



COALITION OF
MANITOBA CULTURAL COMMUNITIES
FOR FAMILIES, INC.

Enabling cultural community voices through
excellence in engagement and empowerment.

www.cmccfamilies.ca

With thanks to:



ANNUAL GENERAL REPORT 2023

October 25, 2023

TABLE OF CONTENTS

Theme	Page
Executive Report: <ul style="list-style-type: none"> • Chair of the Board, Florence Okwudili, Co-Chair, Kathleen Vyrauen and CEO, Martin Itzkow, FRSA 	3
Program Report: <ul style="list-style-type: none"> • Community Engagement and Partnerships, Steven Feldgaier Ph.D. • Engaging Diverse Communities: A review of CMCCF activities from planning to engagement, Anne-Laure Combot 	8 14
Financial Report: <ul style="list-style-type: none"> • Coalition of Manitoba Cultural Communities for Families Inc. Financial Statements, For the Year Ended March 31, 2023, Chris Scott – Talbot and Partners Inc. 	26
Lists: <ul style="list-style-type: none"> • Board of Directors and Organization Animators and Organizational Structure – Members and Board of Director’s Slate for 2023-2024 	27
Virtual AGM Powerpoint and Engagement Slides	30

Executive Report

"Imagine: A Year of Progress in Social Justice, Equity, Diversity, and Inclusion"

Kathleen Vyrauen

Imagine a world where social justice, equity, diversity, and inclusion (also known as JEDI) are not just buzzwords, but the guiding principles of our collective journey towards a better society.

Over the past year, CMCCF have strived to turn this vision into a reality through various programs, initiatives, partnerships and collaborations that have sowed the seeds of positive change in our communities.

This report serves as a container for the successes and progress we have achieved, as well as a roadmap for the path ahead. More detail for our programs and initiatives will be available in our program report in our annual report. Steve will be providing more of our program and initiatives for the year following our presentation.

For any organization, having a clear understanding of their preferred future is essential for successful strategy formulation and outcome determination. However, this is not an easy conversation to have, and many leaders may shy away from it.

We believe that it takes courage, vision, and foresight to initiate such a dialogue, but the benefits are immeasurable. By engaging in many community and human service system's discussions, CMCCF has gained valuable insights that have aided us to navigate the complexities of a range of anticipated changes in many relationships in many communities. By applying our JEDI lens, we have been able to identify many opportunities for growth.

The process of developing our foresight and creating many conversations about our preferred future has become a transformative experience for all of us, that has energized our team, board members, community participants, and our many consultants. We have become more aligned by a shared vision of a future of healthy cultural communities in our province.

So, if you're interested and committed to taking your community to new heights, please start many conversations today and watch as your community becomes more focused,

strategic, and successful in achieving this shared dream of becoming a healthier community, serving individuals and families.

I now turn to Martin, our ED to illustrate through our keys themes how we have continued to focus our attention on the future.

Martin Itzkow

My task is far from simple, but in the moments ahead, I aim to distill the pivotal themes and impactful strategic directions we've explored and uncovered in the past year.

We sense that we're making significant progress towards advancing our vision with a strong support network of allies offering valuable guidance every step of the way. In this report, we'll briefly touch upon a few of these themes. Steve will delve into the specifics of our programs, initiatives, and achievements.

We commence with our unwavering commitment to creating safe spaces. Our resolute dedication to eradicating racism, hatred, and discrimination has driven us to craft initiatives aimed at establishing both socially and psychologically secure environments for purposeful discourse.

By uniting cultural communities, community service providers, and policymakers, we've taken substantial steps toward nurturing understanding, tolerance, and cooperation.

Continuing on this path, we introduced the Child Wellbeing Roundtable two years ago, an initiative overseen by Humaira Jaleel and Deborah Martin-Koop.

This platform facilitated the convergence of diverse perspectives and expertise, creating an environment for collaborative learning and exploration of child welfare. It allowed us to confront the intricacies of this system and engage with leaders in the child welfare domain, all while addressing the unique challenges faced by children in our communities.

Today, two years later, we've forged an agreement with the General Child and Family Services Authority, to start to bring together cultural communities, service providers, and our allies for an exploration and an opportunity-creating endeavor – the crafting of a new "Social Contract."

We stand at the inception of this process, and we will keep you informed as we proceed.

Under the guidance of Sanjam Panag and Francis Amara, we're initiating a new Cultural Community and Families at Peace Roundtable, which we'll report on next year. We have added partners of Palaver Hut and Mediation Services to this new area of development.

We've harnessed various forms of technology to communicate, engage, and convey our message through storytelling podcasts, led by Perla Javate.

Additionally, our Video Production Team, comprising Tsion Zebene, Nilufer Rahman, and Yuliia Kovalenko, has been established to amplify our message through engaging visual content, reaching a broader audience and effectively conveying the essence of our purpose.

We've leveraged our website blogs, stories, and social media channels, facilitated by Callum Greenwood, Alka Kumar, and Tsungai Muvingi, to consistently provide informative and thought-provoking content. This platform serves as a hub for dialogue, education, and awareness.

Furthermore, we've initiated a unique data collection process and are "testing our proof of concept" to gain a deeper understanding of our activities, meeting deliverables, and most importantly, the personal journeys of individuals from diverse cultural communities who participate in multiple CMCCF activities.

Understanding the personal journeys of all our participants is pivotal to our mission. We see in these individuals the future leaders of our organization and, by extension, the broader community. By tracking their growth and involvement over time, we're not only measuring the success of our initiatives but also identifying those who will shape the direction of CMCCF in the years to come.

Lastly, but by no means less important, we address our Infrastructure Development and Financial Sustainability. The overall development of CMCCF's infrastructure has been crucial to ensuring the sustainability of our vision. As we continue building this foundation, we've integrated the development of financial sustainability into our framework.

We acknowledge that financial stability is paramount for the long-term success of our initiatives. To this end, we've diligently been preparing content for our CRA (Canada Revenue Agency) submission to attain charitable status.

Achieving this status will provide us with increased financial flexibility and encourage more donors and partners to join our cause. We expect to submit our application within the next month.

As CEO, I want to take this opportunity to thank Steve.

I'd like to express my gratitude to Steve, an important leader in CMCCF, who has helped guide my ambitious ideas to ensure we extend our reach and impact at the right pace during our organization's evolution. Over the years, Steve and I have complemented each other, with Steve playing a crucial role, much like Canada's Senate, in providing a second sober thought process that maintains our capacity without compromising our community impact.

In my experience in community leadership, I have rarely encountered or acknowledged this role, which is instrumental in helping organizations take calculated risks for transformation. Steve serves as an excellent example of a leader who guides with prudence and safety.

Thank you.

Florence Okwudili

As we reflect on the accomplishments and progress of the past year in our journey toward social justice, equity, diversity, and inclusion, it is essential to express our deep appreciation to the individuals and organizations whose unwavering support and dedication have made these initiatives possible.

Consultants and Freelancers:

Our heartfelt appreciation goes out to the consultants and freelancers who have played a pivotal role in shaping and guiding the development of each of our projects and initiatives. Their expertise, creativity, and commitment have been instrumental in bringing our vision to life. Their contributions have been immeasurable in driving positive change in our communities.

Canadian Heritage, The Government of Canada

We extend our sincere gratitude to Canadian Heritage for their support of our "**Intercultural and Intergenerational Diversity and Inclusion Engagement Project**". Their financial backing has provided the foundation upon which we have built our initiatives, and their belief in our mission has been a driving force behind our progress.

The Winnipeg Foundation:

We are immensely grateful to The Winnipeg Foundation for their unwavering support and belief in our cause. Their contributions over the past four years have been a cornerstone in strengthening our efforts to address meaningful community needs and create a more inclusive, equitable and a just society.

