

Manitoba's Employment Landscape in the Heritage Field

THE
WINNIPEG
FOUNDATION  Your Community Foundation
For Good. Forever.

CENTENNIAL INSTITUTE
RESEARCH REPORT | MAY 2021



Research conducted by Legacy Bowes



THE Centennial Institute was created by The Winnipeg Foundation in tribute to earlier generations of Canadians who established a legacy of values that profoundly influence our community today – the importance of philanthropy and human rights as well as the constructive interaction between government, the private sector and organizations that comprise civil society. Supporting those with interest in the life and times of the past is an opportunity to not only tell the story of Canada but also to include the heritage of all Canadians whose many diverse social and cultural backgrounds shape our national identity.

The mission of the Centennial Institute includes building professional strength amongst those working in the heritage field. Accordingly, the firm of Legacy Bowes was engaged to conduct an environmental scan to better define Manitoba's employment landscape. Its full report is included in this publication.

For more information about the Centennial Institute, please visit
<https://www.wpgfdn.org/leadership/centennial-institute-fund/>



Executive Summary

THE findings of the research include:

- 1.** The amount of employable work that exists in the preservation, study, education, and communication of History is extensive. Job opportunities are found in expected places such as Museums, universities and archives but also in less likely places including newspapers, architect firms, and Indigenous Bands.
- 2.** The research revealed more than 2,000 direct roles for professional work in the heritage field and more than 1,000 supporting roles spread across several hundred different employers. The average salary of direct roles is estimated to be \$70,000; the average salary of supporting roles is estimated to be \$45,000.
- 3.** Most of the jobs are in organizations that have charitable status but some are closer to government than others – high schools vs art galleries, for example. Smaller charities have less financial capacity to compensate fulltime positions. Government funding plays a critical role.
- 4.** While there are extensive job opportunities in Manitoba for those interested in working in the heritage field, many heritage organizations rely more on part-time workers, volunteers, and student interns. In the course of this study, more than 3,000 volunteer positions were identified. There is widespread interest in growing the fulltime professional base as funding becomes available.
- 5.** Job descriptions and job titles vary widely.
- 6.** Jobs in the heritage field are tied to History but many employees bring a different educational background – this is true for direct roles and particularly for supporting roles.
- 7.** For those in direct roles, a Master's degree is often preferred.
- 8.** There are many transferrable skills for those working the field broadly, so future career paths are open and variable.

This study is not intended to be a final or all-inclusive picture of Manitoba's employment opportunities within the Heritage field. The research was conducted during the COVID-19 pandemic and in many cases, information was not readily available. Moreover, as those who are familiar with this area read this report, they will undoubtedly suggest further sources of employment beyond those identified in this first environmental scan.



Introduction

LEGACY BOWES was engaged by The Winnipeg Foundation to undertake a study of the existing roles that exist within the Heritage fields, across various types of organizations that focus on the preservation, study, education and communication of History.

In conducting such research, the intention is to demonstrate the breadth of opportunities which exist in the Heritage Field across a multitude of organizations. Preliminary findings are presented below, with the expectations that additional questions may arise which depending on the breadth of the information available, can be further explored to allow for better understanding of the ultimate purpose of the study.

Project Overview

THIS initiative was based on the following factors:

1. The Winnipeg Foundation has created a Centennial Institute to support the study of Canadian History in our Province. The Interim Steering Committee has expressed interest in supporting professional development opportunities and in order to do so, requires a better understanding of the employment landscape of full time and part time jobs within this area of activity.
2. There was a Manitoba Heritage Summit held in October 2020 during which questions and concerns were raised about the limited extent of employment opportunities related to heritage that exist in our province.
3. This study is to focus on defining the diversity of organizations in the public, private, and voluntary sectors that offer heritage/history related employment opportunities and on presenting the roles and supporting roles that back this area of community programming, study and expertise.
4. There is a desire to understand the types of roles, whether part time, full time, contract, etc. that exist along with the related salaries associated with these types of roles.
5. There is an interest in an assessment and summary of the transferable skills that are prevalent through the study of History that are the key skills in a number of the roles and organizations.

Our Approach

LEGACY BOWES used a four phase, direct, and practical approach to conducting a comprehensive study.



PHASE ONE – Project Planning & Launch

THE first phase of the project involved meeting with the Project Leader, Richard Frost to confirm project methodologies, consultant roles and responsibilities and to confirm project timelines. In this meeting we had a healthy discussion to confirm the goals and objectives and the specific areas to be researched. Once this information had been obtained, we mobilized our research team to begin studying various sectors. They were asked to identify individuals in a variety of History/Heritage based sectors and identify roles for which formal education in History or a related area are present, and then to augment the information with the supporting roles that then exist.

PHASE TWO – Data Gathering

OUR research team began gathering data in the following areas:

Heritage Roles:

- Museums
- Universities
- Provincial/Municipal Archives

Supporting Heritage Roles:

- High Schools
- Religious Establishments
- Public Libraries
- School Libraries
- Newspapers
- Authors/Biographers
- Journalists

- Indigenous Bands, FNIGC website, Aboriginal Chamber of Commerce
- Corporations and Crown Corporations (records management)
- Architects/firms
- Art Galleries

Data gathering note: A considerable portion of the data collected has relied on making direct contact with individuals in their workplace to either confirm or supplement online findings. As COVID-19 had forced some “non-essential” organizations to close, this has limited our ability to access robust data in some areas. The areas most significantly affected have been noted.

PHASE THREE – Review & Analysis

THE third phase of the project consisted of three key activities.

1. To review and analyze our findings.
2. Once the History/Heritage roles were identified we conducted salary reviews based on known data and market place factors to gain an understanding of the salary dollars that are supported by Heritage/History roles.
3. We then conducted an analysis to determine a key selectin of transferrable skills that are evident within the area of Heritage/History that may be applicable within other fields or industry sectors.

PHASE FOUR – Final Reporting

THE final phase of the project includes preparation of a Draft report to be submitted for feedback, incorporating the feedback into a final report, and working with the Winnipeg Foundation Communications team to ensure the final report is available in the format necessary for public distribution.

Summary of Findings by Area

IN each section below we have noted our findings in that area, and a small table showing the number of roles, supporting roles (those paid employees who support the work of the organization but specialize in other areas such as Human Resources, Information Technology Marketing, Finance, etc.), and volunteer roles (unpaid individuals who contribute their time to the organization). In certain instances where the organization (Corporations) is quite large, the supporting roles indicated are those associated with that specific department.

