

CITY OF WINNIPEG

# ONE

## THE MAYOR'S NATIONAL SUMMIT ON RACIAL INCLUSION

September 17-18, 2015  
at the  
Canadian Museum for Human Rights

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# REPORT

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Submitted to the City of Winnipeg Mayor's Office  
by the  
Citizen Equity Committee



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## SUMMARY

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On January 22nd, 2015, Maclean's Magazine released the article Welcome to Winnipeg: Where Canada's racism problem is at its worst, which stunned not just Winnipeg, but the nation. However, January 22nd is also the day that Winnipeg made a choice to stand in unity and break the silence of our nation. Winnipeg opened up the discussion, through humility and honour, to change not just itself, but to start to change how we, as Canadians, treat one another.

ONE: Mayor's National Summit on Racial Inclusion, September 17 -18, 2015, was created to bring together the leaders, organizations and community members from throughout Winnipeg and across Canada into a think tank of compassion and inspiration to tackle racism in all of its forms. Held over two days at the Canadian Museum for Human Rights, this Summit drew nearly 1,000 speakers and delegates and is an important step to exposing the ignorance and enlightening Canadians with ideas for tolerance and compassion.

On Thursday evening, a full house listened to the keynote speaker, Canadian author Joseph Boyden, as well as presentations by crowd favourite, Dr. Gerald Durley, a participant in the American civil rights movement, local comedian and host Aisha Alfa and Manitoba Treaty Commissioner James Wilson.

Four workshops, including one in French, on recognizing racism and concrete ways to move forward towards reconciliation were held Friday. Topics with panellists included recognizing racism, including subtle and systemic; examples and ideas of best practices in race relations; and steps toward racial justice and reconciliation.

Audience participants had a chance to ask questions, provide recommendations and share incidents of racism within Winnipeg. 11 year old boy Tait Palsson stated that people who don't attend anti-racism events like this are the ones who probably need to hear and learn the most. Civil Rights activist Gerald Durley said that the summit alone won't make the change, but, it's important to strengthen and inspire those who want to help.

"What is it first that I can do, and if I can do it, we can do it. And if we can do it, we can begin to at least change attitudes first. Big changes start with just a few people. It's up to you. If not you, then who? If not now, then when?"

Residential school survivor Stan McKay says a big step would be to follow the recommendations set out in the Truth and Reconciliation Commission's report. McKay says change can't be made by non-Aboriginal working alone to help Aboriginal people but both groups need to work together.

A loud and common theme from a variety of speakers and participants was that communication is the key to awareness and education is the first step. We have a responsibility to tell the true history of Canada. Each one, teach one. Education needs to start with compassion and acceptance at an early age.

Education of the history and legacy of what different groups have been through will create understanding which will allow for communication. Creating and continuing dialogue between different cultural groups will assist in moving the conversation forward in creating respect and trust.

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**WELCOMING REMARKS**

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**DR. JOHN YOUNG**

*President and Chief Executive Officer*

*Canadian Museum of Human Rights*

As President and CEO of the Canadian Museum for Human Rights, it is my distinct pleasure to welcome you all to the Canadian Museum for Human Rights. We are pleased to serve as the host venue and to join together with many partners on The Mayor's National Summit on Racial Inclusion.

I would like to start by acknowledging that the land beneath this Museum has always been and will continue to be home to Indigenous Peoples.

This place connects us to Indigenous ancestors who followed the waterways here, to the centre of the continent, for peace-making, dialogue and trade.

This land is also more currently acknowledged as Treaty One territory and the heartland of the Metis. All of which is to remind us that Indigenous Peoples continue to be connected to these ancestral lands.

It is from this place that we, as a Museum are playing a role in bringing together multiple perspectives, encouraging reflection and dialogue about human rights topics, and inspiring our visitors to consider what their responsibilities are when they leave our doors.

Gathered here at this Summit are people with a wealth of knowledge and experience I believe will help our city and our country confront the problem of racism. Many of you here today have dedicated your energies to fighting exclusion and discrimination in your communities – whether here in Winnipeg or in other places. It would be foolish to say that any one summit could end racism in Canada. But I do believe that gathering together to talk, to learn and to share – perhaps to forge new partnerships - can make a difference. It can inspire us with new ideas and fresh perspectives. It reminds us that human rights aren't just something achieved in our nation's past – they are something we have to struggle for today.

You can find many inspiring stories within the walls of this Museum. Take, for example, Viola Desmond. In 1946, Desmond – a black Nova Scotian and a beautician – was already business leader in her community in Halifax. Then, in that same year, she refused to leave a whites-only section of a movie theatre in New Glasgow, Nova Scotia, and was arrested as a result. She appealed the arrest and lost her case, but her courageous stand inspired future civil rights activism across Canada.

Last fall we had the opportunity to host Viola's sister Wanda Robson. She told us that while she was in her 70s, she returned to university and learned that the story of her sister was being taught in class. Wanda was inspired to begin speaking publicly about her sister's experiences. Even today, at 83 years

of age, she continues to visit schools, talking to students about racism. I want to share with you what she said to us during her visit:

“What happened to my sister is part of our history, and needs to remain intact. We must learn from our history so we do not repeat it.”

And here we are, gathering together to learn from our history – and from each other – so that we may build a better future for everyone in our society.



