
ANNUAL REPORT

Provincial Council of Women of Manitoba

May 2, 2015
67th Annual General Meeting
Gimli Recreation Centre, Gimli, Manitoba



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PCWM FEDERATES 2014-2015

- Business and Professional Women Clubs of Manitoba (BPW)
- Canadian Centre of Policy Alternatives - Manitoba Office
- Canadian Federation of Students - Manitoba
- Canadian Federation of University Women (CFUW)
- Canadian Mental Health Association
- Canadian Voice of Women for Peace - Manitoba Chapter
- Consumer's Association of Canada - Manitoba Branch
- Council of Women of Winnipeg
- DAWN (DisAbled Women's Network) - Manitoba
- Elizabeth Fry Society of Manitoba
- Girl Guides of Canada - Manitoba Council
- Ikew-Widdjitiwin Inc.
- Institute for International Women's Rights - Manitoba Inc
- LEAF Manitoba (Legal Education and Action Fund)
- Manitoba Association of Home Economists
- Manitoba Association of Women's Shelters
- Manitoba Child Care Association
- Manitoba Dental Hygienists Association
- Manitoba Hydro, Employment Equity
- Manitoba Women's Institute
- Conference of United Church Women (UCW) Manitoba and Northern Ontario
- MATCH International - Manitoba Region

- Nova House Inc.
- Polish-Canadian Women's Federation - Branch 7
- Réseau Action Femmes* *
- Sarasvati Productions
- Sexuality Education Resource Centre (SERC)
- Success Skills Centre
- The Aboriginal Disabled Self-Help Group
- Ukrainian Women's Association of Canada - Manitoba Provincial Executive
- Wolseley Family Place
- Women's Health Clinic
- Women's Health Research Foundation of Manitoba
- Women Without Borders

PCWM LIST OF OFFICERS 2014-2015

- President : Alberta Johnson
- Past President : Sharon Taylor
- President Elect : *
- Honourary Vice President : Muriel Smith
- Recording Secretary : Eden Friesen
- Electronic Corresponding Secretary : Maxine Balbon
- Treasurer : Aster Abraham
- Archives : Marilyn McGonigal
- Membership Chair : Maxine Balbon
- Programs Chair : Charly Wreggitt
- Communications Chair : *
- Resolutions Chair : Margerit Roger
- Fundraising Chair : Shirley Walker
- Roundtable Chair : Eden Friesen
- Member-at-Large : Shelagh Polishuck, Molly Karp, Twyla Szoke
- CWW Representative : Kelly-Ann Stevenson

ANNUAL GENERAL MEETING AGENDA

May 2, 2015 - Gimli Recreation Centre, Gimli, Manitoba

10:30 - 10:45 - Registration

10:45 - 12:30 - Business Meeting

- 1) Welcome and Call to Order
- 2) Approval of Agenda
- 3) Approval of Minutes of the Annual General Meeting, May 10, 2014
- 4) Reports: in written format and available for all present
 - 1) President's Report
 - 2) Treasurer's Report
 - 1) Acceptance of Financial Report and Budget
 - 2) Acceptance of Auditor
 - 3) Nominating Committee
 - 4) Resolutions Report
 - 1) Resolution 1 - Full-Biological Nutrient Removal and Its Impact on Endocrine Disruptors
 - 2) Resolution 2 - Financing Full-Biological Nutrient Removal
 - 3) Resolution 3 - Access to English Language Classes for EAL Canadian Citizens
 - 4) Resolution 4 - Access to Services for Children with FASD and their Birth Mothers in Rural Manitoba
 - 5) Resolution 5 - Equal Access to Healthcare Services for Women with Disabilities
- 5) New Business
- 6) Announcements
- 7) Adjournment

12:30 - 1:00 - Break for Lunch

1:00 - 2:30 - Program - Access to Services for Rural Women

- Karen Thiessen RM, RN, PhD
- Anna Pazdzierski of Nova House
- Betty Kelly - Momentum Childcare
- Questions and Discussion

2:30 - Adjournment

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ANNUAL GENERAL MEETING MINUTES

May 10, 2014 - Society of Manitobans with Disabilities, Winnipeg, Manitoba

1. Welcome/Call to Order: 9:36 AM.
Sharon Talyor Presiding
Sharon welcomed everyone to the AGM; opening remarks. Discussion of the importance of resolutions and advocacy for PCWM.

2. Approval of the Agenda:
Moved by Monika Feist
Seconded by Carolyn Garlich
Carried

3. Approval of Minutes of the Annual General Meeting, May 10/2014: **Approved.**

4. Reports:
 - Treasurer's Report: Provided by Aster Abraham
 - Financial Report: Provided by Aster AbrahamMotion to accept the report:
 1. Questions and Discussion:
 - Are there other accounts that would cover the deficit?
 - Ideas to tackle the deficit? (And proposed deficit for 2015)
 - Plans to increase membership and fundraising.
 - Call to membership to attend the events/fundraisers (to raise money and increase council profile/community presence).
 - Do we increase membership fees?
 - Provide special benefit to Women's & Gender Studies programs/departments?
In an effort to increase research efforts, membership, female youth involvement (passing along knowledge to younger members of the community/province), and profile.
 - Hoping to maintain connections through the University of Manitoba internships (through the Women's & Gender Studies department).
 - Discussion of a designated statistic person.
 - Strategy plan for the upcoming year: Focused on increasing membership.**Moved** by Kelly-Ann Stevenson
Seconded by Sally Thomas
Motion carried.

- Budget Report: Provided by Aster Abraham
Moved by Aster Abraham
Seconded by Marilyn
- Voting on the budget:
Unanimous.
None opposed.
None abstained.
Carried.
- Accept the Auditor (for the upcoming year):
(Specifics: To ask the current auditor, Cecily Valel, for another term)
Proposed/**Moved** by Aster Abraham
Seconded by Giselle Roch
Vote:
Unanimous
None opposed.
None abstained.
Carried.
- Nominating Committee: Presented by Marilyn McGonigal.
(Referred to page fourteen of the provided report)
Moved by Marilyn McGonigal
Seconded by Bilan Arte
Carried.

Alberta Johnson, nominated and accepted into the position of president of the PCWM board, was given the gavel by Sharon Taylor. Alberta Johnson provided Sharon Taylor with thanks for to work with PCWM and presented her with flowers, gift certificate, and card.

Sharon Taylor expresses her gratitude and provides thanks to the PCWM (for volunteer time and commitment), and emphasizes the importance of soliciting membership.

- Other Reports: Presented by Sharon Taylor
Annual Report:
Moved by Monika Feist
Seconded by Gisele Roch
Vote:
Unanimous
None opposed
None abstained
Carried.

5. No New Business
6. Announcements
Discussion of upcoming events.
7. Adjournment: 10:28 AM.

PRESIDENT'S REPORT

By: Alberta Johnson

I am very excited to wrap up this year's activities with some excellent accomplishments. We held two successful fundraisers, several educational programs, in addition to a well attended Roundtable. This has resulted in an increase in both individual and federate membership, with 9 new federate members. We are looking forward to continuing to maintain these valuable connections and exploring new ways to better serve our membership. To continue our outreach efforts, we opened a twitter account with the handle @PCWManitoba and continually add new content to our website and Facebook page.

With the kindness of the Women's and Gender Studies Department, we were able to take on another intern, Madeline Wieler. She has allowed us to continue connecting with federates and is working with the Resolutions Committee assisting with research and the preparation of five amazing resolutions to be presented at the AGM and preparation for our upcoming brief to the Provincial Government.

This year we witnessed the dissolution of one of our long time federates, UNPAC. This is leaving a gap in the services offered to women by UNPAC, which will be felt throughout Manitoba's women's organizations. With their dissolution, PCWM is honoured to be able to continue awarding the UNPAC "Not Afraid to Get My Hands Dirty" Award. We were also gifted with a donation that assisted in the ability to send myself to the United Nations Commission on the Status of Women and we are hoping to use the remaining funds to continue benefit PCWM and its members.

This year six PCWM members had the opportunity to attend the Commission on the Status of Women in New York. This allowed these delegates to participate in a global conversation about the state of gender equality around the world and bring back their experience, knowledge and new connections to further enrich PCWM and our advocacy.

I want to thank you all for your hard work and participation this past year. PCWM would not be here today without you. Your passion is truly inspiring. It has been an honour to serve as your president and I look forward to continuing to work with you in this coming year.

TREASURER'S REPORT

By: Aster Abraham

During 2014 – 2015, PCWM started implementing its strategic plan with a focus on advocacy and increasing membership. As a result, our revenue from both federate and individual membership had increased.

As usual, we had two important fund-raising events, namely Celebrating Women in July 2014 and High Tea in March 2015. We also had our AGM, Semi-Annual and Round Table meetings.

We are extremely grateful to our major donors, mainly University of Manitoba, Government of Manitoba - Status of Women and UNPAC to their gracious financial contribution towards our yearly events and special projects.

