

WORKING TOGETHER

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A MAGAZINE OF THE WINNIPEG FOUNDATION SPRING 2021

Building a vision for
our next 100 years



THE
WINNIPEG
FOUNDATION

100 

Your Community Foundation
since 1921. For Good. Forever.



A vision for Winnipeg

In 2019, Art City asked participants to imagine what is important for our community right now, so we can create a future in which we all want to live. These ideas were brought to life in Art City's annual community parade.

Youth identified four themes: love and laughter, people helping people, advancement, and environmental protection.

To bring these concepts to life, participants created floats and art depicting clean water, housing for all, health care, hug bots, and more. See photos of these creations on page 64.

The parade wound its way through the West Broadway and Wolseley neighbourhoods in 2019. The annual parade was cancelled in 2020 due to the pandemic, but it will be back again when it is safe to do so.

Learn more about the power of art to create change, and why it's important to engage young people in the process, on page 62.



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Working Together is published three times per year by The Winnipeg Foundation. In our ongoing efforts to connect with our many communities, we are always looking for ways to improve this publication. If you have comments, or do not wish to receive this publication, please contact Stacy at ssmith@wpgfdn.org.

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On the cover: Art City staff person Lynne McIvor during the 2019 community parade. Read more about Art City on pages 1 and 62.
Photo by Natalie Baird, courtesy of Art City.

All group photos were taken prior to March 2020, or adhering to physical distancing protocols.

We invited Winnipeggers to share their visions for Winnipeg's next 100 years, and the potential role philanthropy might play. Here's what 30 people had to say.

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Unless bestowed upon the individual, professional designations have not been included in this publication. Please excuse any errors or omissions.

From our Board Chair

Doneta Brotchie, C.M.



The Winnipeg Foundation is a community foundation, built on the premise that we are stronger when we work together. 2021 marks The Winnipeg Foundation's 100th birthday, and we are proud to be the first community foundation in Canada.

The Foundation was established to support the changing needs and emerging opportunities in our community. We are led by a volunteer Board of Directors and supported by volunteer committees that represent and make decisions on behalf of our community. The Foundation makes grants to support local charities working in all Cause areas, while applying a social justice lens to our work.

Because The Foundation is the sum of its parts, we invited community members representing various sectors and Cause areas to share their visions for Winnipeg's next 100 years, and the potential role philanthropy might play in achieving them. This publication is a collection of those aspirations.

While everyone came at this task from their unique perspectives, as you read the collection you'll notice key themes emerge: people want to be accepted and loved for who they are; they want to feel safe and have equitable opportunities to grow and succeed; they want to be a part of a supportive and inclusive community; and they want to give back in the ways in which they are able.

This publication also includes an essay from The Foundation's new CEO, Sky Bridges – his first public piece as our leader. Sky assumed his new role on April 27, 2021 – the first day of The Foundation's second century. He takes over from Rick Frost, who has retired after leading The Foundation for 24 years.

In his essay, Sky writes that we are all connected, and we must recognize our differences, while making space to include everyone. This aligns with The Winnipeg Foundation's vision of creating *'A Winnipeg where community life flourishes for all.'*

Informed by these collected visions for Winnipeg's next 100 years, we are excited to build on The Foundation's strong history as we enter into our second century. Our endowments have been built by people like those who have contributed to this publication – citizens who believe in supporting our community. **For Good. Forever.**

In January, we released a publication focused on The Foundation's history. Written in The Foundation's voice, it paid tribute to our past accomplishments and recognized the importance of listening and learning from those around us. During the Global pandemic, social injustices have surfaced in our society, affecting some people much more harshly than others. As we strive to build an equitable and inclusive community, we must recognize it is essential to include voices that have previously been overlooked.

As we live through this global pandemic and celebrate The Foundation's 100th birthday, we have a unique opportunity to envision a better future *for all*. We hope you will join us in this work.

**Doneta Brotchie, C.M., Board Chair,
The Winnipeg Foundation**

Essay submitted by Her Honour, The Honourable

Janice C. Filmon, C.M., O.M.

Lieutenant Governor of Manitoba

I love this city! I mean, I LOVE THIS CITY! I will take this opportunity to thank all those community-minded people who went ahead of me for creating the city I embrace today.

Thinking about why we can take friends for a stroll through the Exchange District, Assiniboine Park, the Inuit Art Centre (Qaumajuq) or The Forks, is because someone (or several

individuals) had an idea. They sold their vision, created a team and persevered, and acted boldly to get the project done. They believed in something they could only imagine.

People are the champions at the core of the vision I have for Winnipeg, looking 100 years ahead. People provide the spirit, leadership, creativity, and energy for generating ideas and taking them through to execution.

In 100 years, I believe we will have made significant progress toward inclusivity, embracing and valuing all people and the perspectives they offer. ALL our community will be encouraged to participate. We know a group decision is usually, if not always, better than that of one person. No one has a monopoly on creativity. We need everyone at the table.

Speaking personally, my dad transferred his love of Winnipeg to me. Through his civic interests, volunteering, he taught me a service ethic. This involves giving of one's self and resources when possible. Remember, others are learning from you when you don't know they are watching.

Through volunteering, I learned new skills, met people I wouldn't otherwise have met, had flexibility while raising a family and experienced the heartbeat of the community.

Winnipeg is in a "sweet spot." We are at the centre of the North American continent. Technology has eliminated distance. You can do anything in the world from here. We need more entrepreneurs and innovators, who are risk takers and the sources of new ideas.

We need to broaden the base of participation. We need young people to stay here and build on what is a solid foundation. Listen to the generations coming. They have great ideas and need to know they are heard. After all, we are leaving this amazing city for our grandchildren and great "grands," and not our mothers and fathers.

The Winnipeg Foundation has been a leader for a century and an example across the country. It must continue to invest in people and support organizations and projects that develop leaders. You (Winnipeg Foundation) can read trends due to funding requests. You know the community inside and out. Your Board will continue to be diverse, reflecting our community, while having the skill sets necessary to honour the families who have set up funds.

Philanthropy will continue to play a major role in our city – following the vision of your founder. It allows for opportunity and creativity. It closes the gap between what is, and what is possible. It levels the playing field and allows for others to help.

We need BIG thinking, risk takers, and believers to walk us through this next 100 years. Because of the investment in people, leaders will emerge in all areas, working to shed light on all of Winnipeg's attributes. In the future, our people will solve the challenges and meet the needs of our community, as they always have. These people will have an abundant mentality and want to be community builders in a vibrant democratic society. This is the opportunity that is Winnipeg!



The Honourable Janice Filmon, C.M., O.M., is Manitoba's 25th Lieutenant Governor – only the second woman to hold the post in the province's history. Married to former Premier of Manitoba, The Honourable Gary Filmon, P.C., O.C., O.M., her family includes four children, nine grandchildren and one great-grandchild.

Born and raised in Winnipeg, Her Honour holds a Bachelor of Science degree in Home Economics from the University of Manitoba. She worked as a Social Worker with the Children's Aid Society of Winnipeg as a Caseworker in family protection before finding her true calling in the voluntary sector.

One of her greatest attributes is the ability to connect people, and motivate them to take action for the greater good. Her engagement with a number of organizations near-and-dear to her heart is vast and plentiful. She has served as Chair of the Board of Directors of CancerCare Manitoba Foundation, and is the Founding Chair of the Nellie McClung Foundation. In her current role of Lieutenant Governor, she is Honorary Patron to more than 40 organizations.

A true community builder and deserving recipient of numerous dedications and honours, Her Honour was inducted into the Order of Manitoba in 2007 and the Order of Canada in 2013.



Her Honour, The Honourable Janice Filmon, Lieutenant Governor of Manitoba, with artificial intelligence expert Tanmay Bakshi during the Creative Foundation's 20th Anniversary Gala in September 2019. The Creative Foundation works to foster creativity and innovation in young people. Photo courtesy of the Office of the Lieutenant Governor of Manitoba.

Essay submitted by The Honourable

Murray Sinclair, LLB, MSC, IPC

Retired Senator; Chief Commissioner, Canada's Indian Residential Schools Truth and Reconciliation Commission; Lawyer

Change is going on around us as we speak and as I write this.

safely say about it is that it is inevitable and that things will never be the same.

In terms of current trends and influences, there are things going on today that greatly concern me such as the growing rise of fascism as a political force around the world. Its growth and presence in Canada cannot be denied. The ongoing benevolent view of the need for increased capitalism, while seemingly innocuous, has given rise to a class of enormously wealthy individuals and their influence can easily influence the rise of plutocracies around the world where the wealthy unduly influence how we are governed.

Amidst all of that, we yet have incredibly large populations of highly impoverished people, among them the Indigenous people of Manitoba, but even that population is changing. We now have more university and other post-secondary Indigenous students than ever before and they are populating the professions such as law, education, medicine, engineering, architecture, not to speak of their growing presence in the media and the resulting change in news, visual entertainment and documentary coverage.

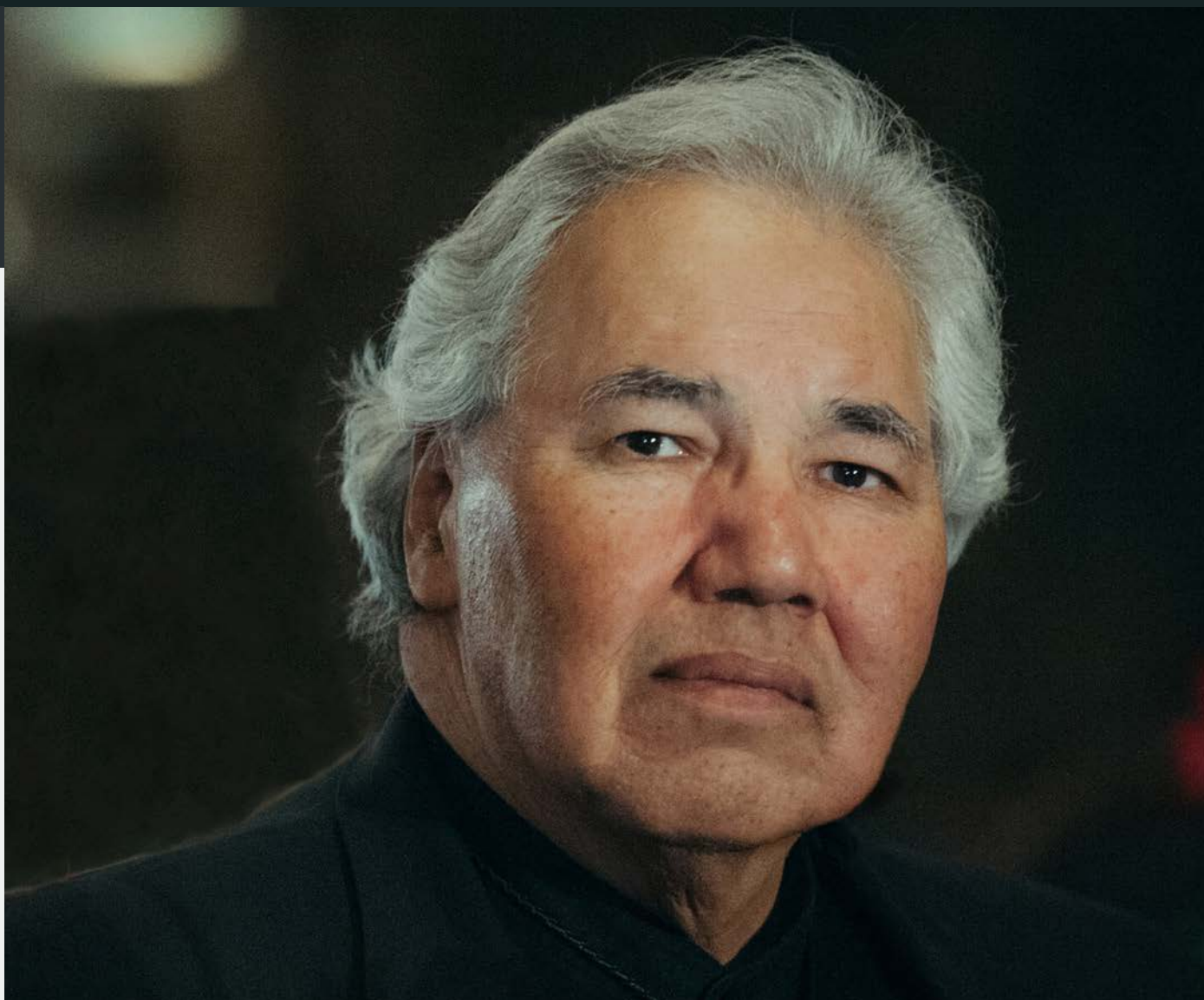
One thing I have learned over the years is that change is unpredictable and the only thing you can

That increasingly educated population of young leaders are more aware of the history of Indigenous and non-Indigenous relations in this country, but they are also aware of their own peoples' histories and traditions and are working on ways to bring their own cultures and languages into the lives of their children.

That awareness makes for a different conversation as we move into the future and while those conversations may initially be confrontational, I suspect with the changes we see in the way we educate all children about this country and about each other, those conversations will become more positive and focused on co-existence.

Reconciliation is about co-existence after all, and a relationship of mutual respect. Before we can get there however, we will need that process of Indigenous claiming of self-respect and their own discovery of validation. I believe that change to be inevitable. That's where I believe we'll be in a few generations.

We need to feel we matter.



The Honourable Murray Sinclair, LLB, MSC, IPC, is an Anishinaabe and a member of the Peguis First Nation. He is a Fourth Degree Chief of the Midewiwin Society, a traditional healing and spiritual society of the Anishinaabe Nation responsible for protecting the teachings, ceremonies, laws, and history of the Anishinaabe. He graduated from law school in 1979. He has been involved with the justice system in Manitoba for more than 40 years, as a lawyer representing Indigenous clients, as an Adjunct Professor of Law at Robson Hall, as Associate Chief Judge of Manitoba's

Provincial Court and as a Justice of the Court of Queen's Bench. He was the first Indigenous Judge appointed in Manitoba and Canada's second. He served as Co-Chair of the Aboriginal Justice Inquiry of Manitoba and as Chief Commissioner of Canada's Indian Residential Schools Truth and Reconciliation Commission. He retired from the Bench and was appointed to the Senate in 2016. After retiring from the Senate in early 2021, he returned to the practice of law and mentoring young lawyers. He is currently writing his memoirs.