Canadian Muslim Women's Institute:

Also, we are immensely grateful to CMWI for this commitment and dedication to helping CMCCF grow and develop. They have been with us from the beginning as our Collaborator, helping to manage our Winnipeg Foundation grants. With the near future

of CMCCF becoming a registered charity, we will thank CMWI and start our new status as a registered charity accessing and managing our own funds.

Our Network of Cultural Communities and Individuals:

Our deepest appreciation goes to the cultural communities and individuals who have been actively involved in our projects. Your commitment, feedback, and willingness to engage, test, and adapt new approaches have been essential in shaping the success of our initiatives.

Your voices and experiences are at the heart of our mission, and we are profoundly thankful for your continued involvement.

Our Network Partners:

We extend our heartfelt gratitude to our partners at MANSO, ECCM, ACOMI, and MIA. Their unwavering optimism, boundless energy, unyielding commitment, and unwavering dedication have transformed them into our invaluable collaborators. Together, we are forging a collective vision of thriving and vibrant cultural communities in Manitoba, a vision that inspires us and drives us forward on this transformative journey.

The Board of Directors and Organizational Leadership:

Last but certainly not least, we express our gratitude to our dedicated Board of Directors and the critical leadership of our organization. Your guidance, passion, and tireless efforts have provided the vision and direction that have allowed us to navigate the ever-changing landscape of our world and respond to the evolving needs of our communities.

In Conclusion It is through the collaborative efforts and support of these individuals and organizations we believe that our Coalition of Manitoba Cultural Communities for Families (CMCCF) stands as a shared space of hope and change in our communities.

Together, we continue to imagine, adapt, and create a more just, equitable, and inclusive world. Our heartfelt appreciation goes out to all who have been a part of this incredible journey, and we look forward to continued progress and positive change in the years to come.

Thank you.

Program Report

Some Engagement, Learning Events, Programs and Initiative Highlights

Steven Feldgaier Ph.D.
Community Engagement and Partnerships

Below is a description that reflects some of the various engagements and activities that were undertaken in this past year up until the first half of 2023. As you will see these events were varied in scope and engaged a diverse range of community members and others.

“The Intergenerational and Intercultural Diversity and Inclusion Engagement Project”

As we reported briefly in last year’s report, the Coalition was very pleased to find out that it had been successful in obtaining a grant from Canadian Heritage for a project entitled *“The Intergenerational and Intercultural Diversity and Inclusion Engagement Project”*.

This is a two-year federally funded initiative designed so that members from various cultural communities in Manitoba have the opportunity to have their voices heard in engagements which are socially, culturally and psychologically safe. These community engagements (both those involving internal community reflection as well as those examining external systems) are designed so that community members have the opportunity to influence change by addressing issues related to social justice, equity, diversity, and inclusion (J.E.D.I.) One of the hoped-for goals of this initiative is to not only influence change in service delivery systems but to develop further capacity in communities through the expansion of skills, knowledge transfer and opportunities to co-create new approaches to community services and support. In addressing J.E.D.I. challenges, we strive to also increase diversity and inclusion as we reduce racism and discrimination, leading to strengthening community wellbeing.

Our formal launch of the Project took place on October 19, 2022, following last year’s AGM and we have been very hard at work since then planning a series of activities and engagements. A team comprised of consultants from various communities and from varied backgrounds and experience have been assembled and in the process we have also had the opportunity to expand our focus and broaden our connections to many more community members.

The project incorporates many different activities, and this report will just highlight a few of them. Several will also be noted later in this report as standalone activities but in essence they all are beginning to develop connections to our JEDI project.

One of the areas in which our funding has permitted us to expand our reach is through the assembly of a broader and experienced Communications team. We have now been able to use some of this funding to begin to hire experienced writers from several diverse cultural communities to produce monthly stories and blogs that reflect ideas and thoughts about JEDI and our project. These writers also have the opportunity to share with our readers many of the various activities and community engagements that are part of the project, and this has served to broaden our reach to a wider community audience.

We have also had the opportunity to begin a series of storytelling podcasts entitled *“Empowering Voices: Stories of Resilience and Hope”* which is hosted by our own Perla Javate. This unique series of podcasts provides an opportunity for Perla to interview a number of community members from various backgrounds and lived experiences sharing their personal stories and observations about life in Manitoba and their thoughts around JEDI issues. To date 8 stories have been recorded and more are planned in the coming months. These videos can be viewed on our recently developed YouTube channel, and we would encourage you to check it out.

JEDI project funding has also provided us with a long-desired opportunity to begin to develop a social media presence on Instagram, Facebook, and LinkedIn. We have a small creative team that has started to craft relevant social media posts that focus on highlighting the important work of the Coalition. Over time, our goal is to expand our reach so that an increasing number of community members along with policy makers and service providers become aware of our activities and become engaged in our various activities and community engagements.

As well, the Coalition has continued to work on refreshing the CMCCF website and in developing a more user-friendly set of navigation aids. The new look of the website was unveiled in early 2023 and has received very favourable feedback. The content of the website has been further expanded to include a detailed section describing our JEDI a project and its various components. The refreshed website now provides a much more detailed scope for readers regarding the work of the Coalition and its varied projects and activities.

Expanding our Community Partnerships

In addition to the very strong partnership that CMCCF had previously developed with MANSO (Manitoba Association of Newcomer Serving Organizations) and which has continued throughout the current year, the CMCCF felt strongly that it was also time to reach out further and explore the possibilities of new partnerships with other cultural community organizations. Over the course of several months, exploratory conversations were held with the Ethnocultural Council of Manitoba (ECCM), the Manitoba Islamic Association (MIA), and the African Communities of Manitoba (ACOMI).

As a result of these joint conversations a solid partnership has now been formed with these associations in addition to MANSO and we are now meeting regularly in planning and working together in a variety of exciting ways. The most prominent of these initiatives

has been the joint planning for our series of community engagements focusing on the theme of *“The Future of Manitoba’s Cultural Communities”*. Along with our partners we worked together to plan these engagements, and the series was launched on October 7th of this year.

In addition to the partnership with these four key community organizations, CMCCF has also developed a very productive partnership with U-Multicultural which has a mandate to work with community groups to promote their activities and engage in relevant discussions on topics of concern and interest to our multiple communities. U-Multicultural has provided these opportunities through its arrangement with Shaw Television so that several of our CMCCF events are being produced and filmed at Shaw Studios and will be posted later on both our CMCCF YouTube channel as well as promoted through U-Multicultural.

During this past year, we also began a dialogue with the Colombian community and, more specifically, with the Colombian Association of Manitoba. A series of meetings have been held in which we have been exploring with community members their strengths, assets, and needs. In doing so, we are hoping to be able to develop a community plan to further address the priorities of the community.

In working together, we all recognize that we not only share many commonalities and goals but in combining our efforts we have created a unique synergy that benefits us all and serves to reach a broader audience across our many cultural communities and maximizes our opportunities for successful outcomes.

Families and Communities at Peace Roundtable:

The vision of the “Families and Communities at Peace” roundtable is to create a cultural community network in which there is a sustained focus on strengthening peace in families and communities. This is a network where learning, sharing, co-creating, and advocating takes place to positively influence a sense of peace, reduce stigma and stereotyping by others about cultural community violence. Through our roundtable and community engagement, we aim to support cultural communities to act together to strengthen peace in their families and their communities.

During this past year, we held several meetings to further identify the manner in which we wanted to move forward. During this time, we have continued work on finalizing our DNA document, a core document that establishes the context, purpose, and the core values that guide the action plan and development of the roundtable.

It is also important to note that over the course of our meetings, our focus has centred increasingly on families and communities at peace. We feel that this is a more positive reframing of our work and focuses more on the importance of building peace rather than talking primarily about strategies for reducing violence.