The overall revenue this year was \$18,933.93, as compared to last year which was \$13,085.27. On the expense side, our major costs were fundraising expenses for the two above-mentioned events, Rent and AGM Travelling Expenses to attend the NCWC AGM meeting. So, the total expense for the year was \$14,499.73, resulting in a net Surplus of \$4,434.20.

As can be seen from our Balance Sheet, we have \$15,501.67 cash in the bank and \$1500 of the UNPAC funds are earmarked for their “Not Afraid to Get My Hands Dirty” Celebration Award for the coming five years. We also have University of Manitoba’s sponsorship for the expenses of the PCWM’s Intern amounting to \$1,128.00 as remaining balance(\$,1500 – 372), all funds at bank. We also have Accounts Receivable of \$541.50 from the High-Tea event.

UNPAC Funds earmarked for its 2015 - 2019 Plan		\$1,500.00
University of MB Donations for "PCWM Intern"	\$1,500.00	
Minus payment to PCWM Intern	-\$372.00	\$1,128.00
Total Earmarked funds at PCWM Bank A/t		\$2,628.00

The Budget for 2015 – 2016 shows that our Revenue will be \$15,321.21 and our expenses will be \$15,321.21, thus, covering our costs of operation.

Finally, I would like to mention that our financial books for the 2014 – 2015 will be reviewed by Ms. Cicely Valel, Administrator of Success Skills Centre to confirm that they are in accordance with the Canadian Accounting Standards for not-for-profit organizations.

Financial Report

<u>CURRENT ASSETS</u>		
Assiniboine Credit Union - PCWM Funds at Bank	\$9,345.24	
GIC 110012470610 - PCWM Funds	\$6,156.43	
UNPAC Funds for Not Afraid to Get My Hands Dirty	\$1,500.00	
Un. Of Manitoba funds for Intern	\$1,128.00	
Total Cash at Bank		\$18,129.67
Accounts Receivable		\$541.50
Total Assets		\$18,671.17
<u>CURRENT LIABILITIES</u>		
Accouts Payable - U of MB Prepayment for Intern		\$1,128.00
Accounts Payable - UNPAC Prepayment for its Plan		\$1,500.00
Total Liabilities		\$2,628.00
<u>EQUITY</u>		
Accumulated Surplus, Previous Year		\$11,558.97
Current Year Surplus/Deficit		\$4,434.20
Total Equity		\$15,993.17
<u>LIABILITIES AND EQUITY</u>		\$18,671.17

2015-2016 Budget

REVENUE	Actual	Budget	Budget
	2014 - 2015	2014 - 2015	2015 - 2016
Revenue from General Sources			
Membership - Federates	\$1,480.00	\$1,600.00	\$1,600.00
Membership - Individuals	\$700.00	\$600.00	\$800.00
Special Events/ AGM	\$367.70	\$400.00	\$500.00
Special Events/Semi-Annual	\$240.00	\$300.00	\$300.00
Total Revenue from General Sources	\$2,787.70	\$2,900.00	\$3,200.00
Other Revenue			
Interest Revenue	\$44.96	\$160.00	\$116.21
UNPAC Donations	\$4,236.23	\$0.00	\$0.00
Miscellaneous Revenue/Donations	\$567.42	\$200.00	\$600.00
Fundraising/Celebrating Women Gala	\$6,146.12	\$9,200.00	\$6,150.00
Fundraising/Hi Tea/related donation	\$3,711.50	\$0.00	\$3,800.00
Raffles/Rainbow Auction	\$655.00	\$0.00	\$655.00
Attic Sales/etc. (CW Prints)	\$75.00	\$0.00	\$0.00
Round Table Fund-raising/Donation	\$710.00	\$800.00	\$800.00
Total Other Revenue	\$16,146.23	\$10,360.00	\$12,121.21
<u>TOTAL REVENUE</u>	\$18,933.93	\$13,260.00	\$15,321.21
EXPENSES			
Urban & Rural/ Communications	\$0.00	\$400.00	\$0.00
NCWC AGM & Travel Expenses	\$1,113.43	\$1,200.00	\$1,200.00
Member/Resolution/Constit/Archives		\$150.00	\$0.00
Program Expenses		\$200.00	\$800.00

Celebrating Women Expenses	\$5,328.31	\$7,375.00	\$5,300.00
Round Table Expenses	\$828.99	\$600.00	\$700.00
Fundraising Expenses (High Tea)	\$3,028.32	\$0.00	\$3,000.00
Total Committees & Program Expenses	\$10,299.05	\$9,925.00	\$11,000.00
<i>General & Administrative Expenses</i>			
Advertising & Promotions	\$0.00	\$200.00	\$0.00
Business Fees & Licenses	\$25.00	\$25.00	\$25.00
Conference Expenses	\$200.00	\$0.00	\$0.00
Courier & Postage	\$34.47	\$50.00	\$50.00
Copier Expenses	\$7.92	\$10.00	\$11.21
Honorarium Expenses	\$50.00	\$150.00	\$100.00
Office Supplies	\$32.61	\$110.00	\$50.00
Newsletter Expenses	\$3.78	\$300.00	\$300.00
Miscellaneous Expenses	\$361.40	\$300.00	\$500.00
Rent	\$1,818.00	\$1,900.00	\$1,900.00
Telephone Expenses	\$359.40	\$375.00	\$375.00
Travel & Entertainment	\$602.39	\$150.00	\$150.00
Internet Expenses	\$67.20	\$70.00	\$70.00
Total General & Admin. Expenses	\$3,562.17	\$3,640.00	\$3,531.21
<i>Other Expenses</i>			
Memberships/Dues NCWC	\$304.00	\$750.00	\$340.00
Annual General Meeting Expenses	\$186.77	\$500.00	\$250.00
Semi-Annual Meeting Expenses	\$147.74	\$300.00	\$200.00
Total Other Expenses	\$638.51	\$1,550.00	\$790.00
TOTAL EXPENSE	\$14,499.73	\$15,115.00	\$15,321.21
NET INCOME	\$4,434.20	-\$1,855.00	\$0.00

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NOMINATIONS REPORT

Nomination Slate PCWM Board of Directors - 2014-2015

EXECUTIVE COMMITTEE:

- President: Alberta Johnson
- Past President: Sharon Taylor
- President Elect: Alexandra Shkandrij
- Honourary Vice-President (Advisory): Muriel Smith
- Treasurer: Brynn Hughes
- Recording Secretary: Eden Friesen
- Electronic Corresponding Secretary: Maxine Balbon
- Archivist: *

ADMINISTRATIVE COMMITTEES:

- Communications Chair: *
 - Newsletter Editor: Lori Blande
 - Web Editor: Jen Dyck
- Constitution Chair: *
- Fundraising Chair: Shirley Walker
- Membership Chair: Aster Abraham
- Program Chair: Carol Hiscock
- Resolutions Chair: Margerit Roger
- Member-at-Large: Shelagh Polishuck, Alex Kozelko
- Council of Women of Winnipeg Representative: Kelly-Ann Stevenson

MEMBERSHIP REPORT

By: **Maxine Balbon**

PCWM membership grew to 35 federates and 44 individuals paid-up in 2014-2015. The general meetings held throughout the year were responsible for a number of new individual memberships and three federate memberships.

For the past three years invoices for renewal of federate memberships were sent to all federates. In March of 2015, the invoices were sent late in the month by email thereby reducing the cost of postage. This practice proved to be an effective way of collecting federate memberships in a timely manner.

A number of organizations that we wish to recruit were sent an invitation to the Round Table. A further recruitment effort will be made to attract their participation.

FUNDRAISING REPORT

By: Shirley Walker

The Fundraising Committee in conjunction with the board and members of the Council is responsible for planning, developing and producing initiatives to help fund the educational activities of the Provincial Council of Women of Manitoba. Committee members are: Arlene Draffin-Jones, Peggy Barker, Maxine Balbon, Bonnie Siemens, Alberta Johnson, Shirley Walker and Aster Abraham.

The major event which helps provide PCWM with funds to continue their work is the Annual Celebrating Women Gala & Fundraiser held each year in July. It is an evening of celebration of the accomplishments of outstanding women and a federate. Entertainment by the jazz band "Nightfall", refreshments, a Rainbow auction, sale of Celebrating Women Art boutique items and door prizes completed the evening.

Individual honourees for 2014 were: Nancy Schneider PHEc. M.Sc. C.I.M and Susan Proven PHEc. - Manitoba Association of Home Economists, Enid Clark – Manitoba Women's Institute, Kelly Ann Stevenson – Council of Women of Winnipeg and the federate honouree was Sarasvati Productions.

Sincere thanks go to the corporate sponsors, generous merchants, federates and friends for their financial support. In addition we would like to thank those who contributed items for the Rainbow auction.

This year's Gala will be held on Tuesday, July 7, 2015 at the Viscount Gort. In addition to our presentations we will incorporate the "Not Afraid to Get her Hands Dirty" award into our Gala event.