Sky Bridges assumed the position of CEO of The Winnipeg Foundation April 27, 2021 – the first day of the community foundation’s second century.

Prior to joining The Foundation, Sky held the position of Chief Operating Officer at the Aboriginal Peoples Television Network (APTN). He was the creator of Indigenous Day Live, APTN’s premier celebration of National Indigenous Peoples Day. Sky has held diverse positions in the broadcast industry, covering both the private sector with PrideVision TV and the public sector with the CBC. He has also served as Vice-President of Business Development at the Canadian Council for Aboriginal Business.

Sky has a passion for volunteering for organizations that build stronger communities. He has served on the following Boards: Winnipeg Folk Festival, United Way Winnipeg, It Gets Better Canada, Travel Manitoba, Manitoba Indigenous Tourism Association, Casera Credit Union, Manitoba 150, and CARAS/MusiCounts.

Sky identifies as Two-Spirit. He is Métis with a Cree and Blackfoot bloodline. He was born in Winnipeg and raised in Marquette, Man. He is a graduate of Red River College where he completed a Diploma in Business Administration and an Advanced Diploma in International Business.

Essay submitted by

Sky Bridges

CEO, The Winnipeg Foundation

**The Greek word
“philanthropy” is
defined as “love for
humankind.”**

Philanthropy is also a call to action and involvement, for the purpose of lifting a community and benefiting people you don't personally know. When we give, it changes who we are inside, and

we recognize we are part of a greater community. We become connected to who we are and what matters most to us.

Being part of a community also involves caring for future generations. Today we benefit from those generations, both past and present, who helped create The Winnipeg Foundation. By giving through The Winnipeg Foundation, we are choosing to come together to build a better future for the generations of tomorrow.

For many Indigenous cultures the actions of today impact seven generations into the future. The symbol often used to represent this concept is the circle, because it has no beginning and no end; it is infinite, and it is forever.

As a young Indigenous man, an elder once shared a teaching with me. She said, “Imagine that you're sitting in the centre of a tipi. While looking at the poles around you, name a faith and a culture for each pole and continue until you can't name anymore.”

When I was done, she said, “Now look up and notice how the poles are connected at the top of the tipi.”

This teaching showed me that when we come together, we are strong.

When I think about The Winnipeg Foundation's tagline **For Good. Forever.** I think about the circle in the tipi and the elder's teaching that we are all united as a community. We as individuals can take action to expand the circle and recognize it represents the inclusion of all.

We are living through a time when calls for racial justice have risen to levels not heard in decades. To achieve reconciliation – with Indigenous communities, and with all Peoples of Colour – we must first spend time discovering truth and understanding. Healing requires courage that each individual must be willing to discover, in order to deal with the uncomfortable truths of the past. It is in those truths where we will find the path to reconciliation, compassion, and moving forward.

Community foundations are established to be inclusive and reflective of the community they serve. A community is made up of many smaller groups, which can be based on culture and interests; ancestry, ethnic background or origin; religion or beliefs; gender identity, sex or sexual orientation; age; marital or family structure; physical or mental ability; socio-economic or technological status; and countless others. We must be reflective of our community and ensure we listen to those groups we serve.

To some, **For Good. Forever.**, may be hard to imagine. When we come together as a community, what matters is the journey and not the destination. When we take action and come together to make Winnipeg a better place for all, it is forever.

In 100 years, thanks to philanthropy, I hope our idea of community is that of a circle that unifies all of humanity and collectively we celebrate our differences.



Photo courtesy of Islamic Social Services Association.

Shahina Siddiqui is a freelance writer, author, spiritual counsellor, speaker and educator. Shahina has worked for decades to build bridges between faith and cultural communities, to help preserve human rights, and to develop cultural competency and mutual understanding. Shahina is originally from Pakistan and has lived in Winnipeg since 1976. She has a Bachelor of Arts with a major in English Honours and Philosophy from St Joseph's College, University of Karachi.

Shahina co-founded Islamic Social Services Association in 1999, and co-founded Alhijra Islamic School in Manitoba 1996. She founded the Canadian Muslim

Women's Institute and co-founded Canadian Muslim Leadership Institute. She also co-founded the Interfaith Council of Women – Manitoba and is a founding member of the Federation of Canadian Muslim Social Services. She served as faculty for Global College Summer Institute from 2013 to 2015.

Shahina has presented as keynote speaker at local, national and international conferences on varied subjects.

Bio
graphy

Essay submitted by

Shahina Siddiqui

Author; Speaker; Educator; Volunteer Executive Director, Islamic Social Services Association

I visited Winnipeg from New York in 1974 and fell in love with it. “This city has a soul,” I whispered to my husband. In 1976 we got our immigration papers and came straight to Winnipeg. My love for Winnipeg only grows stronger with each passing

Here, I found a community of people who were devoted to peace and justice. I’ve had the privilege to know my Indigenous relatives who welcomed and sustained me through difficult times. Through my experiences

working with diverse peoples and organizations, I gained insights and appreciation of the diversity that blossoms within the soul of our city, allowing us to see the unity of humanity, in all its diversity, as a blessing. The challenge is to continuously struggle for justice and human equality and never to take our freedoms for granted.

Through these diverse relationships, I have gained awareness of my own biases, and have grown empathy and appreciation of what it means to be accepting of differences without judgement and othering.

For 45 years I have lived in neighbourhoods whose residences are mostly from dominant culture. My neighbours were accepting, caring and helpful in building my confidence as a Canadian. From this experience, I learned that wholesale indictment of a group of people is not fair. To be able to see both sides of an issue and find common goals – and not anger and hate – is the constructive response.

Through my personal experiences caring for a child with special needs, and in the grief of his passing, I became acutely aware of the lack of services that were spiritually and culturally compatible to assist Muslim families who had children with special needs, and of the lack of organized funeral services. This is when I promised myself, God willing, I will do my utmost to establish social services for Muslims in North America. In 1999, this dream became a reality with the help of three American social workers.

I volunteered to be the Executive Director and Winnipeg became the headquarter for Islamic Social Services Association: The first Muslim organization devoted to social services for North American Muslims.

It has been 20 years since I have been running ISSA as volunteer Executive Director and people often ask “What? You do not get paid for this.” There are many Winnipeggers who selflessly give of their time and expertise that nurtures our city’s soul. We need to recognize this donation, also, as philanthropy to encourage more engagement

My vision for Winnipeg is that by the next century we would have been successful to purge racism, anti-Indigenous discrimination and the “othering” and demonizing of the racialized groups, religious minorities and public sectors.

For ISSA, social services is about community building – where all feel safe to access services, where institutions serving the public are observing cultural safety and serving with cultural humility.

My hope and prayer for Winnipeg: may it never lose the soul this city revealed to me 45 years ago. Let us advocate and work together to invest in developing our neighbourhoods that have been neglected. Let us start building new, clean, affordable housing, green spaces and community centres to replace the mice and bug-infested slum buildings that crush the dignity of those who are forced to reside there.

We must honour Treaty 1, not just with words, but by returning the favour of the generous hospitality of the Indigenous communities whose land we live on, and stand with them in pursuit of justice, equality and human rights.

Winnipeg for me has been a beacon of hope and possibilities, friendships across cultures, coalitions, collaborations, marches for justice, peace, rallies for human rights, standing together for each other, engaging the media and calling out injustices. Where else would I have found such a treasure of hope!



Photo courtesy of Alexis Kanu.



Alexis Kanu is the Executive Director of the Lake Winnipeg Foundation (LWF). She received her Doctorate in Environmental Science from the University of Manitoba. As a student and in her early career, she gained extensive experience working with diverse organizations in the non-profit and community-development sectors. Alexis is passionate about building healthy connections between people and the environment.

A lifelong Winnipegger, Alexis grew up exploring parks and waterways both in the city and beyond the perimeter. These experiences continue to foster a great appreciation and gratitude for the natural world – and a deeper understanding of our place within it. Whether Lake Winnipeg, the family cottage in the Whiteshell, or her husband's hometown on Rainy Lake, Ont., time at the lake is precious and formative for Alexis and her family – as it is for so many Manitobans.

Essay submitted by

Alexis Kanu

Executive Director, Lake Winnipeg Foundation

As I write this, in the midst of the second wave of the global pandemic, Winnipeg's rivers and ponds are frozen solid, snow-covered.

And yet they have perhaps never been more important. The pandemic has shown us that our city's waterways are vital public spaces, connecting Winnipeggers across the social distances that keep us safe.

Now, when there is nowhere else to go, we are rediscovering our rivers and ponds, with skates and hockey sticks, skis and snowshoes. The Winnipeg Foundation Centennial River Trail at The Forks was a fitting celebration for such a notable anniversary. Neighbours across the city are coming together to create elaborate recreational networks on the rivers. Our winter-city spirit is so strong it has prompted city councillors to review a bylaw that currently prohibits winter activities on city retention ponds.

Winnipeg's waterways have, of course, always been sources of connection – a hub of ancient trade routes and the fertile ground for early communities to become established. But we seem to have forgotten this in modern times.

Too often now, we treat our urban waterways with disrespect, whether it's the refuse we drop along the banks, the trash that runs into the street gutter, or the sewage effluent we pump out of aging treatment plants. Unsurprisingly, when we treat our rivers this way, over time we come to think of them as dirty, unsightly and unsafe – creating a feedback loop that only enables further mistreatment.

Then, in an impressive act of cognitive dissonance, we follow these same rivers north to beautiful Lake Winnipeg, to play in the sparkling waves on the white-sand beaches.

The truth, of course, is that this is the same water. City water is lake water.

Over the next 100 years, four new generations of Winnipeggers will experience our city's waterways. Unfortunately, unless we change our attitude and our approach to water within the perimeter, each generation

risks holding successively lower expectations for clean, safe water, perpetuating the cycle of disrespect and disdain that accelerates environmental degradation.

Our governments have the responsibility to protect our waters, and without a doubt, they must exercise all available policy tools to keep water clean and safe for Winnipeggers, for Manitobans and Canadians. But philanthropy must help us celebrate our waters.

Water flows through all aspects of our lives, and philanthropy can provide us with the spaces and resources we need to honour these connections. Taking a lesson from our pandemic experiences, we can start our celebrations by building more new accessible public spaces along our rivers, the banks of which have too often become deserted wastelands or the domain of a privileged few. Our architecture and public art can be re-imagined and re-oriented to foreground Winnipeg's waterways. The celebrations can continue in museums, galleries and theatres across the city, as art helps us explore our relationship to – and our inescapable dependence on – water. New recreational experiences, and new opportunities to share equipment and skills, will enable us to safely explore and enjoy our urban waterways.

Philanthropy can also support intergenerational conversations about water and natural spaces, preserving memories, inspiring new experiences and reclaiming our relationship with Winnipeg's waterways. Winnipeg students can step outside the classroom to experience our rivers and ponds firsthand, through experiential learning opportunities in science, history, geography and art. Philanthropy can help citizens, young and old, engage in water science, monitoring, and stewardship, building respect and responsibility for the water that sustains us.

By transforming our daily interactions with water within the city, philanthropy can help us foster a culture of celebration, care and commitment – a whole new way to live with water. During the next four generations, these many small celebrations will add up to reaffirm our collective expectation for clean, safe water. In 100 years, we can all be proud of the water-city spirit we have built together.

Essay submitted by

Gerry Labossiere

Board Member (2012–2020), The Winnipeg Foundation

“Nothing in the Universe ever grew from the outside in.”

- Richard Wagamese, Ojibway author born in Northwest Ontario.

catastrophes in the world, it often seems like we are further away from unity and harmony than ever before. We have but to look at our current pandemic, our out-of-balance eco systems, the increasing pace of everyday life, and the happenings with our neighbour to the south to acknowledge its seriousness. How do we re-create balance?

A small group of Elders from countries throughout the world were asked recently, “What does the world need to hear right now”? One wise woman from Jalisco, Mexico replied: “The animals, the minerals, the plants and vegetables – they know who they are. We humans have forgotten who we are. That is the question.”

There is a global conscious awakening to the beliefs and teachings of peoples from times and places all over the world that we are all connected, that we are not separate from nature, Mother Earth, our cosmos and each other! We are part of a whole! Without this connectedness, we do not exist as our truest selves.

Witness the collaboration and cooperation in the circle of life of the animal world, of our forests and in the cells of our own bodies. As Einstein put it, “Holistic approaches do not only affect our physical body but also the mental, spiritual and emotional parts. Each disturbance is approached from the whole entity. The healing process is a consciousness-raising process, in which it concerns the total harmony and balance of a human being. The key element is not one symptom, but the focus is on the person as a whole.”

We all generally aspire to a world of peace and unity. With much of the chaos, crisis, and

Our systems of today do not reflect this approach to the whole. As an example, three “hot topics” of the day include mental health, addictions, and reconciliation – they are often discussed separately, organized separately, and funded separately. How do we evolve our systems discussion to include them as a whole?

To focus on the whole then becomes a matter of learning to become more and more deeply connected. It starts with “me” but focuses on “we.”

For the “me,” it’s about learning to become vulnerable, to go deeper within myself and bring me closer to truth. It’s about using humour and stories. It’s about seeing my neighbour as an equal. It’s about letting go and creating space within myself. It’s about practicing kindness and compassion every day.

For the “we,” it’s about focus. It’s about building and realigning our structures that are seemingly “stuck” in control and wealth accumulation. It’s about empowering communities and creating a movement. It’s about learning from organizations in our midst such as The Winnipeg Foundation that have been on this path. And it’s about reconciling and building relationships between all of us, and learning from the structures that existed many generations ago that were focused on the whole.

It’s about People! It’s about Building Community!

Do we have the courage to go engage in thought-provoking and deeper conversations on Reconciliation? On Black Lives Matter? On our Pandemic? On...

What are our next few steps for “me” and “we?”



