against Serbia in the International Court of Justice with the result that the definition of genocide in the Genocide Convention was altered to include mass rapes and forced pregnancy as genocide offences.

Among her many awards and distinctions, Professor Mahoney is a Fellow of the Royal Society of Canada, Queen's Counsel, a Trudeau Fellow, and a Fulbright and Human Rights Fellow (Harvard). She received the Governor General's medal for her contribution to equality in Canada. She has held Visiting Professorships or Fellowships at Harvard University, The University of Chicago, Adelaide University, University of Western Australia, Griffiths University, the National University of Australia and Ulster University. She was recently appointed Raoul Wallenberg Centre for Human Rights Canadian Co-Chair.

The Equality Breakfast on the morning of Friday, April 29th was informative, inspiring and instructive. Guest speaker Kathleen Mahoney referenced an article from CBC that was written by an indigenous lawyer, Andre Bear. She then went on to provide the history of indigenous activism for legal remedies in Canada. Here's the article that led off the talk: <https://www.cbc.ca/.../opinion-andre-bear-indigenous...>



Andre Bear, is a recent law student graduate, former youth representative of the Federation of Sovereign Indigenous Nations and co-chair of the Assembly of First Nations National Youth Council

Equality Breakfast Opening Remarks by Danelle

Good morning everyone, my name is Danelle Rougeau Suchy, I sit on the Board of Directors of WISE, and I am joined by Alexis Alevizos [Alexis to introduce herself].



Before we begin, we would like to acknowledge that the land we are on today is located within Treaty No. 1 Territory, the traditional lands of the Anishinabe (Ojibway), Inineew (Cree), Oji-Cree, Dene, and Dakota, and is the Birthplace of the Métis Nation and the Heart of the Métis Nation Homeland.

The WISE Board of Directors is a small but mighty team, chaired by Betty Hopkins, who I'm sure needs no introduction to all of you. You are probably wondering why we are up here instead of Betty; she regrets that she was unable to join us today. I know we have big shoes to fill, but we'll do our best, and we do have a few remarks from Betty to share with you now:



Welcome Remarks Shared by Alexis on behalf of Betty

Welcome back to our long-overdue 2020 Breakfast, our first Breakfast since 2019 when we heard important messages from Dr. Karine Duhamel and Commissioner Qajaq Robinson from the National Inquiry into Missing and Murdered Indigenous Women and Girls.

We are happy to be sharing with you this journey for “True Equality,” although the promoted title has been changed as you will hear from Kathleen. Information in today's world is fast, fluid, and often more relevant in the present moment and we adapt as needed.

Although when I joined this organization, I made only a two-year commitment, I am still here because I believe that, rather than an organization, WISE is a small part of a movement for essential life confirming social change and the overcoming of all the failures I saw and could do very little about in the Child Welfare system. Of course, the fact I work for free may play a part!

I have joined you at these Breakfasts for over 30 years - gasp - and I am very sad to miss this one. I hope to join you later in the year when we are joined by Supreme Court Justice Martin, our and Kathleen's friend. We are planning a follow-up event with Justice Martin in the fall, and anyone in attendance today will be invited to join us; stay tuned for details.

I would like to thank Wendy Barker and Cyndi Forcand with whom I worked closely to make this time together happen. You may have spoken with Cyndi as you passed her at the table outside this room.

Wendy greeted you inside the room assisted by new Board Directors Catherine Dunn and Alba Lopez Gomez, and our student volunteer Mark Packulak.

Catherine and Alba will be getting a sense of the work ethic around WISE, but we want them to know we also have fun! And, by the way, we would like to hear from lawyers possibly interested in joining Catherine in a Legal Action Work Group!

The program information that Danelle and Alexis will share will show their commitment to the program, to Equality, and to WISE. *Danelle and Alexis to look at each other and high-five*

I did plan to say a bit more, but decided that the message from long-time supporter, Charles Coffey says it better!

A Message from Charles Coffey

Good morning, Winnipeg and a warm welcome back to the annual W.I.S.E. breakfast and a special welcome to those who may be attending for the very first time. Not only do I regret missing this wonderful gathering and catching up with many friends, I regret missing out on listening to your fabulous guest speaker - Kathleen Mahoney.



Based on Kathleen's CV alone, she is an ideal person to speak about what equality looks like in 2022. The big takeaway is that she does not stop. She keeps taking every opportunity to push the envelope on equality, diversity, and inclusion. At a special event hosted by University Canada West in Vancouver on March 3rd Kathleen and Phil Fontaine, former National Chief of the Assembly of First Nations, joined the University's Interim President Sheldon Levy for an enlightening and frank discussion about Canada's history, the treatment of Indigenous peoples in Canada and the path to truth and reconciliation - in other words some of the most important challenges facing Manitoba and the country today. I watched it on YouTube - must-see TV!

The huge news that Kathleen and Phil are developing a course based on their presentation that will be open to the public starting in the fall put a huge smile on my face. This course has the potential to play a significant role in further educating Canadians about truth and reconciliation, while helping to build recognition and respect for the First Peoples and their proper place in the Canadian story. This initiative is simply groundbreaking!

Congratulations to all the business, community and public sector leaders in the room and across the city/province, as well as individuals, who are prioritizing various initiatives for the Truth & Reconciliation 94 Calls to Action. A special shout-out to André Lewis and the Royal Winnipeg Ballet

team, some of whom are guests at the Coffey table, for stepping up to the leadership plate within the Company and the School. I know Winnipeg and Manitoba will continue to show leadership in action!

And finally, thank you all for continuing to make a difference by supporting this breakfast - and remember to keep making W.I.S.E. investments!



Beatrice Watson, former WISE Board Member and Equality Activist, shared her thoughts on the success of the Equality Breakfast in the Free Press Community News. Beatrice is a community correspondent for Fort Rouge. You can read her article here... <https://www.winnipegfreepress.com/our-communities/correspondents/2022/06/01/indigenous-law-should-be-part-of-canadian-law>

In our 2021-22 Annual Report we shared information and resources on residential schools. Since then other unmarked graves have been found across Canada and there were shifts towards reconciliation. Indigenous rights advocate and residential school survivor Phil Fontaine, and his wife, lawyer Kathleen Mahoney in the Vatican.



In an article reported in Global News, the headline reads: *Something is different about this trip to the Vatican. Phil Fontaine says it's "hope."* In the story, Phil Fontaine reflects on what has changed in the 13 years since his last trip. To read the full story visit <https://globalnews.ca/news/8721907/phil-fontaine-hope-second-vatican-delegation/>

The world shifted on May 27, 2021, when [Tk'emlúps te Secwépemc](#) revealed the harrowing presence of [215 unmarked graves](#) at the former Kamloops Indian Residential School in their traditional territories in southern British Columbia.