In celebration of International Women's Day, a high tea was held at the Fort Garry Hotel on March 1, 2015. Entertainment included a performance of two monologues from Sarasvati Productions, selection of the three best hats and a number of door prizes. Sincere thanks for donations from businesses, federates and friends.

Other sources of fundraising have been the continued sales of Celebrating Women Boutique items at the Semi-annual, Annual Meetings and other events. The Fundraising Committee welcomes any ideas and suggestions from members and federate groups for other ways and means to raise funds for our programs. Thank you for your continued support over the years.

COMMUNICATIONS REPORT

By: Alberta Johnson

This year was an exciting year for PCWM communications. We started off the year with a presentation about social media tools by Molly Karp and Jessica Bothelho-Urbanski. PCWM then moved forward to create a twitter account with the handle @pcwmanitoba. Over the course of a year we have acquired 27 followers including several of our federates, Chrissy Troy (@ChrissyTroy), and Right to Housing (@R2Hwpg). In the future we hope to use twitter to better communicate with press, promote federate events, and reach new membership.

After creating a Hootsuite account, a social media scheduling tool, we hope to cut down on the amount of time needed to spend on social media daily. Hootsuite makes it possible to schedule your posts on Facebook and Twitter for the future.

Our Facebook following has grown over the past year and is becoming a hub for information about PCWM and our related events and information. We now have 188 facebook followers and it continues to grow. We primarily use it to promote our events and our federate's events. The sharing of event photos give us the most traffic.

Jen Dyck, our Website Editor, has done an excellent job keeping up the website for us. We have a new widget to list our upcoming events and one to display our twitter feed to show our activity. We are continuing to look into options to better display our resolutions on our website, this involves the gathering and organizing of our full resolutions.

This year we released four newsletters with the help of our Newsletter Editor, Lori Blande. They included PCWM events, federate events, and issue-based articles. They were emailed out, posted on our website and mailed to some individuals with the assistance of the Manitoba Status of Women.

PROGRAMS REPORT

By: Charly Wreggitt

The programs committee had a successful year, holding two General Meetings, a Semi-Annual General Meeting, and the Annual General Meeting.

Our Fall General Meeting brought in Stacey Krueger from the Canadian Mental Health Association (CMHA) to run a workshop on Reducing Stigma around Mental Health and Wellness. The event was well attended and provided plenty of time for the audience to ask questions and discuss the role of PCWM.

The Semi-Annual General Meeting was on the topic of Missing and Murdered Women in Manitoba, with Mandy Fraser from Klinik and Chelsea Cardinal present to speak from their experiences and continued activism and action on the topic. It was followed by breaking the audience into groups to engage on the information presented, and to further brainstorm policy initiatives that PCWM could move forward with.

The Winter General Meeting focused on Women with Disabilities and Access to Healthcare, with Emily Ternette as the guest speaker. The program was followed with questions and discussion from the audience, again with a focus on what policies could emerge from the conversation.

As to date, all program events have been well attended, bringing in federates and members of the community to further their education on the topic, openly discuss with the presenters any questions and concerns, and to provide a platform for resolutions to be created.

The Annual General Meeting will be held in Gimli this year, at the Gimli Recreation Centre. The programs portion will focus on Access to Services for Rural Women. Three panelists have been sought to speak on their respective research on access to childcare, access to midwifery services, and access to crisis services. We hope that once again, women and interested parties across Manitoba can gather to take a critical look at the limited services many women face in rural Manitoba, and that PCWM can work to create resolutions that help increase services.

RESOLUTIONS REPORT

By: Margerit Roger

The 2014-2015 year has been very active for the PCWM Resolution Committee:

- Margerit Roger became Resolution Chair in September 2014, taking over for Sally Thomas, who was Resolutions Chair for the previous two years. Many thanks to Sally for all the work done up to September 2014!
- The committee consists of Sally Thomas, Carolyn Garlich, Muriel Smith, Marilyn McGonigal, Mary Scott, Breann Maxwell, Suzie De Luca, Alexandra Shkandrij, Christina McLeod, and Madeline Wieler, who is this year's intern.
- In December, work on several new resolutions began. The following resolutions will be presented to the federates and members at the AGM:
 - Full-Biological Nutrient Removal and Its Impact on Endocrine Disruptors
 - Financing Full-Biological Nutrient Removal
 - Access to English Language Classes for EAL Canadian Citizens
 - Access to Services for Children with FASD and their Birth Mothers in Rural Manitoba
 - Equal Access to Healthcare Services for Women with Disabilities
- In March, a table was set up for International Women's Day. A great deal of interest was generated in the history of PCWM that was displayed on two exhibits, supplemented by documents found in the Manitoba Archives.
- Also in March, a thoughtful and engaged group met to discuss the resolutions submitted by National Council. In total, there were 7 resolutions and 2 updates. Resolutions and updates passed by the group include:
 - Maximize Removal of Chemicals & Pharmaceuticals From Wastewaters Before Releasing Into Environment
 - Medically-Assisted Death (with minor amendments)
 - Missing and Murdered Aboriginal Women (with minor amendments)
 - Asbestos a Health Hazard
- In April, a new partnership was initiated between the PCWM Resolutions committee and the Grandmothers' Advocacy Network, which seeks to influence the Canadian public and government and international audiences to respond to the human rights tragedy and devastation experienced by grandmothers and children in Africa. Sally Thomas is exploring ways that we can support each other's work.
- After the AGM, the Resolutions Committee will begin planning for the next year. We welcome new members who are interested in policy issues, resolution-writing, and other forms of advocacy work.

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#1 Full-Biological Nutrient Removal and Its Impact on Endocrine Disruptors

Whereas #1 many chemicals found in sewage are toxic to aquatic life and can bio-accumulate in fish and in humans who eat the fish; and

Whereas #2 among these chemicals are endocrine disruptors that interfere with development and reproductive capacity; and

Whereas #3 these endocrine disrupting chemicals are not removed by the wastewater treatment processes currently used in many wastewater treatment plants, including Winnipeg's North End Water Pollution Control Centre and would not be removed by the upgrades that were proposed by the city of Winnipeg in 2009 and 2011; and

Whereas #4 it was subsequently discovered that Full-biological Nutrient Removal (BNR) removes between 75% and 90% of most endocrine disrupting chemicals, largely because it is a longer process; and

Whereas #5 the biological method, removes the phosphorous in a form that can be recycled as opposed to chemical treatment that renders the phosphorous inactive and filters it out, therefore be it

Resolved #1 that the PCWM accept as policy that
a. full-biological Nutrient Removal is the best practice for treating sewage, and
b. sanctions should be imposed when municipalities do not comply within a reasonable time, and be it further

Resolved #2 that the PCWM ask the Province of Manitoba to
a. require full biological nutrient removal at all new and upgraded municipal waste water treatment plants, and
b. impose financial penalties when municipalities do not comply within a reasonable time.

PLAIN LANGUAGE FORMAT

Policy Statement

1. Because Full-Biological Nutrient Removal (BNR) is 75-90% effective in removing endocrine disrupting chemicals from waste water, the Provincial Council of Women of Manitoba (PCWM) accepts as policy that BNR should be mandated for all new and upgraded waste water treatment plants in Manitoba.

2. Recognizing that sanctions are in some cases necessary to ensure compliance, PCWM accepts as policy that penalties should be assessed when municipalities do not comply within a reasonable time.

Request of Government

1. The PCWM should ask the Government of Manitoba to require full-biological nutrient removal at all new and upgraded waste water treatment plants in Manitoba.
2. The PCWM should ask the Government of Manitoba to impose penalties on municipalities that do not comply within a reasonable time.

Background and Rationale

At the Clean Environment Commission hearings in 2003, the Province asked the City to remove both phosphorus and nitrogen from the outflow of its water treatment plants. The City argued that phosphorous was the key element because algae can fix more nitrogen in a day than the City of Winnipeg contributes in a year, and therefore, the huge expense was without merit and was possibly harmful because of complex interactions between different kinds of algae. There were reputable scientists on both sides. The Council of Women of Winnipeg made a presentation at the hearing and sided with the City in saying that the cost of nitrogen removal would be high and the benefits minimal, but the brief did say that for the money spent on a side stream treatment, the whole plant could be upgraded.

In 2009 and 2011 the Province presented scientific evidence that full nutrient removal was needed and showed that the City had significant problems in meeting the minimal standards set out in 2003. It is a complex issue, and the PCWM, without scientific expertise, would find it hard to take sides if it were not for two additional pieces of information. Most importantly it has been shown that full Biological Nutrient Removal reduces the presence of endocrine disrupting chemicals by 75-90%. The effect of these chemicals on aquatic life has been of concern to the PCWM for several years. The second piece of information is that the City of Winnipeg uses a chemical method of treating phosphorous that binds it with metals, clumps it together, and screens it out. The biological process recovers phosphorous in a usable form. Phosphorous is a useful and non-renewable element.