Gerry Labossiere is a retired CPA and holds a B.Comm Honours and a BA from the University of Manitoba. He has held numerous positions in business over the years including Winnipeg City Auditor, CEO of Deposit Insurance Corp for the Caisse Populaires, and Principal Consultant with Coopers and Lybrand. In 2000, he founded AIS, a company that he helped grow into an international leader in the health assessment eLearning world.

Over the years he has been active on boards/committees for community organizations in culture and health care, primarily with the Grey Nuns (now Réseau Compassion Network). Gerry is passionate about his family, his cottage, reconciliation, personal growth, assisting young adults in our ever-changing business world, the Habs and Notre Dame college football.



Essay submitted by

Isha Khan

President and CEO, Canadian Museum for Human Rights

The view from the Israel Asper Tower of Hope at the Canadian Museum for Human Rights is tough to beat.

But beyond The Forks, the train tracks that have brought settlers to and from our city for years, and the wide expanse of prairie around us, there's something just as inspiring:

the people who make our city home. We are a remarkable community: fiercely proud and motivated to build a better future for all of us.

What does that better future look like to you?

To me, it looks like a city of people who value each other, regardless of where we come from, what we look like, who we love and how we choose to live. A city where our children know they have every opportunity to succeed, surrounded by love and support. A city where we are measured by how we care for those most in need of a hand up — and where we don't shy away from confronting hard truths about why inequality persists.

We all know there's a long road ahead to make that better future a reality.

For thousands of years, Indigenous people have called this place home, but early European settlers created a legacy of genocide that lives on today. Despite generations of newcomers from around the world who have put down roots in this city, there is still hate and division. Despite a long tradition of 2SLGBTQ+ activists and allies, there is still fear to live authentically. Even with all the wealth in our growing city, there are Winnipeggers who go hungry on our watch.

To me, taking action on these issues and many others isn't just something we *ought* to do. It's something we *have* to do, because we are all entitled to the same rights and dignity. That's why we are not the Canadian Museum of Human Rights, but *for* Human Rights. A better future won't happen through hope alone: it's on all of us to make the change we want to see.

As you read these words, there are community programs and organizations within shouting distance of you, in every neighbourhood, doing the work to keep our community together. Each of them needs your support. Want a city where everyone is fed and housed? Want a city where everyone is free to express their faith? Want a city where public art shares stories of our past and hopes for our future?

Then how are you going to make it happen?

Generations of Winnipeggers have asked themselves that same question, and their answer has often been giving to the organizations, programs and gathering spaces that are cornerstones of our community. The Canadian Museum for Human Rights wouldn't exist without them.

Take a look at the Israel Asper Tower of Hope and you will see it appears unfinished, just as the task of building a culture based on human rights is unfinished. Just like the vision of a Winnipeg where everyone lives free and equal, in dignity and rights, needs your help to be fully realized.

So, I ask you this: What does our better future look like to you? How are you going to make it happen?



Isha Khan (she/her) is a lawyer, educator and community leader dedicated to building a culture of human rights in Canada and beyond. Her professional experience includes her tenure as Executive Director and Senior Counsel of the Manitoba Human Rights Commission, where she advanced several important rights-based initiatives and public education campaigns. She is also a dedicated community volunteer who serves as Board Chair of United Way Winnipeg.

In August of 2020, she began her role as CEO of the Canadian Museum for Human Rights. Throughout her life, Khan has helped build communities where everyone is respected and empowered to reach their full potential. She continues that work at the Museum, engaging people around the world in a growing movement for hope and human rights.



Photo courtesy of
Canadian Museum
for Human Rights.

Essay submitted by

Peri Venkatesh and Patrice Yamada

Winnipeg Foundation Donors and Legacy Circle Members

“Community” – the word conjures up a sense of shared space, values and beliefs.

power of community – a supportive, safe environment, a place to call home and a feeling of belonging. This sense of community has always inspired us to pursue a meaningful life where everyone can thrive. To us, the intangible things like family, friendships, joyful activities, a decent living and optimism have nurtured our spirits.

Winnipeg is an unusual city. It is rooted in the rough-and-tumble era of expansionism and immigration – the juxtaposition of colonialism and Indigenous heritage. These common beginnings still make us who we are, but we are much more than that. There is wealth and success as well as poverty and hopelessness in Winnipeg. For this reason, we are well situated to bring those two ends of the spectrum more closely aligned around a common theme – caring and respect.

We find ourselves in the midst of one of the most challenging times for humankind and our beloved planet. Never before in our lifetime, have we been faced with such great societal change. Disparate beliefs about what is “truth,” what we “ought to do” – all these demands challenge us to discover new ways to understand and respect one another’s inherent worth. The simple act of kindness can bridge those distinct viewpoints and focus on what makes us all human – the commonalities, not the differences.

The question for The Winnipeg Foundation and those it serves is twofold: What do we believe? What do we hold to be true?

When our basic beliefs are challenged, we need to regroup and come together around shared values. The Winnipeg

Having resided in Winnipeg for so many decades, we certainly understand the

Foundation is good: upright, virtuous, fair. The Winnipeg Foundation is forever: our core values are the same as when the second gift – three, \$5 gold coins – first came into our coffers. But the overriding question now is: how do we sustain those values when uncertainty surrounds us?

As we look to the future, we need to find some means to nurture the sense of community – that Winnipeg is a caring, decent place to live and flourish. We may not agree on every detail, but we need to be able to share our individual gifts – our “personal wealth.” It is not so much about money, but what we value in our hearts. Everyone deserves to be respected, to have dignity and to be included as part of the community. When one person succeeds, we all are a part of that success story. Through resilience, optimism and sharing, we can achieve many great things TOGETHER. We can be successful TOGETHER.

Our journey to philanthropy is rooted in the gratitude we feel to the Winnipeg community for opening its doors and creating so many opportunities for us. We have been successful and lead happy lives through the generosity of Winnipeggers; people caring and supporting us has enabled us to achieve and prosper. These values of caring and sharing are ones that we are proud to uphold.

When we look at the diverse projects that The Winnipeg Foundation has supported, it gives us pride and hope for the future. Every aspect of our human experience has been touched by the philanthropy of The Foundation’s donors. Projects that impact lives, that acknowledge our treaty obligations, that make our community safer, that welcome newcomers and support elders aging in place; these are the hallmarks of a community that shares and thrives. We know that The Winnipeg Foundation will continue to be an advocate for those whose voices have been quiet. And, based on its long history, we trust that The Winnipeg Foundation will continue to instill hope in our community.



Peri Venkatesh immigrated from India to Winnipeg in 1971. As a nurse educator in the diploma and baccalaureate nursing education programs for more than 35 years, he has inspired and supported countless registered nurses. He has volunteered at Harvest Manitoba (formerly Winnipeg Harvest) and has been active on the boards of the University of Manitoba Alumni Association as well as the Misericordia Health Centre.

Patrice Yamada was born and raised in Winnipeg. Having spent her career in health care, she now volunteers at the Canadian Museum for Human Rights and tutors with Frontier College at Kaakiyow li moond likol Adult Learning Centre.





Photo by Andrew Mahon.



Anne Mahon is interested in people, their stories and making meaningful connections. Anne is the 14th Chancellor of the University of Manitoba, a committed life-long volunteer, and an oral history author. She has written two books which tell the stories of local communities experiencing marginalization: *The Lucky Ones: African Refugees Stories of Extraordinary*

Courage (2013) and *Redemption: Stories of Hope, Resilience and Life After Gangs* (2017). All author proceeds are donated to a charity that supports the community each book represents. She is currently working on her next book. Anne enjoys interviewing her book participants just as much as she enjoyed interviewing Michelle Obama in 2019.

bio
graphy

Essay submitted by

Anne Mahon

Author; Chancellor, University of Manitoba

My vision is driven by the challenges and triumphs of my friend Chris.

Chris is a working-man with a big smile and even bigger dreams. He is a proud father and a former

gang member. We met in 2014 when he shared his life story with me for my second book *Redemption: Stories of Hope, Resilience and Life After Gangs*.

Chris has experienced both his grandmother's satisfying love and the damaging impact that oppression and residential schools have on his family. He's known trauma, violence, poverty and addiction.

"Every day I open my eyes is a blessing," he says. "Back in the dark days I didn't even want to open my eyes."

I have been tasked with imagining without boundaries my hopes for Winnipeg in 2121, 100 years from now. As I write this, I'm mindful of Chris.

In 2121, Winnipeg is a place of peace, unity, opportunity and equality. Winnipeg is a just and equitable place for all. Period. Regardless of gender, race or background. Our city flourishes because of this diversity. The Truth and Reconciliation Commission's Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) recommendations have been integrated into our society. Systemic and societal oppression of Indigenous people and People of Colour has ended. All citizens are fully respected, fully integrated and can fully contribute. Hope is palpable for all people.

As I write this today, Winnipeg has the highest concentration of urban Indigenous people in Canada and the Indigenous population is growing at a faster rate than non-Indigenous. Indigenous people are over-represented in foster care, prisons, and homelessness (to name a few). Winnipeg's future economic, moral and societal wellbeing depends on us ending this inequality.

In 2121, mental health is treated very differently than today. There is no stigma, no silence and no shame. The whole person is valued and treated accordingly. There is easy access to experts for diagnosis and specialists for support. Programming is abundant.

These achievements of equality and mental health supports have heavily contributed to the end of poverty, especially among children. Tragically, 18.7 percent of all children (under age 18) in Winnipeg are experiencing poverty.¹ We must work together to eradicate this. A unified community is not possible when some are going hungry or living on the streets.

In 2121, there is fair access to post-secondary education. Bursaries and scholarships enable lower-income, hardworking Winnipeggers to receive quality education. This broadens their opportunity to find meaningful work and to achieve the possibility in their lives. Education breaks down barriers, disrupts societal cycles and offers hope.

Funding this 2121 vision is our shared responsibility. Governments and social service providers channel our tax dollars to make a difference where they are needed. Philanthropy intelligently and strategically partners to create equity to fill in the gaps. Generosity and empathy continue to be cornerstones of our city, just as they are today. Philanthropy is visionary and supports societal innovation; a testing ground for future programming.

Philanthropy is love and hope in action: giving funds, offering support and sharing time. My friend, former refugee Muuxi Adam says, "Our lives make no sense if we are not helping others." It is in that healthy helping that we find meaning in our own lives and create relationships and community.

Which brings me back to Chris. He, Muuxi, and other participants in my books have taught me that we all have a great deal in common, despite coming from different backgrounds and cultures. The universal truths of wanting to belong, to have satisfying work for fair pay, and to raise our families in safety, apply to us all.

We should never limit our expectations to the boundaries of what we already know.

¹ Quoted in *Winnipeg Without Poverty: Calling on the City to Lead*. (April 2018). Make Poverty History Manitoba.



Joy Loewen is a media industry executive with a passion for nurturing the development, production and promotion of storytellers.

She is currently the CEO at the National Screen Institute, a not-for-profit training and mentoring organization that supports creators who change

the world through the power of story. Joy is an active volunteer with leadership roles on several community and non-profit boards and councils including The Winnipeg Foundation, Manitoba's Order of Manitoba and Queen's Council advisories. She also serves as a civilian aide to The Honourable Janice C. Filmon, Lieutenant Governor of Manitoba.

Essay submitted by

Joy Loewen

CEO, National Screen Institute; Board Member (2019–present), The Winnipeg Foundation

The first time I saw a reflection of myself on screen was when I watched actress Bern Nadette Stanis play Thelma in the 1970s television show, *Good Times*.

My Caribbean parents came to Canada as newlyweds in the late 1960s. Originally they attended bible school in southern Alberta then moved to Steinbach – a rural, predominantly Mennonite town in southeastern Manitoba.

There were few People of Colour in Steinbach in 1976 so our Black skin meant we looked different from everyone else in the population of 6,000. We were the first all-Black family and, for many years, I was the only Black girl at my school.

Which is why a TV show like *Good Times* rocked my world. Seeing a version of myself on screen connected me to Black pop culture and gave me a sense of belonging.

Regardless of their form, stories provide a broad platform for myriad voices to be seen and heard. They can remind us of where we come from and inform where we go. To paraphrase author, poet and spoken word artist Sonya Renee Taylor, through stories we can “stitch a new garment” of cultural equality and tolerance and create kinder, more empathic communities.

It’s 45 years since my parents first arrived in Steinbach. And now, in 2021, I proudly call Winnipeg home. I love the diversity reflected by the people who live in this city. But there’s more work to be done before that new garment of equity is stitched.

Thelma was Black. Just like me. She looked like me, acted like me and she too was also the only girl in her family sandwiched between brothers. But she lived in the projects in Chicago and I lived in Steinbach, Man. – not the typical community for a Black girl in the 1970s!

In my role as a member of The Winnipeg Foundation Board of Directors and CEO at the National Screen Institute – Canada (NSI) – a not-for-profit providing inclusive customized training, mentoring and support to help creators change the world through the power of story – I am driven by a desire to support and promote greater representation in stories so Winnipeggers can see a reflection of themselves regardless of race, culture, gender, sexual orientation or abilities – and know they matter.

Richard Wagamese, in his book *Embers*, sees story as the essential ingredient that sustains us and our communities.

“In the drape of moonbeams across a canvas of snow, the lilt of birdsong, the crackle of a fire, the smell of smudge and the echo of the heartbeats of those around us, our ancestors speak to us, call to us, summon us to the great abiding truth of stories: that simple stories, well told, are the heartbeat of the people. Past. Present. Future.”

As I look ahead 100 years and reflect on ways to deepen The Foundation’s vision to be a place where community life flourishes for all, I believe we must listen to the precious voices whose stories matter so deeply.

Stories are so much more than words on a page or an oral retelling. They give us a sense of where we belong and build the bridges that allow us to live in harmony as one beating heart.

As podcaster George the Poet says, “Everything you know is a story.” So, let’s nurture them together and work towards a culturally equitable future for our city and the rest of the world.