"It put Canada before the eyes of the world," he says, standing in St. Peter's Square as tourists stop to take photos of him being interviewed in front of cameras. "Without a doubt, the 215 unmarked graves in Kamloops is a pivotal moment."



**2022 EQUALITY
BREAKFAST**



More Memories. . . 2022
EQUALITY BREAKFAST



**Working in Support of Equality (Manitoba) Inc.
Annual W.I.S.E. Breakfast**

**7:15-9:00 AM
Friday February 3rd, 2023
RBC Convention Centre
Winnipeg**

**MODERN DEVELOPMENTS
IN EQUALITY LAW**

**Supreme Court Justice
Sheilah Martin**



wisemanitoba.com



For our second Equality Breakfast held early in 2023 we were pleased to have as our keynote speaker Justice Sheilah Martin. A long-time equality supporter who has been in Winnipeg five times sharing her knowledge and wisdom. Although there was a definite chill in the February air, attendees enjoyed her address very much based on feedback.

I wanted to extend my heartfelt congratulations to the volunteers, staff, and all who were involved in putting on today's W.I.S.E. Breakfast event. Supreme Court Justice Sheilah Martin gave an excellent keynote address! I am wondering if it would be possible to obtain a copy of the recording of her address.

Kelly Gasmen she/her | elle
Development Manager |
Responsable du développement
Friends of the Canadian Museum for
Human Rights

Awesome event! Excellent keynote.
Valerie Williams UM



Jon Gerrard - MLA, River Heights

February 3 · 🌐



This morning I attend the W.I.S.E. (Working in support of Equality) breakfast with many colleagues and friends. We all listened to Justice Sheilah Martin talking about the legal perspective on the search for equality in Canada. we heard about the use of and fight for equality rights, and especially the role that women and other advocates have played in attaining them. There is still work to do, but there is hope.



A BIG thank you to people who took photos and shared them on various social media sites. It was great to read some of your comments!





Equality Breakfast Welcome by Alexis

Good morning, everyone, and welcome to the annual WISE Equality Breakfast. Thank you all for being here bright and early on this chilly Friday morning. My name is Alexis Alevizos and I sit on the Board of Directors of WISE. Before we begin, I would like to acknowledge that the land we are on today is located

within Treaty 1 Territory, the traditional lands of the Anishinabe, Cree, Oji-Cree, Dakota and Dene Peoples and the homeland of the Metis Nation.

The WISE board of directors is a small but mighty team, chaired by Betty Hopkins, who I am sure needs no introduction to all of you. You are probably wondering why I am up here instead of Betty; she regrets that she is unable to join us today. I know that I have big shoes to fill, but I will do my best, and I have a few remarks from Betty that I will share with you now.

Good morning to each of you and a special greeting to The Honourable Sheilah Martin who joins us for the 5th time, having been at 4 breakfasts and 1 dinner. It is okay to cheer and applaud (pause). One might surmise that she is a favourite! And indeed, she is. Could it be because of her intelligence, her thoughtful depth of analyses, her sense of humour, or her warmth and caring nature?! Stay tuned and let us know!

I am sorry that I can not be there with all of you, but family health challenges and medical advice keep us at home – unless we have to visit a medical centre or hospital emergency room, one of those so much "safer" environments!!! However, I'm taking the opportunity to share a few items with you, after which Alexis will tell you a bit about her involvement with WISE. She also will share the annual message from long-time supporter and Honorary Patron Charlie Coffey who, although living in Toronto, is with us in spirit, commitment, and financial support! Thank you, Charlie, and thank you Jo, for arranging Charlie's table guests each year! Jo if you would please stand and wave.

Please take a few minutes to say hello to the busy volunteers you passed on your way in. In particular, Cyndi, Wendy and Rose who have worked closely with me to bring this event together. It really does take a village!

Also, I encourage you to recognize Black History month and to explore the important contributions, long existing challenges with racism, and the ongoing strong work for Equality. WISE Board Director Dr. Lois Archer has provided some information that is on your table. Lois is available if you have any questions. Lois if you would please stand and wave.

I would also like to remind you all of the WISE FUND at the Winnipeg Foundation and encourage you to donate! It is important that WISE develop the capacity to engage talented staff to take over from the long-time volunteers. Some of you will remember we were well prepared for this transfer several years ago, when LEAF tried to break the tripartite contract, they had signed. As Law allows, a skilled lawyer can find ways to elongate a process - legally, but in my opinion, ethically questionable. It took 2 years, but with the help of the Winnipeg Foundation and the other tripartite members we retained our Fund, but lost valuable time. We invite your donations to the WISE FUND and to continue fundraising actively with us!

Also being celebrated this year is the 50th anniversary of the Rainbow Resource Centre! I encourage you to explore their website and the story of their evolution and progress. Also, WISE Board Director Alba who welcomed you at the door volunteers with the Centre and can share information with you. Alba, please stand and wave. In spite of Equality gains for some of us since the Charter came into effect, and the increase in the strength of groups long in positions of disadvantage to self advocate and move forward, there has also been increased polarization, hostility and danger. We would like to hear and discuss your views, thoughts, concerns, questions, ideas. Please let us hear from you.

Also, I am certain that our speaker today will provide much for us to think about and discuss! Today provides all of us with an opportunity to share, learn, visualize, celebrate and re commit. I wish all of you well and thank you for being here today!

Before I read some welcoming remarks from Charlie Coffey, I am going to share a little bit about my role with WISE. I have had the honour of working with WISE over the last four years. My involvement began through the No Means No program while in law school, and now have continued my role with No Means No through my position on the board following my graduation.

For those of you who are not familiar with No Means No, it is a legal education program that discusses power and violence, gender and stereotypes and sexual assault with middle school and high school students.

This year has been very exciting for *No Means No* as it is the first year that we have been presenting entirely in person since 2019. So far this school year, we have facilitated in 15 classrooms, and have provided 42 sessions for the program. One of the best parts of this program is that it gets students thinking. While the content of these sessions can be difficult, it is important to open up conversations with students. Facilitating these sessions was one of the highlights of my law school experience. Hearing teachers provide feedback that these sessions have sparked important and meaningful conversations in their classrooms is extremely rewarding, as these students will shape the future.

I know that you're not supposed to pick favourites, so I will shine a spotlight on some of our other programs that we hope to bring back soon: *Youth in the Workplace* is a legal education program that

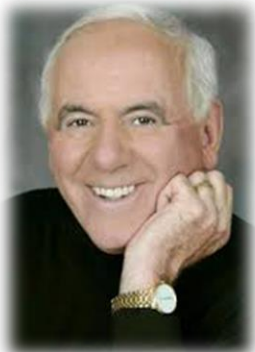
teaches students about their rights and responsibilities in the workplace through critical discussion, role-playing and scenarios. Youth learn how power, discrimination and gender stereotypes play out in the workplace.