For further information see the *Manitoba Clean Environment Commission Investigation into Nutrient Reduction and Ammonia Treatment at the City of Winnipeg's Wastewater treatment facilities March 2009* and a supplement January 2011. A number of papers released by the Experimental Lakes Area Research centre and publications by the Red River Basin Commission discuss the effects of the endocrine disrupting chemicals on aquatic life.

#2 Financing Full-Biological Nutrient Removal

Whereas #1 municipalities do not have access to growth taxes such as income taxes; and

Whereas #2 the upgrade to full biological nutrient removal is costly, and most municipalities require financial assistance in order to comply with the regulations; and

Whereas #3 many, if not most, Manitoba municipalities are located on water ways that originate in other provinces and/or outside the country, therefore be it

Resolved #1 that the PCWM accept as policy that the provincial government of Manitoba should give significant financial support to Manitoba municipalities, including the City of Winnipeg, for building and upgrading waste water treatment plants to meet the higher standards of full biological nutrient removal; and be it further

Resolved #2 that the PCWM ask the Provincial government to give substantial financial help to municipalities that must either build new waste water plants or significantly upgrade existing ones to comply with provincial regulations; and be it further

Resolved #3 that the PCWM prepare and submit a resolution to the National Council of Women of Canada calling for federal help with building full-biological nutrient removal plants in municipalities throughout Canada that are located on waterways that cross provincial and/or international boundaries.

PLAIN LANGUAGE FORMAT

Policy Statement

Because upgrades to our waste water treatment plants benefit all Manitobans, the Provincial government of Manitoba should cover a significant portion of the cost of building and upgrading municipal waste water treatment plants to the standard of full biological nutrient removal.

And because most of these municipalities lie on waterways that cross provincial and/or international boundaries, the Federal Government of Canada should also cover a significant portion of the cost of the building and upgrading of waste water treatment plants in these municipalities.

Request of Governments

1. The PCWM should ask the Province of Manitoba to bear a significant portion of the cost of building and upgrading waste water treatment centres in Manitoba communities to meet compliance with best practice, which is full biological nutrient removal.
2. The PCWM should prepare a resolution for the National Council of Women of Canada asking for significant funding from the federal government to build and upgrade waste water treatment plants in communities that lie on water ways that cross provincial and/or international boundaries.

Background and Rationale

Municipalities do not have access to growth taxes such as income taxes to fund the upgrades and therefore have difficulty covering the cost of building their waste water treatment plants to meet the standard of best practice, which is full biological nutrient removal.

The whole province and the whole country benefit when nutrients and other pollutants are kept out of our major lakes and waterways.

#3 Access to English Language Classes for EAL Canadian Citizens

- Whereas #1** Manitoba's economy relies on immigration for growth and, as a result, the majority of newcomers (67.6% in 2013) arrive as part of the Economic Class category; and
- Whereas #2** CIC changed the eligibility criteria for federally-funded language classes in April 2013, meaning that EAL Canadian citizens are no longer eligible to attend the same language programs that they could attend while they were Permanent Residents or refugees; and
- Whereas #3** many newcomers become Canadian citizens before their English language skills are very strong because the language requirements for citizenship are low (Canadian Language Benchmark 4, or CLB 4); and
- Whereas #4** being excluded from opportunities to improve English communication skills means that newcomer Canadian citizens may also be excluded from job promotions, further training, and full social, political or civic participation because of their lower language levels; and
- Whereas #5** the lack of funded EAL programming for Canadian citizens disproportionately affects newcomer women because women more often come to Canada as spouses or dependents of primary applicants and can therefore have lower language skills than newcomer men when the family secures Canadian citizenship; and
- Whereas #6** social and economic integration is more difficult for immigrant women than either immigrant men or Canadian women even though they have better educational attainment than Canadian-born women; and
- Whereas #7** Manitoba has an extraordinarily long and proud history of providing excellent EAL classes to newcomers, and in the past no discrimination was made between Permanent Residents, refugees and Canadian citizens; and
- Whereas #8** it is likely that the numbers of EAL Canadian citizens seeking EAL classes are small in relation to the numbers of Permanent Residents that are able to participate, meaning that the investment should not be exorbitant, and should bring a high economic and social return on investment both in terms of improved employability and in terms of social integration, therefore be it
- Resolved #1** that the Provincial Council of Women of Manitoba (PCWM) adopt as policy that the Province should follow the lead of other provinces and make English as an Additional Language (EAL) programs accessible to Canadian citizens whose English language proficiency is a barrier to social and economic integration; and

Resolved #2 that PCWM urge the Province of Manitoba to provide access to language programs for those speakers of English as an Additional Language (EAL) who are no longer eligible for federally-funded EAL programs because they have recently become Canadian citizens.

PLAIN LANGUAGE FORMAT

Policy Statement

The Provincial Council of Women of Manitoba (PCWM) adopts as policy that the Province should follow the lead of other provinces and make English as an Additional Language (EAL) programs accessible to new Canadian citizens whose English language proficiency is a barrier to social and economic integration.

Request of Government

PCWM urges the Province of Manitoba to provide access to language programs for those speakers of English as an Additional Language (EAL) who are no longer eligible for federally-funded EAL programs because they have recently become Canadian citizens.

Rationale

Manitoba's economy relies on immigration for growth and, as a result, the majority of newcomers (67.6% in 2013) arrive as part of the Economic Class category. The expectation is that the principal applicant in this category, which includes Skilled Workers, Business Class immigrants and Provincial and Territorial nominees, will "have the skills, education and work experience to make an immediate economic contribution to communities across our province"¹.

Language proficiency and socio-cultural competence are closely linked to success in finding and keeping meaningful employment. Chris Alexander, Canada's Minister of Citizenship and Immigration (CIC), has said: "becoming a Canadian citizen comes with certain rights and responsibilities and a readiness to participate in Canadian society. Our government believes that the key to successful integration is the knowledge of an official language."² Similarly, Minister Jason Kenney has said: "Extensive research has consistently shown that the ability to communicate effectively in either French or English is a key factor in the success of new citizens

¹ Manitoba Immigration Facts: 2012 Statistical Report, page 9

² Ottawa, January 29, 2014 news release <http://news.gc.ca/web/article-en.do?nid=812569>

in Canada. We believe it is important that new citizens be able to participate fully in our economy and our society.”³

To support the development of language proficiency, CIC therefore funds language learning programs that newcomers can attend. In the past, because the associated federal monies flowed to the Province of Manitoba for distribution, decisions could be made locally to include a small number of Canadian citizens in the language classes. However, on April 1, 2012 the federal government began to fund language program directly, without the Province of Manitoba’s input. As part of that shift, Permanent Residents or refugees are no longer eligible to attend the language programs once they become Canadian citizens. As soon as newcomers become Canadian citizens, they must leave federally-funded English classes, regardless of whether their language is adequate for successful settlement and integration.

A problem arises because many newcomers become Canadian citizens before their English language skills are very strong as the language requirements for citizenship are low: the equivalent of a high beginner level (Canadian Language Benchmark 4, or CLB 4)⁴. On the one hand, this makes citizenship accessible to newcomers, but on the other hand the exclusion of Canadian citizens from funded programming means that new Canadian citizens can be left educationally stranded and unable to progress linguistically beyond the beginner levels.

Weak communication skills affect everyday life, but they affect employability even more. Being excluded from opportunities to improve English communication skills can mean that newcomer Canadian citizens are also excluded from job promotions, further training, and full social, political or civic participation because of their lower language levels.

The lack of funded EAL programming for Canadian citizens disproportionately affects newcomer women. In 2006, 4.8% of all immigrant men and 7.5% of recent immigrant women were unable to converse in English or French⁵. Women more often come to Canada as spouses or dependents of primary applicants and can therefore have lower language skills than newcomer men (usually the principal applicant) when the family secures Canadian citizenship. At the same time, attendance by women in federally-funded language programs is high, indicating the interest in language improvement.

It will come as no surprise that social and economic integration is more difficult for immigrant women than either immigrant men or Canadian women. In fact, internationally trained

³ Ottawa, September 28, 2012 news release <http://canadianimmigrant.ca/news-and-views/minister-kenney-announces-new-language-rules-for-citizenship-applicants>

⁴ <http://www.cic.gc.ca/english/helpcentre/answer.asp?q=569&t=5>

⁵ Statistics Canada <http://www.statcan.gc.ca/pub/89-503-x/2010001/article/11528-eng.htm>

immigrant women experience a much lower education-job match rate than their male counterparts, even though they have better educational attainment than Canadian-born women.⁶

Lower language levels on arrival in Canada, loss of access to funded language programming upon receiving citizenship, and subsequent and potentially long-term disadvantage in the job market creates a “triple jeopardy” for newcomer women that could be mitigated by restoring access to funded or subsidized language classes for new Canadian citizens. Fee payer programs are unaffordable for many newcomer families. Even one or two more years of funding or subsidy would make a significant difference in an individual’s development of English communication skills. Given that newcomer women are more likely to be marginalized in other ways as well (poverty, traditional gender roles, social isolation, associated health effects, etc)⁷, restored access to funded or subsidized placements in language classes would be a valuable investment in the future of not just newcomer women, but their children and families as well.

