

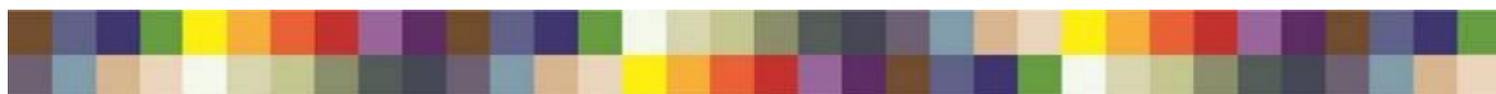
WCWRC's Commitment to Truth and Reconciliation 2019-20 Report

West Central Women's Resource Centre is committed to being an active partner in the work of reconciliation between settlers and Indigenous people. Hundreds of years of colonization and destructive policies such as residential schools, the Sixties Scoop, and the child welfare system have had – and continue to have – a devastating impact on our community.

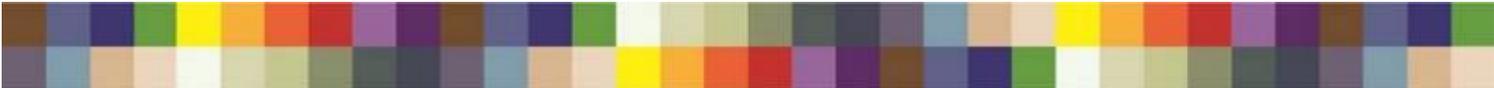
We are moving forward in our journey towards reconciliation through a commitment to the Truth and Reconciliation Commission's Calls to Action and the Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice. In July 2017 we declared that every July will be Reconciliation Month at the Centre. At which time we committed to dedicating resources and taking action on that most directly impact our work.

Report Back and Next Steps

ACTION	TRC CALLS	MMIWG CALLS
<p>Restoring the Balance:</p> <ul style="list-style-type: none"> • Read the MMIWG report. • Consulted with the WRHA on developing a program on diabetes and food security from an Indigenous perspective. • Provided access to and teachings on traditional medicine. • Delivered two groups of Red Road to Healing, a federally recognized and ground-breaking program that was developed at our Centre. Each of the 10 weekly sessions comes with a gift of a bundle teaching and item to add to women's bundles. • Delivered one round of Men's Circle. • Traditional Ceremonies and Teachings: Pipe ceremony, monthly Full Moon ceremonies, spring equinox, fall equinox, winter solstice, summer solstice. • Cultural workshops and activities: blanket exercise, weekly drumming, weekly beading, skirt making, medicine picking, staff teachings on indigenous protocols, and sharing circles. • Provided low-barrier supports around basic rights, such as employment, housing, education, and safety. • Completed training on Danger Assessment and Walking the Path Together for Indigenous Women. • All community members have access to smudging and medicines within the Centre. • Provides informal educational opportunities to discuss prayer and medicines. <p>The year ahead:</p> <ul style="list-style-type: none"> • Will deliver Red Road to Healing, Men's Circle, and look into introducing an intergenerational group with adults and youth. • Continue to offer Traditional Ceremonies and Teachings. • Continue to offer Cultural workshops and activities. • Continue to provide low-barrier supports around basic rights, such as employment, housing, education, and safety. 	<p>5, 57</p>	<p>15.3, 7.2, 3.3, 1.1</p>
<p>Social Enterprise:</p> <ul style="list-style-type: none"> • All Centre programming offers access to WCWRC's inclusive childminding space, staffed by Early Childhood Educators and childminders trained in our Taking Root program. 	<p>5, 62, 93</p>	<p>15.3, 1.1, 2.6, 4.7, 18.5, 15.4</p>