Essay submitted by

Mark Chipman

Executive Chairman, True North Sports and Entertainment; Governor, Winnipeg Jets;
Chair, True North Youth Foundation

I grew up in St. James, surrounded by dozens of kids my own age.

on organized teams, we could be found in the open fields at Sturgeon Creek Community Club or on the street playing our favourite sports until we were called in for dinner, only to pick up where we left off as soon as we could.

As long as I can remember, sports have been a significant part of my life. Playing the games I loved rewarded me with lifelong friendships, a university education and invaluable life lessons. My father and brothers were all very good athletes and I looked up to them. I also looked up to the many coaches I was fortunate to have, most of which were volunteers, teachers and often neighbours. I think that is where I first began to understand the meaning and value of community.

After entering the business of professional hockey in 1996, and as my own children began to play our great game, I began to understand how less accessible it had become for many families in our community. We began to explore how we could change that and partnered up with the Winnipeg Aboriginal Sport Achievement Centre. Together, we started a modest program serving 25 elementary school-aged kids aimed at introducing hockey to families for which the participation was out of reach. Our objective was not to create hockey players, but rather to simply provide healthy recreation, a closer relationship between the kids and their teachers and ideally provide the same sense of the community that I and my friends benefited from.

Today, our program is offered to more than 900 students from Grades 2 to 12. It has evolved to include off-ice recreation and after school educational supports. Along the way we discovered the importance of staying

We played baseball in spring and summer, football in fall and hockey all winter long. When we weren't playing

connected to our kids all year. In 2014, we secured the ability to operate Camp Manitou, and are nearing completion of a \$20 million investment in the camp to ensure it meets community needs for decades to come.

During the past 15 years many of our kids have excelled in the classroom and many have excelled on the ice, but what has been most gratifying is the number that have volunteered to help run the programs they once benefited from and for whom a sense of leadership and community has really taken hold. I'd like to share the story of a young man from St. James by the name of Ron Cailo.

Ron first joined the Winnipeg Jets Hockey Academy at Buchanan School in Grade 5. He is a terrific athlete and the first from our program to be sponsored into AA hockey, earning All Star and team MVP status at the age of 15. He is currently an honour roll student at John Taylor Collegiate and has been a volunteer counselor at Camp Manitou the past two summers. Together with his two younger brothers, this fantastic "new Canadian" family has become emersed in our national pastime and the gifts of friendship and community that come with it.

A good friend of mine once described Winnipeg as a "collective act of will." He suggested that many of the things we enjoy, and often take for granted, from our cultural institutions to our hospitals, colleges and universities as well as the network of community clubs – like the one I grew up at – are all the result of the sheer determination of people who chose to make a life here and create this wonderful community. I suspect those folks all possessed the skill of selfless leadership. It is that very sense of community and those leadership skills we hope to impart in the youth we serve so they too can "will" us all forward. I have every confidence Ron will one day have the honour of sharing just how they did so.



Born and raised in Winnipeg, Mark Chipman studied economics and played football at the University of North Dakota, where he obtained a law degree.

In 1996, following the relocation of the Winnipeg Jets to Phoenix, Chipman began his work to attempt to bring the NHL back to Winnipeg, which started with the purchase and relocation of the Minnesota Moose, now the Manitoba Moose.

In 2001, Chipman and a group of local investors created True North Sports and Entertainment, and in 2004 opened Bell MTS Place downtown.

The only thing left to do was acquire an NHL team, which Chipman and True North did on May 31, 2011 with the purchase of the NHL's Atlanta Thrashers, re-naming the franchise to the Winnipeg Jets, and accomplishing what he had set out to do more than 15 years earlier.

While hockey naturally occupies a good chunk of his attention, Chipman is also a passionate advocate for Winnipeg's communities, most notably serving as chairman of the True North Youth Foundation and the Downtown Community Safety Partnership.



Left to right: Winnipeg Jets Hockey Academy Director Murray Cobb, student athlete Ron Cailo, and Winnipeg Jets Hockey Club Executive Chairman and Governor Mark Chipman. Photo by Nicole McAlpine, courtesy of True North Youth Foundation. Photo taken adhering to physical distancing protocols.

Essay submitted by

Noreen Mian

Executive Director, Rainbow Resource Centre

I was 15 years old the first time I visited Rainbow Resource Centre. Like most 2SLGBTQ+ youth, I was confused, scared and felt alone.

books made me realize I was not alone and I discovered a supportive and vibrant 2SLGBTQ+ community in Winnipeg. I joined the Youth Group; an informal group of peers that met weekly. With their support and encouragement, I came out to my family and friends and never looked back. Rainbow Resource Centre was there when I needed it and I am honoured to have returned as the Executive Director.

Rainbow Resource Centre started out as Gays for Equality; a student group founded at the University of Manitoba in 1973. Since this time, it has advocated for marriage equality, educated policymakers, and supported the 2SLGBTQ+ community in Manitoba. Today, the volunteer-led Youth Group that I was a part of has grown into a core program that continues to be a safe, positive space for Two-Spirit, lesbian, gay, bisexual, transgender, queer/questioning youth. Here, youth celebrate their identities and build resilience and self-confidence. The Centre also provides free short-term counselling and a range of social support groups for children, families, and older adults. A lot has been accomplished in 50 years.

As Rainbow Resource Centre looks forward to the next 100 years, we envision a society in which diverse sexual and gender identities, orientations and expressions are included, valued, and celebrated.

We see a health care system that provides easy-to-access gender-affirming medical care for all transgender and non-binary people and long-term care facilities that are inclusive and understanding of the unique needs of aging 2SLGBTQ+ older adults. We hope all schools are safe spaces for youth that recognize and honour all identities. We hope

I checked out books from the Centre's library and read first-hand accounts from 2SLGBTQ+ writers. These

inclusion and diversity are inherent within the culture of all workplaces and that gender-inclusive washrooms in public spaces are part of our everyday experience.

Essentially, we are shaping a world in which our services are no longer necessary.

We asked 2SLGBTQ+ youth to tell us what they hope life will be like in 100 years. They described a future where they feel safe:

"That human rights won't be up for debate, as in, the right for us to exist won't be politicized. We won't be debated."

"No more need for coming out. People just grow up as who they are and don't need to hide."

"No more division. Acceptance will be the norm and we'll just be students."

A group of older adults at the Centre reminded me they fought for inclusion, not assimilation:

"We will always need to celebrate our identity – we are not the same. We should all have the right to continue to celebrate who we are."

Designated safe spaces for the 2SLGBTQ+ community to meet and gather are important, as is aging with pride among peers. These are the folks who fought for equality and in some cases, lost their family, friends and employment. We will continue to meet their needs and more importantly, ensure that they are not forgotten. For this reason, affordable housing for 2SLGBTQ+ seniors is one of our priorities as we move forward.

The role of philanthropy in realizing our vision is essential. Philanthropy offers everyone the opportunity to participate in supporting and caring for Winnipeg. Rainbow Resource Centre was built by community and it is our responsibility to continue to care for one another—because at some point in our life, we all need support. We all need to belong.



Noreen Mian (she/her) is the Executive Director of the Rainbow Resource Centre. Noreen believes in the power of community and has worked and volunteered in the not-for-profit sector for more than 10 years. She has served as the Executive Director of Volunteer Manitoba and Chair of the Winnipeg Folk Festival. She has a talent for cutting

through noise to get to the heart of any matter and champions best practices in governance and organizational development. Noreen holds a MA in cultural studies (Athabasca) and a BA in Art History (McGill) and before beginning her career, spent six months living in West Africa volunteering in community development.





Jamil Mahmood (he/his) received a Bachelor's Degree in International Development studies from the University of Winnipeg. At that time, Jamil was active in grassroot activism including Food Not Bombs, which was informed by his work in Pakistan with landless peoples setting up non-formal education schools and in Ecuador running a shelter for youth.

At the Spence Neighbourhood Association, Jamil began as a community garden worker and transitioned into a permanent role developing innovative inner-city youth programs before

becoming Executive Director. He has been Chair of the Gang Action Interagency Network for the last eight years and was instrumental in developing a gang strategy for the City of Winnipeg. Five years ago, Jamil began working as a harm reduction Outreach Worker. In January 2021, Jamil started as Executive Director of Main Street Project.

Jamil believes strongly in community-led development, social justice, harm reduction and empowerment. In Jamil's spare time, he serves as Chair of Rainbow Trout Music Festival.

Bio
graphy

Essay submitted by

Jamil Mahmood

Executive Director, Main Street Project

**Thinking about what
Winnipeg should be in
100 years is an act of
creative visioning, but it
also necessitates painful
reflection on our failures
to build a city that raises all
people up.**

Winnipeg is the place I call home; I always have and always will, no matter where I end up.

I grew up in East Kildonan. In that working-class neighbourhood, I saw the city from the perspective of a child who played ball hockey in the streets. I grew up in a side-by-side across from a housing complex. On the other side of the housing complex was a huge field – the edge of the city, I thought. I didn't know there was city beyond where I lived. Today, Winnipeg is fully connected from East Kildonan to Transcona – developed, expanded, sprawled.

Once I was in my teens, I spent time going to punk shows, eating at Mondragon, and volunteering with Food Not Bombs. It brought me into the core of the city and that is where I fell in love with Winnipeg. There is a vibrancy at our core; the mix of the arts community, the people who call the streets home, and those who choose to live downtown, make up this interesting tapestry of a community.

As I studied at the University of Winnipeg, I ventured into the Central and West End neighbourhoods. I learned about the people, the food, the life of our city; it led me to get involved in community development and dedicate my career to building community and not-for-profits.

We all have a vested interest in our city. The thing I have always loved about Winnipeg is that none of the challenges are unsolvable. We know the solutions, we just haven't made the right investments to reach them.

I want Winnipeg in 100 years to be a progressive, people-centred city.

We build infrastructure that celebrates our city but also addresses the challenges of colonization, trauma, and the effects the colonial systems have had on our people in Winnipeg.

We build a social structure that prioritizes people over profits. We measure our success on how our most vulnerable thrive in our city. We build a city that knows we can't be great until we provide housing, mental health supports, addiction supports, and love to all of our people.

We build communities that are living and dynamic families and we support each other.

Winnipeggers impress with their kindness, passion, and willingness to help. If we channel that generosity into all our communities, our city can build on connections and relationships to be the best city in Canada.

I believe philanthropy has a role to play. Until we can change government and systems to make appropriate investments into our communities, we need philanthropy to fill those gaps; to make the investments in the future of our city and our people. I hope philanthropy becomes the change agent needed to reshape how we view our social systems and health care, treat those experiencing vulnerability, and leverage the transformation we need to see.

I want Winnipeg in 100 years to be a city that has embraced the fact we are only as amazing as the systems we build to support our most vulnerable. We can move beyond band-aid approaches to address root causes. This is a choice, and it's one that the generous Winnipeg I know and love, can make.



Photo courtesy of Red River College.



Eleanor Thompson has lived and worked in the field of education and community development in Winnipeg's North End for more than 45 years. In 1990, working closely with Indigenous Elders, Eleanor co-founded Urban Circle Training Centre, a not-for-profit Adult Learning Centre offering Red River College-accredited post-secondary education, training and employment opportunities to Indigenous women, men, and youth. Guided by the teachings of the Elders, Urban Circle's holistic model continues to lead to the successful graduation and employment of hundreds of Indigenous students who are leaders in our community today. Eleanor raised millions

to revitalize boarded up buildings on Selkirk Avenue, which today house Urban Circle and Makoonsag Intergenerational Children's Centre. The transformation of these buildings to reflect the beauty and strength of Indigenous culture were important catalysts in the revitalization of Selkirk Avenue and the establishment of an educational hub.

In 2014, Eleanor received the Queen's Diamond Jubilee Medal for service to her community, and in 2016 received Red River College's highest academic honour for the lasting impact she has had on children and families. Eleanor is married to Dudley Thompson and they have two sons.

Essay submitted by

Eleanor Thompson

Co-Founder, Urban Circle Training Centre

In the 45 years I have worked and lived in Winnipeg's North End, I have seen firsthand the deep racial, economic and spatial inequities that divide our city and province due to the ravages of our long history of colonialism in Canada.

I continue to be inspired by what happens when we work together as a community for the benefit of all.

For the last 30 years I have had the honour and privilege of working closely with Indigenous Elders and community leaders to establish and sustain Urban Circle Training Centre. This Indigenous-led not-for-profit is an accredited adult learning centre grounded in the teachings of the ancestors.

In the late 1990s our Elders determined it was time for Urban Circle to have a permanent home and I will never forget the day that we learned of our successful application to The Winnipeg Foundation for a sizable grant for this project. With The Winnipeg Foundation and the Bill and Shirley Loewen Foundation as a lead funders, we were able to secure the additional funding required from the private and public sector to revitalize a boarded up building on Selkirk Avenue and transform it into a state-of-the-art educational centre reflecting the beauty of Indigenous culture.

In 2007 Elder Stella Blackbird envisioned an intergenerational children's centre where the children of parents studying on Selkirk Avenue could be surrounded by the love of their parents, grandparents, Elders, and extended community. Stella's dream was that children

What inspires hope, however, is the growing awareness of the insidious ways these structural inequities are perpetuated, the insistence of our young people to learn the truth about our history, and the resolve of countless members of Canadian society to keep the urgent conversations of reconciliation in the forefront of public discourse and action.

would never again have to feel the shame that she and many others experienced in the residential school system, but would instead have the opportunity to proudly embrace their identities, culture and language from the earliest stage of life. Once again, The Winnipeg Foundation was a lead funder in this project and the Makoonsag Intergenerational Children's Centre officially opened in 2012. The realization of Stella's vision stands as an example of ways we can redress longstanding issues of injustice in our community.

A call went out from The Winnipeg Foundation in 2019 for proposals focusing on truth and reconciliation following the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Truth and Reconciliation Commission of Canada's Calls to Action. We were delighted to learn Urban Circle's grant proposal was approved and that our Elders' dream of expanding land-based learning opportunities would be realized. Indigenous and non-Indigenous students and staff from University of Manitoba, University of Winnipeg, Red River College, Urban Circle, Seven Oaks School Division, and Makoonsag, among others, have begun to engage in respectful dialogue, relationship-building and ceremony led by the Elders.