Manitoba has an extraordinarily long and proud history of providing excellent EAL classes to newcomers, and in the past no discrimination was made between Permanent Residents, refugees and Canadian citizens because it was recognized that language learning needs might arise at any point during the settlement process or during a career. There is also a strong community of EAL practitioners, and a sophisticated delivery network in adult learning centres, post-secondary institutions, schools, industry, and community organizations that can be used to provide subsidized English classes for new Canadian citizens. Adult Learning Centres in particular provide an excellent opportunity for expanded programming.

It is likely that the numbers of EAL Canadian citizens seeking EAL classes would be small in relation to the numbers of Permanent Residents that are able to participate. EAL Canadian citizens are more likely to require part-time programming to accommodate work and family schedules, and more likely to require English for Specific Purposes training to meet the employment needs. As such, the investment should not be exorbitant, and should bring a high economic and social return on investment both in terms of improved employability and in terms of social integration⁸.

In short, restoring access to funded language classes for new EAL Canadian citizens would allow newcomer families who have made a commitment to Canada to improve their communication skills and subsequently realize their fuller potential, entirely to the benefit of the Manitoban society and economy.

⁶ Ibid

⁷ <http://www.canadianwomen.org/facts-about-poverty>

⁸ “Settlement Outcomes of New Arrivals – Report Findings”, April 2011 Study for Department of Immigration and Citizenship, Australia. Australian Survey research Group Pty Ltd.

#4 Access to Services for Children with FASD and their Birth Mothers in Rural Manitoba

- Whereas #1** despite the fact that the government of Manitoba has contributed to the development of many positive initiatives to increase access to services for those affected by FASD there remains limited services in rural and remote areas of Manitoba; and
- Whereas #2** the estimated cost of FASD in Canada is close to \$7.6 billion annually. Each individual affected by FASD will require \$800,000 in services over their lifetime. Every case of FASD that is prevented will yield a benefit of \$800,000 to the government; and
- Whereas #3** while the exact figures are yet to be determined it is clear that Manitoba has very high rates of FASD across the province. FASD has been described as a “crisis situation” among Aboriginal peoples in Canada, among whom both the incidence and prevalence of FASD are believed to be much higher than that of the general population; and
- Whereas #4** it is important that FASD services, especially prevention efforts, undertaken in First Nations communities must account for the specific cultural, historic, political, and social contexts in which pregnant women drink; and
- Whereas #5** there are multiple difficulties associated with providing adequate access to healthcare services in rural and remote regions of Manitoba, including: unique needs that are not well represented by the policies developed in southern Manitoba, accessing health services located in Brandon and/or Winnipeg can be very challenging due to lack of access to all weather roads, costs associated with travel, access to transportation, and the necessity to be away from home, family, work, and other commitments in order to seek out medical services, therefore be it
- Resolved #1** that the Provincial Council of Women of Manitoba (PCWM) adopt as policy that the Province should increase access to prevention, diagnostic, and support services for children with Fetal Alcohol Spectrum Disorder (FASD) and their birth mothers in rural and remote regions of Manitoba.
- Resolved #2** PCWM urge the Province of Manitoba to continue to provide funding and support to FASD prevention, diagnostic, and support services across Manitoba with increased attention to rural and remote regions.

PLAIN LANGUAGE VERSION

Policy Statement

The Provincial Council of Women of Manitoba (PCWM) adopts as policy that the Province should increase access to prevention, diagnostic, and support services for children with Fetal Alcohol Spectrum Disorder (FASD) and their birth mothers in rural and remote regions of Manitoba.

Request of Government

PCWM urges the Government of Manitoba to continue to provide funding and support to FASD prevention, diagnostic, and support services across Manitoba with increased attention to rural and remote regions.

Rationale & Background

The Government of Manitoba has contributed to the development of many positive initiatives to increase access to services for children and families affected by FASD, particularly within Winnipeg. There are however, limited services in rural and remote areas of Manitoba particularly associated with prevention, diagnostic, outreach and support services.

A study published in 2009 by Thanh and Jonsson estimates that the cost of FASD in Canada is close to \$7.6 billion annually. This research suggests that each individual affected by FASD will require \$800,000 in services over their lifetime. Therefore, every case of FASD that is prevented will yield a benefit of \$800,000 to the government. Thanh and Jonsson report a dramatic return on investment for FASD prevention efforts: for every \$150,000 spent on services for pregnant substance abusing women, two cases of FASD are likely to be prevented. This provides a \$1.5 million return⁹.

It is difficult to provide a Manitoba specific cost-benefit analysis as prevalence of FASD is currently unknown across the nation. The Healthy Child Manitoba Office (HCMO), with funding support from the Public Health Agency of Canada, hosted two national meetings to discuss prevalence in the Canadian context, and to initiate the development of a national prevalence plan for Canada¹⁰. Evidence of prevalence rates will be emerging in the very near future. While the exact figures are yet to be determined it is clear that Manitoba has very high rates of FASD. FASD has been described as a “crisis situation” among Aboriginal peoples in Canada, among

⁹Thanh NX., & Jonsson E. (Winter 2009). Costs of fetal alcohol spectrum disorder in Alberta, Canada. *Canadian Journal Clinical Pharmacology*. 16(1): e80-90. Epub 2009 Jan 16.

¹⁰ Healthy Child Manitoba. (March 2012). Position Paper: Developing a National Prevalence Plan for FASD in Canada. http://www.canfasd.ca/wp-content/uploads/2013/02/FASD_Prevalence_Position_Paper_final_March2012.pdf

whom both the incidence and prevalence of FASD are believed to be much higher than that of the general population¹¹.

It is important to note that FASD services, especially prevention efforts, undertaken in First Nations communities must consider the “specific cultural, historic, political, and social contexts in which pregnant women drink... the incidences and experiences of FASD in Aboriginal communities are mediated by the contemporary legacies of state-sponsored activities designed to dismantle Aboriginal cultures, languages, spiritualities, families, and social and political institutions. In particular, the intergenerational impacts of residential schooling policies, forced relocations, and other government policies which resulted in trauma, violence, and disrupted family structures have been identified as among the most salient ‘root causes’ of FASD among indigenous people”¹².

There are unique challenges to accessing services for those living in rural and remote regions of Manitoba. A study out of Brandon University’s Rural Development Institute explains the unique needs of isolated communities especially in Manitoba’s north. The following are but a few of the concerns associated with access to healthcare in rural and remote regions of Manitoba: isolated communities have unique needs that are not well represented by the policies developed in southern Manitoba. Accessing health services located in Brandon and/or Winnipeg can be very challenging due to lack of access to all weather roads, costs associated with travel, access to transportation, and the necessity to be away from home, family, work, and other commitments in order to seek out medical services¹³. The ability to provide necessary services in rural and remote communities can be difficult due to a general lack resources, staff turnover, waiting periods and a lack of service coordination.

¹¹ Clarren,S.,Salmon,A.,Jonsson,E. (2011). Introduction: Prevention of Fetal Alcohol Spectrum Disorder FASD: Who is Responsible? Institute of Health Economics pp. 9-11.

¹² Ibid.

¹³ Brandon University, Rural Development Institute. (2014). Health Care Access of Northern Residents. <https://www.brandonu.ca/rdi/projects/health-care-access-of-northern-residents/>

#5 Equal Access to Healthcare Services for Women with Disabilities

Whereas #1 women with physical disabilities feel they are experiencing barriers to receiving primary healthcare services that are appropriate to their needs; and

Whereas #2 women with disabilities frequently have difficulty accessing primary care physicians, especially those who have with an interest, education or experience on disability issues and the services/resources that are available; and

Whereas #3 the current Manitoba Health Billing System reimbursement does not compensate for the additional time that is needed to examine and treat women with disabilities, thereby providing a financial disincentive to health providers; and

Whereas #4 many health care facilities lack exam rooms that are large enough to accommodate a wheelchair and medical equipment to facilitate physical examinations; and

Whereas #5 there is no central source of comprehensive information on best practices, policies and resources on disability issues that can be accessed by women with disabilities, advocates, and health care providers, therefore be it

Resolved #1 that the Provincial Council of Women of Manitoba (PCWM) adopt as policy that the Province of Manitoba increases its awareness of, and becomes more active in addressing, the special healthcare issues that face women with disabilities to ensure equal access to healthcare services; and

Resolved #2 that PCWM urges the Province of Manitoba to increase its awareness of, and become more active in addressing the special healthcare issues that face women with disabilities to ensure equal access to healthcare services by

1. Making changes to the Manitoba Health Billing System so that it takes into consideration the time necessary to treat persons with disabilities rather than by the person or treatment given;
2. Expanding the multidisciplinary ACCESS Centres throughout the province;
3. Developing a website that deals with health care issues regarding disabilities and the existing tools and resources, including clinics and healthcare facilities that provide accessible healthcare services;
4. Ensuring that disability issues in general and those unique to women are included in Health Science Faculty curriculum to provide future practitioners with a set of basic knowledge and skills for working with individuals with disabilities;
5. Educating key policymakers about specific barriers to healthcare for women with disabilities;

6. Providing funding for conferences/continuing education for healthcare providers to increase their awareness and skill in caring for people with disabilities;
7. Providing funding/grants to medical clinics to make health care offices more accessible for women including universal design, height adjustable examining tables, and patient lifting devices.