In the coming months we will continue communicating the purpose, vision, outcomes, and proposed engagements of the roundtable with community participants.

Cultural Communities Child Wellbeing Roundtable

The Child Wellbeing Roundtable began to meet in January 2021 with a vision to see cultural communities positively influence child welfare policy, services and practices. Broadened participation over these past two years (from Winnipeg, The Pas, southern Manitoba) confirmed our conviction that the issues we continue to raise concerning the wellbeing of children and families in cultural communities in our province, reach far beyond the perimeter of Winnipeg and are common to many cultural communities as they interact with the Child and Family Services (CFS) system.

The Roundtable has continued to meet regularly during this past year as well. These meetings have taken place online and have included ongoing introductions of ourselves and our respective communities, learnings from cultural communities as they interacted with CFS, and sharing of common concerns and hopes.

We also continued to hold several sessions in which we engaged with CFS leadership, and where we shared respective hopes and aspirations pertaining to interacting with and supporting cultural communities. There was an indicated and spoken desire for future collaboration.

As reported previously, the Roundtable then engaged in further learning and conversation on the theme of trust, as this was a recurring theme when we reflected on what some of the sticking points are for us in relation to CFS. A subsequent presentation by the roundtable was made to CFS leadership on June 22, 2022. In this presentation, we asked CFS leadership to *“provide us with three concrete priority areas to collaborate on toward strengthening trust to achieve meaningful and timely change – with cultural communities being at the centre of child welfare’s approach. These three priorities must serve the community and not the CFS system.”*

Two main areas of concern emerged for those Roundtables in relation to Child and Family Services and the wellbeing of our families:

- *As cultural communities, we believe that we can and should be active participants in the creation and implementation of policies as they pertain to our children and families.*
- *We do not trust the CFS system to be proactive, responsive or willing to engage with cultural communities in ways that are life giving and forward looking (healthy, creative and research-based). We believe the system leaves little room for CFS leadership and staff to trust cultural communities to make sound choices for their children and families.*

As a follow-up to these discussions, the CMCCF Board, earlier this spring, also communicated directly with the General Authority summarizing the discussions to date, highlighting the lack of progress and seeming unresponsiveness of the CFS system, and clearly articulating the expectations and outcomes that cultural communities expected to see come out of these meetings.

In response to this letter, a meeting was held earlier this fall between the CMCCF Board of Directors, co-chairs of the Working Group along with Working Group members, CMCCF staff, and representatives from the GA Board, along with its CEO, Jay Rodgers, and other GA staff. The meeting focussed on sharing with the GA representatives the perspective of the Working Group and the CMCCF Board with regard to the issues raised by the Working Group in its previous correspondence with the GA and the clear message that cultural communities were now determined to have an active and significant role in co-creating with the GA a plan to address the needs and desires of cultural communities.

The meeting proved productive and there was agreement by both parties to establish a small working group that would work in developing a draft Memorandum of Understanding (MOU) between the GA and cultural communities (represented by CMCCF) that would then lead to the development of a Social Contract clearly articulating the relationship between the child welfare system and cultural community families.

Advisory Council on Community Driven Wellbeing Initiatives: (Research Advisory Committee - RAC)

The Research Advisory Committee continued its important work during the course of this past year. This Committee comprises both members from a diverse range of cultural communities who bring their wisdom, lived experience, and knowledge of their communities as well as members from the academic realm (researchers/scientists from various universities as well as the private sector) who bring their relevant experience and skill sets to these initiatives.

As has been reported previously, the CMCCF has adopted a Community Wellbeing framework which the Committee has continued to explore during the past year. Within this framework the Committee has spent a significant amount of time examining a new approach to future planning called Strategic Doing. This process (led by an expert in this approach, Jonathan Perkins, from Calgary) provides a framework within which the Committee can begin to identify specific questions which to explore and answer in brief periods of time and as is noted in its description, focuses on doing rather than on long term planning. The Committee has responded favourably to this new approach and has been considering several potential questions that it may wish to explore further within the framework of its focus on community wellbeing. The goal would be to identify a very specific question to be answered and to then develop a very focussed strategy to gather the information/data needed to answer the question.

Focus on enhancing current technology infrastructure

As we have noted in the past, the Coalition continues to grow as an organization and, as a result, it becomes even more important that we further expand our use of technology and build the infrastructure needed to provide easy access to community members and others to participate in engagements and activities. This has led to an ever-expanding use of virtual technology in addition to a progressive return to in-person community engagements and meetings. This hybrid approach has provided us with the

opportunity to expand our network of participants and to bring into the mix new community members who otherwise may not have been able to attend in person.

“Giving Voice to Values”

As noted in previous reports, youth mental health and wellbeing has become a priority area of focus for the Coalition. CMCCF was successful in securing some limited funding from the Winnipeg Suicide Prevention Network to develop a model of engagement entitled “*Giving Voice to Values*” which will provide an opportunity for a small number of youth to explore their personal values and how these are connected to their overall wellbeing and how these values may also guide the youth in planning their goals for the future.

As we noted in last year’s report, much of the work for this project was put on hold during Covid but it is now starting up again. During these past few months, we have hired a facilitator for the group and a small planning team has been hard at work to develop the overall framework for the program. Recruitment will begin in the next few months with the program running through the early part of the new year. As planning for this program has been evolving, we are now viewing it within the framework of our JEDI project as it will provide foundational experiences for youth interested in becoming community leaders and facilitators.

Wisdom of Hope Circle

(Formerly known as the Wisdom of Hardship Circle)

In previous reports we noted that the Coalition has served as the host for bringing together a team of passionate and committed people from a number of countries including Canada, Hong Kong, Austria, England, Scotland, Brazil, and Sweden who developed a new initiative called the Wisdom of Hardship which CMCCF launched in partnership with these global contacts over the past few years. This Wisdom initiative centred on a series of inspiring stories from those who had overcome adversity prior to the COVID 19 pandemic. The series explored the values that helped them weather profound change and learn lessons that could potentially help others through the current crisis. A series of stories was posted on the CMCCF website (cmccfamilies.ca) and the feedback from those who have read the stories was quite positive.

As we reported last year, we expanded our Circle to include new members from the Ukraine. Over the course of this past year our conversations have served to bring the group more tightly together and to re-frame our group as the “**Wisdom of Hope Circle**” rather than the “Wisdom of Hardship Circle”. As in past years, we were also pleased to be invited to host another global engagement on World Values Day which we held recently on October 20, 2023. This virtual session was very well received and has resulted in the addition of several new members to our Circle.

Community Engagement Facilitators Program

As noted previously, the Coalition of Manitoba Cultural Communities for Families (CMCCF) is training facilitators/convenors to lead meaningful engagements within their cultural communities. The Community Engagement Facilitators/Convenors program (CEF) was born several years ago from the recognition that excellence in engagement is at the heart of the work of the Coalition. Throughout this time a core group of committed members have participated in regular training sessions and facilitated several community events. The group has also had meaningful discussions regarding the purpose and role of CEFs.

Funding for our JEDI initiative has recently provided us with a new opportunity to further develop this program, revise the curriculum, and expand its overall scope. As a result, we have recently put together a core working group (led by a very experienced trainer/facilitator) to guide this program forward. The new program is in the midst of being pilot tested and feedback from participants will serve to further enhance the training. Recently, as well, two young, talented community members have participated in training and will serve as trainers for future groups.

The further development of this program has now evolved so that it is being viewed as the second phase of overall youth training along with the initial “Giving Voice to Values” component. We are excited about the opportunity to now strengthen this overall program and begin to recruit additional participants to take part.