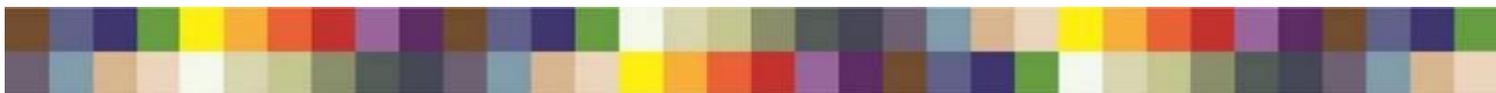
<ul style="list-style-type: none"> • We ensure there is diversity in the types of toys and books available to children and families in our childminding space. • Read MMIWG report. • Taking Root Childminding Training is a low-barrier employment program to support women transition into the workforce. • It included 1.5 session with an Elder sharing Women’s Teachings and Indigenous history. • Involvement in a participatory research project exploring the ways in which low-barrier gender-focused drop-ins improve access to safe, stable housing for marginalized women, trans, two-spirit and non-binary persons. This project includes an advisory committee of folks with lived experience and results will be used develop and pilot a low-barrier gender-focused housing and support model. • Flexible wellness budget that allows staff to choose the supports and services that meet their needs. • Read the tools listed about being an ally in the National Inquiry into MMIWG. Using these tools to become better allies. <p>The year ahead:</p> <ul style="list-style-type: none"> • Create HR Strategy using an inclusion lens. • Collaborate with partner organizations with diverse expertise. • Continue participation in the This is Not Home research project to share WCWRC’s knowledge and learn best practices from other organizations. • Decolonize by learning the true history of Canada and Indigenous history in your local area through books, media and trainings. • Incorporate indigenous approaches to childcare in the Taking Root Childminding Training in addition to sessions on indigenous history. • Research best practices for creating inclusive child care spaces for the 2SLGBTQ+ community. • Incorporate best practices and share information and resources with childminders. 		
<p>Drop-in, Kitchen, & Garden:</p> <ul style="list-style-type: none"> • Drop-in regularly refers Indigenous women and 2SLGBTQQIA peoples, internally and externally, who are needing help with housing, identification, navigation through the child welfare system, employment, and training opportunities. • Provide a safe space for Indigenous women and 2SLGBTQQIA peoples who are experiencing poverty, food insecurity, homelessness, or housing insecurity. • Our Drop-in displays Indigenous art. • All Drop-in participants have access to a room for smudging and medicines. • As a team we highlighted and went through the WCWRC’s commitments. • Staff commit to improve our programs to work on addressing the growing need, especially for Indigenous women through community meetings, participant surveys, and involve participants and engage our participants in conversation in regards to what they would else they would like to see in the way of programs more as a one on one type discussion. 	<p>62</p>	<p>15.3, 1.1, 2.6, 3.3, 4.7, 15.8, 12.8, 15.5, 18.19, 11.1, 7.3, 18.24, 7.4, 16.38, 15.4, 15.2.</p>



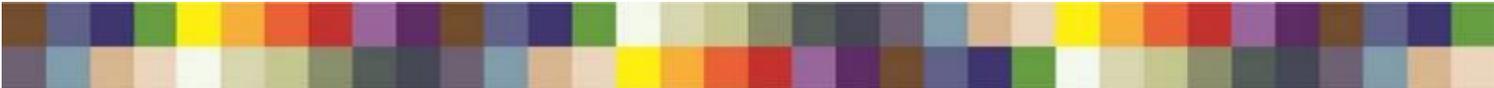
- Staff support women at the Centre in the childminding program to grow and learn so they can move on to becoming great childcare workers if this is their wish.
- Staff receive training in regards to education on racism, sexism, and homophobia.
- The Centre participates in the annual Winnipeg Pride Parade.
- The Pride Flag as well as the Transgender Flag hang in the window of the Centre.
- Drop-in hosted I.D. Clinics so participants and community can access housing, EIA, etc.
- WCWRC works from a harm reduction framework, which allows the Centre to continually adapt and meet the needs of the community in a holistic way.
- Drop-in staff have found other resources within the community to meet participants cultural needs.
- We have invited the First Nation Family Advocate Office to hold a workshop/intake for participants who are interested in their programming and may be in need of their services.
- Drop-in staff have found other resources within the community to meet participants cultural needs.
- Currently, during this pandemic, the Centre/drop-in assists participants by way of providing food kits to some single people and families.
- Drop-in also has a resource list of Food Kitchens, Churches, other resource Centres that are assisting with free food by way of To-go bags.
- A mandatory respect policy within the Centre that requires ALL folks who enter the building to speak to one another with respect, integrity, and support. There is a zero tolerance for offence actions or language of any kind at WCWRC.

The year ahead:

- Start reading the WCWRC Respect Policy once per week.
- Hold a workshop on gender inclusivity, specific to trans, non-binary, and Two Spirit identities.
- Involve local Anishinaabe Elders and youth who are already doing garden work in the community
- Drop-in can ask Tunngasugit & Kivalliq Centres to do a presentation for our participants on what their organizations offer.
- Provide programs again for new immigrants and newcomers, provide information about Métis people and culture within Canadian society in that way people who are new here in Canada could have better understanding of some of the history.
- Invite Ka Ni Kanichihk to do a presentation for staff and participants about allyship.
- Ensure all new staff are aware of the center's commitments as a part of their orientation.
- WCWRC could hold community meetings and hear people's sentiments and experiences about Shelters and housing and other services. So we could call upon government for changes appropriate to cultural needs.