It should be noted the order in which this information is presented does not infer value of one section over another, and should not be interpreted as such

Provincial/Municipal Archives/Archivists/Records Management

In the Province of Manitoba, we identified 113 Archivists. 83 of those positions are paid positions and 30 are volunteer positions. The Historic Resources Branch (HRB) is a branch within the Department of Sport, Culture and Heritage (SCH). (The branch name will soon be changing to something that does not even suggest anything to do with history or heritage). The HRB has shrunk its staffing levels considerably in recent years, from 20 in 2008 to just 7 today, and there has been no effort made to fill vacancies. HRB has ten staff persons of whom two are administrative and five comprise the archaeology unit.

Our research identified 51 Records Management employees in the Province of Manitoba. Not all Records Management employees have history or related degrees. Of the 51 employees there are 9 who have either a Bachelor Arts in History or Master of Arts in History/Archival Studies. Some employees had no post-secondary education, and others had post-secondary education in a different field.

The Archives of Manitoba, a branch of the department of Sport, Culture and Heritage consists of three units (Government and Private Sector Archives, Government Records Office, Hudson's Bay Company Archives) and is supported by preservation services specialists in the institution. In total they have 37 Staff members, 21 employees are Archivists. There are 16 support roles which include: 2 Conservators, 1 Manager of the Government Records Centre Operations, 5 Records Centre Clerks, 3 Archives Technicians, 3 Research Assistants, an Archival Studies Intern, and 2 clerical support staff.

The Association of Manitoba Archives (AMA), has one administrative assistant who works part-time. All of their 20-25 archivists are volunteers. They have 11 board members, including members at large and co-chairs of committees. All board members are volunteers. In total, the association has 124 members. Of those members are: 36 Institutional, 21 Associate Institutional (organizations who are AMA Members but have not yet achieved archival accreditation by the AMA), 63 individual members, and 4 honorary members.

Manitoba Archival Information Network (MAIN), is run and supported by AMA. MAIN has no employees and is in fact run entirely by volunteers. Member institutions, however, can import descriptions of their archival holdings into MAIN. An employee or volunteer at the member organization may be involved with entering and importing descriptions into MAIN. MAIN currently has 36 organizations who have entered descriptions of their archival holdings.

Association of Records Management Archivists (ARMA) has 220 members in Manitoba. ARMA is an international organization located in Lee's Summit, MO., USA. The Winnipeg Chapter is locally run by volunteers.

The City of Winnipeg employs 4 Archivists whose work is mandated by the Records Management By-law that directs how archival City records are to be kept and for what length of time.

<http://clkapps.winnipeg.ca/DMIS/DocExt/ViewDoc.asp?DocumentTypeId=1&DocId=7861>

The Royal Winnipeg Ballet has 1, and the Royal Manitoba Theater Centre has 2 volunteer archivists.

The Following Universities employ Archivists although not all of them are employed full time: The University of Manitoba has 6, University of Saint Boniface has 1, University of Winnipeg has 4, University College of the North has 1, University of Brandon 2, and Canadian Mennonite University has 1.

We looked at Cultural Centres for archivist positions and the only two centres who had archivist working in their organizations were Mennonite Heritage Village and Jewish Heritage Centre. Mennonite Heritage Village has 1 Senior Curator, and 1 Curatorial Assistant. The Jewish Heritage Centre has 1 Archivist and 1 Archives Supervisor.

The Manitoba Securities Commission employs 7 people in Records Management, including Historians, Archivist, and support staff. Municipalities rarely employ an Archivist or Historians; however, some have a Heritage Society.

Digital Archivist

In the Province of Manitoba we came across 6 Digital Archivists.

Although we have had computers since the 1950's and desktop computers since the 1980's, organizations are just starting to digitize records, as it allows easier access for everyone to view documents. This study identified the following organizations have started the process of digitizing documents, The City of Winnipeg, National Centre for Truth and Reconciliation, University of Manitoba, University of Winnipeg, and Centre du Patrimoine. As technology is constantly advancing, it allows a backup copy of records. As well, technology is not as expensive as it was in the past for computers, scanners, back up storage, cameras, which has allowed records to be stored locally or cloud based as a matter of daily information management, versus, the essence of preserving historical data. The work of capturing and managing digital records effectively will, however certainly need to rest with a qualified Archivist.

As more organizations recognize the opportunity that exists and the value of digitizing information, and the high degree of technical expertise known to exist in current university graduates, we speculate there will likely be opportunities for more Digital Archivists in the near future. With appropriate government support, there is potential for a digital transformation in how records are kept and curated going forward.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
219	\$51,200 - \$80,600	\$65,900	18	\$33,000 - \$53,000	\$42,000	36

Titles of Roles: Senior Archivist, Archivist, City Records Manager/Archivist, Access and Privacy Officer, Access and Privacy Coordinator, Senior Records Manager, Records Manager, Digital Archivist, Departmental Records Coordinator Acquisition and Access Archivist, Architectural Historian, Archives Public Service Coordinator, Archives Supervisor, Archivist, Archivist and Slavic Librarian, Archivist & Records Management, Archivist, Consultant, School Library & Information Services, Archiviste Numérique and Digital Archivist, City Records Manager/Archivist, Communicator, Marketer, Curator & Archivist, Digital Archivist, Digital Curation Archivist, Head Archivist, Head of Archives, Museum Curator & Archivist, Project Archivist, Records Analyst/ Archivist, Reference and Discovery Archivist, Res and Acc Archivist Assistant, Secretary & Archivist & Member Executive & Founder, Senior Archivist, University Archivist and Digital Curator/ Director of Oral History Centre, University Archivist, University Archivist & Digital Curator, University Archivist, Head of Archives & Special Collections, Head of Records Management, Records Management Officer, Manager, Acting & Data Records, Manager Records & Information, Manager , Financial Operations & Records, Supervisor, Records Management, Archivist & Records Management, City Records Manager/Archivist, Chairperson, Records Manager, Departmental Records Coordinator, Library and Records Clerk, Records & Information Management Coordinator, Records Management Clerk, Records Analyst/ Archivist, Corporate Records/Access to Information & Privacy Officer, Records Management Administrator, Senior Manager, Records & Information, Records Management Specialist, Provincial Archivist.

Titles of Supporting Roles: Clerk, Conservator, Manager of the Government Records Centre Operations, Records Centre Clerks, Archives Technicians, Research Assistant, Administrative Assistant, Archives Assistant, Archivist Emeritus, Co-Archivist, Digital Archive Assistant, IT Archives Assistant, Multi-Media Archivist, Reference and Access Archives Assistant, Records Management Support, Records Management Assistant, Records Management Administrator, Member of Records Administration.

Museums and Art Galleries

AS one of the most obvious keepers of history, for the purpose of this study we focussed on museums in medium and large centres in Manitoba. Even in large centres, there are many small museums that are run completely by volunteers. We learned that in some cases the only paid employees are summer students in high school or first year of university. Larger museums of course have a full complement of roles and are likely credentialed with history or arts degrees.