Engaging Diverse Communities: Review of CMCCF activities from planning to engagement Year 1 (July 2022 to June 2023)

Anne-Laure Combot

Background

- Why do people come and attend our events or activities? Why do they come back?
- Why do they benefit from this?
- How important is it to understand how people decide to participate in all of our mutual learning activities?
- Where and why do they start? How often do people start with us at one point in their journey and then move from an activity to a different type of engagement?
- What value do they see as they engage with our work?
- How do the activities and people’s engagement contribute to creating a sense of belonging?

Over time these questions are crucial in framing the reason for us to collect certain kinds of statistics and assessing the impact of CMCCF’s mutual learning activities on all who have participated in different ways. By considering these first set of questions, we can gain a deeper understanding of participants; decision-making process, motivation, and evolving engagement

with our organization.

Understanding what motivates participants to continue engaging with CMCCF will help us in the future to identify successful strategies and areas for improvement, ultimately enhancing the overall participant experience. Also, by tracking participants; progression from passive participants to active planners and thinkers highlights the impact of CMCCF’s programs on their development.

This report is an attempt to understand better what drives participants to join CMCCF events and contribute to the work we do and to the knowledge creation process. The data presented in this report has been collected through the first year of the Intercultural and Intergenerational Diversity and Inclusion Engagement Project funded by Canadian Heritage. The way we display the data may serve different audiences: we can use it to demonstrate our capacity to meet deliverables or to secure funding through future grant applications. Maybe more importantly, the data can also show communities the impact of the work we do along with the impact those communities have on helping us build our vision.

Intercultural and Intergenerational Diversity and Inclusion Engagement Project Deliverables

The project was scheduled to start on April 1, 2022 and will end on March 31, 2024. Effectively, the project officially started in July 2023, as the funding was received at that time. The first three months of the project was dedicated to building the infrastructure of the Coalition and to finding and hiring the right consultants to lead the work. The official launch of the project took place in October 2023 during the Annual General Meeting of the Coalition.

The deliverables were set prior to the start of the project. We can consider those deliverables as estimates, they guided the work we accomplished this year and they will inform the activities of Year 2, keeping in mind that deliverables are often flexible by nature, especially as you focus on engagement and people.

Deliverables	<i>Indicators/Reach - PLANNED for 2 years</i>	<i>ACTUAL (1 year in)</i>
Project Leadership development	<i>20-35 people</i>	<i>12</i>
Reference Group	<i>15 people</i>	<i>18</i>
Facilitator Training (CEF)	<i>15-25 people</i>	<i>9</i>
Community engagement w/ service providers & policy makers	<i>75-100 people</i>	<i>66</i>
Community knowledge creation & Dissemination (storytelling)	<i>10-15 people</i>	<i>4 podcasts, 1 blog writer, 1 community writer</i>

Intergenerational engagement	<i>50 x 6 critical conversations</i>	
Cultural community mapping	<i>Up to 5 communities (total of 75-100 people)</i>	<i>Colombian community, Brandon (rural communities)</i>

Data collection process

Team leaders keep track of any meetings they attend, events and activities they organize in a Master list. This master list is the main source of information and the data is transposed in a database designed in Excel. Pivot tables are used to look more closely at the data and patterns. The visualization process automated thanks to a Dashboard built on Google Looker Studio. This dashboard can be updated at any time but it was decided to present the data on a quarterly basis, to align with the project cycles and the funder’s requirements.

The charts presented below are essentially based on this unique source of data. It does not include the amount of time spent outside those recorded meetings, so we can assume that the work done by the team and the consultants is greater than what is presented.

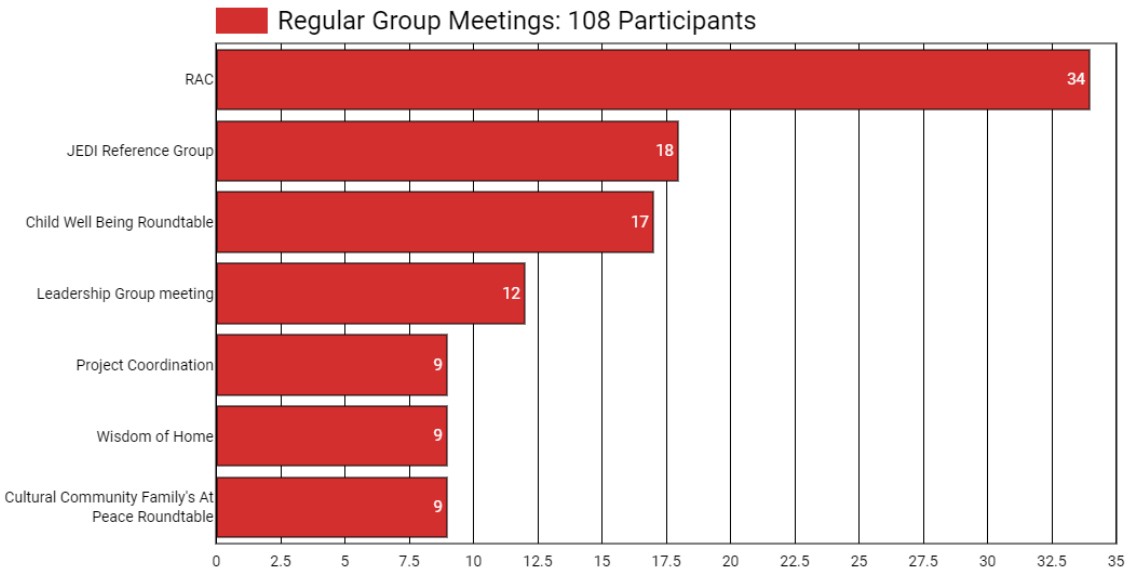
The data presented is a representation of the first year of the project. It shows activities and participant engagement level from July 2022 to June 2023.

Participant reach: snapshot of Year 1 activities

The charts below focus on engagement and look at participation in different types of engagement meetings or events organized by CMCCF. The charts allow us to see our progress toward meeting the deliverables listed above, while getting a better idea of the types of events people attend. Participants can be accounted for multiple times as they may join different events or participate in regular meetings. In total, **224 different individuals** have been involved with CMCCF this year.

Regular Group Meetings

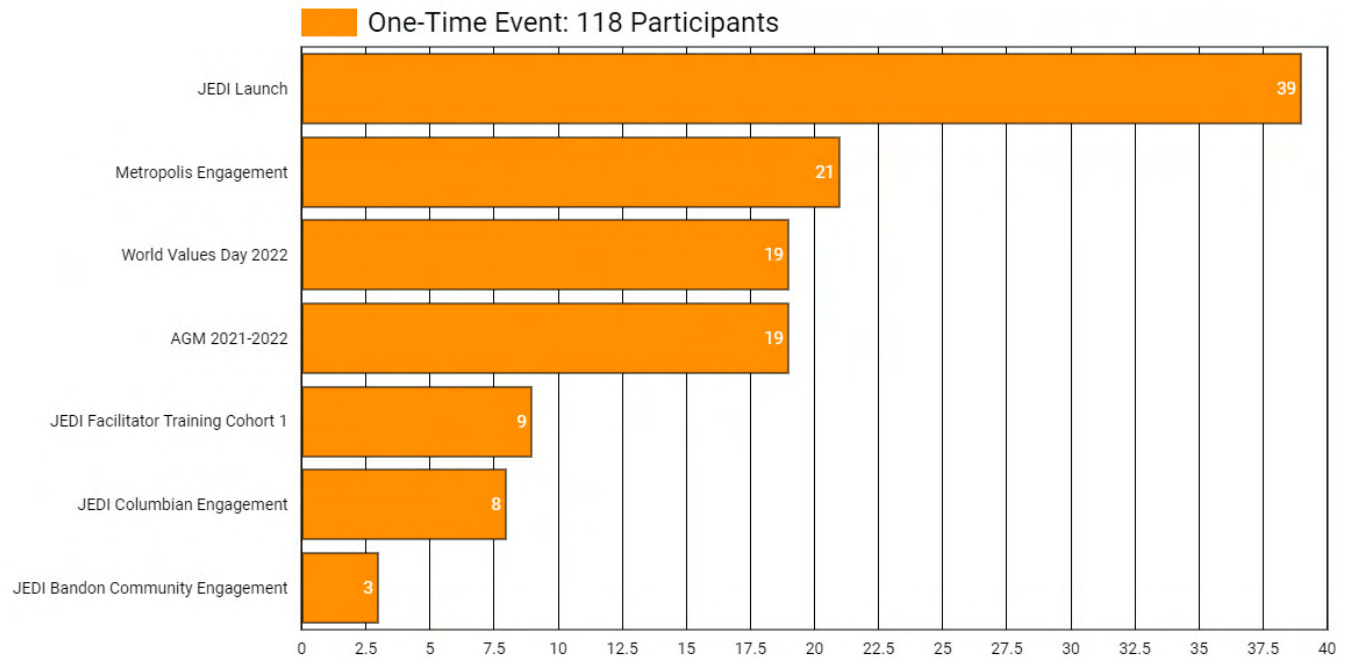
This refers to meetings that take place more than once, and that are usually made of the same individuals as those are working or discussing groups. Some participants exclusively attend a specific type of meetings while others are actively involved in many of those regular group meetings.