Transforming Our Future is a course that empowers community groups by providing tools for identifying systemic discrimination, assessing legal avenues for change and developing strategies that are meaningful to their communities. They will learn to shape the future of equality in Manitoba and Canada.

The Annual *Youth Conference* is an opportunity for students to interact with women role models, lawyers, law students, professors and WISE Manitoba volunteers and to participate in a day of ideas, questions and discussions about human rights, making the law work for women and promoting equality through the law.

Alexis then read some welcoming remarks from long-time supporter, Charlie Coffey and then asked Sherri Walsh, a former WISE Board member to introduce the guest of honour.

A Message from Charles Coffey



Good morning, Winnipeg and welcome to my favorite breakfast across Canada, the annual Working in Support of Equality event. Perhaps being held for the first time in February. Once again, I'm delighted to join the company of outstanding women and Equality Visionaries, Valerie Thompson, Gail Asper and Marjorie Blankstein.

Marjorie is a tremendous fundraiser, activist and volunteer while Valerie has made important contributions to the community through her time and generosity because she believes in giving back, and Gail who is simply a one-of-a-kind Trailblazer! I also want to sing out your accomplished guest speaker Supreme Court Justice Sheilah Martin. I especially remember her most significant and early cases as a lawyer and academic when she was asked by then Grand Chief Phil Fontaine of the Assembly of First Nations to work on the Indian residential school settlement to become a member of a multi-disciplinary team including other lawyers, survivors, elders and Indigenous people from across Canada tasked with reformulating an approach to address harms caused by the forced attendance of tens of thousands of indigenous children at residential schools.

I recall Sheilah saying this case was among the most meaningful and challenging work of her career. That even though she had studied equality rights, she was confronted by how privilege insulated her from being fully aware of what truly happened in residential schools. Supreme Court, Justice Sheilah Martin gets it big time. I would love to be in the room to listen to your wise words. And then there's one of a kind Betty Hopkins who among many achievements has turned this

breakfast into a well-known and well-oiled machine. Talk about marvelous examples of leadership in action; leaders who support and mentor other talented women.

Like our Prime Minister Justin Trudeau, I believe women's empowerment is a key driver of economic growth that works for everyone all of us benefit when women can participate freely fully and equally in our economies in society. Gender equality must play a role in creating lasting solutions to the challenges we face and Winnipeg and Manitoba as well as the World by funding organizations that target the barriers that hold women back. We are ensuring that all Manitobans regardless of gender have a real and fair chance at success.

Thank you all for continuing to make a difference by supporting this wonderful breakfast and remember to keep making WISE Investments.



Introduction of Keynote Speaker by Sherri Walsh

Good morning. It is my great pleasure to introduce our speaker today, the Honorable Sheila Martin Justice of the Supreme Court of Canada. In studying Justice Martin's illustrious career, I was struck by her unique breadth of experience and expertise covering both civil and criminal law, from the perspective of an academic, a practicing lawyer and a judge. And all of her work imbued with a clear desire to pursue fairness and justice.

As you may know Justice Martin has a strong connection to Winnipeg having been married to the late Hirsch Walsh whom we all remember as a prominent criminal defense lawyer. Justice Martin has a daughter and grandchildren here and so she tells me Winnipeg holds a special place in her heart.

Now Justice Martin's CV is long and engaging but I'm only going to give you some highlights. She holds a Bachelor of Civil Law and a Bachelor of Common Law from McGill University a Master of Laws from the University of Alberta and a Doctorate from the University of Toronto. From 1982 to 1986, she worked as an academic and a law professor at the University of Calgary where she taught courses ranging from commercial transactions to Feminist Legal Theory to Constitutional Law. As an academic she published extensively with much of her work focusing on equality rights and ethics.

She's given numerous, numerous presentations nationally and abroad on such topics as judicial education, gender equality and bias, and violence against women. And she's worked with the National Judicial Institute for decades training judges in the areas of social context and equality among other things. I note that one of the topics on which she presented was

simply called “Good Judgment.”

From 1991 to 1996 Justice Martin served as acting Dean and then Dean of the University of Calgary's Faculty of Law. Then she went to work as a practicing lawyer. Her practice was wide-ranging and addressed issues of deep significance to Canadian Society.

For example, she was part of a team of three lawyers who saw compensation for David Milgard to address the losses. He suffered after being wrongfully convicted of the rape and murder of Saskatchewan woman, Gail Miller. Based on the work she did for David Milgard. She was asked by former Supreme Court Justice Peter Cory when he chaired the inquiry into the wrongful conviction of Thomas Sophonow to provide a paper and give expert evidence about how to compensate the wrongfully convicted.

She frequently worked on a pro bono basis for the women's legal education and action fund and the Alberta Association of sexual assault centers in cases that reach the Supreme Court of Canada. Then as Alexis has already told you at the invitation of the National Chief of the Assembly of First Nations, Phil Fontaine. She joined the team tasked with finding a new approach to redress the harm caused by the forced attendance of Indigenous children at residential schools.

This work served as the foundation for the 2005 Indian Residential Schools Agreement. Shortly after she completed that work, Justice Martin was appointed to the court of Queen's bench of Alberta where she served for 12 years. In speaking with Justice Martin yesterday, she described those years as being the most defining learning experience of her career.

She served as Deputy judge for the Supreme Court of Yukon from 2009 until 2016 when she was appointed to the courts of appeal of Alberta the Northwest Territories and Nunavut. In 2017 she was appointed to the Supreme Court of Canada. She has of course received many honors and awards including being re-conferred as Queen's Council, receiving the YWCA Woman of Distinction award for the advancement of women and many awards for excellence in teaching.

When I spoke with Justice Martin yesterday, I asked her if there was anything in particular, she wanted me to say about her career. She told me that she wanted people to know that she felt privileged for having been able to do so many things so many different things - to be a student of the law, a professor, a dean, a barrister who went to court and of course, a judge. The last thing I will say is that if you read Justice Martin's application to be appointed to the Supreme Court, which is online. The overall sense you will have is that of a person who is sincere and unassuming and who has a genuine desire to use their career to make a difference. For all of these reasons, we are so fortunate to have Justice Martin speak to us on this Prairie winter morning. Please join me in welcoming her.



Modern Developments in Equality Law

Justice Sheilah Martin was a much-enjoyed keynote speaker on February 3rd. Her sense of humor and insight left the audience feeling inspired, and motivated to continue their support for equality. She began by mentioning that her last time in Winnipeg was with the Supreme Court members. It was history-making, marking the first time they sat

outside of Ottawa. She described it as a magnificent experience.