With respect to the research for Museums in the province, many individuals carry a Bachelor of Arts in Anthropology, M.A. Anthropology, and Ph.D. in Anthropology. As many anthropologists help preserve/study cultures and history of those cultures, we added Anthropologist Professors to our University Employees, as we found a strong correlation. Further, additional types of degrees in the areas of Bachelor of Arts in Native Studies, Master of Arts in Native Studies, and Ph.D. in Native Studies, Master of Arts in Museology/Museum studies, Master of Arts in Archives/Archival Administration, Master of Arts in Cultural Studies. As this relates to the employees of this field, it can be supported that the field carries very well-educated employees, whereby the salary levels do not necessarily reflect their level of expertise as compared to other general degrees in business for example and in the for-profit world.

Within the Arts Museums, especially at the Winnipeg Art Gallery, many individuals carry degrees related to a Bachelor of Fine Arts History, Bachelor of Arts in Art History, Master of Arts in Art History, Ph.D. in Art History and a Master of Arts in Visual Culture.

Supporting roles within these types of organization tend to be directly related to the field of History, over and above the general supporting roles of keeping an organization in operation.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
111	\$40,000 - \$95,000	\$81,000	562	\$45,000 - \$60,000	\$52,000	3,570

Titles of Roles: Manager, Collections & Conservation, Collections Management Associate (Human History), Collections Management Specialist (Natural History), Collections Registration Associate (Human History), Collections Registration Associate (Natural History), Conservator, BOSF Conservation Assistant, Curator of HBC Collection, Curator of Cultural Anthropology, Curator of History, Curator of Archaeology, Exhibits Manager, Exhibit Designer, Director of Research, Collections & Exhibits, Manager of Marketing & Communications, Office Manager, Director and Chief Executive Officer, Advancement Supervisor, Engagement Supervisor, Digital Media Administrator, Head of Collections & Exhibitions and Curator of Canadian Art, Curator of Inuit Art, Collections Coordinator, Museum Curator, Director, Exhibitions, Director, Research and Head Curator, Manager, Public Programs, Research Assistant, Acting Manager, Program Delivery and Services, Interpretive Guide, Hostess, Curator, LGBTQ2+ Rights, Senior Program Interpreter, Program Interpreter, Interpretive Program Developer, Public Programs (Bilingual), Curator and Administrative Coordinator, Exhibit Developer, Writer and Project Manager, Director/Curator, Senior Curator, Program Manager, Assistant Curator.

Titles of Supporting Roles: Learning & Engagement Producer, Learning Facilitator, Manager, Visitor & Member Services, Membership Coordinator, Visitor Services Coordinator/Coordonnateur des Services aux Visiteurs, Visitor Services Associate, Director of Philanthropy, Sponsorship & Fundraising Events Manager, Individual Giving Officer, Grants Manager, Donor Relations Coordinator.

Universities/Colleges

WE looked at the major universities and colleges in Manitoba, including University of Manitoba, University of Winnipeg, Brandon University, University College of the North, St. Boniface College, Red River College, Assiniboine College, Yellowquill University College, and Manitoba Institute of Trades & Technology.

The universities and postsecondary institutions we looked at in our research were the University of Manitoba, University of Winnipeg, Canadian Mennonite University, University of Brandon, the University College of the North, Yellowquill University College, and Red River College. We noticed that many colleges do not appear to offer history courses, and they have therefore not been included.

The University of Manitoba has the following programs that are strongly related to history: Undergraduate History Program, Graduate History Program, Undergraduate Native Studies Program, Graduate Native Studies Program, Art History Program, Undergraduate Anthropology, and Graduate Anthropology Program. A joint Masters Program is shared between the University of Manitoba and the University of Winnipeg. Archival Studies is a stream within the Joint Masters Program. A PhD program is also offered. For a listing of current related courses currently offered by the Universities in Manitoba, please see Appendix A.

There are also professors teaching history incorporated with other programs such English, Theatre, Film and Media, which teach book history, and Kinesiology which teaches the history of sport.

The University of Winnipeg has the following programs that are strongly related to history: Undergraduate History, Graduate History Program, Undergraduate Indigenous Studies Program, Graduate Indigenous Studies Program, Undergraduate Anthropology Program, Cultural Studies MA with Curatorial Practices stream, and Undergraduate Art History Program.

The Plett Foundation is a non-profit charity supporting and promoting history research projects regarding Mennonites who came to Manitoba from Imperial Russia. They employ an Executive Director and a Communications and Finance Officer, neither of whom have history related degrees. We speculate that they may use volunteer subject matter experts in the course of their work.

The Canadian Mennonite University has an Undergraduate History Program.

The University of Brandon has the following programs that are strongly related to history: Undergraduate History, Undergraduate Native Studies Program, Undergraduate Anthropology Program, Undergraduate Canadian Studies Program and Undergraduate Art History/ Visual Culture Program.

The University College of the North has the following programs that are strongly related to history: Courses regarding Aboriginal & Northern Studies, Undergraduate Aboriginal/ Indigenous Literatures Program and Undergraduate History Program.

Red River College has the following programs that are strongly related to history: Indigenous Language Ojibwe, Indigenous Language Cree and Indigenous Social Entrepreneurship.

Yellowquill University College employs 30 staff: 15 are full-time and 15 are on contract basis. Two of their staff members have History Degrees, as well many teachers have courses in Natives studies.

In terms of career opportunities for people with an MA in History/Archival Studies, an area of growth currently includes Access and Privacy Officer roles.

The supporting roles we have indicated are only those as they relate to the Departments associated with History, as the sheer number of general roles (enabling functions) supporting the Universities all have their own departments and it was felt would skew the interpretation of findings.

Universities/Colleges (Continued)

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
188	\$65,000 - \$110,000	\$87,500	10	\$35,300 - \$49,500	\$42,400	0

Titles of Roles: Associate Head, Professor and Graduate Chair, History Department, Associate Professor in the Department of History, Associate Professor of Ancient History, Associate Professor of Ancient History, Professor, Contract Academic Staff, Res and Acc Archivist Assistant, Reference and Discovery Archivist, Records Manager, Records Information Management Coordinator, Lecturer, University Archivist, Archivist Emeritus, Access & Privacy Officer.

Titles of Supporting Roles: Graduate Program Chair (Joint Master's Program), Honours Program Chair, Administrative Assistant, Graduate Program Assistant, Office Assistant.

High Schools

IN the 2019-2020 school year there was 2542 schools in the Province of Manitoba. Out of all the schools there are 370 schools teaching history and social studies courses from grades 9-12. These are the dedicated History teachers who may also teach one other subject, however are dedicated History teachers.