One-Time Events

This refers to events organized and often led by CMCCF. They take place once and can be open to anyone (Jedi Launch) or specific to a community (Jedi Columbian Engagement).

Participants to CMCCF activities will often start by attending a one-time event before deciding to come back and join regular events. Those events are a point of entry to coming back and eventually becoming more involved with the work done by the Coalition.

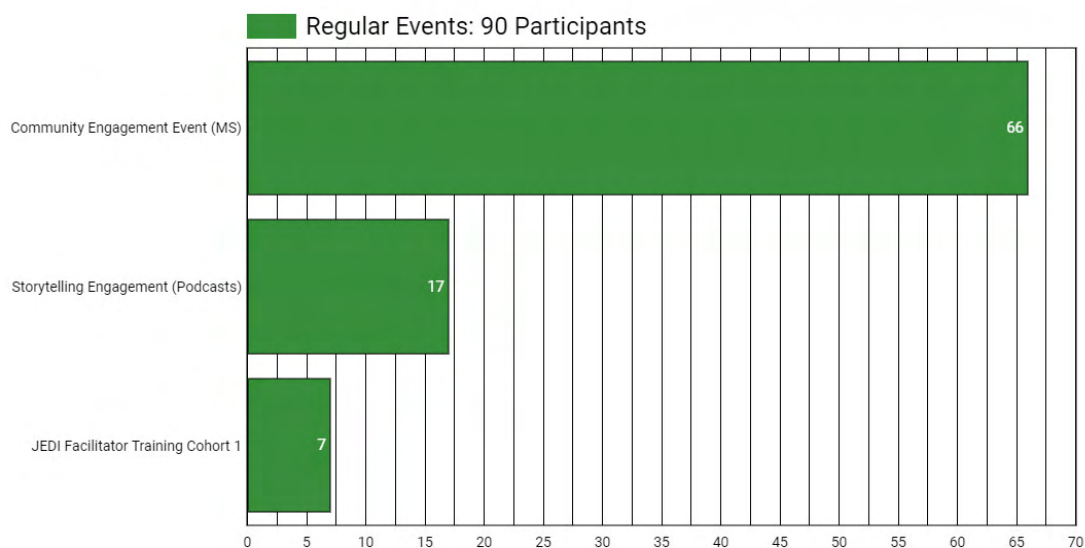


Regular Events

This refers to events that are repeated through the year but usually vary by content. For instance, CMCCF organized **4 Community Engagement Events**, reaching a total of 66 individuals this year. Community Engagement events can have the same format, for instance a panel discussion with special guests, but the topic would vary, allowing diverse conversations and the possibility to increase our reach. The most attended events were the Panel discussion about the Census Data Panel and the Family Diversity panel presented by the Vanier Institute.

During this first year, 7 new facilitators have been trained as part of the **Engaging Communities through Dialogue training program**. More training cohorts are scheduled to take place next year.

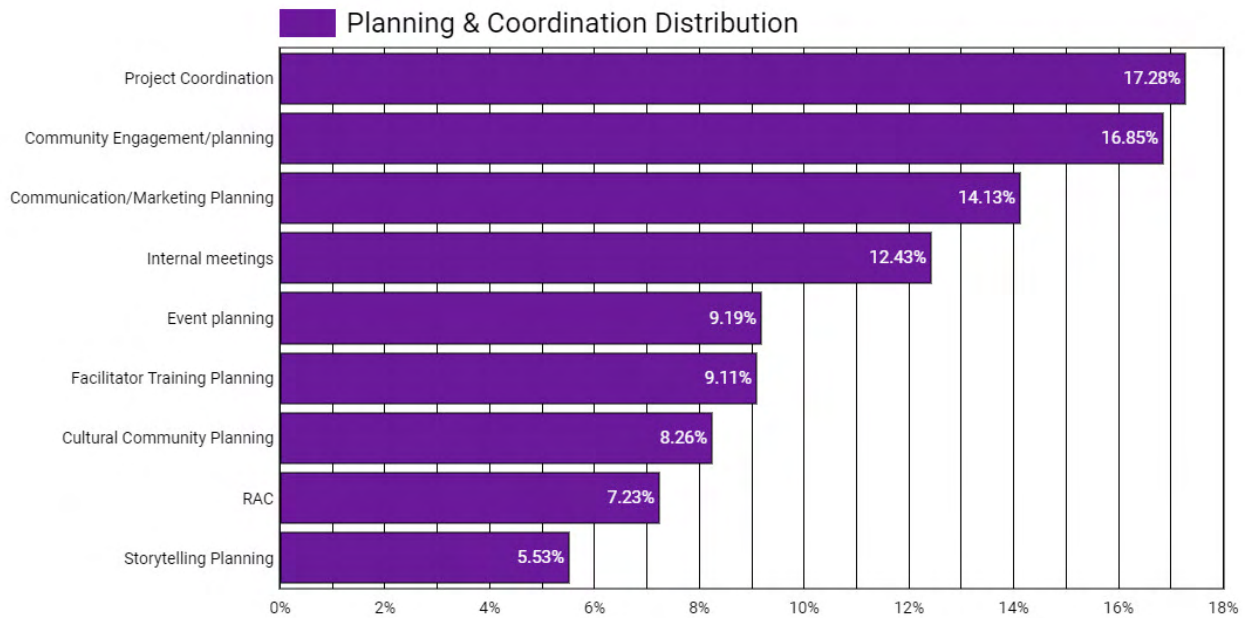
Four podcasts have been recorded with different guest speakers to share their lived experiences of Intergenerational and Intercultural Diversity and Inclusion in Canada. The storytelling project involves more people as some individuals support the interview preparation, the recording, videotaping, editing and sharing of the stories.