Justice Martin then provided a brief overview of what is happening with equality rights under section 15 of the Charter, and then talked about the general impact equality rights have had in Canadian law. She concluded with some personal observations and lessons she learned as an academic and an advocate working on equality issues.

In her overview of the equality jurisprudence, she discusses strategies to continue the strengthening of equality rights. Improving section 15 will involve directing attention to new grounds and to confronting intersectionality. It will also involve working through the proper delineation between the scope of section 15 and the justification analysis under section 1 as well as finding the right balance when sections 7 and 15 are advanced together, in order not to relegate section 15 to a second order interest.

In discussing the general impact of equality rights on Canadian law, she described how equality is not limited to a section 15 constitutional challenge. Rather, equality permeates, influences and shapes the contours of our entire legal system. This includes how legislation is framed, how statutes are interpreted, how cases are decided, how facts are found and how rules of evidence are defined and applied. Equality rights are foundational, fundamental and formative and have found multiple ways to influence the totality of Canadian law. The practice of equality thinking, is not just right - it actually improves decision making.

In the final part of her remarks, she shares her learnings about the quest for equality, noting that "change is as necessary as it is difficult." She posed the question, "Where do we get the strength and the will to do the hard things?" Her answer outlined that one motivation can be found in the rage at injustice, a possible renewable source of energy. In the end we aren't working this hard for equality so that men and women can be equally unfulfilled or unhappy. We were reminded to not to be deflected, deterred, discouraged or dissuaded and to trust our judgment. Even when the distance between effort and achievement can feel disproportionate, she encouraged us to be proud of who we are, what we do and continue to be persistent, stay strong and continue to speak up. She emphasized the importance of listening to the special voices of those who have experienced discrimination. Learning about the lives of others requires humility and deep listening.

Justice Martin referred to the pandemic which has shown us some of the strains of inequality, but also proved that we are not powerless. Through our sheltering in place, we produced massive and wide-reaching social change in order to help and protect each other through urgency and agency. These skills cannot be unlearned.

She made a plea for inclusion, which demands a systemic change. It requires accommodating and including people who weren't there when "the norm" was created. It can be something as simple as modifying job requirements to accommodate, for example, someone with a learning disability who will approach the job differently. Inclusion doesn't only occur when the system acknowledges it. It happens in social settings. It happens when we talk about the work we do as a group or an organization, noting that sometimes it's more about who isn't around.

It was a reminder that the notion of inclusion is a really important one. Justice Martin asked the audience to think about the ways we deal with people. She acknowledged that while progress is always experienced too slowly, there have been many great gains in defining substantive equality. She noted that organizations like WISE help ensure the voices of women and girls continue to be heard, while also contributing to stronger institutions and deeper democratic processes. Thank you, Justice Martin for affirming the noble work that WISE does.

We know that it is not true that people stop pursuing their dreams because they grow old. They grow old because they stop pursuing their dreams. While great progress has been made, the promise of equality remains unfulfilled. Justice Martin reminded us that section 15 still requires support and equality thinking needs to continue to be pulled through our entire body of law. Bringing equality into existence is creating something that has not existed before and will require hard work, creativity, courage and continual commitment.

In closing, she recounted that there is profound personal and professional satisfaction in working towards equality to the benefit of others and to remember that *if it was easy, they wouldn't have asked you to do it.*

"MY POLITICAL PERSPECTIVE AS A SOCIALIST FEMINIST PROVIDES A FRAMEWORK FOR UNDERSTANDING WHAT I SEE. BUT FEMINISM TAUGHT ME TO LISTEN TO OTHER WOMEN." (JUDY REBICK)



rochelle_squires • Follow

rochelle_squires This mornings W.I.S.E. Manitoba Equality Breakfast was nothing short of enlightening.

Justice Sheilah Martin shared valuable knowledge and inspiring spirit with all those in attendance- I'm thrilled to be a part of championing equality for all!

Ce matin, le petit-déjeuner pour l'égalité de W.I.S.E. Manitoba n'était rien de moins qu'instructif.

59 likes
FEBRUARY 3

Add a comment... Post



pollardpearson • Follow
Treaty No. 1

pollardpearson Wonderful morning with Elder Billie Schibler at the @wisemanitoba breakfast. Justice Sheilah Martin was brilliant & thought provoking. Lovely meeting Sherri Walsh. #equality #equalrights #grateful #section15
Edited · 8w

maytea I remember Sherri from the Phoenix Sinclair inquiry .
Lovely to see Elder Billie
8w 1 like Reply

66 likes
FEBRUARY 3

Add a comment...

Thank you to everyone who posted and shared on social media accounts! We really appreciate your spreading the word about EQUALITY

Equality rights are foundational, fundamental and formative and have found multiple ways to influence the totality of Canadian law. The practice of equality thinking, is not just right - it actually improves decision making. Justice Sheilah Martin

CHARTER TOP 5 FACTS

1982-2022 CHARTER 40 YEARS

The Charter has served as a model for human rights protections around the world. Among others, South Africa and New Zealand looked to the Charter when drafting their Bill of Rights.

1



2

Section 15 of the Charter (equality rights) came into force 3 years after the Charter, so that governments had time to ensure their laws and policies respected everyone's equality rights. - 1982 (Charter signed into law) to 1985 (Equality rights came into force)

According to Statistics Canada, Canadians rank the Charter of Rights and Freedoms as our most important national symbol, beating out other symbols like hockey or the beaver.

3



4

The Charter has been to outer space. Canadian astronaut Marc Garneau took a copy of the Charter with him on one of his missions.

The Charter has been translated into 23 languages including Hindi, Japanese and Ukrainian. It's also been published in English and French Braille.



5



HAPPY BIRTHDAY CHARTER

Since this report covers 2022 and some of 2023, we include this infographic on the Charter. It is history that we hope helps all of us reflect on the past 40 years. Although Equality rights took two more years to come into force, the advancement of Equality is ongoing. Two generations have entered the world since its signing. What benefits have they experienced since then? How much change do you recognize and how much Equality work still needs to be addressed?