PLAIN LANGUAGE VERSION

Policy Statement

The Provincial Council of Women of Manitoba (PCWM) adopts as policy that the Province of Manitoba increase awareness of, and become more active in addressing, the special healthcare issues that face women with disabilities to ensure improved/equal access to healthcare services.

Request of Government

PCWM urges the Province of Manitoba to increase its awareness of, and become more active in addressing the special healthcare issues that face women with disabilities to ensure improved/equal access to healthcare services by:

- Making changes to the Manitoba Health Billing System so that it takes into consideration the time necessary to treat persons with disabilities when setting fee schedules.
- Expanding the multidisciplinary ACCESS Centres throughout the province;
- Developing a website that addresses health care issues regarding disabilities and the existing tools and resources available, including clinics and health care facilities that provide accessible health care services;
- Ensuring that disability issues in general and those unique to women are included in the Faculty of Health Sciences, Undergraduate Medical Education curriculum in order to provide future practitioners with basic knowledge and skills for working with individuals with disabilities;
- Providing funding for conferences/continuing education for healthcare providers to increase their awareness and skill in caring for people with disabilities;
- Providing funding/grants to medical clinics to make healthcare offices more accessible for women.

Rationale

In spite of legislation guaranteeing disabled women's human rights to access appropriate healthcare under the Canada Health Act (Department of Justice Canada, 1984), women with physical disabilities feel they are experiencing barriers to receiving appropriate primary healthcare and often feel that their needs are not being met. The problem is even greater for First Nation and rural women. Access barriers result from the inefficiencies and complexities of the multiple agencies and programs that disabled women have to navigate, difficulties accessing information on available services, and negative attitudes of some health and social service providers.

In Manitoba, 36% of seniors between the ages of 65 and 74 had a disability. The figure for those 75 years of age and over is even higher – 60%. In contrast, less than 5% of Manitobans under the age of 25, less than 10% of those between the ages of 25 and 44, and about 20% of persons between the ages of 45 to 64 had a disability respectively. There are more women (13.3%) with disabilities than men (11.5 %).

Studies show that a significant proportion of people with physical disabilities are experiencing difficulty accessing adequate and appropriate primary healthcare service. Adults with disabilities are more likely to experience unmet health care needs than people without disabilities. In the long run this can greatly increase healthcare costs.

The Manitoba Health Billing System allots a fee per visit based on time. Rarely do the primary care needs of women with disabilities fit the typical time framework allotted for patient visits. Medical examinations and routine procedures may take significantly more time for people with disabilities, but reimbursement does not compensate for the additional time, providing a financial disincentive to health providers to take these people as clients.

ACCESS Centres offer health and social services under one roof. There is a multidisciplinary team of health care providers on site that could help co-ordinate care without patients having to access these services at different sites. They have undergone Disability Audits and in general meet physical accessibility criteria laid out by the Accessibility for Manitoban Act. This can be useful for women for whom transportation might be an issue. Although a woman with disabilities has the choice to seek care from her own physician an alternative is to have a physician from the ACCESS Centre provided she lives in the catchment area. There are a limited number of Centres throughout the province.

Currently there is no single government website available for people with disabilities, their advocates or healthcare professionals to access information on health care issues regarding existing services and resources, including clinics and health care facilities that provide accessible healthcare services.

Many health care professionals indicate that they have had little or no education or experience on disability issues and available services. For example the University of Manitoba's medical curriculum does not include topics on persons affected with disabilities. There are few opportunities for continuing education of the topic of disabilities. They often rely on the patient to inform about their disability. Women indicate that attitudinal changes are necessary for those who provide services.

Few physicians offices or clinics are completely accessible and do not have the special equipment such as patient lifting devices and height adjustable examining tables for the needs of their patients with disabilities. The examining rooms may have limited space for electric wheelchairs. Renovations and this type of equipment are expensive. Financial considerations may prevent physicians from making their clinics more accessible.

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FEDERATE REPORTS

Conference of United Church Women of Manitoba Northwestern Ontario

The Conference UCW of Manitoba Northwestern Ontario follows the 4 F's of UCW – Faith, Fellowship, Fun, Food. Representatives of the Presbyteries of the United Church in the Province of Manitoba and in Northwestern Ontario to Thunder Bay meet for two days in April and October of each year for worship, education and encouragement. The business portion of our meetings includes the reports from Presbyteries, the Conference, the UCW, and organizations we are affiliated with, budgets are set and plans for the year are finalized. We quite often have a guest speaker, someone connected to our conference of the United Church or a charitable organization, on the second day. Instead of a guest speaker, we have also gone on 'field trips' such as a visit to the Urban Shaman Gallery to see the 'Walking with Our Sisters' exhibit promoting awareness of the many missing and murdered Aboriginal women and girls, and to the Canadian Museum of Human Rights.

We are entrusted with making decisions for the Conference Bursary program. The UCW Bursary committee administers the requests for financial assistance to candidates studying toward Order of Ministry and persons in the Designated Lay Ministry program, to qualify for leadership in the church. There is also a UCW Bursary for any person not studying towards paid accountable ministry who is actively involved in a United Church congregation and taking a course that would benefit a local United Church congregation.

The UCW is known for its generosity, for caring and sharing. Money raised through our fundraising is donated to worthy causes locally and world-wide. We administer a program to supply warm clothing for those in our Conference who need help to survive cold weather more comfortably.

Every two years Conference UCW hosts a week end rally for women from our Conference. We represent a very large geographical area so it is important that members have an opportunity to greet old friends and meet new ones.

The National UCW program "Bread Not Stones" is a four year program aimed at taking action to end child poverty in Canada. This first year is considered a time of education, of helping to increase awareness of this problem and enlisting help to reach politicians of all levels, municipal, provincial and federal. Only through their efforts to find and implement programs to combat this disaster can there be a change.

The Conference UCW is fortunate to have an excellent Newsletter. Editor Shirley May includes a wealth of information on all aspects of our UCW. It is well written, interesting and entertaining. The cheapest and easiest way to get this letter out is to have it sent out by e-mail. If you would like to get a copy, contact Shirley May at viessa@mymts.net

Council of Women of Winnipeg

By: Kelly-Ann Stevenson

Following our many celebrations of our 120 Anniversary last spring (2014), in some ways the months have been comparably uneventful. However, the CWW executive has been busy advocating on behalf of women, families and communities. In the fall many of us were busy working on various campaigns during the municipal election. We partnered with the Winnipeg Social Planning Council in hosting a mayoral forum on October XX, 2014. Following the municipal elections a few adjustments on the CWW executive had taken place. We were sorry to lose the participation of some members due to family commitments and responsibilities. We redistributed the work and we were able to have our first program evening in January 2015 - A Toolkit for Young Feminists” Women, Peace and Activism: A Toolkit for Young Feminists to Build a Culture of Peace developed by Voice of Women Manitoba. Then our February program was “THREE DOCUMENTS EVERY WOMAN MUST HAVE!!” Guest Speaker - Ms Lore Mirwaldt Q.C. In March under the guidance of Gisele our Resolutions Chair we discussed the NCWC resolutions. On April 23, 2015 Council of Women of Winnipeg Inc. Will be celebrating 121 years young at their ANNUAL GENERAL MEETING with Special Guest Speaker Ms Jen Zoratti Winnipeg Free Press columnist. We welcome new executive members to join the CWW executive for the 2015-2017 term. Please contact us at presidentcww@gmail.com if you are interested in participating on the CWW executive. On a personal note, I would like to thank PCWM for all their support during my time as CWW President.

Institute for International Women's Rights - Manitoba Inc.

By: Mary Scott

Founded in March, 2013, IIWR-MB is a relatively new organization that is focused on the human rights of women, both locally and globally. Based in Winnipeg, Manitoba, IIWR-MB is founded to generate education, awareness, and action to promote women's human rights.

We have organized a number of programs, often co sponsored with other community based organizations. Programs this last year have included: Children in Care: What Manitobans Should Know; Stories from Nigeria – Why Girls Matter; 16 Days of Activism Against Gender Based Violence – From Peace in the Home to Peace in the World. Two Conversation Cafes were held, one on Sexual Violence, and the second on Missing and Murdered Indigenous Women and Girls (MMIWG). Noelle De Pape spoke at the Annual Meeting about the challenges facing new comer women to Manitoba.

Advocacy is a strong part of the mandate of IIWR-Manitoba, and there have been letters written and petitions signed. There is an advocacy committee of IIWR-Manitoba, and recent actions have centered around the recent meetings of the 59th meeting of the Commission on the Status of Women, and the upcoming review of Security Council Resolutions 1325, and related resolutions.