An example of a role that would be filled by a History/Archival Studies graduate would be at St. John's Ravenscourt where a graduate is working as an Archivist. Other private schools may maintain archives in the same manner, or may use volunteers for this work.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
550	\$53,000 - \$72,000	\$60,000	0	N/A	N/A	

Titles of Roles: History Teacher, Social Studies Teacher, Archivist.

Hospitals

HEALTH Sciences Centre employs an Archivist is to assess, collect, organize, preserve, maintain control over, and provides access to records and archives within HSC. The archivist is also responsible for the upkeep of their gallery at HSC. They deal strictly with health history.

St. Boniface Hospital employs an Atrium Manager who looks after the Buhler Gallery on an ad hoc basis. They have a permanent heritage and art collection that spans the 1960s through to the present time. The collection consists of contemporary art works by primarily Manitoba artists.

Misericordia Hospital used to have a nursing school that preserved and promoted its heritage, however it was closed in 1997.

Seven Oaks, Victoria General, and Concordia hospitals do not have any heritage or historic archives.



Religious Establishments – COVID-19 GAP

AT the time of writing, provincial health orders around the COVID-19 pandemic have required churches/ places of worship to cease operations. As most do not have an online presence, we have been limited in our ability to gather data. We were able to determine that there are 330 churches in Winnipeg. What we were able to gather, however, is that in most cases the preservation of history is not a focused, separate paid role over and above the lead Minister/ Pastor/ Priest, whose role in itself is at its core, a carrier of historical messages. Beyond that there is rarely a paid role in any one church, but rather has become a volunteer role within the congregation by someone who has an interest in history.

Within the Catholic Church, the Archdiocese of Winnipeg does have a Director of Archives who is tasked with the keeping of Catholic History for Winnipeg and branches out into Manitoba as well.

Roman Catholic Archdiocese of Winnipeg – The Director of Archives holds a Masters in Archival Studies. 2 part-time staff working with archives which do not hold a related degree or formal training, and another person who spends a portion of their week assisting with sacramental records (baptisms/marriages) requests. There are 25 staff plus deacons and priests and do not have volunteers for archives/heritage roles. Board members are volunteers.

United Church Archives – 1 Archivist holds a Masters in History and Archival studies, and 1 staff member (part-time). No volunteers and no board. No support staff.

The Lutheran Church does not have anyone working on archives presently, and at best would expect to engage a volunteer at a future date.

Archives of the Diocese of Rupert's Land - 1 Archivist listed is the sole archivist and employee and has a BA in Interdisciplinary Studies (History, Religious Studies and Human Rights and is completing MA in History). There are 5 volunteers. They do not have a board, but rather an Archives Committee which consists of 5 volunteers. They do not currently have a formal records management program/staffing component. There is an Office Administrative Assistant who is not an employee but has an undergrad history degree.

Mennonite Central Committee (MCC) and Mennonite Historical Society of Canada (MHSC) – Archivist and Records Manager has a MA in Theological studies and he is the only paid staff working directly with archives. Occasionally they will hire a summer student/intern. No volunteers who work within records. They have a board of 14 members who are volunteers.

Mennonite Heritage Archives - website lists an Archivist and Genealogy researcher, as well as an Administrative Assistant. Lists 1 full time volunteer Genealogist who is a retired chemistry teacher from University of Guelph. Part-time volunteers lists 19 names. No board listed on website.

Archdiocese de Saint-Boniface – They have one person who is the Administrative Assistant to the Chancellor who works as a “glorified record keeper” and was a teacher previously with no history or related degree.

Diocese of Brandon, Anglican Church of Canada does not have a Historian or Archivist, or volunteers. There is an Administrative Assistant who keeps records stored in a vault or database.

Religious Establishments – COVID-19 GAP (Continued)

Archdiocese of Keewatin-Le Pas employs 1 Archivist. Supporting roles do not directly relate to records.

As much as churches have historically been a resource for sharing historical data and for family records, there are currently few resources available to maintain records, and volunteers are increasingly being used to support this work.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
342	N/A	N/A	4	N/A	N/A	60

Titles of Roles: Minister/ Priest /Pastor/ Rabbi; Director of Archives.

Genealogical Societies

MANITOBA Genealogical Society Inc. (MGS) is a not-for-profit Membership organization. MGS assists researchers to trace family history wherever in the world they may have come from and work to preserve and make available, Manitoba genealogical and historical records/materials. They have 4 branches in total led by a volunteer Executive Committee for each branch which make up a total of 23 members. They do not employ staff rather this is done on a volunteer basis. As an example, the southwest Branch has 16 volunteers for their specific branch and there are no historians or archivists nor support staff.

Centre du patrimoine, managed by the St. Boniface Historical Society, is an archives and research centre containing close to 13,000 titles and genealogical resources. It is the mainstay of Western Canadian Francophone and Metis heritage and plays a major role in Metis Genealogy in Western Canada. There is an Executive Director, an Administrative Assistant, a Digital Archivist with a BA in Canadian History, and a joint Masters degree in Archival Studies and History, an Archivist, and a Genealogist.

The Genealogical Institute of the Jewish Heritage Centre of Western Canada has a Director of Programs and Exhibits who has a Master's degree in History, and an Archivist who has a Master's degree in his field. A third employee has an MA in Theology, with a focus on Holocaust and post-Holocaust studies. They have no support staff, but are supported by 42 volunteers as well as 15 board members that are volunteers.

The Dauphin Family History Group is located in a church building in the city of Dauphin, Manitoba, Canada. It serves a large area around Dauphin, Manitoba, including Roblin, Swan River, St. Rose du Lac, Riding Mountain and many smaller communities in the area, and appears to be volunteer based.

The United Empire Loyalist Association of Canada (MB Branch) - maintains an archives of Loyalist history and genealogy at a city-owned facility at 120 Eugenie Street in St. Boniface. This is done on a volunteer basis. They have a volunteer archivist and a volunteer historian. They do not have a Board but do have a volunteer Executive consisting of six members. Currently, they do not employ an Archivist, however recently they embarked on a project to re-catalogue their archives to make it easy for researchers to have access online to the details of their holdings. The historian doing this work as a volunteer passed away before

completing the project. When the pandemic ends, they plan to hire someone with archives experience to complete this work.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
3	\$50,000 - \$80,000	\$60,000	0			86+

Public Libraries

MANITOBA has 121 public libraries which employ individuals who as part of their role, a percentage of time is spent within the Heritage Field and enter the service with the respective Degree. The supporting roles may not have the same designation and are often part time in nature.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
171	\$45,000 - \$80,000	\$62,500	363	\$28,000 - \$44,000	\$36,000	

Titles of Roles: Branch Head Librarian, Customer Services Librarian, Collections Librarian, Divisional Head Librarian.