Planning & Coordination Distribution

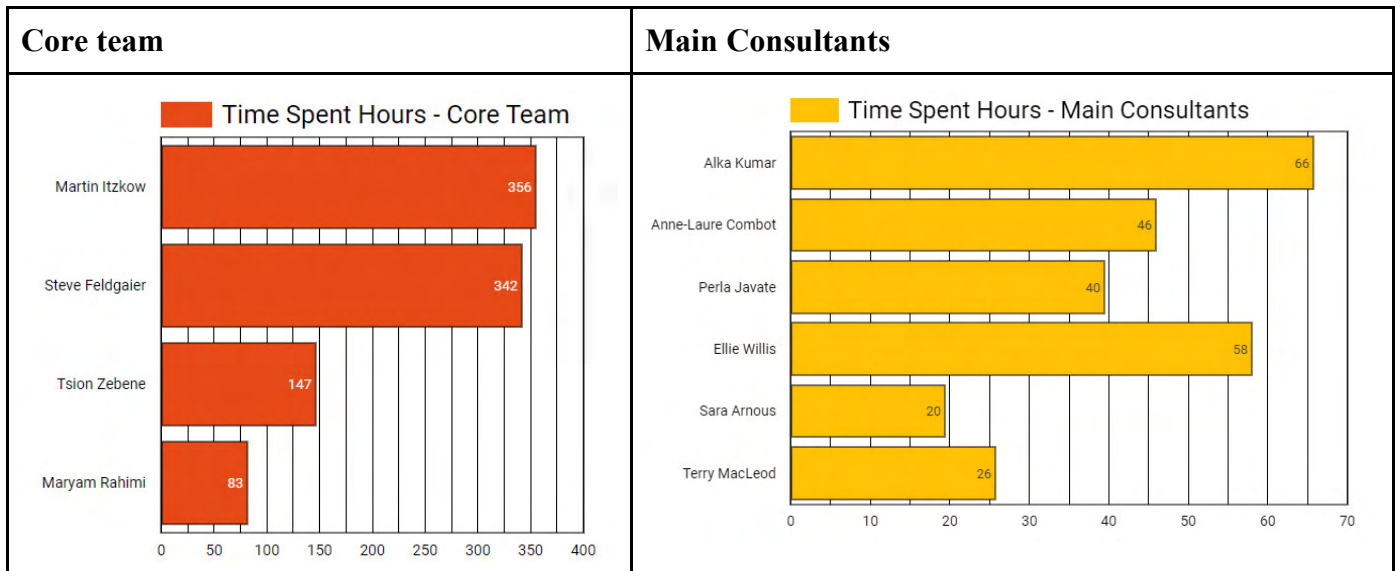
This chart shows the distribution of planning & coordination activities. This excludes time spent in one-time or regular events and regular meetings as it only shows the time spent in planning the work that is done.

A large portion of the time is spent coordinating the project: this can involve meetings with stakeholders and monitoring of the progress. Quite logically, Community Engagement and planning comes in second, as engaging communities is the core mission of CMCCF. The time spent in Communication and Marketing is also significant and shows the efforts of the Coalition to build a presence online, through a new website and the development of a social media strategy.



Team members involvement

The chart below shows the amount of time spent by the core team members and the main consultants who lead the work. It only shows recorded time in official meetings and not the work does outside those meetings or events. More consultants are involved on a regular basis with CMCCF activities but this chart only displays the six more involved consultants as of June 2023. As participation varies, with some individuals becoming more involved and moving to consultation roles, we can expect this chart to look different in a few months.



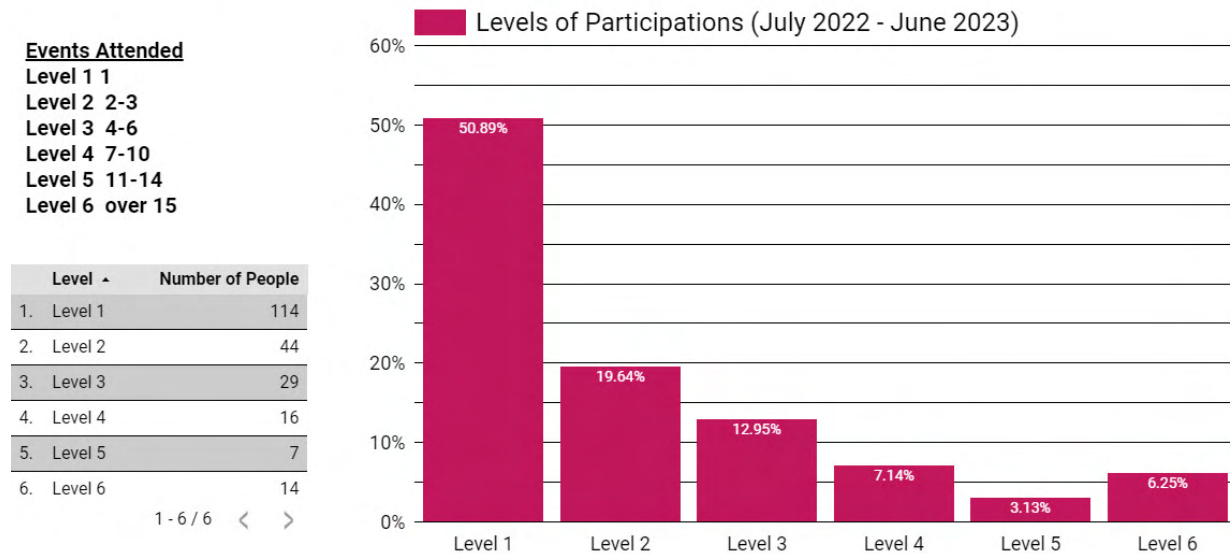
Levels of Engagement

Understanding what motivates participants to continue engaging with CMCCF is important to help us identify successful strategies and areas for improvement, ultimately enhancing the overall participant experience. We also want to understand where people start and what drives them to come back to attend more events or become an active contributor to the work we do.

CMCCF activities are different from typical events (conference, seminars) in a sense that our events are often done in small groups. Reaching a lot of people at once is challenging but a lower participation, due to the nature of our events, allows us to better understand the participants' motivation. To understand how people's engagement starts and changes over time, we decided to create different bands or levels of participation.

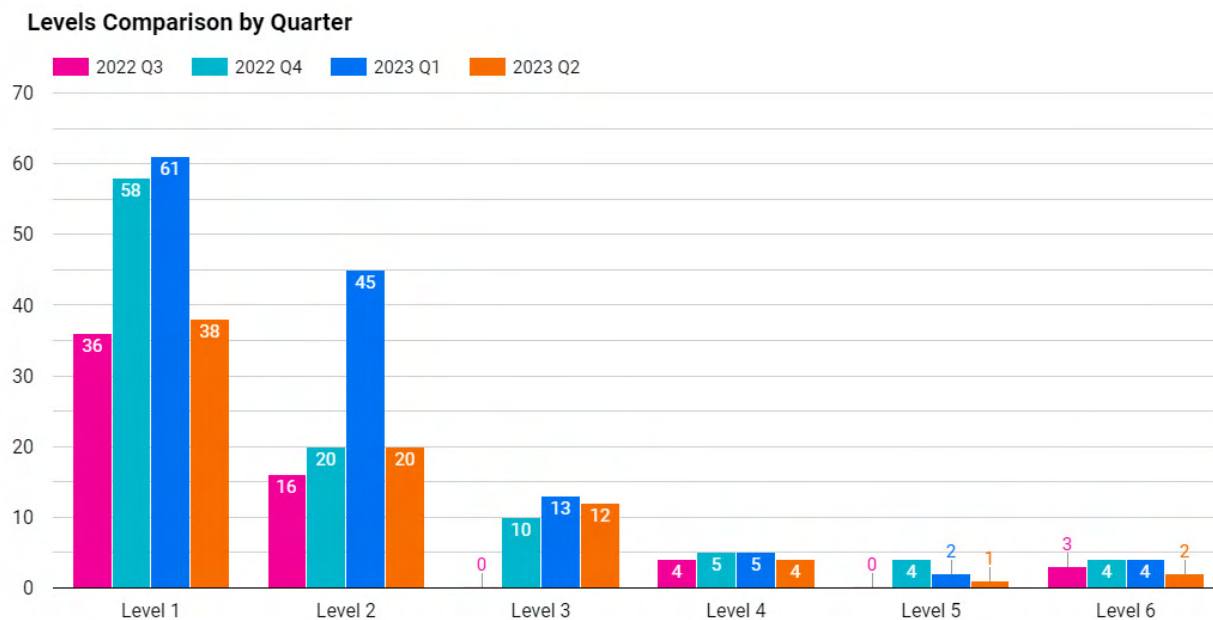
In total, we created 6 levels of participation ranging from 1 (participation to one event only) to 6 (attending 15 or more events). The chart below shows what participation looks like over 12 months.