Community building, and fund raising are further efforts of IIWR-Manitoba. The recent International Women's Day event, Raising Our Voices: Celebrating International Women's Day was held at Westminster Church, with support of the Outreach Committee of Westminster; IIWR Global College, and the Womyn's Centre, University of Winnipeg. Over 300 people attended and we were very pleased to have the PCWM display at this event. Over \$2,000 was raised to support Panzi Hospital, and Dr. Mukwege's work in the Congo.



Please check out the IIWR-Manitoba facebook page at <https://www.facebook.com/InstituteInternationalWomensRightsManitoba>

And our new web page at <http://iiwrmb.ca/>

Manitoba Association of Home Economists (MAHE)

MAHE was established in 1987 and currently represents more than 150 Professional Home Economists working in all areas of the public, non-profit and private sectors to assist families and individuals in improving their quality of life. MAHE continues to assist the Provincial Council of Women of Manitoba by providing expertise and recommendations on the National Resolutions put forward by the National Council of Women of Canada (NCWC).

2014 was another exciting year for our association. MAHE continued to support our members involved with the Manitoba Home Economics curriculum renewal for the middle years. The curriculum renewal will be completed and underway in time for the 2015-2016 school year.

MAHE and the Farm to School Vegetable Fundraiser program were thrilled celebrate Local Veggie Day in Manitoba September 18, 2014. The not-for-profit fundraiser program continues to support the importance of healthy eating, sustainable local agriculture and the practice of Home Economics in Manitoba.

In early 2014 MAHE submitted a successful request to Minister Kostyshyn (Agriculture) to proclaim March 21, 2014 Home Economics Day in Manitoba. Following the proclamation signing, members of our Association met with the University of Manitoba to identify the gaps that will be created for home economics educators once the faculty is dismantled effective May 2015.

MAHE has successfully gathered two teams to develop occupational core competencies for the practice of home economics in Manitoba that will help lay the foundation for home economics education. The Professional Home Economist Actions Team (PHEAT) made up of MAHE members, and the Human Ecology Action Team (HEAT) made up of faculty and staff from the University of Manitoba, are working together as transparently as possible with the support of the Provincial government, to secure the future of home economics educators and Professional Home Economists (PHEc) in Manitoba.

In early 2015, MAHE President, Diana Mager, PHEc travelled to the IFHE Annual Leadership Meeting in Valletta Malta to present the work MAHE has completed on the curriculum, competency development, and Farm to School, bringing international recognition to these projects.

Manitoba Association of Women's Shelters (MAWS)

Over the past year MAWS has been busy on a variety of levels from advocating with the provincial government to delivering training in shelters. One issue that continues to plague victims of domestic violence and their counsellors is the frustration of working through the justice system; armed with our concerns MAWS participated in discussions to explore solutions. The Domestic Violence and Family Law Network has been set up to work on addressing the legal issues. The unintentional victimization from the justice system is often the last straw for victims enduring domestic violence. The overwhelming helplessness that these women face is unacceptable and MAWS is pleased to have this venue to voice our client's issues and advocate for solutions.

MAWS is a founding member of the Canadian Network of Women's Shelters and Transition Houses (CNWSTH) who have been busy this past year with many important projects. Two of the more interesting projects are, first, the creation of a National Action Plan on Violence Against Women (NAP for VAW). In 2013 CNWSTH released "The Case for a National Action Plan on Violence Against Women, a major study outlining why Canada would benefit from an NAP on VAW. In 2014 a Blueprint was created by a working group of over 20 organizations representing most sectors working in VAW. This document outlines what needs to be covered, and how it should be developed and implemented. In the lead up to the 2015 federal election, we will be asking all federal parties to commit to creating a NAP on VAW starting with the Blueprint. Before we do that, we need to build a broad base of support. Please join us in supporting the call for a NAP on VAW and Girls! Endorse the [Blueprint](#) by sending an email with the name of your organization, a contact name and email to info@endvaw.ca with Blueprint in the subject line.

The second project is the development of a new national website www.ShelterSafe.ca that will be launched on Tuesday, March 31st. This website will be cell phone friendly with a clickable map of Canada where people can find a shelter. The map will include the shelter name, phone number of help line and web site (if applicable). Locations on the map will be by postal codes so the physical location will be vague for safety reasons.

MAWS participated in a research project with the University of Manitoba, coordinated by Judy Hughes, Ph.D. Associate Professor, Faculty of Social Work. From June to November 2014, six workers and six former residents from various shelters across Manitoba participated in in-depth interviews to evaluate the 'routine' practices that are used within women's shelters, especially from the point of the women who work in the shelter and how women residents experience these practices. The results of these interviews will be used in the Counsellors Manual presently being created by MAWS to develop standardize operating and counseling practices in shelters across the province.

The advances of technology requires Manitoba shelter staff to be up to date on how the technological can directly affect people who experience domestic abuse. Tech savvy abusers have at their disposal the ability to track their partners using GPS technology through cell phones, internet, social networks usage and even the family car. As a member of the

Interpersonal Violence and Technology Network (IVTN) MAWS can disseminate up to date information throughout the shelter network. This April the IVTN will be offering a Technology Conference to service providers and agencies to learn more about how new changes to technology can affect victims of domestic violence.

So much of what MAWS does is behind the scenes so if you want to learn more about Manitoba shelters visit www.maws.mb.ca and remember to like us on Facebook.

Manitoba Child Care Association

By: Maxine Balbon

CELEBRATING 40 YEARS 1974-2014

In the spring budget the Minister of Finance, the Honourable Jennifer Howard announced Family Choices: Manitoba's Plan to Expand Early Learning and Child Care. It included an increase in funding for child care from \$143.3M to \$148.9M. The new child care plan included funding for more spaces, capital for expansion, and to provide higher wages and additional training for more ECE's. With more than 10,000 children waiting for a child care space and a workforce growing impatient with the long wait for competitive wages, there is a lot of work that must be done to stabilize and redesign our system.

The Manitoba government will establish a Commission on Early Learning and Child Care to explore the needs of families, the delivery of child care, and ways to create stronger links with schools in the province.

It was exciting to hear the throne speech, November 20, 2014, in which the Government of Manitoba committed to build a universally accessible child care program for all Manitoba families who choose to use the service. It is important to build it right, therefore essential components of an effective child care strategy for the future will include these recommended plans to:

- . modernize early learning and child care
- . achieve an available, well compensated, skilled early learning and child care workforce
- . ensure province wide accessibility to affordable training and professional learning
- . provide enough accessible, affordable, high quality early learning and child care services which meet a range of family needs
- . ensure adequate funding for high quality early learning and child care services
- . build strong governance and skilled administration
- . add provincial leadership to ensure collaborative relationships with education.

The 38th Annual Early Learning and Child Care Conference "Honouring Childhood Through Play" will take place on May 21 – 23, 2015 at the Victoria Inn. Keynote speakers will be Reena Nerbas, Gigi Schweikert and Richard Cohen.

Manitoba Women's Institute (MWI)

By: Donna Young - President, MWI

The Women's Institute is a local, provincial, national and international group of women that promote the well-being of women, families and communities. Our goal is to empower women to make a difference.

One of the ways we do that is to work on what has to change in the rural areas. This last AGM our members accepted nine resolutions to go forward to the government. Five of them dealt with farming. These were:

- Urge the Federal Department of Agriculture to implement rules that provide fairness and accountability to farmers when they are obliged to sign "production contracts" with the grain companies.
- Petition the Canadian Minister of Agriculture to develop a strategy to ensure farmer representation on the Canadian Grain Commission Board.
- Urge the Federal Department of Agriculture to continue the operation of the Indian Head Agroforestry Development Centre which provides tree seedlings to farmers to be planted as shelterbelts around their rural properties or to ensure the smooth transition of this program to another viable operation.
- Urge the Government of Manitoba to compensate or give incentives to maintain and preserve wetlands and potholes on the Manitoba landscape.
- Support the Keystone Agricultural Producers resolution to urge the Provincial Government to remove the \$5000 cap on Farmland School Tax Rebates.

Those that dealt with health are:

- Urge the Manitoba Minister of Health to improve availability of emergency health care for rural Manitoba residents.
- Urge the Government of Canada to increase the proportion of health spending that is devoted to mental health from 7 to 9 percent over 10 years, as recommended by the 2012 report *Changing Directions Changing Lives: The Mental Health Strategy for Canada*.

Infrastructure and Transportation:

- Urge the Manitoba Department of Highways to consider rumble strips as a safety measure on busy two lane highways.

Miscellaneous:

- Persuade the Canadian Beverage Container Recycling Association (CBCRA) of Manitoba and the Multi Material Manitoba Stewardship (MMSM) to be obligated to provide mandatory payment for beverage containers of all sizes, especially PET and aluminum containers, to insure the public buys in as stakeholders in insuring adherence to the recycling of beverage containers within Manitoba.

2014 has been an interesting year for us. After our AGM there was a new President and a new Executive Administrator. So it has been an interesting year for everybody.