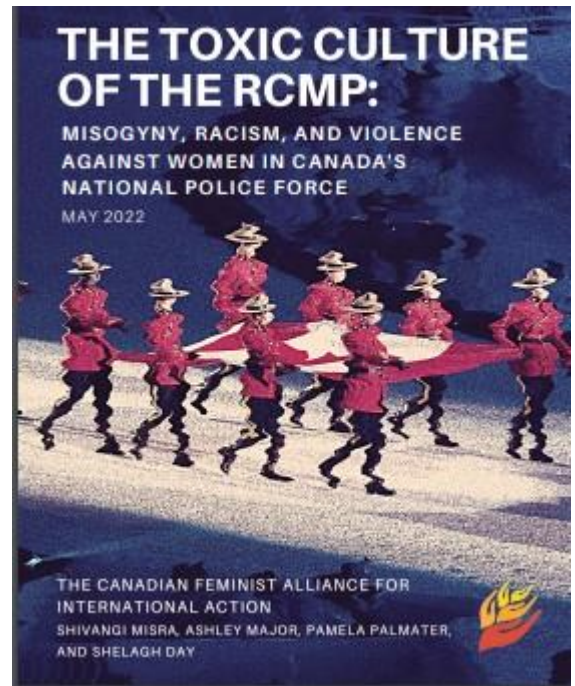
EQUALITY MATTERS IN THE NEWS

The Toxic Culture of Misogyny, Racism, and Violence in the RCMP

In May 2022, The Canadian Feminist Alliance for International Action (FAFIA) issued a new report with the above title. In the report, researched and written by Shivangi Misra, Ashley Major, Dr. Pamela Palmater, and Shelagh Day, the findings are shocking and growing evidence of systemic discrimination and violence against women perpetrated by the RCMP. I FAFIA urged the Government of Canada to immediately establish an independent external review of Canada's national police force that will address and change its treatment of women, both as an employer and as a service-provider.

Battered Women's Support Services BWSS shared their support of the FAFIA RCMP Report "Over the last decade, numerous reports from legal experts and human rights organizations have documented violence against women by RCMP Officers, including harassment, sexual assault, rape, and sexualized verbal abuse," the group says.

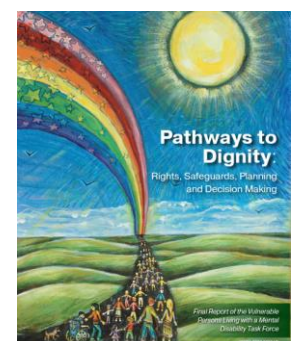
<https://www.aptnnews.ca/national-news/fafia-external-review-rcmp-misogynistic-violence/>



You can read and download the full report [here](#). An executive summary of the report is also available [here](#).

In the Disability Community progress was seen in several areas. In April 2022 the Manitoba Government announced an investment of \$29M to support disability services and increase service provider wages as part of Budget 2022: [Recover Together](#).

This investment responded to several areas, including legislation changes outlined in [The Pathways to Dignity: Rights, Safeguards, Planning and Decision-Making Report](#) created by a task force of nine members. These members were a dedicated, knowledgeable, insightful, respectful group of people who researched, studied and debated significant issues affecting the lives of people with an intellectual disability. The result was a consensus around 16 theme areas in a timely and efficient manner. Page 72 offers a [Plain Language Summary](#).



The Manitoba Government through the consultation process is proposing amendments to the legislation that address (1) Wording and Principles (2) Assisted Decision Making (3) Abuse Issues (4) Other that includes a 10-year review clause.

Another outcome from the government's investment was [The Community Based Assisted Decision-Making \(CBADM\) Pilot Project](#), a two-year project delivered by the 120 Maryland Group. The project objectives include developing peer support networks for families, increasing capacity for the use of support networks, motivating the use of community-based assisted decision-makers and assisted decision-making, and reducing reliance on the Public Guardian and Trustee.

In other disability [news](#), the Manitoba government has agreed to pay \$17 million and apologize in the legislature to settle a lawsuit filed on behalf of former residents who say they were abused at the Manitoba Developmental Centre (MDC). The law firm, Koskie Minsky LLP of Toronto commenced this class proceeding on behalf of the representative plaintiff, David Weremy in 2018. For those of you interested in the legal components of this case, the timelines and settlement details can be found [here](#).

In 1992, the United Nations proclaimed December 3rd to be the **International Day of Persons with Disabilities** (IDPD) with the goal to promote an understanding of disability issues and foster support for the well-being, dignity, and rights of persons with disabilities.

The 2022 theme was **Leadership and participation of persons with disabilities toward an inclusive, accessible and sustainable post-COVID-19 world.**

According to the WHO World Report on Disability, 15 per cent of the world's population, or more than 1 billion people, are living with a disability. Of this number, it's estimated 450 million are living with a mental or neurological condition— and two-thirds of these people will not seek professional medical help, largely due to stigma, discrimination and neglect.

The day is about promoting the rights and well-being of persons with disabilities at every level of society and development, and to raise awareness of the situation of persons with disabilities in all aspects of political, social, economic, and cultural life.

The theme for 2023 is “Transformative solutions for inclusive development: The role of innovation in fueling an accessible and equitable world.”

This guide has been designed to be practical not preachy, and to encourage rather than prescribe. A



'How-to' guide to help conference organizers promote diversity of attendance and inclusivity of participation at events. Click on image for link



THE MANITOBA
BAR ASSOCIATION
A Branch of the
Canadian Bar Association

In October 2022 WISE Manitoba was nominated for the MBA Mid-Winter Conference Community Organization Selection Process. In November we received notification that indeed we had been selected as the Community Organization for the 2023 Manitoba Mid-Winter Conference. As a result, we received a most welcome donation from them.

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. In 2022-23 in the social media platforms, we shared and promoted some of the following:

- ... Congratulated Michelle Good, author of [Five Little Indians](#), a book chosen by the 2022 Canada Reads advocates as the one book all Canadians should read.
- ... Shared images and videos for both 2022 & 2023 Equality Breakfasts.
- ... Posted an Amnesty International report that reveals how Twitter has failed to deal with online violence towards women and a virtual event from the Georgetown Institute for Women, Peace and Security about the Ukraine.
- ... Supported Pride Week and shared The Rainbow Resource Centre's events.
- ... Darrell "Windwalker" Scarrett let us share some poems on [#nationalindigenousday](#) and we also shared what events were happening.
- ... Marked the passing and remembering of Marilyn McGonigal, an Equality Supporter.
- ... Shared the events for the 7th annual torch of dignity relay and family day.
- ... Updates were provided on Truth and Reconciliation Day, along with a post from 100 years ago when a doctor called the situation in Canada's Indian residential schools "A National Crime."
- ... Posted about the YWCA webinar about the state of online hate experienced by women and gender diverse people in Canada.
- ... Shared Persons Day info and asked how people will celebrate the day.
- ... Marked the seventy-seven years since the United Nations was formed.
- ... Posted several stories on [#aboriginalveteransday](#)
- ... [#16days](#) to activism against gender-based violence
- ... Shared women's health clinic post regarding December 6, The National Day of Remembrance and Action on Violence Against Women
- ... December 10, was presented as Human Rights Day
- ... Shared Manitoba Writers' Guild invitation to write short story competition
- ... We remembered [#rememberjanuary29](#) those killed worshipping in a Quebec City mosque
- ... [#blackhistory2023](#) postings of several events
- ... [#shebelievescup](#) Canadian Women's Soccer team protests inequality in the sport
- ... [#internationalwomensday](#) with a theme of EVERY WOMEN COUNTS

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 that you would like us to publicize, please send them to wisemanitoba@mymts.net

WISE VOLUNTEERS



Volunteering for the No Means No Program

Prior to attending law school, I managed an entertainment staffing company where I trained and staffed dancers into various events. I was saddened to learn that every dancer in that company had experienced some form of sexual harassment and that many were victims of sexual assault. When I decided to change careers and pursue law, I knew that I wanted to use my education to fight the prevalence of sexual assault in our nation in some way. When I saw the call for volunteers for the W.I.S.E No Means No program I knew it was exactly the kind of opportunity I was looking for.