<ul style="list-style-type: none"> • Having Indigenous Elders come into the childminding training and holding a sharing circle and explaining how we all need to call upon the government for changes to all cultural needs. • Advocate for government to acknowledge that our Newcomers need the support for housing and services that are culturally appropriate for them. 		
<p>Settlement Program & Healing Together:</p> <ul style="list-style-type: none"> • Participating in Inclusion committee. As part of the committee we participated in some activities where we promoted inter cultural activities, for example the day of the dead where a vastly group of Canadian indigenous women and Latin women attended, and the Black month where we included the History of Black indigenous people in Canada. In said activities we promoted dialogue to find the coincidences among different indigenous cultures and we incorporated the teachings and History of Canadian indigenous people. • In our conversation circle we incorporated topics as Reconciliation Month and Black indigenous people. • Land and Treaties for Settlement Staff Training (train-the-trainer model). Staff participated in this training so we have more knowledge about Indigenous history and Canada and Treaties. • Settlement Staff continued to do Independent learning on Indigenous history and issues while utilizing our Indigenous library and connection with our Restoring the Balance Coordinator. • Healing Together is a violence recovery group curriculum that was inspired by the beautiful Red Road to Healing curriculum and after this we were able to create a program that was inspired by the spirit of Indigenous Knowledge to support newcomer women in their journey of healing from violence. • Settlement Staff dispel myths and stereotypes newcomers may have heard about Indigenous peoples. Through the relationship, staff are given the opportunity to provide further information. <p>The year ahead:</p> <ul style="list-style-type: none"> • Staff will continue to develop their own understanding and knowledge by committing to increase our knowledge and participation on events and causes that allows us to be allies with indigenous people. • Settlement Staff is committed to read the calls to justice of the MMIWG Report and reflect our roles as individuals and also as workers in how can we contribute to supporting the calls for justice. 	<p>57, 62, 93</p>	<p>15.1, 15.2</p>
<p>Mentorship, WE WIL, and Volunteer:</p> <ul style="list-style-type: none"> • Women Empowering Women Into Leadership (WE WIL): <ul style="list-style-type: none"> ○ Includes education of the history of Indigenous people and residential schools through its curriculum ○ Curriculum focused on anti-oppression and empowerment and integrates and refers to Indigenous history throughout ○ Session dedicated solely to Indigenous teachings, facilitated by an Elder from our community, and works to unpack the systemic impacts of colonization of Indigenous peoples past, present, and future 	<p>57, 62, 93</p>	<p>11.1, 15.5, 18.18, 18.19, 18.24, 15.4, 15.6</p>