These examples demonstrate The Winnipeg Foundation's commitment to creating space for Indigenous self-determination and governance, and for creating opportunities for the rebuilding of relationships based on mutual respect and understanding.

As historians Mary Jane McCallum and Adele Perry remind us, the structures of injustice and inequity are not single events, but are deeply embedded in the systems, institutions and structures we have created. May we continue this life-giving work of seeking truth and reconciliation over the next 100 years, so that future generations can reap the benefits of our collective courage to enact the Calls to Action, for the healing of our entire community and Mother Earth.



Hi, I'm **Baljot Rai** and I am 14-years-old. I currently attend St. Paul's High School as a Grade 9 student. I am also one of two Youth in Philanthropy representatives from St. Paul's High School. I would describe myself as a social and curious individual. In school, subjects of particular interest to me are science and math. Outside of regular classes at school, I also participate in conducting scientific research with a Biology teacher at my school.

Currently, my research focuses on discovering the antimicrobial properties of compounds containing monophenols, phenolic acid, and polyphenolic content. I also participate in my school's Environmental Action Committee, Speech and Debate Club, Human Rights Initiative Group, and Book Club. In the future, I would like to pursue post-secondary education in the study of hematology and pharmaceutical sciences.

Bio
graphy

Essay submitted by

Baljot Rai

Grade 9 student, St. Paul's High School; Youth in Philanthropy participant

Recognized as the heart of the continent, Winnipeg is a city of multiculturalism and community.

Living here for the past 10 years has made me realize it is truly a city to appreciate but there are steps we need, to move forward. As a science-loving high school student, my vision for Winnipeg in 100 years is a city of intellect and knowledge. A national leader in education, research and innovation, and home to the brightest minds of the world; this is how I envision Winnipeg in 100 years.

Nelson Mandela once said, "Education is the most powerful weapon we can use to change the world." Through education, one is informed about problems and obstacles our world faces and about potential solutions. It is through such instruction that the world's brightest minds are formed. In 100 years, I desire to see Winnipeg inspiring and initiating change in our province, in our country and in our world.

According to the most recent study done by the Programme for International Student Assessment (PISA), which compares science, math and reading skills of 15-year-old students in nearly 80 countries, Manitoba ranks last in math and science and second last in reading, compared to other provinces in Canada.¹ I would like to see a change in these statistics.

Through philanthropy, we can make a large difference by funding more educational staff. Increased staff will help ensure smaller class sizes, providing students with more one-on-one time with teachers, which according to multiple research studies is extremely effective in

increasing the overall performance of students.² According to an experiment titled "Project STAR" which took place in Tennessee, students with smaller class sizes had a reading score eight per cent higher than students in larger class and they also achieved nine per cent higher math scores.³ With improved learning amongst students, Manitoba's youth will solve many of the problems facing society.

Another concept fundamental to society is research and innovation. Currently there is a substantial amount of research occurring in Winnipeg, primarily through post-secondary institutions and scientific research centers, however this does not compare to the level of innovation and research accomplished in cities in Ontario and Quebec.⁴ Manitoba is home to multiple world-class research facilities, including the National Microbiology Lab, and for us to increase our presence in the innovation and scientific sectors, we must invest in research. Through philanthropy, we can make the necessary investments.

Orison Swett Marden, a 20th century author, once said, "One penny may seem to you a very insignificant thing, but it is the small seed from which fortunes spring." Through our investments in education and research, fortunes most certainly will spring, but positive change cannot occur without a determined group of individuals behind it. Together as a society and a community, we can and will be, the drivers of change for our city.

In 100 years, Winnipeg will be a city of intellect, and will be the city in which scientific discoveries and ground-breaking innovation will occur; a city in which the brightest minds will be formed and will excel.

¹ Parkin, A. (2019). PISA 2018: Summary of results for Canada. Environics Institute. https://www.environicsinstitute.org/docs/default-source/default-document-library/pisa-2018-results-overview71de830d03554fcab65ab6447291f13a.pdf?sfvrsn=cba7f840_0

² Ehrenberg, R.G., Brewer, D. J., Gamoran, A., & Willms, J.D. (2001). "Class Size and Student Achievement." *Psychological Science in the Public Interest*, 2 (1), 30.

³ Woods, D. (2015). "The Class Size Debate: What Evidence Means for Education Policy." University of California, Berkeley. <https://gspp.berkeley.edu/research/featured/the-class-size-debate-what-the-evidence-means-for-education-policy>

⁴ Conference Board of Canada. (2018). *Innovation Provincial Rankings – How Canada Performs*. <https://www.conferenceboard.ca/hcp/provincial/innovation/researchers.aspx>



S. Lesley Sacouman, a Sister of the Holy Names of Jesus and Mary, co-founded Rossbrook House in 1976 and worked there for 30 years. In 1990 she helped start Anishinaabe Oway-Ishi, an education/employment program for Indigenous youth. In 1997 she initiated Esther House, a safe and supportive home for women in recovery from addiction and in 2004, she co-founded Holy Names House of Peace:

a refuge in the heart of the city that empowers newcomer women to begin anew.

S. Lesley served on the Board of The Winnipeg Foundation from 2002 to 2016. Currently she is the Executive Director at Holy Names House of Peace and serves as a member of Esther House Board of Directors and the Manitoba Law Society's Access to Justice Steering Committee.

Essay submitted by

S. Lesley Sacouman

Executive Director, Holy Names House of Peace; Board Member (2002–2016), The Winnipeg Foundation

“Our times demand moral grandeur and spiritual audacity.”

Rabbi Abraham Heschel’s words embody the history, character and path of The Winnipeg Foundation.

the 13th floor of the Richardson Building. What a shock to the system. All my adult life, feisty street youth and courageous newcomer women had formed me and breathed life into me. They had dared me to see the world from their reality, to taste their dreams, to walk with them and risk suffering the consequences. Now, I was sitting alongside another group of community leaders, people committed to upholding the vision of “a Winnipeg where community life flourishes for all.” Immediately I felt at home and was eager to understand the myriad complex issues embedded in our city and to bring to the table the wealth and wisdom of my formators.

One initiative that seized my imagination and generated life in the inner city where I lived and worked was the Centennial Neighborhood Project. From day one, Winnipeg Foundation staff drew near the people, listened deeply and trusted their expertise. After weeks of in-depth conversation, staff and neighborhood constituents sealed a five-year accord that unleashed newfound energy. Dreams resurfaced and hope, feeding on outrageous possibility, mounted with each new plan and partnership. The project culminated with a feast where Foundation Board, staff, donors and residents stood tall together and celebrated their collective capacity for change and renewal. Leading with presence is powerful language. It is the key to wisdom.

In January 2002, I was catapulted from the belly of New York City, where I had lived for two months with those experiencing homelessness, into The Winnipeg Foundation board room on

The Foundation’s depth of character radiated when the Board approved the largest grant in its history to the building of the Canadian Museum for Human Rights. This resolution symbolized for me The Foundation’s fierce commitment to uphold “the inherent dignity and the equal and inalienable rights of all members of the human family,” and thus ensure that all people have the freedom to become the person they were meant to be. Leading with compassion pierces the darkness. It liberates. It is transformative.

Finally, in times of anguish and uncertainty, such as 2008 and 2020, when bold and principled leadership was crucial, The Winnipeg Foundation stayed its course and carved a path that evoked conversation and alleviated the suffering of struggling non-profit groups. This initiative sparked oneness and revived resilience throughout the community. It gave organizations the chance to breathe and digest the wisdom of the Nigerian proverb: “The times are urgent; let us slow down.” Leading with imagination unleashes right action and innovation.

Board, staff, donors and partners, we are the sum of all our relations. Together, with “moral grandeur” and “spiritual audacity,” let us envision a “Winnipeg where community life flourishes for all,” and with great gratitude press forward and lead with presence, compassion and imagination.



Peter Koroma is a community advocate who works with newcomers and has decades of experience in the civil service, helping underserved communities. He has taken on a range of political roles including President of the Manitoba Liberal Party and candidate for both MLA and Winnipeg City Councillor.

He is originally from Sierra Leone and immigrated to Winnipeg in 1980, where he attended the University of Winnipeg Collegiate and graduated

from the University of Manitoba before starting a family and a career in the civil service.

Peter holds a Master's in Political Studies and a BA in Economics from the University of Manitoba. He founded the charitable organization Sierra Leone Refugee Resettlement in 2000, and is a Founding member of the Newcomer Youth Educational Support Services Coalition (NYESS), which has served thousands of newcomer youth during the past 14 years.

Essay submitted by

Peter Koroma

Founder, Sierra Leone Refugee Resettlement

Originally a meeting place for First Nations, Winnipeg has grown from the early European settlers to the most recent newcomers and successfully built a community of communities.

forced to flee their countries because of wars and political persecution. Their countries were no longer able to protect them or offer a future to their families. When we welcome these families, they help us build a stronger city and our city can be a beacon of hope for the world. Rather than building walls or closing borders, we prove how powerful inclusion can be.

Can Winnipeg protect future refugees without socially excluding them from mainstream society?

My hope is that Winnipeg will aspire to provide opportunities in education and employment for newcomers and remove systemic discrimination from our bureaucratic structures. There are too many glass ceilings and artificial barriers for many newcomers who are not taken seriously for certain professions or government jobs.

During the next century, education will be mostly online and require basic computer skills as well as access to technology, which many refugees do not have. Learning the art of reading, writing and critical thinking will all require technology. We need to ensure newcomers have access to computers for education.

While we embrace this multicultural heritage, we still struggle with the social inclusion of newcomers. This is where I envision opportunities for growth in the next hundred years.

Many newcomers who arrived in recent decades are refugees

While many arrive in Winnipeg with their own trade skills, we know the next hundred years will be digitally driven. My hope is that our city will take this fact and combine it with the large newcomer community to build innovative solutions to close employment gaps and create more prosperity.

Many professional jobs in Canada have stringent barriers to entry that socially exclude newcomers from securing good jobs in their disciplines. My hope is that with new technology there will be no more barriers because new avenues to employment are available. Professional knowledge will be universally accessible as an open source and less about memorizing information and more about learning how to use information. Critical thinking will be one of the most important skills for employers and somebody's accent will be irrelevant.

Through reconciliation and advocacy, I hope that we are on the road to a more peaceful Canadian society by the year 2121.

How will philanthropy contribute toward these aspirations?

The Alloway inspiration lives on!

There are already funds established with The Winnipeg Foundation to address issues of education, employment and systemic discrimination. The next generation of donors will build on this foundation in a more global way. Because of technology, global giving will generate more funds in the future to help charitable organizations and community groups solve these social issues.

This will create a Winnipeg that is internationally recognized for welcoming newcomers while achieving a more equitable and prosperous society.

Essay submitted by

Hope McIntyre

Assistant Professor, University of Winnipeg Department of Theatre and Film; Playwright; Director

Theatre has a way of breaking down barriers and opening up connections.

achieved by tackling topics on stage that provoke dialogue, taking art out into the community, and making sure stories from a wide range of backgrounds are showcased. In my 22 years as the company's Artistic Director, I have learned a lot about what it means to be human.

I can see the legacy of the work in so many places. I see an array of artists we had the honour of supporting who are now acting as role models and changing what stories are prioritized on stage. I see youth who discovered a way to express themselves and are now in leadership roles. I see a gifted young artist who dropped to his knees in joy when he saw his artwork mounted at our production and now has this work exhibited at a gallery. I see in our audience those who thanked us for sharing their stories in the past, who now come to hear the stories of others.

Over the last two years Sarasvati Productions facilitated a reconciliation project. We worked with seven Indigenous organizations and more than 70 youth who used art to explore their perspective of reconciliation. The youth then consulted on how to put their stories on stage. After performances, audience members shared they had gained a visceral understanding of reconciliation and the youth participants shared they felt heard. Looking back over the two-year project, I am inspired by the youth. They had great optimism for the possibility of reconciliation. They opened up important dialogue because they had hope and a desire to work together, across traditional divisions, for change.

Sarasvati Productions was founded to create theatre that would inspire social change. This is

Theatre has historically heralded new ideas and continues to do so during the pandemic. The arts community has banded together in the past year, demonstrating that together we thrive – if we embrace change. This is possible for the entire community of Winnipeg; together we can all flourish, but only if we are willing to let go of how things have been done in the past and find new ways forward.

The theatre world has come through a much-needed time of reckoning since March 2020, due to both the COVID pandemic but also the recognition of a pandemic of inequality. It is exciting, long overdue, and needs to be supported. Like every other institution, questioning how things have always been done is necessary.

I have recently made the decision to leave Sarasvati to focus on teaching at the University of Winnipeg. As I packed up more than 20 years of files and looked back through the hundred projects we've undertaken, it's the people who stand out. Time and time again I have seen what it means to both those who are gifting the story and those receiving it. The change is profound as new communities are built, connections are made through art, people find a way to express themselves, and we all grow.

There is no doubt in my mind that were it not for philanthropy, Sarasvati would not have survived and would not be in a position for succession. When we work together as a community – donors, artists, and all those who have a story to tell – incredible things happen. We connect with those we might not otherwise have the privilege of knowing, we raise up those who were systemically excluded, and as a result raise up our community as a whole.

My vision for the arts is also my vision for our community: ongoing transformation to get ever closer to what we dream is possible.



Hope McIntyre is an Assistant Professor at the University of Winnipeg Department of Theatre and Film. She is an award-winning playwright and director. She is the founding Artistic Director of Sarasvati Productions, a company dedicated to social change. After 22 years of building the company, she recently transferred leadership and continues to support the new team. McIntyre's training includes a BFA in performance from the University of Saskatchewan and an MFA in directing

from the University of Victoria. She completed a performance apprenticeship at ARTTS International in England, then worked for a commercial producer and managed a school for the arts in Toronto. She has received the YWCA Women of Distinction Award, the Bra D'Or, and the Women Helping Women Award. She has previously taught at Mount Allison, Brandon University, University of Manitoba and Prairie Theatre Exchange. She is also a former President of the Playwrights Guild of Canada.



Essay submitted by

Dr. Roland Sawatzky

Curator of History, Manitoba Museum

Any view of a distant future for Winnipeg must start in the past.