Titles of Supporting Roles: Outreach Librarian, Assistant Librarian, Visual Services Librarian, Information and Virtual Services Librarian.

Libraries Within Post Secondary Institutions

FOR the purpose of this study, we looked at University and College libraries whereby many of the Librarians have the diplomas or degrees in Library Technician Diploma, Master of Library & Information Science (MLIS) Degree and Master of Arts in Archives/Archival Administration.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
150	\$59,000 - \$90,000	\$74,500	11	\$16,600 - \$20,800 (PT)	\$18,700 (PT)	0

Titles of Roles: University Archivist, Head of Archives & Special Collections, Acquisition and Access Archivist, Archivist and Slavic Librarian, Reference & Discovery Archivist, Off-Campus Librarian, Data and Education Liaison Librarian, Archivist.

Titles of Supporting Roles: Library Assistant, Electronic Resources Librarian, Electronic Resources Librarian, Learning & Instruction Support Librarian, Coordinator, Collections Management, Liaison Librarian, Reference Librarian, Research Services Librarian, Information Detective, User Experience Librarian.

Libraries within Elementary, Middle & High Schools

FOR the purpose of this study, elementary, middle, and high schools in Winnipeg were considered where data was found within the Manitoba Library Association. As a grouping, these roles could be considered all Supporting Roles as the work within the Heritage field is a subset of their overall role for each school.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
65	\$45,000 - \$68,000	\$56,500	0	N/A	N/A	0

Titles of Roles: Teacher – Librarian, Librarian.

Newspapers

THERE are 24 newspapers publishing in Manitoba. The Winnipeg Free Press is the largest with 384 staff. Province wide there are 708 people employed in the newspaper business including 31 Journalists. Only a small portion of this staff would be in history or archivist roles. As most individual's have journalism, writing and rhetoric degrees or diplomas in communication.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
25	\$40,000 - \$119,600	\$79,800	0	N/A	N/A	0

Titles of Roles: Vice President of Product Development, Multimedia Producer, Editor, Beat Reporters for Art & Culture, Editor for Arts & Culture, Arts Reporter.

Authors/Biographers

BASED on currently listed History authors and biographers in Manitoba we estimate there are 144 actively publishing authors in Manitoba, however as they are generally compensated based on the sale of their books it is not possible to estimate salaries. The number of Associated Supporting Roles is estimated based on publishers/printers, book store staff, online services, and distribution services that would all play a part in bringing a book to market. A self-published author could make between 15% - 50% of the book amount, however it is based on volume to truly earn a salary. It is expected that in one year this would likely represent a part time salary at most.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
144	N/A	N/A	0	N/A	N/A	0

Journalists

ALTHOUGH we identified 32 Journalists working in Manitoba, only one was found to have a History related degree. Most have journalism, writing and rhetoric degrees, or diplomas in communication.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
1	\$40,500 - \$60,600	\$50,500	30	N/A		0

Titles of Roles: Video Journalist, Journalist



Indigenous Bands, Elders in Residence, National Centre for Truth & Reconciliation

IT is rare that only one person within an Indigenous community or Band would be in charge of history. Often a Lands Manager, Chief Financial Officer, Chief, or even students can be responsible to gather and manage historic data. Those First Nations Communities having 1000 or more residents were contacted where questions could be asked of the Band Council, Health Authorities, Education Authorities, or other members of the Administration Team. In regard to First Nations communities, it seems most of them do not have someone within the First Nation who is specifically employed to preserve history or archives. They are individuals who are employed in other specialties who will take this on from time to time. Or sometimes they will contract this work out to a 3rd party. For example, Sioux Valley Dakota Nation is currently working with a 3rd party on historical research about their community and lands. Some issues faced in the community regarding why they don't employ individuals in these areas is lack of funding and that they don't have anywhere to store these artifacts in a secure manner. For example, there were 2 First Nations that had a museum and 1 employee in this area for those 2 museums. One is a Heritage Coordinator, the other a Curator and Archivist.

Within the First Nations there are Elders who are recognized as the Knowledge Keepers that preserve history and heritage, but they are not employed to do so. They do this on an informal basis and will speak about it at events within the community. These Elders, Knowledge Keepers, are known and invited across several territories to carry on this function. They are paid a per diem for each engagement and not a salary.

There are also organizations, outside the First Nations communities who do work in preserving history and archives with a focus on Indigenous, Metis, and/or Inuit for different organizations. The museums specifically seem to have at least 1 employee who is responsible for preserving Indigenous history. APTN has 1 person employed doing this for the first time in 21 years. As well, the University of Manitoba has a few people doing work in this field, although it is not the only function in their roles.

Colleges and universities may employ Elders in Residence who provide support to students and offer relevant teachings. Their education backgrounds are varied, and not all have university degrees. Those with degrees were not generally in history, however their roles would certainly include sharing cultural practices and historic teachings learned through their lived experiences.

University of Manitoba – They have 10 Elders in residence that are all employed with the university. Their titles are either “Elder” or “Knowledge Keeper”.

University of Winnipeg – They have 3 Elders in Residence that are employed within the Aboriginal Student Services Centre. (Post-COVID they will return to having 4 or 5) Education backgrounds include a degree in Nursing, Bachelor of Education, and a Counselling Certificate.

Red River College – There are 3 Elders in Residence who are employed with the college.

Brandon University – The Director, Indigenous People’s Centre confirmed that they do not have Elders in residence at Brandon University. Their archives collection is managed through the library.

Canadian Mennonite University – The Mennonite Heritage Centre preserves any archives, but they do not have Elders on staff. In the past, they have had students digitize some Indigenous heritage which was then transferred over to the National Centre for Truth & Reconciliation at the University of Manitoba.

Assiniboine Community College – they have 5 Elders and Knowledge Keepers who are employed on a contract basis. They will sometimes bring others in on contract as well.

University College of the North – UCN has an Elders Council consisting of 8 elders who are not considered employees but are part of a Tri Council system of governance. There are 2 staff Elders, one at The Pas campus, and one at the Thompson campus.

Booth University College – No Elders on staff. Sometimes, they will bring in Elders for their Social Work courses on a contract basis, but they are not directly employed with the university.

The Manitoba First Nations Education Resource Centre – employs 237 staff, this number excludes their human resources department. Of those employees there are: 54 employees in their Language & Culture Department, 15 employees in Wapaskwa Virtual Collegiate, and 10 employees in the Training Institute Department.

Manitoba Institute of Trades & Technology – They do not have Elders in residence. Sometimes they are brought in on a contract basis, but they are not employed with the college.

YellowQuill College – One Elder employed who is referred to as a Knowledge Keeper.