As a law student it is not often that I have a chance to share what I have learnt in a way that impacts the public. With No Means No I have the chance to engage directly with the youth of Manitoba, share information on Canadian law, and help them explore the social forces that lead to instances of sexual assault (power, violence, stereotypes, and gender bias). We use storytelling to think critically about what behaviour is appropriate and how we can make others feel safe through consent. The program gives students an opportunity to be curious, ask questions, and clear up misconceptions. I think often about how my perception of the world might have changed and how my confidence to set boundaries would have improved if I had been able to have these conversations in my formative years. I have heard the same sentiments from many of our volunteers.

This year we have experienced an overwhelming demand from schools who are interested in having the No Means No program engage with their students. We have more requests for sessions than we have volunteers. It is clear that people are seeing the value in what we do! It is also clear that the Covid-19 pandemic has greatly impacted our youth and that allowing them to have a space to ask questions is more important now than ever.

I am very proud to be a Co-coordinator for the No Means No program this year and look forward to another year with W.I.S.E. in the fall.

Heather Morris



I have been involved with the No Means No Program since the beginning of my first year of law school. This program instantly caught my attention as the content of the workshops was something I had never been taught while I was in middle/high school, and I strongly believed it was important to discuss. I wanted to help be a part of that conversation and so I joined No Means No, and it was one of the greatest decisions I made.

I was a workshop facilitator for one year and then became a coordinator in my second year of law school and continued on as a coordinator in my third year as well. In both of my years as a coordinator with No Means No, we had an overwhelming demand for the program to be facilitated in new schools, more classes and a larger range of grades. This made me very excited as a proud NMN volunteer because these workshops were becoming important conversations in classrooms. As the word got around schools, more and more teachers were requesting the program and the feedback we received was fantastic. No Means No is such a wonderful program, and I cannot wait to see what the 2023 school year will bring!

Mikaela Bauerlein

ACKNOWLEDGEMENTS



We acknowledge one of our long-time major supporters, **Val Thompson**, here. Although Val is experiencing health difficulties, she continues to be a valued member in the Equality movement.

This bio was originally included in the 2013 Annual Report.

With full human rights, equality and justice as personal values, Valerie Thompson has become W.I.S.E. Manitoba's major supporter. Val contributes regularly not only to our WISE endowment but also to our programs and infrastructure. Reflecting a unique balance of business and social entrepreneurial interests and skills, she has a record of significant and innovative contributions in both areas. Raised by parents who were open, accepting, and generous, it is no surprise that Val chose social work as a career. After graduating from the University of Manitoba, she performed a leadership role in areas of family therapy, treatment for children with emotional and behavior challenges, and supports for adults with spinal cord injuries. She also taught at the School of Social Work.

Her transfer to the world of business may seem a surprising departure; however, Val's "people skills" and can-do approach" served her well in both areas. After being refused financial assistance by banks, she managed to secure start-up financing and "starting from scratch," was instrumental in the success of several businesses, including Frontier Autobody, Frontier Subaru and Frontier Toyota. In a leadership position, she prioritized advancement of women in their businesses. While doing all this, Val with her husband Marcel, raised two children. Both children are now involved in these businesses.

Val also continued her involvement in community, chairing several boards including Manitoba Learning Foundation, Reaching Out Employment Service, Better Business Bureau, locally and nationally. She has also been involved with the SPC, Heart and Stroke Foundation, Salvation Army and is very active with the Liberal party. In social work and in business, Val has lived out her belief that each of us benefits when full equality for all people is our shared goal.

Thanks Val!

IN MEMORY

In the recognition of Marsha our hearts go out to long time supporter and former Board member Gemma Gay. Gemma, taught Women's Studies at Tech Voc High School from 1987-1989 and also set up a resource centre at Sisler High School with books donated by our supporters and made available to students.



Marsha Rose-Anne Gay was an adored shining star, who exuded kindness and love to every person she met. Born September 5, 1966, she passed away unexpectedly on September 2, 2022. She leaves behind her devastated family, her mother Gemma, her brother Ashley, her sister Karen, her amoureux Gérard Raymond, and the absolute centre of her universe, her beloved son Mathias. Friends and family around the world, who also cannot imagine life without her, will miss her profoundly. She showered all her loved ones with the deepest love, respect, and compassion.

Marsha was born in Trinidad, raised in Winnipeg, lived in France, Japan, India, Kenya, Guadeloupe, Nunavut, and for most of the last twenty-five years, Toronto. She loved to read and wrote prolifically, and was always accompanied by imaginative projects, including her beautiful crafting and knitting. Her sense of adventure and zest for travel was unlimited. More than places, Marsha always wanted to know people. She would look deeply into your eyes when speaking with you. For that moment, you felt like the only person in the room. The warmth of her smile felt like rays of the sun to bask in. And if you were the lucky recipient of a Marsha hug - a close full embrace like no other - you will remember it forever.

When Marsha had Mathias, she said that she had met the true love of her life. She poured all of her love and wisdom into her magnificent son, and she was her fiercest and most passionate in advocating for the best for him, and being the best mother, she could be to him. Mathias brought her a sense of wonder and joy, and Marsha treasured him. Marsha loved her family deeply and they, her. In Gérard, she found a true-life partner.

In addition to all of her amazing life accomplishments as a loving mother, partner, sister, daughter and friend, Marsha was also a leading intellectual light and a lifelong learner. She was astute, intellectually curious, and a critical thinker. That brilliance eventually led her to a LLB from the Faculty of Law at University of Toronto, clerking at the Court of Appeal for Ontario, and an LLM from Osgoode Hall Law School in alternative dispute resolution. She put all of those skills to work as a lawyer for the Department of Justice for twenty years where she was an inspiring leader and passionate about making a difference. Marsha literally changed the lives of the law students she gave so much to. Marsha also gave back to her community. She volunteered on a government-wide charitable campaign, on her co-op board, and as a community mediator.