As a museum curator, I am always thinking about history and how to make it relevant and engaging for our visitors. Winnipeg's history is like any city's history – it's a constant

interplay between the needs and desires of its citizens, and the structures of power, whether they be physical or political or economic.

Winnipeg's particular history revolves around structures first entrenched in the 1870s. This includes the unity of capitalist economy and political power, usually in the guise of men who were both business leaders and political leaders. Embedded into this structure were the racisms and discriminations of the day, part of an overarching British colonialism which continues to reverberate in our city.

Any vision of the future is also based on the conditions of the present, and is a response to our current challenges. Today's dominant themes – social justice (as reflected in truth and reconciliation and Black Lives Matter), environmental crises, and the city's uneven distribution of wealth, all impact our hopes for the future. Telling history will be an important part of this process.

Winnipeg's early history was dominated by raw and often destructive capitalism, but together we are building, and continue to build, a different economy for our future. It can emphasize small businesses, where people work for their own and their community's interests, rather than the profit interests of a corporation. The class system, which sees the middle class as the driver of all that is good and useful, can be replaced by more humane and holistic structure fueled by a universal basic income. Perhaps after our current pandemic experience, this may no longer seem like a utopian dream.

Like all cities, Winnipeg was forever changed by automobiles and the infrastructure that was built to feed them. Streets should be built for people instead, with an infrastructure embedded in nature, rather than paving over it. As habitually bipedal humans, we should fight for the right to be able to walk wherever we need to go. Empowering local businesses and building nature-centred routes will benefit everyone, including the suburbs. Our switch to renewable energies, already underway, can help drive this change.

Finally, Winnipeg has evolved immensely over the last 100 years in telling its own story. From a colonial city that once emphasized only one cultural path, we now work to include, if imperfectly, Indigenous histories, and different cultural backgrounds. Winnipeg can become a better global city by returning to our Red River roots. Indigenous knowledge, care, and culture are a positive heritage from which all Winnipeggers, present and future, can benefit. We can work to continue to open those doors together – this is part of the work of truth and reconciliation. At the same time, new peoples that join us in the city will have their stories celebrated. In one hundred years, this will be a baseline for how we approach telling our collective history.

We know museums and galleries will be different in the future, perhaps smaller and more diversified, and certainly with different methods of engagement. And I hope that they will be more connected, in a way that ensures stories are constantly revised and celebrated, and never forgotten or ignored.



Roland Sawatzky was born in Winnipeg and has made the city his home for the last 20 years. He has a PhD in Archaeology from Simon Fraser University, and joined the Manitoba Museum in 2011. He conducts research and develops exhibits related to the settlement and modern periods in Manitoba, including the history of Winnipeg. Roland helped lead the development of the new Winnipeg Gallery, and has been heavily involved in the creation of the new Prairies Gallery at the museum. He is married and has two children, and lives in the Wolseley neighbourhood.



Essay submitted by

Jessica da Silva

Director, Youth Agencies Alliance

“Is economic, social and environmental sustainability achievable in our world today?”

“Am I capable of living past the age of 50?”

“Is reversing global warming still a possibility?”

Unfortunately, these are all questions that today's youth feel obligated to ask themselves on a daily basis. But far from being passive victims, young people all over

the world have begun to fight back on a scale never seen before. For instance, motivated by the inaction of those in power, young people across the globe marched for the environment on Sept. 27, 2019, demanding a response to climate change and global warming.

At Youth Agencies Alliance (YAA), we are committed to helping young people take action to protect the future of our planet. So, last year in partnership with The Winnipeg Foundation, Green Action Centre, the Story Source (an organization that uses a narrative approach to build leadership skills and capacity), and Lee Spence (an Indigenous consultant that helps the community to decolonize social institutions), YAA developed a new program – the Youth Green Action Plan (YGAP). The intention of YGAP was to create a safe, youth-led space that inspired participants to speak up about climate change and take climate action. At the end of the program, one participant mentioned they enjoyed the program because, “We got to express ourselves and learn about others and had a say in what happens.”

The future is powered by youth. If we are to leave no one behind, and achieve social, economic and environmental justice, these investments in young people are crucial. YAA's vision for a better Winnipeg prioritizes and fosters an environment conducive to young people's actions and contributions to peace and security, prevention of violence, and humanitarian and climate action.

Our vision for a better Winnipeg ensures universal access to quality and inclusive education and health services, including formal and non-formal education that adopts lifelong learning. This will help meet social, economic and environmental needs, promoting sustainable lifestyles and development.

In addition, YAA's approach to understanding and achieving poverty reduction, crime prevention and harm education, is to engage with community partners that already utilize social determinants of health to fully provide resources and recreation to those who are systematically disadvantaged.

The vision for a better Winnipeg must also transition towards green and climate friendly economies. We believe this will improve energy efficiency and limit greenhouse gas emissions, and create more and better employment opportunities for young people. Our vision for a better Winnipeg also includes awareness of the various and intersecting forms of discrimination and abuse many young people experience. In doing so, we will help prevent and address widespread and grave human rights violations.

YAA recognizes that supporting youth leadership across the public, private, and non-profit sectors, and across civil society movements, helps us build a world in which the human rights of every young person are realized; that ensures every young person is empowered to achieve their full potential; and that recognizes young people's agency, resilience and positive contributions as agents of change.

If we are to achieve peace, security, justice, climate resilience and sustainable development for all, we must create the conditions that empower, develop and engage young people. Because, partnering with young people and ensuring they are not only heard but understood, not only engaged but empowered, and not only supporting but leading, enriches our efforts to build a just and inclusive Winnipeg.



Jessica da Silva has a Master's in Political Science from the University of Manitoba and Bachelor of Arts in International Relations from Escola Superior de Administração e Marketing, Brazil. She has been volunteering and employed with the charitable and non-profit sector with a focus in youth, women's issues, and community building. She believes that in order to create a more just society we need

to rethink and reconstruct our social norms and relations. Accordingly, Jessica wants to be an active member and supporter of organizations, programs, initiatives, and movements that transcend our so-called normal, creating a society that prioritizes equity, justice, respect for nature and all forms of life, and a better future for everyone.



Photo courtesy of
Jessica da Silva.



Viola Prowse is the former Executive Director of Child Nutrition Council of Manitoba (CNCM), and a current Board Member. Since 2001, she has helped work towards the vision of “Every child... Every day... Well-nourished.” The CNCM has grown from supporting 10 school food programs in 2001 to almost 300 today, reaching 34,000

school children daily. CNCM works with school administration and staff, program coordinators, school divisions, the province and regional and national partners to promote healthy eating for Manitoba students by building capacity and enabling schools to adopt best practices in ensuring access to healthy food.

Essay submitted by

Viola Prowse

Former Executive Director and Current Board Member, Child Nutrition Council of Manitoba

Good nutrition is a key component of good health, development and academic success.

Children spend much of their time in educational facilities during their developmental years. These settings can establish a foundation for healthy eating habits and can have a profound influence on what students eat and drink.

In 2001, the Surgeon General wrote, “Individual behaviour change can occur only in a supportive environment with accessible and affordable healthy food choices...” School meal and snack programs provide that environment.

From our past 20 years of work with schools, we know a lot anecdotally about nutrition as a factor in wellbeing for children. Teachers constantly provide examples of this. One of the first questions asked of children who are not managing the school day well, focuses on hunger. Schools report fewer visits to the office or sick room, less absenteeism and fewer suspensions when food is available at school. Connections outside of a classroom setting happen when children eat together and teachers join them. A sense of belonging occurs and often an expression of responsibility is seen in older students assisting younger ones. Healthy eating is modelled and experienced. Students learn about new foods and knowledge of healthy foods is taken home. Parents report children are surprising them with a request for certain foods tried at school.

Studies and research corroborate our anecdotal findings, giving us more determination to further promote our work and grow our reach. Studies show us that food insecurity and lack of nutritious foods experienced by children may lead to chronic disease as well as anxiety and depression. In the long term, inequalities in access to healthy, nutritious and affordable food in Winnipeg and Manitoba means disproportionately higher rates of preventable diseases and resulting health expenditures and loss of economic success through poor academic performance.

The Child Nutrition Council of Manitoba (CNCM) came into existence and has worked towards its vision because concerned individuals representing different agencies and organizations came together to imagine a plan for a better future for our school children by addressing the lack of access to healthy food.

CNCM furthered its work because other community members recognized the need. Since 2007, the Moffat Family Fund – through The Winnipeg Foundation – has enabled us to support many more children in Winnipeg schools. Local businesses, agencies, parents and community members are integral players in the successful ongoing operation of school meal and snack programs.

Successfully feeding a diverse school population with varying cultural experiences and tastes is no easy task. A critical component of CNCM support is building capacity in school program staff. This support enables school staff to take a limited budget and plan nutritious menus that appeal to children and youth. The CNCM Team has endeavoured to be imaginative, responsive to individual school's needs and adaptive to new environments. The generosity of Manitobans is having an impact on the wellbeing of Manitoba children and youth and it has also made it possible for CNCM to grow, gain a great deal of experience and knowledge about what works, and refine processes resulting in a more efficacious approach to supporting school food programs.

CNCM would like to arrive at a point where school food programs are part of an integrated well-resourced prevention strategy. By preventing chronic disease, excessive health expenditures are avoided. In addition, improved academic performance leads to greater opportunity for economic success. Every child has a right to imagine a good future and to have what they need to work towards that.



Photo courtesy of
Winnipeg Free Press.



For more than 35 years, **Robert (Bob) Silver** has contributed to the business and community sectors locally, nationally and internationally. He is President and Co-Owner of Western Glove Works (Silver Jeans) and Co-Owner of Urban Barn and Comark retail chains. He is also Co-Owner of *The Brandon Sun*, *Winnipeg Free Press*, *CanStar Weekly*, and Derksen Printers.

Bob has served as Co-Chair of the Premier's Economic Advisory Council; Board Member of the Business Council of Manitoba and the Canadian

Apparel Federation; and Chair of Destination Winnipeg (now Economic Development Winnipeg) and United Way Winnipeg, amongst others.

He is committed to making Manitoba more inclusive, and champions accessible higher education for all. He served as Chancellor of the University of Winnipeg from 2009 to 2020. He is a recipient of the Duff Roblin Award, an Honourary Doctorate from the University of Manitoba, and the Order of Manitoba.

Essay submitted by

Bob Silver, O.M.

President and Co-Owner, Western Glove Works

When I graduated university in 1970, I couldn't wait to get out of Winnipeg. I was so excited to see the world, I didn't even stay for my graduation.

I remember a few months after I came back, being caught in one of our famous Winnipeg snowstorms. I saw cars trying to maneuver the street, and every time a car got stuck, a group of people got together to push that car out of the snow. It happened time and time again, and it struck me: this is the essence of Winnipeg. Hopefully nobody gets caught in the snow, but if you do, you get helped out by others. And that was lesson one for me.

A few years later, I continued my venture into the corporate world and became relatively successful. I got a phone call one day asking me if I would participate with a group who was banding together to try to save the Jets. What struck so many of us on that committee was it was our generation's turn to *drive the car*, to move this society forward. It wasn't about all the great people who went before us – it was us, this group of 30 and 40-year-olds, and we couldn't shirk it.

We failed to save the Jets. But what we did save was the notion of community, and the notion that whatever was going to happen was because of our individual and our collective efforts. Out of that failure came so many endeavors and activities this community generated to show itself – and the world – what type of community we are. That was lesson two: that responsibility is not given, it's taken, and it shouldn't be avoided.

In 1973, after my father passed away suddenly, I came back to Winnipeg for the funeral. I stayed to make sure my family and my mother were taken care of. I started working at Western Glove Works and that started my journey into the world of business.

Lesson three came a few years later. I got a phone call from a friend asking for help with fundraising. I was busy, involved with a lot of other endeavors, and said I did not have the time. My friend helped me reconsider.

It is so important in this community to give back. If you have money, give the money. But more importantly, give time, give your passion, give emphasis to those things that need to be done.

Because of these three lessons, I look at what has been achieved within our community: Assiniboine Park, the Millennium Library, the Pan Am Games, the success of United Way Winnipeg, support for the University of Winnipeg and University of Manitoba, and more.

Now I am learning this community needs information.

I had no idea when my business partner and I got involved with the *Winnipeg Free Press*, of the importance to the community of this particular entity. I thought it was a business proposition but it became so much more. It is a vital part of the community, providing access to curated information, and without that we would be at a loss.

What would I like to see in 100 years? What do I hope the efforts of my generation, of future generations and past generations, has accomplished?

I'd love to see the need for United Way Winnipeg to be gone. I'd love the need for The Winnipeg Foundation to be lessened. I'd be naive to say I think it will be gone, but I hope it's less.

I hope the division of wealth and all the good things in life becomes more equitable. And that everybody has the opportunity to succeed, whether a first Canadian, a new Canadian, or any other Canadian.

What I really want to continue to see in 100 years is in Winnipeg, nobody gets stuck in the snow – everybody gets lifted out.

Essay submitted by

Dr. Tyler Pearce

Executive Director, Local Investment Toward Employment

Beautiful and surprising things appear when people are placed in the centre and play a deep role in shaping the places they live, work, and love.

In Winnipeg, thanks to a generation of Indigenous leaders, allies and social activists, we've been

gifted the Neechi Principles of Community Economic Development (CED), a list of interwoven values that center human dignity and practices that support, *inter alia*, employment, skill development and building local economies.¹

These principles form the “DNA” of many community-based organizations that, together and walking alongside one another, seek to create economies of care and healing in response to intergenerational poverty, the legacies of residential schools and colonialism, and the structural inequities in our city. Training and employment, and increasingly self-employment, are a big part of the economic and development parts of CED.

But ironically, today's CED approaches, which aim to give people the tools to get out of poverty, are becoming ineffective because of the all-encompassing and overwhelming burden of poverty. For example, a woman with young children who accesses social assistance and wishes to enroll in healing or pre-employment programs can be stymied by her monthly budget gap. How does one focus on healing or upgrading when they need to find a way to feed themselves?