St. Boniface Historical Society – employs an Archivist (B.Sc.), a Digital Archivist (Associate degree in Liberal Arts and Sciences; a BA in Canadian History; and a joint Master’s degree with a focus on Archival Studies and History), 1 Genealogist, 1 contract employee, a Director, and 1 Administrative Assistant.

National Centre for Truth & Reconciliation – There are 22 employees who work out of the centre based at the University of Manitoba. In addition, there is a 7-member Survivor Circle comprised of individuals from across the country all of whom are employed by NCTR. There is one Survivor Circle employee who lives in Manitoba.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
58	\$66,000 - \$80,000	\$73,000	5	\$30,000 - \$45,000	\$38,000	5

Titles of Roles: Knowledge Keeper, Elder in Residence, Lands Manager, Chief, Heritage Coordinator, Curator, Archivist.

Corporations and Crown Corporations (records management)

WE looked at a sampling of large corporations within Manitoba that might have heritage or history files as a component of their business.

Manitoba Hydro, has 2 roles that are involved in the preservation of History – one direct and one in a supporting role through their Media Relations department. The Electrical Museum is operated by volunteers.

Manitoba Liquor & Lotteries Manager of Records & Compliance has a Master's in Archival Studies, and is focused on records Management as it relates to records that are necessary to be sent to Manitoba Archives.

James Richardson and Sons employs one Archivist and Records Manager.

Although not based in Winnipeg or Manitoba, Banks have an Archive and Information Management Office that is quite extensive in the history of the Bank as it relates to the history of Canada and across the respective communities.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
4	\$47,000 – \$67,000	\$57,000	1	\$37,000 – \$41,000	\$38,000	48 – Electrical Museum

Titles of Roles: Media Relations Officer, Archivists and Records Manager.

Titles of Supporting Roles: Community Relations.

Historical Societies & Associations

A key example of a historical society in Manitoba is Canada's History Society which publishes "Canada's History Magazine" and "Kayak", a youth history magazine, and provides history education programming for schools, history awards programs, and other publishing endeavours. As they engage writers/subject matter experts from across the country on a contract basis - most roles are Supporting Roles. Locally the history-based roles include the Editor in Chief/Director of Content Development who has a Journalism degree, Director of Programs who has a Master of Arts in Public History and a Program Coordinator with a Bachelor of Arts in Anthropology.

Number of Roles	Estimated Salary Range	Average Salary	Supporting Roles	Estimated Salary Range	Average Salary	Number of Volunteers and Volunteer Board Members
3	\$60,000 - \$110,000	\$80,000	8	\$60,000 - \$130,000	\$70,000	12

Titles of Roles: Editor-in-Chief/Director Content Development, Director of Programs, Program Coordinator.

Titles of Supporting Roles: Designer/Producer, Associate Editor, Online Manager, Art Director, Circulation Manager, Manager Fund Development, Director of Finance & Administration, President & CEO.

Architects/Firms

WE learned that Architecture firms do not typically employ an historian or heritage subject matter expert. The 2 firms that specialize in heritage contract out to Heritage Consultants when this expertise is required.

There are several Heritage consultants in the province.

Comparison of Key Roles Salaries Across 5 Provinces

A compensation comparison was conducted to compare salaries for four key roles across 5 provinces. This demonstrates the salary levels for these roles in Manitoba are consistently below salaries for comparable roles in other provinces. This disparity can make it very difficult to attract talent from other provinces, and to retain talent in Manitoba.

Title	Province	PayScale - Base Salary Range (25th - 75th Percentile)	Avg. Salary
Provincial Archivists	MB	\$51k - \$69k	\$60k
Provincial Archivists	SK	\$54k - \$74k	\$64k
Provincial Archivists	AB	\$57k - \$80k	\$68k
Provincial Archivists	BC	\$54k - \$74k	\$64k
Provincial Archivists	ON	\$54k - \$73k	\$63k
Municipal Archivists	MB	\$51k - \$69k	\$60k
Municipal Archivists	SK	\$54k - \$74k	\$64k
Municipal Archivists	AB	\$57k - \$80k	\$68k
Municipal Archivists	BC	\$54k - \$74k	\$64k
Municipal Archivists	ON	\$54k - \$73k	\$63k
Museum Curators	MB	\$44k - \$57k	\$50k
Museum Curators	SK	\$47k - \$63k	\$55k
Museum Curators	AB	\$53k - \$74k	\$63k
Museum Curators	BC	\$47k - \$62k	\$54k
Museum Curators	ON	\$46k - \$61k	\$53k
Art Curators	MB	\$34k - \$50k	\$41k
Art Curators	SK	\$35k - \$53k	\$44k
Art Curators	AB	\$39k - \$58k	\$48k
Art Curators	BC	\$36k - \$53k	\$44k
Art Curators	ON	\$35k - \$53k	\$44k

**Note: There was little to no salary variation between Provincial and Municipal Archivists*

Summary of Findings

THROUGH the study it is evident the amount of employable work that exists in the preservation, study, education, and communication of History is extensive. There are organizations whose obvious purpose is directly tied to History. **Then** there are numerous other types of organizations who have the preservation, study, education, and communication of History as a role within their organization albeit not part of their core business function. The primary organizations do not operate without the added enabling function resources as part of their core team - marketing, finance, information technology, human resources, and administrative support. Within those organizations, the function is usually part of the responsibility of a larger role and not a role unto itself – other than in the case of James Richardson’s and Sons – which is not surprising as the company is global, large, and has been in existence for well over 100 years. For this reason, banks as well, will have this dedicated role within it – however none are located in Manitoba.

Where the roles do exist, the Liberal Arts degree crosses various fields of studies, but it is apparent that a dedicated role is usually employed by an individual who has a Masters degree in their related field of study. This implies that the preservation, study, education, and communication of History is of great value to those organizations that designate such a role, as it ensures that it is a speciality and not a generalist skillset that is applied to it.

Transferable Skillsets

The transferable skill set that does exist within these roles and the supporting roles are such that can be easily seen in other roles in both the For-Profit, Non-Profit, and Government organizations. These skillsets support roles such as: Senior Policy Advisors, Senior Policy Analysts, Program Managers, Director of Stakeholder Relations, Director of Government Relations, Policy Advocates, Policy Creation, Strategic Planning Roles, Business Planners, Access & Privacy Officers, Forecasters, and ultimately Researchers within any industry or field. One could also conclude that the high propensity of Masters degrees within this field would lead one to believe that the learning curve would not be steep in another field to then acquire additional technical and leadership skills required through a focused professional development program. These senior people should then be well positioned to lead teams of employees, where methodical thinking, process adherence, trend forecasting, and making decisions based on sound judgement is a requirement – which are all attributes of high-performance leaders and team.