Creative, dazzling, warm, and soulful, her vibrant presence in our lives would never have been long enough, but now feels all too brief. She will be cherished with love and memories to last lifetimes, and she lives on in all of our hearts.

Passionate about education, driven to advocate. Jamaican-born **Beryle Jones**, who made a lasting impact as a teacher and scholar in her adopted home, was devoted to helping improve the lives of women in Winnipeg's immigrant community



Inside the office of Courtney Foster's south Winnipeg bungalow are two elegantly woven tapestries nailed to the wall. Hanging from them are more than 50 award ribbons, medals and ID cards from conferences, displayed in recognition of his mother's unwavering devotion to the success of immigrants in Canada. The honorary exhibit is just a small sample of what she accomplished during her remarkable life, however.

Dr. Beryle Mae Jones, born in Kingston, Jamaica in 1936, emigrated to Winnipeg in 1963 as a 27-year-old who aspired to teach others.

Growing up with three siblings, her parents instilled the importance of education. Jones carried those lessons with her until she died on Jan. 10 at the age of 85.

A bachelor's degree in education led Jones to John Gunn School, a junior high in Transcona, where she headed the English-language and literature department for 15 years while she worked on a

master's degree. She later travelled overseas to the University of London, where she attained a PhD in sociolinguistics.

A decorated resumé led Jones back to Winnipeg in 1989, when she began her run as a professor in the education faculties at both the University of Winnipeg and University of Manitoba. During that time, she was recognized for her active involvement in citizenship issues, receiving the Citizenship and Immigration Canada Citation for Citizenship Award from the U of W.

“The most important thing I can say is that she instilled the importance of education in me,” said Foster, Jones’ only child. “I remember at one point in my life, my ambition was to be a professional soccer player, but she made it clear to me that it’s best that I have an education first.

“As a matter of fact, one of her favourite things to say was that knowledge is power.” Her influence on the next generation of educators was just the beginning of where his mother made her impact.

During a career that led her to travel many summers for work conferences – which Foster admitted he enjoyed because it left him at home alone – Jones was the face of several non-profit organizations that strived to help women and immigrants acclimate and find success in Canada. Among the most notable was the Immigrant Women’s Association of Manitoba, where she served as the founding president. While helping women who encountered difficulties in getting their qualifications accepted, Jones often advised them to return to school to upgrade their status.

“I admired her for all her accomplishments because she was a very forward-thinking woman,” said Cynthia Manswell, one of Jones’ longtime friends.

“She should be remembered for all the things that she did to help people go forward, to help them be proud of themselves, to help reach their goals. She should be remembered as a good friend who would help you with whatever you needed and whatever problems you (had).”

Manswell, who emigrated from Trinidad and Tobago shortly before Jones, also attained her education degree from United College, which became the U of W. She was one of the first students to greet Jones when she arrived in Winnipeg.

“Beryle Jones was a phenomenal woman. She was brilliant, she was disciplined. She was always well-dressed. She cared about people and she cared about helping others and she always wants people to progress. Her goal was to go as high as she (could),” Manswell said.

“She did everything that she could possibly do to help others. She was a good friend to me and I could count on her for anything.”



Marilyn (Florence) McGonigal's passing on June 23, 2022 was originally noted on our Facebook page shortly after.

Marilyn was born in Regina, Saskatchewan on May 27, 1940. After attending Teacher's College, she got married and began a family, moving to Montreal, Toronto, Winnipeg and Calgary. She returned to Winnipeg in 1973 where she went to university, graduating with a Bachelor of Laws and receiving her call to the Manitoba Bar. She did all this while raising three boys. Marilyn practiced family law and helped start the first all-female law firm in Manitoba.

She was passionate about her family and about women's rights and human rights. She volunteered for many non-profit organizations that promoted them. She was President of the Provincial Council of Women of Manitoba, the John Howard and Elizabeth Fry Society, the John Howard Society and was a member of the NDP. She advocated for increases in the minimum wage, the need for basic income, equality for women during divorces, better protection for women and children from domestic violence and improved prison conditions. Her efforts helped influence changes to laws.

Many people shared their memories and condolences in the virtual guestbook.
You can view them by clicking on the image.



CONCLUSION

In the conclusion of our report, we again thank you for your continued support and commitment to the advancement of Equality and to moving forward on our shared Vision.

As Chair, I acknowledge, with appreciation, the other Board Directors who share your commitment to ensuring the Vision is realized.

But times are tough for people around the world, including for WISE and our many dedicated supporters who have shared our years of accomplishment and dedication to the Mission of true substantive Equality.

West Coast LEAF Boards and Staff have always been our supporters and allies. With them we share beliefs and principles. It was with their help we were able to develop strong and effective programs. They also are independent of LEAF. They are able to continue to use the LEAF name as they protected it when they began. Manitoba did not.

As many of you know, LEAF National has a rather complicated history with some productive and important times and contributions and some very troubled times, particularly in the treatment of staff.

Ertrice Eddy and Betty Hopkins were asked to join the National LEAF Board at a time of crisis. The story of that period is recorded and available and reveals hard but enjoyable across Canada work and progress... Only to be undermined by a new Board and several more difficult years. Detailed records of the good, bad and the ugly are available.

LEAF Manitoba finally decided to set up independent of National as did WC LEAF. Considerable time was spent with National developing an Agreement to strengthen our combined but independent impact. We developed a strong experienced Fund Development work group ready to raise substantial dollars to increase our impact on Equality advancement. The details of this period are also available.

We also had a prospective and strong plan for a new Board to assume governance and allow us, the long-time productive dedicated Board to retire with satisfaction and confidence.

Sadly, LEAF National decided to withdraw their support of this work at such a crucial time, refusing our use of the LEAF name. They issued a vague public statement that implied LEAF Manitoba had done something "wrong." They refused to honour their commitments to us. This action stopped the plan that would have raised a significant amount of money for Equality work and would have substantially strengthened the Equality movement.

With our retirement delayed, we continued to focus on the programs that we had developed with the support of WC LEAF, host Breakfasts under our name to raise funds to support the work of Equality in Manitoba, and to sort out the failing LEAF relationship. The Winnipeg Foundation was a valuable and valued partner. Details are available of the efforts and ongoing years of being undermined by LEAF and their lawyer, a previous LEAF National Board member, who continues to lead the several-year-action to undermine WISE.

Much of this history is not common knowledge and will not be fully shared in this Annual Report, but will be part of our story and our long and continuing commitment to true Equality and Honesty.

Thanks to the Working in Support of Equality Fund held at the Winnipeg Foundation and the details of our relationship connected to this, our work of Equality advancement has continued. In what manner is still being developed and explored. We encourage WISE supporters to continue the journey with us. There is much to consider and discuss!