About half of participants joined one event or mutual learning opportunity. Over 30% of participants have participated in 2 to 6 events, which highlights that a lot of participants return. Increasing Level 2 and Level 3 segments is a good target for Year 2, especially as CMCCF is aiming at involving more one-time participants in future engagement activities. Of course, increasing participation to Levels 5 or 6 would be an ideal and CMCCF should also consider different strategies to move existing regular participants to an eventual contributor of knowledge role.



This year was special in a way that it was the implementation year of the Intercultural and Intergenerational Diversity and Inclusion Engagement Project. A lot of internal capacity building work was done during the initial quarter July-September 2023 (2022 Q3), which limited the possibility to organize events and do some outreach to communities. April-June 2023 was also a quiet quarter as CMCCF focused the work around the planification of Year 2 activities.

Most one-time events and regular events occurred between September 2022 and March 2023, and this is reflected in the chart below.

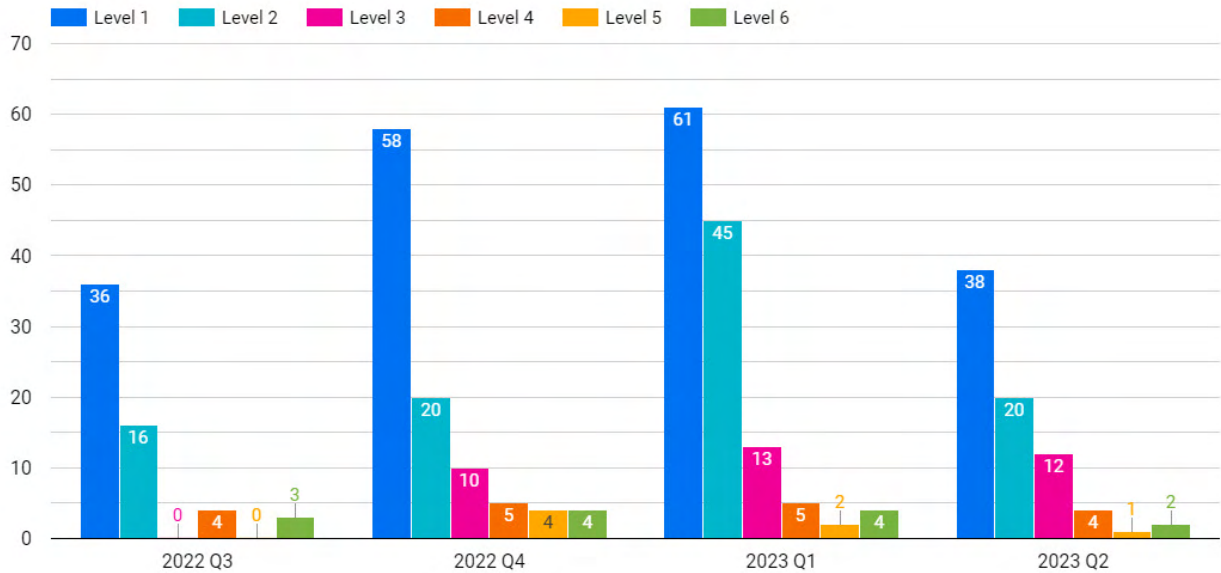


The following graph shows the changes in level of engagement over the different quarters. Of course, Level 1 segment will always be higher than the others, as half of participants attended one event this year.

A significant change could be observed between 2022 Q4 (Oct-Dec 2022) and 2023 Q1 (Jan-March 2023). The number of participants moving onto the Second level demonstrates that participants who came once, returned at least once or more and joined more events during the following quarter.

Similarly, Level 3 and Level 5 have increased steadily in a year. This shows a diversification in people's participation (from one type of event to diverse activities) or a change in level of engagement (from being a *passive* attendee to a knowledge creation contributor).

Quarters Comparison by Level



Let's look at what a change in participation can look like over time. Typically, people attending a conference or sitting on a webinar are in a passive role: they receive the information, and even though they may be able to ask questions, the first objective is for them to filter the information they receive and they often leave those types of events with more knowledge and the information they need; but they have not contributed to the creation of this knowledge.

When a participant decides to return and join more events, we know that they are getting something out of it - this can be knowledge driven but it may also be that they find a sense of belonging by returning to events organized by the same organization: because they are familiar with the way that organization works, the type of content they offer, or they may get to know people who also join on a regular basis. You can be a passive participant and attend diverse events from the same organization.

The highest levels of participation will eventually require a transition from a passive and receiver role to an active form of engagement. An active participant may decide to be more involved so they can influence the direction of the work done by the organization, or share their own lived experience or expertise in a specific area. Eventually, those people may decide to become knowledge creators, by supporting an organization in the design of events, policies or strategies. Their commitment is real and they often get involved in the area of making decisions.

LOOKING AT ACTIVE PARTICIPATION



Dialogue in Action: Tales of Inspiration and Growth

Person 1

Adey started her journey with the coalition back in March 2023, when she attended a virtual community Engagement event as a panelist to discuss Family Diversity in Canada.

After this event, she accepted to join the Research Advisory Council (RAC) on Community Wellbeing initiatives. This Council provides guidance, support, and expertise relevant to the various initiatives undertaken by the Coalition. The RAC comprises members from a diverse range of cultural communities who bring their wisdom, lived experience, and knowledge of their communities to the table. Members of the council come from the academic realm (researchers/scientists from the University of Manitoba) as well as leaders from the private sector, social services and healthcare, and former senior provincial government officials who bring their relevant expertise and skill sets to these initiatives.

Adey was invited to participate in more events and joined for instance a discussion about the Blue Cross Manitoba Index of Wellbeing. She attended a workshop hosted by Blue Cross along with the CMCCF executive team.

She started joining monthly RAC meetings and became a fully integrated member of the team.

In May, she also joined the JEDI Reference Group. To form an intercultural and intergenerational Reference Group to guide, design, develop, troubleshoot, and monitor the development and implementation of the two-year project. Adey is planning to become a CMCCF board member as of October 25, 2023.

In less than 6 months, Adey went from being a participant to becoming a very active contributor to knowledge creation. Her involvement is diverse as she is now involved with various activities led by CMCCF.

Person 2

Rami started his journey with the coalition back in February 2023, when he attended an in-person community Engagement event organized by CMCCF. This event was dedicated to the relationship between cultural communities and community services. Shortly after this event, Rami attended as a participant the Family Diversity panel discussion that took place in March 2023.

In May 2023, Rami joined the JEDI Reference Group that was created to support the Intercultural and Intergenerational Diversity and Inclusion Engagement Project.

Shortly after this, Rami's involvement with the Coalition increases, from being a participant to contributing to the design of future collaborations. Rami becomes involved with the planning of Community engagement events, taking a more active role in CMCCF activity planning.

Rami also joined a coaching session with the Collaborative Leader Network which shows his motivation to become a leader in his community.