Examples of these necessary skillsets that have been identified in the profiles. Other non-history related roles that could be accomplished by the transferable skills of the honed Individual who has spent time in the preservation, study, education and communication of History are as follows:

- Analyze and evaluate programs, policies, procedures and systems and makes recommendations to optimize their effectiveness.
- Update and provide advice on issues related to industry and government relations strategies
- Develops new policies and procedures
- Prepares comprehensive reports to update management on corporate priorities, programs and operations
- Prepares and coordinates briefing materials, reports, speaking notes and correspondence on current issues for the Executive Management Team and Board of Directors.
- Leads assigned strategic initiatives and ensures team members have the resources and information they need to complete tasks
- Provides support in preparing information for Board committees, task forces and working groups
- Prepares communication plans related to changes to processes, policies and programs
- Leads and executes all research activities and provides corporate leadership in identifying socio-economic trends, developments and issues that impact the industry.

- Leads business analytics to ensure the corporation capitalizes on trends, customer motivations and competitor intelligence.
- Analyzes marketing and sales data to develop insights and makes recommendations on areas for optimization.
- Evaluates new technologies and innovative applications to improve corporate performance.
- Creates scalable, innovative approaches to extracting, managing, and analyzing data from customers.
- Develops partnerships and agreements with industry stakeholders to advance special initiatives
- Establishes effective working relationships with key representatives of the federal, provincial and municipal governments to ensure programs support the company's business plan.
- Manages funding programs and builds partnerships with organizations funded by the provincial government or other funding agencies.
- Recommends key performance measures and monitors progress in achieving these measures to ensure return on investment.
- Strong analytical skills and experience with reporting and data analysis. Must be able to extract meaning and suggest action items from data, not just report metrics.
- Excellent presentation skills and must be comfortable using data to recommend new opportunities and best practices aimed at improving team performance.
- Ability to develop relationships with key industry and government stakeholders
- Ability to multi-task and deal with unpredictable situations - sound analytical thinking, planning, prioritization and execution skills
- Exceptional business writing skills
- Excellent verbal, and presentation skills
- High level of capability in analytical, research and problem-solving skills
- Demonstrated ability to collaborate with staff and external stakeholders
- Strong organizational, project and program management skills
- Innovative thinker and team player able to build consensus and work across functional organizational and geographic boundaries
- Exceptional team player with a strong ability to contribute positively to a team environment
- Represent the organization on various institutional committees as well as externally to government and related agencies, students, funding agencies, Indigenous and other organizations

Further notes and observations gleaned from this study:

A majority of organizations identified have Charitable Status and/or are government or government funded. These organizations rely on government funding or donor dollars to do their work.

It appears that a considerable amount of this work is being done by small organizations that have less financial capacity.

Government funding plays a significant role in supporting the Heritage field in Manitoba.

Considerable work is done in the Heritage field by volunteers, who may be being exploited unfairly. Furthermore, we note that a significant percentage of the volunteers who do this work tend to be people of Colonial descent who can afford to do volunteer work. The resultant perspective may be lead to a biased view of history interpretation as compared to having a paid professional from the heritage sector being studied.

Building a more diverse workforce that is more representative of Manitoba's population will require thoughtful investments in recruitment and professional development strategies.

The Winnipeg Foundation's Centennial Institute

Commentary on Creation and Mandate

THE Winnipeg Foundation is an embodiment of local history. Our founder, William Forbes Alloway, came to Manitoba in 1870 as a member of the Wolseley Expedition. During the following years, he and his wife Elizabeth enjoyed a full life as active participants in Winnipeg society, prompting the creation of Canada's first community foundation in 1921 with these words:

“Since I set foot in Winnipeg fifty one years ago, Winnipeg has been my home and has done more for me than it ever may be in my power to repay. I owe everything to this community and I feel that it should derive some benefit from what I have been able to accumulate.”

Giving back to your community is a common characteristic of legacy building. Today, The Winnipeg Foundation holds thousands of endowment funds that were created by people from all walks of life who, like William and Elizabeth Alloway, had or have deep roots in our community. Each fund has a unique story and each donor has some compelling reason to give. In the end, every gift to The Winnipeg Foundation celebrates an important relationship that has shaped our city's history.

In their book: *Structures of Indifference*, Professors McCallum and Perry describe Winnipeg at the time our Foundation was created in the following words: “Capitalists boasted of Winnipeg's industrial potential and labour radicals argued for a society based on human needs, not profits, but Indigenous people were rarely included in the discussion”. Today, a century later, The Winnipeg Foundation sees reconciliation as a priority and therefore giving voice to Indigenous perspectives on our history is an important element of this initiative.

Winnipeg is a city built on immigration and the diversity of its population includes many traditions. Mutual respect requires an understanding of our heritage that reaches to all parts of the world. The creation of a civil society, the importance of human rights as part of our collective identity and the underlying philanthropic values that characterize our city and province are all important elements based in the past that have relevance to the present.

Each year, millions of dollars are distributed to worthy charitable endeavours because of the generosity demonstrated by people in the past. The Centennial Institute pays tribute to this remarkable legacy by supporting those with interest in the life and times of earlier generations. It represents the opportunity to not only tell the story of Canada but also to include the heritage of all Canadians and the many diverse social and cultural backgrounds that shape our national identity.

On November 8, 2019, the Board approved the creation of The Winnipeg Foundation Centennial Institute; on April 14, 2021, the Strategic Initiatives Committee approved the policies that will guide its future activities.



Steering Committee Defines Direction

Steering Committee conversations have focused on encouraging more diverse voices and perspectives to not only tell the story of Canada but also to include the heritage of all Canadians and the many diverse social and cultural backgrounds that shape our national identity. The Steering Committee shares a very strong commitment to supporting Canada's journey toward truth and reconciliation with Indigenous peoples. Discussions have also emphasized the importance of acknowledging that Canadians know and experience different "truths" and that the study of History can construct bridges of understanding that can play an important role in community building.

Our Vision: **Vibrant communities because stories are heard, histories examined and truths respected.**

Our Mission: **To enrich the study of History by supporting:**

- An encouraging environment for graduate students;
- Research, archiving and story telling related to the contributions of diverse communities as well as efforts aimed at reconciliation with Canada's Indigenous people;
- Collaboration between heritage institutions;
- Events that inform the public; and
- Opportunities that enhance Manitoba's academic reputation and build strength amongst the professionals working in the heritage field.

The Centennial Institute values:

- Education, dialogue and informed opinion;
- An acknowledgement that while the discipline of History has been misused in the past, for example, to support programs of assimilation directed against Indigenous peoples, it can also empower the future betterment and well-being of communities;
- A recognition that local, national and global histories have shaped Canadian society;
- Collaborative approaches aimed at giving equitable access to diverse perspectives;
- An understanding that healthy communities are rooted in the stories and archives that make up our shared history; and
- An appreciation that because of our shared ecology, history is shaped by factors that place humans in the context of all living things. Community Grants: The first round of community grants proved to be a learning opportunity.