Also, we welcome your feedback with regard to this annual report. Thank you for reading! We look forward to your comments, and wish you and your families love, strength, and safety.

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



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.



Lois A. Stewart-Archer is extensively involved in the community. With a PhD in Health Sciences, she has lectured and presented on related topics and continues as an Adjunct Professor at the University of Manitoba. Lois is the Clinical Nurse Specialist for WRHA Geriatric Mental Health. She has a broad level of skills that include: dementia management, suicide precautions, end-of-life care, outreach programming, specialized health knowledge, and practices.

Her numerous accomplishments and contributions include local, national, and international conference presentations and workshops.

Lois is a Past President of the Congress of Black Women of Manitoba, instructed courses at the University of Manitoba and Brandon University, and serves as a manuscript reviewer for a renowned American medical journal. She has been appointed to serve on several professional Boards and represented the WRHA on several working groups addressing mental health issues such as Elder Abuse and Intellectual Disability.

Along with her PhD (Magna Cum Laude), Lois also holds an MN in Administration & Restorative Health Nursing (University of Manitoba) as well as HBScN (First Class Standing) and BA Politics/Law (Lakehead University, ON).



Alba Lopez Gomez (she/her/hers) carries with her the family values of socialism and community activism. Born and raised in Masaya, Nicaragua, Central America, she supports social change. Alba firmly believes in community, and that in supporting each other we can help to bring change.

In the early 1980s, she participated in two different National Campaigns. One decreased the illiteracy, the other enabled students to assist with the coffee harvest in war affected zones. During this time Alba attended Law School and worked assisting women with domestic violence, child custody and child support cases.

After immigrating to Canada in 1988 Alba learned English and worked with the Manitoba Antipoverty Organization. She attended the WEC program, at the University of Manitoba. From 1999 to the present, she has worked for the Winnipeg Regional Health Foundation with a program that supports families and focuses on building and strengthening attachment between children and their caregivers.

From 2010 to 2019 she sat on the Board of Directors for the Rainbow Resource Centre. She participated in a Diversity and Inclusion forum in 2020, and has been interviewed by print and TV media on the topic of supporting trans youth. In 2022, Alba provided workshops for schools and the Native Women’s Association of Canada Moon Voices. She has been recognized for her volunteer work, most recently in 2021 with the Premier of Manitoba’s Volunteer Service Award.



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.

3 DECADES OF BREAKFAST SPEAKERS

We are always reminded of time passing and recently a review of what's been accomplished over the past 30 years identified some of what Equality Supporters have made happen. One of those was an ongoing Breakfast event that we brought to people who were (and still are) looking to advance Equality. We compiled a list of every speaker that presented at one of these Breakfasts. As you can see there was a variety of topics covered along with a diverse group of presenters. We share these with you because these informative/educational events helped raise the funds which keep the programs going. Your support through all these years made it possible! More to come on other areas of our herstory...

1991 Christie Jefferson
Why We Need LEAF

1992 Nancy Jackman
Why We Need Protection for Equality Rights

1993 Dr. Sheilah Martin,
Dean of Law, University of Calgary

1994 Senator Sheila Finestone
Role of Government in Protecting Equality Rights

1995 Dr. Sheilah Martin, Dean of Law, University
of Calgary *Ten Years of Constitutionally
Entrenched Equality Rights*

1996 Sandra Shamas (comedian)

1997 Patricia Monture-Angus, Professor of Law,
University of Saskatchewan
Equality Rights in the Aboriginal Community

1998 Catherine Frazee, Equality Rights
Professional Equality Rights for the Disabled

1999 April Burey, Equality Rights Activist
Equality & Racial Diversity

2000 Sally Armstrong, Journalist
Globalizing Equality

2001 Senator Landon Pearson
The Girl Next Door, the Woman of Tomorrow

2002 Kim Pate
Women in Prisons: Behind Bars

2003 Kathleen Mahoney
*The Good, the Bad and the Ugly, Trials of a
Feminist Judge*

2004 The Honourable Claire L'Heureux-Dube'
It Takes a Vision

2005 Fiona Sampson & Rita Deverell
What Doesn't Kill You, Makes You Stronger

2006 Heather Bishop
One Woman's Equality Journey

2007 Mary Eberts
Unequalled Opportunity: A Vision for the Future

2008 Sally Armstrong CM, Charlie Coffey OC
Equality: Media – Men – Money

2009 Kathleen Mahoney, Phil Fontaine
Never Ending Equality Journey, Past Successes & Future Challenges

2010 Constance Backhouse, Tantoo Cardinal
Homecoming 2010, Bringing Equality Home

2011 Benjamin Perrin, Diane Redskin
Human Trafficking: Confronting A Threat to Women’s Rights in Canada & Abroad

2012 Fiona Sampson, Mary Eberts
Equality Delayed

2013 Madam Justice Sheilah Martin
Judging Equality

2014 Shulamith Koenig
Equality Where We Live, Work & Play – A Human Rights City

2015 Shireen Ahmed
Veiled Threat? Women, Multiculturalism & Equality in Canada, The Promise of the Charter

2016 The Hon Marie Corbett, Q.C.
Law & Justice, A Woman Judge’s Insight

2017 Senator Kim Pate, Loretta Ross, Treaty Commissioner
Life Journeys for Equality and Justice

2018 Joanne St. Lewis
Beyond Black history Month: Contributions and Challenges

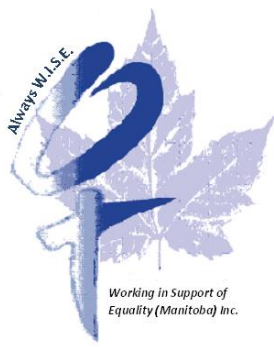
2019 Qajaq Robinson, Dr. Karine Duhamel
(Still) Calling for Justice: Redress and Healing Beyond the National Inquiry

2020 No Equality Breakfast due to COVID-19 pandemic

2021 No Equality Breakfast due to COVID-19 pandemic

2022 Kathleen Mahoney
The Evolution of Equality in Canada: From Progress to Backlash

2023 Justice Sheilah Martin
Modern Developments in Equality Law



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 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 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.

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. 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.

<p>Donation amount:</p> <p><input type="checkbox"/> \$5</p> <p><input type="checkbox"/> \$15</p> <p><input type="checkbox"/> \$25</p> <p><input type="checkbox"/> \$50</p> <p><input type="checkbox"/> \$100</p> <p><input type="checkbox"/> Other</p> <p>\$ _____</p>	<h2 style="margin: 0;">Donor Information</h2> <p>Name: _____</p> <p>Address: _____</p> <p>_____</p> <p>Email/Phone Contact: _____</p> <p><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></p>
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