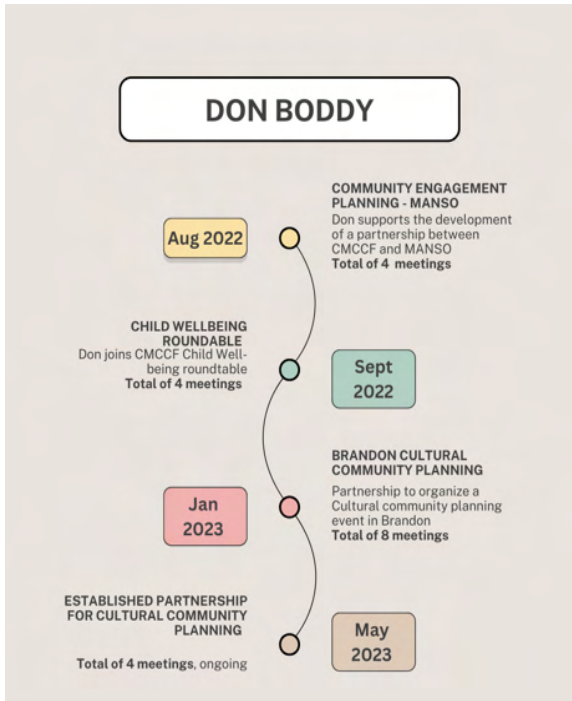
Person 3

Don Boddy began his work with Manitoba Association of Newcomer Serving Organizations (MANSO) in March 2017. MANSO is an umbrella organization for immigrant and refugee service providers in Manitoba. Don has lived in rural Manitoba for more than thirty years and has worked and volunteered in the non-profit/volunteer sector for more than twenty years.

As part of the Intercultural and Intergenerational Diversity and Inclusion Engagement Project, CMCCF had planned to reach cultural communities in rural Manitoba. Meeting with MANSO appeared as a natural first step in order to better understand the needs and the realities of cultural communities living outside Winnipeg. This is how Don started building relationships with CMCCF: by becoming an external stakeholder consulted as part of the activities of community engagement planning led by the Coalition. This groundwork of building a strong relationship with MANSO led to the decision to organize a Cultural Planning Event in Brandon in early 2023. This event took place on May 4 and reunited various cultural communities located in the municipality.

Separately, Don joined the Child Well-being roundtable led by CMCCF. The vision of this roundtable is to see cultural communities positively influence child welfare policy, services and practices.

The partnership with Don is now fully established and will continue during the second year of the project.



Coalition of Manitoba Cultural Communities for Families Inc.

Financial Statements

For the Year Ended March 31, 2023

Board of Directors (2023-2024)

- Eriqueson Tayo-Jones;
- Berhanu Balcha;
- Mengistu Assefa;
- Florence Okwudili;
- Simret Daniel;
- Kathleen Vyrauen;
- Tony Reid;
- Rosty (Jihad) Othman;
- Adey Mohamed

Organizational Leadership:

- CEO, Martin Itzkow, FRSA
- Community Engagement and Allies Facilitator, Steven Feldgaier Ph.D.

Organizational Structure (Members):

A - Community Engagement Facilitator's Program:

- Maryam Rahimi
- Mihiret Kumbi
- Rhona Graham
- Steven Feldgaier
- Alka Kumar
- Emile Namwira

B – Research Advisory Council on Community-Driven Wellbeing Initiatives:

- Steven Feldgaier
- Carola Vergara
- David Jamieson
- Dr. Jon Gerrard
- Humaira Jaleel

- Imran Rahman
- Maryam Rahimi
- Simret Daniel
- Tim Feduniw
- Alka Kumar
- Mengistu Assefa
- Judy Morfitt
- Rashid Ahmed

C - Wisdom of Hope Circle:

- Alka Kumar (Canada)
- Catus Lee (Taiwan)
- Callum Greenwood (U.K.)
- Ines Medeiros (Brazil)
- Martin Itzkow (Canada) Facilitator and Convener
- Fritz Plank and Nora Plank (Austria)
- Gerlinde Mayr-Meissner (Austria)
- Steven Feldgaier (Canada)
- Josh Ransom (U.K.)
- Christopher Carr (U.K.)
- Romina Farrell (Canada)
- Mihail Krikunov (Ukraine)
- Natalie Lottersberger (Austria)
- Halyna Yarmolenko (Ukraine)

D - Youth Mental Health Working Group (Giving Voice to Values Initiative):

- Maryam Rahimi
- Kathleen Amelia
- Lubna Hussain
- Rooj Ali
- Saron Seyoum

E - Cultural Community Child Wellbeing Working Group:

- Deborah Martin-Koop
- Humaira Jaleel
- Maysoun Darweesh
- Mwumvaneza Azarias Butariho
- Maryam Rahimi

F - Cultural Community Child Wellbeing Roundtable:

- Amna Iqbal
- Humaira Jaleel
- Maysoun Darweesh
- Tina Kehler
- Mwumvaneza Azarias Butariho
- Beatrice Nanduhura
- Celine Tuyisenge
- Christine Oriaku
- Deborah Martin-Koop
- Nadine Krahn
- Sophia Ali
- Sumera Aurangzeb
- Maryam Rahimi
- Don Boddy

G - Cultural Community Families at Peace Working Group:

- Francis A. Amara.
- Christine Ens
- Humaira Jaleel
- Maryam Rahimi
- Steven Feldgaier
- Alka Kumar
- Masha Kardashevskaya

Virtual AGM Slide Presentation



The graphic features the logo of the Coalition of Manitoba Cultural Communities for Families Inc. on the left, which consists of three interlocking loops in orange, yellow, and green. To the right is a photograph of several hands holding small green seedlings. Below the photo are four orange circles with white icons and text: 'educate', 'empower', 'enable', and 'embrace'. At the bottom left, it says 'Funded by the Government of Canada | Canada' and 'Winnipeg Suicide Prevention Network'. At the bottom right, it says 'Annual General Meeting October 25, 2023' and 'With thanks to: THE WINNIPEG FOUNDATION For Good. Forever.'

Coalition of Manitoba Cultural Communities for Families Inc.

Annual General Meeting
October 25, 2023

Funded by the Government of Canada | Canada
Winnipeg Suicide Prevention Network

With thanks to: THE WINNIPEG FOUNDATION For Good. Forever.

Our AGM Agenda

1. Call to Order – Chair of meeting Kedeem Cummings, Executive Member
2. Approval of AGM Agenda
3. Approval of the past minutes of the 2022-2023 AGM
4. Annual Report:
 1. Florence Okwudili (Chair), Kathleen Vyrauen (Vice-Chair) and Martin Itzkow, CEO; Executive Report
 2. Steve Feldgaier, Engagement Coordinator
 3. Ratification of Auditors – Motion by Kedeem Cummings
 4. Chris Scott, Talbot & Company - Audited – Financial Statements
 5. Kathleen Vyrauen – Nominations to Board of Directors
5. Meeting Adjournment – Kedeem Cummings
6. Certificates of Appreciation – Florence Okwudili, Kathleen Vyrauen, Martin Itzkow, and Steve Feldgaier
7. Appreciation and Closure– Kathleen Vyrauen

Reports

**Florence Okwudili, Kathleen Vyrauen and Martin
Itzkow - Executive Report**

Steve Feldgaier - Program

**Chris Scott, Talbot and Company – Audited
Financial Report**

Kathleen Vyrauen – Board of Directors

Audited Statements

by

Chris Scott
Talbot & Company

Board Nominations

**ADEY MOHAMED
ROSTY (JIHAD) OTHMAN
TONY REID**

Board of Directors 2023-2024

**MENGISTU ASSEFA
BERHANU BALCHA
SIMRET DANIELS
ADEY MOHAMED
FLORENCE OKWUDILI
ROSTY (JIHAD) OTHMAN
TONY REID
ERIQUESON TAYO-JONES
KATHLEEN VYRAUEN**



Certificates of Appreciation



COALITION OF
MANITOBA CULTURAL COMMUNITIES
FOR FAMILIES

www.cmccfamilies.ca