There are ways of closing the gap; accessing more than one hamper program, for example. And there are less pleasant ways, but they mostly involve people putting themselves in danger.

The CED organization I help lead is increasingly offering “harm reduction jobs,” which allow people to show up, make a product and earn money then-and-there. These jobs offer low-barrier access to income that can help participants solve budget gaps.

This is helpful, but it'd be better if we didn't force people to make up the gap in the first place.

Our ability to offer harm reduction jobs is wholly dependent on donors. And too often, the imagined needs identified by philanthropists pre-determine what programs are offered to low-income communities.

“We really want to provide children with a good meal,” a philanthropist told me recently, after I pitched support for harm-reduction jobs.

Children do need meals. Parents, particularly single parents and those with two or more young children, struggle to put enough on the table. But for parents worried about the gap between paying rent, Hydro or food – a gap that carries the risk of having their kids being taken by Child Welfare – a nice meal is just a nice meal. It is not problem-solving. Income is what makes it possible for parents to focus on learning and life skills.

Today, we live in a society that feels comfortable helping children (but not parents), giving out bagged lunches (but not providing a parent with gift cards or the opportunity to earn income in a non-standard job to purchase food for their children), or paying foster parents (but not topping up social assistance or providing a minimum income to everyone). The common denominator is a distrust of the very people many say they want to help – moms, parents, families. Indigenous moms. Brown dads. Poor families.

When donors insist on helping in ways that those living and working in community-based programs don't propose, donors are using their power to keep families from having the chance to get out of poverty. Today, many charities are too polite to say “boo.” Many have simply given up asking for charitable contributions that would allow them to impact more than the passing moment.

In the next 100 years, I dream of a philanthropy so infused with the values and ways of working developed by the Neechi Principles, that Winnipeggers could hardly understand what philanthropy looks like without them.

We have a long way to go.



Dr. Tyler Pearce is the Executive Director of Local Investment Toward Employment (LITE), which creates 400+ job experiences a year for people held back from participating in the labour market by social or economic circumstances, and works to support community economic development through social enterprise development. Tyler previously worked at BUILD, a training program

social enterprise, and was a part of a team of people who helped create the Social Enterprise Centre on Main Street. Prior to that, she was a social housing advocate with Right to Housing, and worked on provincial policy and communications with the Canadian Mental Health Association in Winnipeg. She holds a PhD in economic geography.



¹ For a full list, see https://ccednet-rcdec.ca/files/ced_principles.pdf. The Neechi Principles, as they are known, are a revision of the cooperative principles, and were developed by the Indigenous worker cooperative, Neechi Foods (later Neechi Commons). Even though Neechi Commons is now closed, this is one of its enduring legacies.

Essay submitted by

Susan Millican

Board Member (2006–2017; Chair 2013–2015),
The Winnipeg Foundation

Timothy Millican

Writer and Consultant

“Compound interest is the most powerful force in the universe.”

The quip, despite the dubiousness of its apocryphal attribution to Einstein, retains some

relative gravity. There's a truth to it that rings beyond the balance sheet and into the quotidian – situations can snowball (take \$100 million US at 7.89 per cent APR for example), and they can spiral (a sinking boat that sinks faster the further it has already sunk). For better and for worse, systems often seem to work this way.

Not dissimilarly, positive early experiences in education successively increase the likelihood of positive academic experiences later in life. Adjustments to this sort of self-perpetuating dynamic effect significant change with maximal efficiency.

A city's challenges are ultimately those of the people who compose it – a deep commonality that means our communities are united in shared humanity, and the concordant need to address a number of nearly universal problems.

Among the most glaring of these is a vast and growing inequality – in access to resources and opportunities, and, as a consequence, in life outcomes. This is particularly pernicious in the case of education, where a small nudge in one direction can be the difference between the fixing of a foundational cornerstone and the first collapse in a cascade of dominos. The egregious reality here is that future inequalities are not only perpetuated but exacerbated by present inequalities.

According to a 2020 report published by the CRTC, as many as 63 per cent of First Nations reservations in Manitoba lack the broadband internet connections necessary for full participation in educational programming, with 33.4 per cent lacking broadband internet access entirely. Availability is only marginally greater in many of the province's rural communities. We have heard it said that this statistic is sufficiently stark so as to engender disbelief and thus deflect the caring attention it calls for.

With its expansive geography and sparsely scattered population, this state of affairs was extremely problematic for Manitoba prior to the onset of COVID-19 and related restrictions; in the wake of the pandemic, with many schools in remote locations necessarily closed to in-person teaching, the situation is more urgent.

While problems of this scale can be daunting, we can look to other communities as well as our own for insight; for strategies to create real return on the investment of philanthropic energy; for ways to address big problems incrementally, efficiently, and ever-more effectively.

We believe onetab's onetab to be one such solution – as did the \$15 million US Global Learning XPRIZE in 2019. For a fraction of the cost of an undergraduate textbook, the onetab is a durable 8" touchscreen device that delivers over 4,000 hours of game-ified, engaging education in early-years literacy and numeracy.

Onetab's courseware has been repeatedly proven to produce a dramatic improvement in understanding and achievement with as little as 15 minutes of use per day. A trial conducted at David Livingston Community School by Dr. Linda DeRiviere (University of Winnipeg) replicated the extraordinary results already reported in Europe, Africa, and North and South America. These devices work. They're kid tested and two-thumbs-up approved. They require no internet connection, and are inexpensive (~\$55 US) in absolute terms – let alone relative to their impact.

With the help of Frontier School Division, Waywayseecappo, and the First Nations' Child and Family Advocate Office, thousands of onetabs are on their way to – or already in – the hands of thousands of young Manitobans. Every child that stands to benefit from access to these devices should have access. We believe this to be as fiscally and logistically feasible as it is socially and morally imperative.

Sometimes, a relatively minor change – a certain amount of energy in a certain place at a certain time – can have an outsize impact on an otherwise overwhelming set of challenges. We hope to see positive changes compound, with interest.



Susan Millican is a retired broadcast executive with more than 30 years of experience. As Vice President of WTN (now W network), she helped bring stories created by and for women to an international market. As Chief Executive Officer of National Screen Institute, she championed Indigenous broadcast talent by creating the New Voices, Aboriginal Stories, and NSI Storytellers programs.

She is past Chair of The Winnipeg Foundation and the Inspirit Foundation and has served as a Director of Rossbrook House and United Way Winnipeg, amongst others. She is currently a Director of the Bruce Oake Recovery Center and Nature United, and Chair of the Chipman Family Foundation.

Voted birthday party entertainer of the year by Winnipeg Parent Magazine at the turn of the millennium, **Timothy Millican** has since administered the UK's first direct-to mobile digital broadcast network; consulted for the Bahamian Telecommunications Company; and developed self-contained aquaponic farming systems for deployment in Toronto. He currently resides in Winnipeg.



Mother and son Susan and Timothy Millican photographed at Rossbrook House with OneTab devices that support literacy and numeracy for youth.

¹Canadian Radio-television and Telecommunications Commission (CRTC). (2020). Communications Monitoring Report. <https://crtc.gc.ca/eng/publications/reports/policymonitoring/2020/cmr4.htm>

²DeRiviere, L. (2018). Onebillion Math Software: David Livingstone Community School. University of Winnipeg.

³See <https://onebillion.org/impact/evidence/> for details.



Patricia S. Mainville is Anishinaabe, a proud mother and grandmother. Having come from the history of intergenerational impacts because of the legacy of residential school, Patricia believes that nurturing cultural identity is important for our communities. Patricia believes that Indigenous culture is a culture of inspiration.

She has extensive experience working in education and community service. Patricia is involved in her culture through dancing Jingle Dress at pow wows and supports community through her work in education. At present she is the Principal of Argyle High School. Patricia received her Education Degree from the University of Manitoba in 2001.

Essay submitted by

Patricia S. Mainville

Principal, Argyle Alternative High School; Board Member (2017-present), The Winnipeg Foundation

**Who am I?
Where do I come from?
What is my purpose?
Where am I going?
These questions
were raised by
The Honourable
Murray Sinclair in his
work on truth and
reconciliation.**

on supporting truth and reconciliation. I am Chair of the Committee struck to oversee the Reconciliation Grants Program. My role as part of The Winnipeg Foundation Board supports ongoing awareness, education, truth finding and healing to address the impacts of the residential school legacy, and to support reconciliation. This journey has been profound for me personally, as I, and my descendants, are impacted by residential school intergenerationally. Both my parents, two siblings, and many members of my extended family attended residential school.

The Reconciliation Grants Program was developed following feedback from Winnipeggers, as identified in Winnipeg's *Vital Signs*® 2017.

In early 2018, an Advisory Committee of Indigenous leaders was convened. This included Vania Gagnon, Rob Gendron, Dr. Trisha Logan, Rob Riel, and Roxanne Shuttleworth, with additional assistance from Leah Gazan, Steven Greyeyes, and Sharon Parenteau. As part of the conceptual framework, the Reconciliation Grants Program used the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as an integral point of reference. The Committee established policies and guidelines, reviewed applications, and recommended grant recipients.

The process brought together many people who shared their personal experiences and/or what they have witnessed in their communities, as a result of residential schools. It utilized cultural interventions through the

He noted providing time and space to answer these questions is an important part of reconciliation. While work has begun to facilitate this important endeavour, in 100 years I hope we are closer to helping all citizens find answers.

In 2018, The Winnipeg Foundation announced its intention to fund a granting stream focused

sharing of tobacco and included Elders and Knowledge Keepers who were on hand to support healing and understanding.

I have witnessed throughout this process the sharing of personal pain, loss, and trauma which at times has been difficult. I have also witnessed gentle strength, integrity, and resiliency of those who not only provided the support on this journey, but also provided an opportunity in reconciliation as defined by our cultural knowledge and interventions.

In response to the call for grant applications, the community proposed many projects focused on addressing reconciliation through action. Successful projects ranged from art focusing on healing and education, to land-based and hands-on learning that aims to strengthen and reconnect communities to Indigenous identity, culture and healing. All projects invite different ways to begin to find answers to The Honourable Murray Sinclair's questions.

The shared appreciation and inspiration of those who stood side-by-side in support of many projects proposed and funded, brought to light a deeper understanding of reconciliation as a collective. This provided our journey with the recognition, time, and space to practice within our Seven Teachings: Love, Respect, Courage, Honesty, Wisdom, Humility, and Truth.

These actions – inviting community participation, engaging Indigenous leaders, embracing Indigenous ways of knowing and being, utilizing best practices, making space for conversation and truth, and action – are all vital in our journey forward.

The Winnipeg Foundation acknowledges the generous support that philanthropy, by various members of our community, plays in truth and reconciliation. The Philanthropic Community's Declaration of Action, which The Winnipeg Foundation signed in 2015, helped to set the tone to support this work. Philanthropy has brought the passion and financial capacity to promote awareness, education and healing within our community. In the next 100 years, I hope we will build on this understanding and strength.



Samuel Unrau is the Executive Director of the Manitoba Wheelchair Sport Association. He earned his Bachelor of Business and Administration from the University of Winnipeg. A known advocate and long-time community volunteer, Samuel can be found in his spare time serving up his best shot against his opponents on the tennis court.

Essay submitted by

Samuel Unrau

Executive Director, Manitoba Wheelchair Sport Association; Grants Committee Member (2011-2016),
The Winnipeg Foundation

My upbringing instilled a high degree of independence; a guiding principle that's influenced every aspect of my life.

As a teen, I took charge of my own medical health, taking myself to medical appointments wherever I could.

My world perspective has been shaped through these experiences, in living in a world that wasn't necessarily meant for me at the time. However, through determination, fortitude, and a little ingenuity, I've learned that we can make positive change that allows our citizens who typically sat on the periphery to feel valued and included.

The lived experience for persons with disabilities has evolved significantly during the past 100 years. Where we were once confined to institutions, we are now active, contributing members of our communities. We have begun unlocking our full potential as we eliminate the barriers that have kept us away from participating in our society. My vision for the next 100 years is simple: to see any person regardless of ability being able to achieve that full potential, and that we are able to connect genuinely as humans without fear of stereotypes that see us as devalued or different.

Winnipeg has a strong history in inclusion and accessibility, especially in sport. Winnipeg is the birthplace to Canada's only heritage Paralympic sport: wheelchair rugby. Winnipeg saw the beginnings of wheelchair sport with the creation of the first national wheelchair sport organization, and was the first host of the Parapan American Games in 1969.

Winnipeg has a rich history of individuals who set the initial blueprints to the quality of life we experience today. From those who have invented sports like wheelchair rugby in order to include more people in sport, to those who started the independent living movement, I often look up to them as motivation for continuing the need for better accessibility and inclusion in all facets of life.

As a young child, I would crawl up the steps of the city bus to join my group on an outing, or push my chair an hour down the road since city buses were not accessible.

In recent years, our progress has continued to accelerate. We've seen improvements in areas such as accessible transportation, education and post-secondary institutions, and we have witnessed provincial legislation pass, with the goal of achieving a fully accessible and inclusive society. We are seeing athletes with a disability celebrated for their athletic accomplishments, rather than being celebrated for simply participating in sport. As with all changes, these starting points serve as an initial direction for our community to pursue; these systems and changes aren't perfect, but they act as an accelerant for positive change.

Philanthropy is a backbone for positive societal change. It has helped transform physical spaces that were exclusionary by their design, allowing for increased accessibility. It has provided community programming where we are able to share our experiences and gain a sense of belonging. It's helped purchase equipment that would otherwise have been financially unattainable. And on the individual level, this philanthropic spirit is embodied by community members who share equipment or experiences with newer members. All together, our collective generosity profoundly shapes our lived experiences.

As I look to the future, I envision a society where we are able to fully eliminate physical and attitudinal barriers and achieve full societal and economic participation regardless of ability. I'm excited to see youth experience sport and recreation as a normal facet of their upbringing. I dream that our voices are collectively heard, and that meaningful change becomes less resistant. In these visions, philanthropy will continue to play the equalizing role it often has for marginalized groups, and continue to provide new opportunities that previously haven't existed; it gives us an opportunity to correct injustices of our past. It will be our collective effort as citizens of our city, our province, and our country, that will advance these goals.