On September 23rd the Manitoba Institute for Policy Research presented a 2014 Manitoba Flood Backgrounder at the Winnipeg Free Press News Café. MWI presented the rural perspective from the southwestern region that was inundated with water at that time.

As a Board we are continuing to meet monthly. This year we would like to welcome to our Board Dr. Joyce Slater from the Faculty of Human Nutritional Sciences of the University of Manitoba. She will be able to help our Planned Program Committee. They have done an excellent job on Food Literacy. One of the projects we have taken on is to produce a Board Member Kit. When someone new joins our board they will receive this booklet. In it will be a welcome letter that tells what is expected of them, contact information, expense form and how to fill it out, committee information and expectations and the last two board meeting minutes so that they can be well informed at their first board meeting. I know most of us just jump in with both feet but there are some that are hesitant, so this will help. One area of concern that we will be dealing with this year is our regional structure. We are also improving our website.

MWI is completing a project with the Manitoba Farm and Rural Support Services. It is a DVD with Dr. Michael Rossman who works with farmers and depression. Once finished it will be on our website and facebook and also shared with Manitoba Farm and Rural Support Services. Whenever Ag in the Classroom notifies us we pass the information on to our members so that they can volunteer for the Canadian Agriculture Literacy Week, Made in Manitoba Breakfasts or the Amazing Agriculture Adventure. We are also working with 4-H on a Strategic Leadership Project. Our Recruitment and Promotions Committee took our display to the Farm Women's Conference. They were pleased with all the interest.

The FWIC/Peace Garden Scholarship is continuing for another year. This is a great opportunity for a young woman from each province to have an all-expense paid leadership retreat together at the Peace Gardens. They will learn horticulture, photography, creative writing and marketing and make friends for life. It takes place at the end of June. It is an amazing opportunity!!

It is important to have organizations like ours working to **empower women to make a difference.**

Nova House Inc.

Nova House Inc., located in Selkirk, Manitoba is an emergency shelter for victims of family violence with a catchment area covering the Interlake and North Eastman areas of the province. Our services include a domestic violence crisis line, emergency residential shelter, counseling, groups, a children's program as well as programming for non-residential and follow up clients.

Women's Day is a big event for clients and residents of Selkirk and area. Through a grant from the Department of Justice Canada's Victims Fund, Nova House hosts a day of activities during Victims Awareness week about healthy lifestyle choices, self-care, children's activities and healthy snacks. This event draws over 100 participants each year.

Over the last year we have held a series of Lunch and Learn presentations from agencies and groups such as Addictions Foundation of Manitoba, Project Devote (RCMP Exploited Persons Pro-Active Strategy, The Many Faces of Family Violence, Homeless in Selkirk, Mood Disorders and Compassion Fatigue, please watch our website www.novahouse.ca and click on "What's New" for more information on the next lunch and learn.

Nova House has had some very exciting news; we're getting a new shelter! The shelter moved in 1994 from a donated house into our present space that was a renovated church. Nova House is designated by the province as a "small" shelter but is the busiest small shelter in Manitoba with 3025 bed nights in 2013/2014, serving over 600 clients yearly. With a small dedicated staff we are able to provide safety and assistance to victims of violence. The new shelter will be made possible by the generous donation from the Gaynor family, with funding from the Manitoba Government, and land pledged by the City of Selkirk. Nova House still needs to raise funds to furnish the new shelter so donations are always welcome.

In November this year we hope you will participate in the region's first Christmas house and heritage tours. "There are some magnificent properties in our communities up and down the Red River and they look so fabulous during the holidays that we thought it would be a good way to launch the season and get a sneak peek into places we might not be able to see otherwise," said Heather Hunter, Co-Chair of Home for the Holidays, House and Heritage Tours. Home for the Holidays is being created as a fundraiser for Nova House with proceeds going towards the new shelter. To volunteer or learn more contact Shirley Muir, 204-771-7523, shirmuir@shaw.ca.

Sarasvati Productions

By: Hope McIntyre

Sarasvati Productions is an independent theatre company dedicated to using theatre to promote human understanding. We had a very successful 2014/15 season in terms of fulfilling our mandate to use theatre to create social change. *FemFest 2014: She's Got the Power* ran from September 13-20. We welcomed a diverse line-up of artists to Winnipeg and continued the tradition of supporting local female artists with the world premiere of both *The Naked Woman* by Rebecca Gibson and *Launched* by Tyler White. We are very proud that FemFest continues to provide an important showcase for female theatre artists who are underrepresented in Canadian theatre.

Following the festival we launched a Manitoba tour of *Giving Voice*, a new play by and about youth in care that was seen by over 4,500 youth. The response was overwhelming. We then celebrated International Women's Week for the 11th time with our Cabaret of Monologues running from March 1 to 8. This year's theme was *SuperWomen*. We performed monologues in several community venues where they sparked great discussions.

Finally our season will wrap up with the world premiere of *Miss N Me* by two-time Governor General Award winner Catherine Banks from May 21 to 31 at the Asper Centre for Theatre and Film (University of Winnipeg). It is a road trip through one woman's psyche – a wacky comedy about self-realization.

In addition we continue to offer mentorship opportunities, workshops for emerging artists and theatre workshops for community groups.

Success Skills Centre

By: Nubia Duran

Success Skills Centre is a community-based, not-for-profit organization which provides employment assistance for immigrant professionals and skilled workers. It also provides advocacy and liaison between employers and immigrants to help secure appropriate on-the-job training and work exposure for newcomers. The Centre is funded by the federal department of Citizenship and Immigration Canada (CIC). It also receives funding to deliver computer training from Community Connections and Manitoba Women's Directorate.

The Centre conducts a regular Hands on Job-Search Practicum (HOP) during which the following aspects related to a job search are covered: résumé writing, cover letters, interview skills, and marketing skills. Additional courses delivered by Success Skills Centre include ACCPAC, Simply Accounting, QuickBooks, Canadian Payroll, AutoCAD, Technical Business Writing, computer classes, to name a few. Clients receive Business Training programs that are provided in partnership with SEED Winnipeg. They also receive guidance on volunteerism and working in the not-for-profit sector. Success Skills Centre is active in the community, participating in a variety of job fairs, sponsoring the Career Café at the Rotary Career Symposium each year, and other outreach activities.

During the past year, April 2014 to March 2015, Success Skills Centre served 354 immigrants, including placing 244 in their related occupations. On June 3, 2015 Success Skills Centre will celebrate its 30th anniversary.



Women's Health Research Foundation of Canada Inc. (WHRFC)

The Women's Health Research Foundation of Canada Inc (WHRFC), has had a year of new adventures. Board Member, Chrissy Troy and Virgin Radio 103.1 FM, organised a new-to-Manitoba type of fundraiser to benefit the Foundation. A Stand-Up Paddle Board Yoga event (SUP YOGA) was held at Fort Whyte Alive's Adventure Site on Friday September 5, 2014. The sold-out event was a great success despite passing thunderstorms and lightening! This event reached out to a different segment of the population raising the profile of the organisation. Many thanks to Chrissy who worked so hard for the success of this event and for the Foundation's goals. Planning is underway for another healthy activity fundraiser, an evening of dance demonstration, dance instruction dancing and dinner, "Nova Physio Dance For Your Health 2015" at the Caboto Centre on Sunday April 26, 2015.

The 2014 winner of the WHRFC scholarship for full-time graduate students doing women's health research at the University of Manitoba was Andrea Edel a PhD student in the Department of Physiology. Andrea is interested in studying natural ways of reducing risk factors of heart disease and stroke so that she and others can live a long and healthy life. She is seeking a career as a research scientist with a focus on nutrition and heart health. Her research on the benefits of flaxseed may provide a prescription for lower cholesterol. She also won first place in the 2014 University of Manitoba's Three Minute Thesis competition for her presentation entitled, "Flaxseed: A Modern Prescription for High Blood Pressure and Cholesterol" http://umanitoba.ca/faculties/graduate_studies/3mt/winners.html demonstrating her firm grasp of her research and her excellent communication skills. The University of Manitoba has approved the Terms of Reference for the WHRFC's new scholarship for part-time graduate students doing women's health research. This award will be offered in 2015 filling a current gap in funding.

The annual Manitoba School Science Symposium was held in the last weekend in April at the University of Manitoba. Again, the WHRFC provided an award at each of the four levels to commend and encourage young scientists in Manitoba whose projects related to women's health. An award for the best women's health research project was provided at the Canadian National Medical Student Research Symposium, a national poster competition held annually by the Faculty of Medicine at the University of Manitoba. The 2014 winner was Beth Payne a PhD student in Obstetrics and Gynaecology, at the University of British Columbia. Her research topic was a mobile clinical decision aid for pregnant women with hypertensive disorder. For further information view: <https://pre-empt.cfri.ca/beth-payne-awarded-cihr-poster-award-27th-annual-canadian-student-health-research-forum>.

Please check out our web site for current and future activities of the WHRFC www.whrfcinc.com.