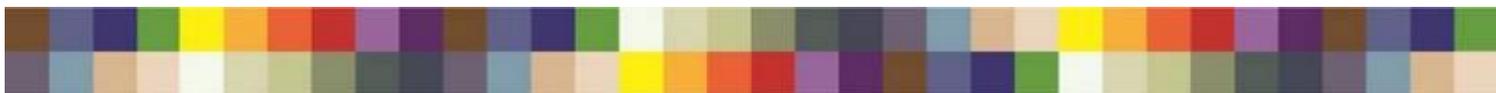
<ul style="list-style-type: none"> ○ Includes Indigenous facilitators who incorporate their own learnings, teachings, and experience throughout sessional content ○ Incorporated books from local Indigenous authors (eg. Katherena Vermette) ● Each WCWRC volunteer participates in an orientation process that reviews the centre’s values, ways of working, and procedures. This includes reference to the centre’s reconciliation work, Indigenous programs, and provides participants with conflict resolution skills. ● Approximately half of our active mentors and volunteers are Indigenous. ● The Mentorship & Volunteer Coordinator supports volunteers to further their understanding of Indigenous histories, and connects volunteers to programs that enhance understanding through education and healing. ● The Volunteer Program provides space for volunteers to develop and facilitate educational events, supporting Indigenous women to share their knowledge, passions, and expertise. The Volunteer Program strives to create more space for volunteer-led initiatives and events. ● The Mentorship and Volunteer Program is invested in the empowerment of Indigenous women by supporting them to regain their agency and independence through providing them work experience and internship opportunities that value their lived experience, and where they are able to work with and within the community they belong to. At its core, the Mentorship program aims to increase the economic and social security of Indigenous women in Winnipeg. ● WE WIL, the Mentorship Program, and the Volunteer Program work towards building relationships and common ground between newcomer and Indigenous participants. <p>The year ahead:</p> <ul style="list-style-type: none"> ● Include more in-depth awareness about MMIWG and 2SLGBTQ+ in the WE WIL Program. ● Offer workshops for participants in these prevention areas health and community awareness including, but not limited to programming for indigenous men and boys, related to suicide prevention strategies for youth and adults, related to sexual trafficking awareness and no barrier exiting, specific to safe and healthy relationships, specific to mental health awareness, related to 2SLGBTQ+ issues and sex positivity. ● Staff continue to promote 2SLGBTQ+ rights in all of our work. 		
<p>Our Ways of Working and Administration:</p> <ul style="list-style-type: none"> ● Some have read the MMIWG Inquiry Executive Summary and Final Report, all have read the Calls for Justice. ● Launched Restoring the Balance Program, led by an Indigenous woman. ● We are community-led, Indigenous participants are regularly consulted in the development of our programs and events. ● We participated in the development of a 24/hour safe space for women and 2SLGBTQ+ people, and stepped aside to let the Indigenous coalition lead it. ● We take what we learn from our Indigenous participants and staff every day and apply that knowledge and power in our interactions with other participants. 	57, 93	15.3, 4.7, 18.24, 2.6, 15.6, 3.3, 15.5, 18.19, 15.4, 17.24



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| <ul style="list-style-type: none"> • We launched Connecting the Circle: A Gender-Based Strategy to End Homelessness in Winnipeg, in which we recommend policy changes to ensure the mostly Indigenous women who experience homelessness or are at risk of experiencing homelessness are securely and sustainably housed and safe. The recommendations from this 120-page report was adopted by End Homelessness Winnipeg as criteria for grant selection. • We hired an Indigenous woman to develop an Indigenous Plan for the Centre. • We are developing an Advocacy that will be focused on speaking out against injustice. • We are developing a HR plan that will be focused on inclusivity and diversity. • We developed a list of anti-racism resources for Manitobans. • We created programming and a statement for Trans Day of Remembrance. • We offer tobacco and provide honorariums to elders and knowledge keepers • Our Personnel Policy Manual now uses only gender-neutral pronouns and terminology. • We honoured Two-Spirit people on International Gender Non-Binary Day • We include Indigenous land acknowledgment, prayer, and/or drumming at the beginning of staff events and presentations. • There are two position on the Board of Directors reserved for Indigenous women and other marginalized identities. • We added two vacation days to take part in Indigenous ceremony to our policies. • We publicly support the passing of bill B-C262. • We promoted the work of Indigenous innovators Winnipeg, Manitoba, Canada, and Internationally on our social media every day in July. • Our hiring policy prioritizes Indigenous peoples, visible and ethnic minorities, persons with disabilities, persons of minority sexual orientations and gender identities. • Honoured an Indigenous woman for our Women of Distinction Awards. • Staff share information about UNDRIP, the TRC and MMIWG Inquiry with families, friends, and external community members. • Some staff are trained in anti-oppression (all staff will be trained by end of 2020). • Some staff are trained in First Nations Mental Health First Aid. • All staff have received training in Métis history, culture, and governance. • We are community-led, Indigenous participants are regularly consulted in the development of our programs and events. • We take what we learn from our Indigenous participants and coworkers every day and apply that knowledge and power in our interactions with other participants. • When discussing LGBTQ issues, we acknowledge Two-Spirit peoples first (2SLGBTQ+). • Our email signatures acknowledge the territory we work on. • Included Indigenous land acknowledgment, prayer, and/or drumming at the beginning of staff events and presentations. | | |
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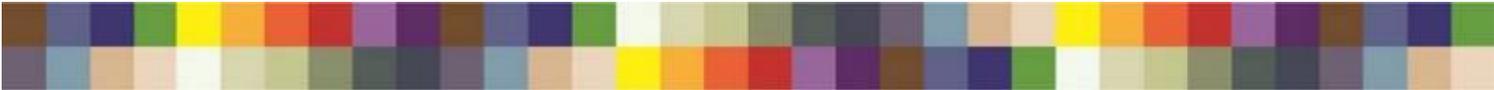