Centennial Institute Steering Committee members are: Richard Frost (Chair), James Hanley (Vice Chair), Stan McKay (Elder), Janis Thiessen (JMP Chair), Greg Bak, Jennifer Dueck, Joy Loewen, Maureen Matthews, Phi Vu Nguyen and Karen Sharma. History Department Heads from U of M Tina Chen (2020), Roisin Cossar (2021) and from U of W Mark Meuwese were also active participants.

Centennial Institute Community Grants

The following organizations received \$15,000 grants for projects that embellish appreciation of Manitoba's history from diverse perspectives:

- National Indigenous Residential School Museum of Canada
- African Communities Of Manitoba Inc.
- Winnipeg Chinese Cultural And Community Centre Corporation
- Nor'West Co-Op Community Health Centre, Inc.
- Japanese Cultural Association of Manitoba Inc.
- Yellowquill College Inc.
- The Wrench The Winnipeg Repair Education And Cycling Hub Inc.
- Immigrant and Refugee Community Organization of Manitoba (IRCOM)
- St. Amant Foundation Inc.
- Women's Health Clinic Inc.
- Darlingford School Heritage Fund
- Manitoba Historical Society

Study Allowances

During the current 2020/21 school year, 18 graduate students participating in the Joint Master's Program offered by the University of Manitoba and the University of Winnipeg responded to a questionnaire. They reported that on average, the cost of one year in the program amounts to \$18,800 of which approximately \$5,500 is paid in university fees.

We learned that 8 of these students graduated from a Winnipeg High School; 4 from a Manitoba High School outside of Winnipeg and 6 are from out of Province. Most students are focused on Canadian or Indigenous History. While 8 are researching a major paper or thesis, 10 are in the Archives stream. The students provided a variety of feedback and were widely agreed that having two university faculties working together added significant strength to the program. Each received a \$500 study allowance to assist with their day to day costs.

First Recipient of PhD Award

Karen Brglez, received her M.A. from the University of Manitoba/University of Winnipeg Joint Master's program in 2014. Her thesis, "Canada at the End of the Cold War: The Influence of a Transatlantic 'Middle Power' on German Unification," focused on Canadian foreign policy at the end of the twentieth century. She completed her B.A. at the University of the Fraser Valley in Abbotsford, B.C.

Since 2015, she has been employed as a research assistant for German-Canadian Studies at the University of Winnipeg where she has conducted research in the fields of Migration, Oral, and Canadian history. As one of her projects, she examined the roots of German-Canadian historiography by looking at the life of Gottlieb Leibbrandt, a German from the Ukraine that joined the Nazi party in the 1930s. She incorporated this work into a chapter in "Being German-Canadian: History, Memory, and Generations" set for publication this spring.



For her Ph.D. she plans to explore how German Lutheran settler communities in Saskatchewan contributed to the colonization of the Canadian prairies in the late nineteenth century. Her work will investigate how German migrants acquired land and citizenship in the Northwest and how their settlements impacted surrounding Indigenous communities. This project aims to make a contribution to the growing scholarship on migrant communities and settler colonialism in Canadian history.

"I am incredibly honoured to receive this Fellowship from The Winnipeg Foundation. I am deeply appreciative of the support from the Foundation to help me further my studies in western Canadian history."

- Karen Brglez

The Winnipeg Foundation Centennial Scholarship for Doctoral Studies in Canadian History provides \$100,000 over three years.

Centennial Institute – Graduate Scholarships in History

Master's Level - First Year:

Winnipeg Foundation Award for Master's Studies in Canadian or Indigenous History is offered annually to three full time entry level students whose proposed course work or research will focus on Canadian or Canadian Indigenous History. The award provides \$17,500 and is not renewable.

Master's Level - First or Second Year:

The W.L. Morton Manitoba History Scholarship celebrates Manitoba's 150th anniversary and is paid to a student who graduated from a Manitoba high school and is now conducting historical research into the history of Manitoba or an element of Canadian history that directly relates to Manitoba. The award currently provides \$7,000 annually.

The Asper/Paterson Master's in History Scholarship provides support to a student pursuing study and research through a thesis, major paper or assigned comprehensive reading program focused on human rights and social justice. This is a \$7,500 award.

The Winnipeg Foundation Indigenous Archivist Award provides support to an Indigenous student whose study of Canadian History is focused on the preservation of past knowledge through the archival stream of the Joint Master's Program. This award provides \$17,500 and may be renewed once.

The Friends of Our History Awards reinstates the five original scholarships presented by The Winnipeg Foundation (before the Centennial Institute was created). These \$3,000 awards are available to any JMP student with a preference to those whose area of study is focused on Manitoba.

The Manitoba Graduate History Award is available to students who graduated from a Manitoba High School and who are now pursuing a Master's degree in History through the Joint Master's Program. Three scholarships are available annually currently providing \$6,000.

Master's Level - Second Year:

The Winnipeg Foundation Indigenous History Scholarship supports critical and Indigenous-centred research and education about Indigenous history in Canada through a thesis, major paper or archival studies. This is a \$7,000 scholarship.

The Elizabeth Alloway History Scholarship supports a student conducting research on how women have shaped the history of Canada. This award provides \$7,000 annually.

The Martha Donovan History Scholarship supports a student conducting historical research in the areas of medicine and health broadly defined to include physical, mental and social well-being as well as preventing disease and prolonging life through the efforts of public institutions, community organizations and private individuals. This scholarship provides \$8,500 annually.

The Winnipeg Foundation Black History of Canada Scholarship supporting a student interested in this perspective of our country's heritage. This is a \$7,000 annual scholarship.

The Moffat Family Scholarship in Social History supports a student interested in how Canadian society has evolved and whose focus is on the movements, the institutions or the individuals that have worked to achieve greater equity and social justice in Canada. This award provides \$7,000 annually.

The Barry Foundation Scholarship on the History of Canadian-American Relations provides support to a student studying some aspect of how two nations have successfully managed their neighbourly relationship for so many decades. This award currently provides \$6,000 annually.

The Richard L Frost Scholarship on the History of Philanthropy supports a student conducting research on how the well-being of local communities or Canadian society in general has been advanced by generous individuals, specific charitable agencies or social movements within the broadly defined voluntary sector. This award currently provides \$6,000 annually.

The James Richardson & Sons Limited Scholarship on Business History supports a student who is examining the impact of business on Canadian society with a preference for family businesses but may also include the study of firms, executives or entrepreneurs or broader issues like the history of government regulation. This award provides \$7,000 annually.



For information about the Centennial Institute, please visit
<https://www.wpgfdn.org/leadership/centennial-institute-fund/>