I am excited to be a small piece of this collective effort.



Lisa Cowan has served as Tamarack's Executive Director since May 2010. She is an experienced clinical practitioner and organizational leader with strong communication and relationship building skills, and an ability to positively influence and inspire clients to achieve results. Experienced in

Cognitive Behavioural Therapy (CBT), Dialectical Behavioural Therapy (DBT), group therapy, drama therapy and the provision of clinical and administrative supervision, Lisa has more than 15 years of clinical experience with PTSD, sexual abuse, addictions, anxiety, depression, grief, attachment issues and disordered eating treatment.

Bio
graphy

Essay submitted by

Lisa Cowan

Executive Director, Tamarack Recovery

At Tamarack, we have the privilege to go beyond simply trusting that our actions make a difference and instead get to witness day after day the impact our work has in the lives of clients, past and present.

four treatment centres in his short 25 years and had run the gamut of substance use from alcohol and marijuana to heroine and crystal meth. This impacted his mental health with frequent hospital admissions due to psychosis, and his wellbeing, as he lived on and off the streets.

Andy worked hard in our program and he stayed in close contact through our aftercare services. In 2018 Andy was accepted back into his chosen field of study to become a front-line worker. He is achieving high marks and is excited to be on the path to giving back to his community.

“Coming to Tamarack opened up a different world to me,” Andy says. “It was a healthy, safe environment where people were caring and supportive. I had not lived like that in a long time...they saved my life.”

Sam* was an active, outgoing young woman who loved playing sports and being outside. She started using alcohol and drugs in her teens to cope with the pain of childhood sexual abuse and was quickly swallowed up by drug culture. Her safety and mental health were compromised through her work in the sex trade.

When she came to Tamarack, she was pregnant and wanted to create a fresh start for herself and her baby. After treatment and maintaining her hard-won sobriety,

These experiences illustrate so much more than a high completion statistic can; they shatter myths around addictions, change, and hope.

When Andy* came to treatment, Tamarack was his last hope. He had already been to

she gave birth to a healthy baby girl. She now works with women in recovery who are exiting the sex trade.

“Tamarack has not only given me the tools to go forward, they have also helped me love myself for the first time in my life,” Sam says.

These stories are not the exception. With the right support, all individuals have the capacity to create a meaningful life in recovery, free from addiction.

Work in the mental health and addictions sector can be overwhelming. There’s no shortage of people who need the help of agencies like Tamarack Recovery Centre and it can feel daunting when demand only seems to increase.

It brings to mind a story by Loren Eiseley about a person who spent their days picking up starfish and throwing them into the ocean. When asked by an observer why they did this, the starfish thrower replied that the rising sun and subsiding tide would kill the starfish if they weren’t thrown back. The observer responded that since there were miles of beach and countless starfish, the starfish thrower could not possibly make a difference. At this, the starfish thrower picked up yet another starfish, and tossed it into the ocean. As it met the water, the starfish thrower said to the observer, “It made a difference for that one.”

My deepest wish is for Andy and Sam’s stories of hope, recovery, and joy to become the expectation for the treatment and recovery process, rather than the exception. It is my hope these publicly acknowledged and celebrated stories will empower others to seek the help they need. And this ultimately inspires many others to support the philanthropic efforts taking place “in their backyard.” In this way, one day perhaps we can build a team of starfish throwers.

*names and identifying details have been changed to protect individuals’ confidentiality.

Essay submitted by

Connie Newman

Executive Director, Manitoba Association of Senior Centres

Imagine you're an older adult who is taking the bus to Winnipeg for a specialist medical appointment. How do you get to the appointment from the bus stop? If you no longer drive, what services are available to ensure you can access the necessities?

In COVID times, keeping us all in good health and staying connected has become even more difficult. We can support our older adults by building Age Friendly communities, which help seniors to live safely, enjoy good health, and stay involved.

As the example above illustrates, transportation is an important principle of Age Friendly communities. Depending on where one lives, transportation is key to active community involvement. If each of us is involved in some aspect of our community, our community will be a better place; such community involvement is another key principle of an Age Friendly community.

It is so very important for all of us to connect to others in a safe way, whether that is on the phone, through the internet, or with snail mail. This social participation is one of the domains of Age Friendly communities. I often think about my neighbours and wonder how and whether they are connecting to each other, and how I can get involved. It takes an entire community to look after one another. We must work together to ensure the best quality of life for all. Respect for each other is the foundation of Age Friendly communities.

As a semi-retiree now, I look back on the nearly 35 years I spent working in education. Within the school system in the late '70s, skateboards were everywhere – on streets and parking lots – and teenagers were at-risk of being

hurt by traffic. Something needed to be done, so as a neighbourhood we decided to work together to find a solution.

I brought together parents, students, community leaders and potential developers. A plan was hatched to create a community space. Our objectives included fundraising, connecting to sponsors, and developing a design ensuring input from youth and community. Collectively, we built Skatepark West at the corner of Sturgeon Road and Silver Avenue. The project was community-inspired, with support from all three levels of government. The park remains a hub of activity for many ages in a wide-open corner of 'sunny' St. James.

Today, I still connect with our Neighbourhood Resource Network – a group that comes together and collaborates on the many aspects of community life – including programming for pre-school, seniors, and everything in between. Maintaining and growing networks is critical for healthy and productive Age Friendly communities.

Currently, we are in the process of transforming the St. James Civic Centre into a multigenerational building. This means it will be open and welcoming to everyone, whether they are eight months or 80; this is an Age Friendly principle. The renovations are a work in progress, and having the community, partners, donors and government realize the value of multigenerational spaces is a dream for many in our community.

In my ideal community, we think beyond age silos and cultural silos. Residents are friendly to each other and assist one another. A simple nod or a "hi" as we cross paths – such a random act of kindness goes a long way.



Connie Newman is 72 years young. Before retiring in 2004, she worked as a junior high Teacher and Principal for 34 years in St. James Assiniboia School Division. An independent boomer, she has many connections in Manitoba, Canada and beyond.

Currently, Connie is Executive Director (consultant) for the Manitoba Association of Senior Centres. She connects with member centres to provide guidance and encouragement.

She is a member of Manitoba's Age Friendly Resource Team which provides her with opportunities to connect with local Age Friendly committees all around Manitoba and Canada.

Connie believes in active aging and community development. Keeping her mind and body active helps her to assist those who may need information and support as we all age together. She believes that giving back and giving to others is important; we can all give in some form, it makes our city, province and country a much better place.



Essay submitted by

Dr. Brian Postl, C.M.

Dean, Max Rady College of Medicine

Dean, Rady Faculty of Health Sciences and Vice-Provost (Health Sciences), University of Manitoba

Our city and province enjoy a rich cultural diversity. We are composed of the original First Nations, a diverse group of immigrants and the Métis Nation.

Indeed, there were substantive periods where “whiteness” and “maleness” and “ethnicity” were key parameters for consideration of entry or exclusion.

Since becoming Dean in 2010 of what is now known as the Max Rady College of Medicine, I have championed a vision for Manitoba’s future health workforce that reflects the communities we serve. Firstly, it is the right thing to do; providing equal opportunity for those who have historically been excluded. Secondly, it provides a broader cultural and experiential base to health-care providers to enhance understanding, commitment and ultimately improved patient outcomes.

My vision is to level the playing field for women entering the college (approximately 50 per cent) and female faculty and staff. We established a Women in Science, Development, Outreach and Mentoring (WISDOM) program to facilitate networking, mentorship and career development. With support of The Winnipeg Foundation, we launched the Martha Donovan Leadership Development Awards two years ago recognizing women’s leadership and supporting their pursuit of leadership skills development.

Since 1979, the college has offered a route to entry for Indigenous students. The University of Manitoba has now graduated several hundred Indigenous physicians who are serving in meaningful ways, and in significant leadership roles.

Entry routes for rural students were enhanced in early 2000s resulting in a much more proportional representation. We have also expanded to seven distributed medical education sites across the province

Reflecting on our past, the University of Manitoba’s (U of M) Faculty of Medicine was established in 1883 to meet the medical needs of a growing province. Initially a small enterprise, it has grown dramatically over the last 138 years. But it did not always reflect the diversity of the province.

while the College of Nursing continues to offer a collaborative nursing program with University College of the North. As well, the College of Rehabilitation Sciences has partnered with Indigenous communities on projects identified by the communities.

The Max Rady College of Medicine has also made space for qualified candidates from traditionally underrepresented backgrounds including Francophone, and diverse socio-economic and socio-cultural conditions.

These changes in admissions need to be accompanied by parallel changes to organizational culture to help reinforce the efforts of anti-racism, equity, diversity and inclusion (EDI). In 2014, as a first step, the U of M established the new Rady Faculty of Health Sciences bringing together the colleges of Dentistry, Medicine, Nursing, Pharmacy and Rehabilitation Sciences. All five deans signed a commitment to EDI on a go-forward basis and committed funding to a director of EDI and an anti-racism lead.

In 2017, nearly 50 years of efforts in Indigenous health (J.A. Hilde Northern Medical Unit), education and research were amalgamated into Ongomizwin – Indigenous Institute of Health and Healing, the largest unit of its kind in a Canadian university. Since COVID began, Ongomizwin has collaborated with First Nations and federal and provincial governments, to provide rapid response teams and vaccination delivery to northern communities. Ongomizwin is working to build a comprehensive response to the Truth and Reconciliation Commission’s Calls to Action that will include a course requirement in Indigenous health/history prior to application to medicine.

The passage by the Rady Faculty of Health Sciences of a disruption of all forms of racism policy last summer has been widely accepted across our campuses and recognized as the first of its kind for a university in Canada.

As we look ahead, we still have much to do to dismantle systemic inequity, to interrupt the impacts of racism, and to create learning, research, and clinical experiences that reflect who we want to be. Many of these efforts have been supported by philanthropy; it is indeed a way we can all contribute.



Dr. Brian Postl is Dean of the Max Rady College of Medicine, Dean of the Rady Faculty of Health Sciences, and Vice-Provost (Health Sciences) at the University of Manitoba.

Under his leadership, the colleges of Dentistry, Medicine, Nursing, Pharmacy and Rehabilitation Sciences were united as the Rady Faculty of Health Sciences. A Pediatrician for more than 40 years, his previous roles at U of M included leading the J.A. Hilde Northern Medical Unit (now Ongomiizwin – Health Services).

Dr. Postl was the founding President and CEO for 10 years of the Winnipeg Regional Health Authority and served as Chair of Research Manitoba.

He is an advocate for equitable health care for Indigenous communities and has championed equity, diversity and inclusion across the Rady Faculty. He has led changes to medical school admissions criteria to create a student body that better reflects Manitoba's diverse population.

In recognition of his advancement of clinical and academic health care in Manitoba, Dr. Postl was appointed a member of the Order of Canada in 2020.



Photo courtesy of
University of Manitoba.

Essay submitted by

Josh Ruth

Managing Director, Art City

Eddie Ayoub

Artistic Director, Art City

Art City is founded on the philosophy that artists are important change agents in our community.

As worldbuilders, artists have unique opportunities to vision, model and create new futures. This alchemy is not only for the (“capital A”) artists,

however. Everyone has the capacity to create and should use it, especially when designing our world for the next 100 years. So many of the challenges we face today are mired in a lack of creativity, whether it is inherited binaries that serve to divide us, or embedded inequities that have been accepted as the norm for far too long.

We all know that any actions we take or do not take now will affect the future, be it minutes or years from the present. That is why Art City programming is designed to help equip participants with a sense of belonging, self-worth, and confidence in their own creative voice. It is an investment of time and care into the kind of world we want to live in.

An art project is a model for building resiliency. It requires a vision and action. As we create, we encounter unexpected challenges and must adjust our methods and unlearn habits in order to find innovative ways to achieve our goals. Then we bring that new knowledge into our practice and develop mastery of it. These are transferable skills!

What do we really want Winnipeg to look like 100 years from now? When envisioning the future, we have to be ready to accept responsibility for our actions or our lack of actions. We have to ask questions of ourselves and commit to answering them truthfully.

Finally, we need to ask – and more importantly *listen* – to youth in our communities. Their perspectives are rich and they eagerly seek answers to complex questions. We need to do everything we can to support young people, beyond meeting their basic rights, to empower them to dream and generate the sustainable and equitable future we all need.



Eddie Ayoub is an artist and 30-year participant in Winnipeg's art community.

He is Artistic Director of Wanda Koop's community art organization, Art City.

Joining as a volunteer in 2003, Ayoub has directed Art City programming since 2007. He is co-chair of the Manitoba Artist-Run Centres Coalition (MARCC), representing Manitoba as chair of the national Artist-Run Centres and Collectives Conference (ARCA) Board. Ayoub is also a member of the Youth Agencies Alliance (YAA) Executive Committee.

Josh Ruth is a self-proclaimed art enabler. As Managing Director of Art City, he is in service of anyone seeking opportunities to express themselves creatively.

Music was Josh's first love, and he is a co-founder of Corn Beef & Cabbage, a neo-futurist theatre group based in his home state of Ohio, as well as the Winnipeg-based drawing collective Places for Peanuts.

He is actively working for the infiltration of art into all imaginable facets of society.

"Life isn't a support system for art. It's the other way around." - Stephen King



Eddie Ayoub and Josh Ruth in front of Art City. Photo taken adhering to physical distancing protocols.



In 2019, Art City worked with youth from the community to bring their visions for our city to life in their annual parade. Learn more about the project on page 1 and about Art City on page 62.

This page: Art City participant Desmond Young talks to media about the annual parade. Photo by Natalie Baird, courtesy of Art City.

Facing page: Youth identified items they believe are vital for creating a future in which we all want to live, including housing for all, health care, and clean drinking water. All photos courtesy of Art City. Top and bottom left photos by Francesca Carella Arfinengo. Bottom right photo by Hannah Doucet. All group photos were taken prior to March 2020.



Working together to build 'a Winnipeg
where community life flourishes for all.'



The theme of Art City's 2019 community parade was "What the world needs now."
Turn to page 1 to find out what young people prioritize for our community.