<p>The year ahead:</p> <ul style="list-style-type: none"> • Staff will continue to develop their own understanding and knowledge by committing to increase our knowledge and participation on events and causes that allows us to be allies with indigenous people. • Settlement Staff is committed to read the calls to justice of the MMIWG Report and reflect our roles as individuals and also as workers in how can we contribute to supporting the calls for justice. 		
<p>Housing Programs:</p> <ul style="list-style-type: none"> • The housing team’s (HOMES and MT4W) case management work is participant led and rooted in a harm reduction approach. • The housing team supports participants to reunify with their children when they have been apprehended by Child and Family Services. • The housing team’s case management work is done “with” participants rather than “for” or “on behalf.” For instance, More Than Four Walls hosted a luncheon meet and greet with participants and asked for input on how the program could better support the cultural needs of participants. • Our housing programs work to improve the economic and social conditions of our participants, in particular in the areas of homelessness, housing, and income security. • The housing team supports participants who are at risk of experiencing or who experience violence to develop safety plans and access gender-based violence shelters and our Red Road to Healing gender-based violence program. • The housing team supports participants to access the services they need to address their physical and mental health issues. • The housing team supports participants to navigate the provincial government’s Employment and Income Assistance program and access the income benefits they are entitled to. • Staff advocate for basic rights of employment, housing, education, and safety and acknowledge that the women they work alongside are at high risk. They provide information to their supervisor to take back to public policy advocacy groups. • Staff have read and work to apply the principles of UNDRIP & the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in their work. • Staff are working to learn from the truths of coworkers and participants. They work to follow the Respect Policy as a base and attempt to come from a space of learning and humility when mistakes are made. • Staff hold respect for Elders, Grandmothers, and Knowledge Keepers and connect participants to them for relationship and teaching. • Staff work as part of the team to create a low-barrier safe space for all women. Staff continually learn from Elders, Knowledge Keepers, coworkers, and participants on how creating a safe space is done in a good way and how services can be supportive and appropriate. • Staff provide ongoing support for participant's cultural and spiritual needs. This includes supplying participants with traditional medicines when 	<p>57, 62</p>	<p>1.1, 1.2, 2.6, 3.3, 4.7, 7.2, 7.3, 9.2, 12.4, 12.8, 18.24, 15.1, 15.2, 15.3, 15.4, 15.5, 18.5, 18.8, 18.9</p>

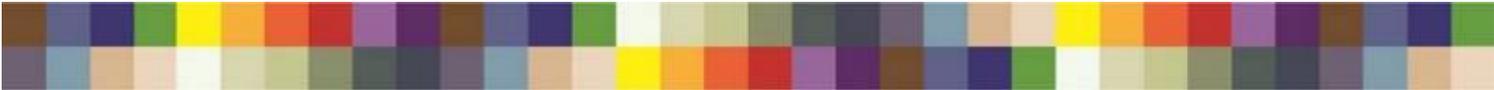


<p>requested and participating in smudging, walks and education with traditional teachings with their participants.</p> <ul style="list-style-type: none">• Staff attended Mental Health First Aid and worked as part of the Centre’s Policy and Training Committee to arrange an all-staff training around 2SLGBTQ+ inclusion.• Staff are committed to building respectful working relationships with Justice, probation/parole officers, corrections guards, judges, bail workers, and police officers.• Staff work alongside women to ensure safe housing and income security so that they can provide safe, secure places for their children. Staff advocate for and work alongside women involved with CFS and support women to raise their children in a good way. Staff attempt to listen to their needs and advocate for supports related to poverty, housing, financial support, and food security. In the same way, staff work alongside 2SLGBTQ+ people to find safe housing and access to income to provide safety and security in their lives.• Staff work to professionally and personally denounce violence in all its forms against women and continue to learn the many different forms violence can take. Staff walk alongside women as they share their truths and seek support. Staff connect women to resources that will continue to support their healing from violence in a good way.• Staff have participated in traditional teachings on medicines as well as in Full Moon and other ceremonies and are committed to listening and participating in traditional storytelling and smudging. Staff have also participated in medicine picking, sweats, sharing circles, and a Cedar bath. Staff are committed to including Indigenous land acknowledgment, prayer, and/or drumming at the beginning of staff events and presentations.• Staff are reading through the Final Report and Calls for Justice. Staff have participated and plan to participate in future trainings and activities that teach about Indigenous history, culture, governance, and teachings. On personal time, work is being done to learn about the impacts of Canada’s history and their role in reconciliation.• Staff acknowledge that the TRC and MMIWG are their responsibility and that they cannot take a back seat. Staff advocate with Indigenous women and celebrate them for their survival. Those who are experiencing homelessness are in survival mode every day until we can walk along beside them to know their self-worth and that they have rights like anybody else.• Staff contribute ideas for co-designing our space in a way that meets the needs of 2SLGBTQ+ participants in our communities.• Staff refer our Two-Spirit participants to Nine Circles and Rainbow Resource Centre for programming. Staff reviewed resources and videos to educate themselves on 2SLGBTQ+ issues as well as the history of non-gender binary people in Indigenous societies.• Continued Project Manitouwabi, a partnership with Indigenous Women’s Healing Centre, Eagle Urban Transition Centre, and John Howard Society to provide supports for women exiting provincial corrections.		
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The year ahead:



<ul style="list-style-type: none"> • Staff plan to participate in anti-oppression training. • Staff continue to speak out against racism, sexism, ignorance, homophobia, and transphobia when they see it. Staff are committed to education and training that will enable them to support the community and women to end discrimination against women, two spirit and 2SLGBTQ+. • Staff are committed to educating themselves and the women they work with on the needs and vulnerabilities of women affected by psychological and intergenerational trauma, violence and human rights violations. • Staff will continue to listen to the voices of the women they work with and aim to provide the supports and services they say are needed to build a more inclusive and healthy community. Staff will take what they learn from our Indigenous participants and staff every day and apply that knowledge and power in their interactions with other participants. Staff will invite our Indigenous participants to be involved in the development of our programs, workshops and events. 		
<p>Public Policy Advocacy Work</p> <ul style="list-style-type: none"> • Participate in public policy advocacy work to encourage various levels of government to take action that will improve economic and social conditions for Indigenous peoples and other Manitobans. For example, we participate in the Right to Housing Coalition, Make Poverty History Manitoba, Winnipeg Safe Cities Steering Committee, Winnipeg Street Health Advisory Committee, and Coalition for a 24 Hour Safe Space, and the EIA advocates Network. <p>The year ahead:</p> <ul style="list-style-type: none"> • We commit to contacting our government representatives to urge them to develop a National Action Plan to address violence against Indigenous women, girls, and 2SLGBTQQIA people. • Advocating to our government representatives that they develop and implement an Anti-Racism and Anti-Sexism National Action Plan. • We also commit to advocating to our government representatives that they ensure that safe spaces, shelters, housing, and services are supported and appropriate. • We commit to advocating to all levels of government to commit to, and implement, the Calls for Justice of the MMIWG inquiry. • We commit to advocating that these institutions, and all levels of the justice system, build respectful working relationships with Indigenous Peoples using the measures described in this Call for Justice. • We commit to advocating to the provincial and federal governments to work with Indigenous Peoples to make this transformation happen and adequately fund CFS to keep families together. • We will call on the Manitoba Government to implement the new law that prohibits apprehension of children because of poverty and to end to racism in child apprehension. • We will call for governments to undertake anti-oppression training. • We will call on the Justice system to implement the recommendations in the Justice section of the <i>Connecting the Circle</i> strategy. • We commit to advocating to child welfare agencies and the Manitoba Government to implement this Call for Justice. 	<p>57, 62</p>	<p>1.1, 2.6, 4.7, 15.8, 9.2, 12.2, 12.8, 18.18, 9.2, 12.14, 1.2,</p>



<ul style="list-style-type: none"> • We will advocate for governments to implement the agreements outlined in 1.2. 		
<p>Reconciliation Month 2020</p> <ul style="list-style-type: none"> • Poster about Indigenous names for Winnipeg, Manitoba, Canada in the front window. • Held a traditional Women’s Full Moon Ceremony. • Reporting back on our commitment to TRC Calls to Action and MMIWG Call to Justice in the previous year. • Created and shared a series of posts for International Non-Binary People’s Day, with a focus on Two-Spirit people. • Highlighted and interviewed Indigenous Innovators locally, provincially, nationally, and internationally. • Shared weekly Indigenous teachings via Facebook Live. • Held a weekly smudge via Facebook Live. • Staff training in Métis culture and history. 	<p>57, 62, 93</p>	