**ELDER FRED KELLY**

*Anishinaabe*

***Pipe Ceremony***

I was given the honour and tobacco to do the opening invocation for this ceremony and this gathering.

First thing I want to share with you is the opening invocation that I did with the pipe. I will translate what I was saying in the opening pipe ceremony.

I point the pipe to the east to the spirit of the wolf that runs from the eastern direction and points the two legged in the direction they should be going. Then, I go to the south and I invoke the spirit of the winged ones that sit in the south that have the vision of future generations and the path that they should follow. May we have that vision as well so that we can live together in peace and harmony as was intended by Creator.

Then, I go to the west and point the pipe to the bison that sits in the West standing strong on each one of the ways in which we were given. When the Creator planted the two legged on the earth he put the yellow to the east, the blacks to the south, the reds to the west and whites to the north and in time they will come together. If they did not pursue peace and harmony through respect and truth there would be conflict and we have lived through these times. Then I point the pipe to North where the white bear sits and the bear is a ferocious and fierce animal that protects its cubs. This symbolizes our own love for our children and future generations that we may also have that fierce love, honour, respect and truth.

I point the pipe to the sky for all the star beings that light the night sky. I go to the four layers of the earth and that all the spiritual beings of the earth will also receive our invocation. I turn to ishkabe he – the one that intercedes on my behalf that I may be received in a humble way and a way that is good in purity. Finally, I turn to the Creator last not because only after you have that knowledge of everybody else will Creator also take my part.

***Barbara Nepinak*** - Thunderbird Woman - Bear Clan

It's our responsibility as women that we are life givers that we should honour the spirit of water. I have been given a traditional tobacco offering to give this prayer - to pray for people all over the world doesn't matter what colour of skin you are. I pray for our children and grandchildren. I will not translate my prayer I will just say it in the Ojibwe language.

**Elder Fred Kelly**

Fifty years ago, Salma, Alabama was in riots. I was 23 years old and I was angry at the state of apathy in Canada at the time. People were saying look at what is going on in the States. Isn't that terrible?

Aren't we lucky that we don't have a problem here in Canada? The wake-up call came when our people got together in the first protest march up to that point in our history. We had been docile and stoic in the face of atrocities.

This was the birth of the civil rights movement in Canada. I had the honour of meeting Martin Luther King, Malcolm X and some other prominent leaders of the day. We took action and 50 years and two generations later that vision is still ongoing. We are not seeking equality, we are seeking human dignity and equality of opportunity and this gathering is a testament to that.

### ***Blanket Ceremony***

The woollen blanket is like a dream catcher of our people. It is webbed and belongs to grandmother spirit spider that sits in the middle of the sky to protect us. The mayor had the courage and the vision to call a Committee on racism. In 1965 we demanded a committee on racism but the interest dissipated. The spirit still lives and we have made significant progress in terms of moving to words that equality of opportunity. As the blanket is wrapped around the Mayor, it signifies past generations are now passing on the same vision and the same courage. We wish you all great success. I want to congratulate them on behalf of our people and the past generations. Now these beautiful people are taking on the mantle that was started some time ago. This blanket ceremony is a symbol of passing on the fire to the next generation.



In 1965, we dreamt wistfully: Would we ever reach the time when our children would have the equality of opportunity to reach their potential? Wab is now heading indigenous studies at the University of Winnipeg. That was unthinkable back in 1965. He's married to a First Nation lady who is a medical doctor. Those were impossible dreams back at that time. We have a Metis Mayor in Winnipeg. That was unthinkable in 1965.

*[Wab Kinew sang an honour song.]*

Miigwech.





**PREMIER GREG SELINGER**

*The Province of Manitoba*

Thank you to the Elders for that opening ceremony. I see many other Elders in the audience and your presence here makes an enormous difference in the tone of the event. This is an important summit, Mayor, congratulations. We are very pleased to support it.

We are not ever going to let a label like being the racist capital of Canada ever sit easy with us. We have made tremendous progress as Elder Fred Kelly has said. We see change going on all the time and we see the distance we have to go. I look at the level of government that we are at in working with hydro in the north and partnerships with First Nations that are equity owners. That would have been impossible 20 years ago.

I look at what's happening in the government where we have four indigenous people in cabinet and a first-ever woman of colour in cabinet as well and see the diversity that we have in our community - a growing diversity from people all over the world that are coming to make their homes in Manitoba, including refugees in record numbers. We are very interested in having more people come to Manitoba as we build a sense of inclusiveness and social justice in our community.

We have amended the Human Rights Code to take into account gender orientation and differences as well as social differences broadly defined to include new forms of discrimination that may occur. We talk about racism but we know that racism intersects with other forms of discrimination - poverty, inequality that we used to call class and issues related to gender, youth and age. All of those come together and we see them reflected in our community issues like missing and murdered indigenous women and girls. This Human Rights Museum is a tremendous testament to the Asper family and people wanting to put in place an institution that would discuss and be controversial in an ongoing way.

Just a few steps away from here south of the Oodena Circle, the Aboriginal Youth Opportunities group is meeting with people tonight near the memorial to missing and murdered indigenous women and girls which will be a constant reminder of the distance we have yet to travel.

As we enter into this journey of collaboration and dialogue, the partnership we can forge here tonight, not only in our own community but in across the country and south of the border, can be a source of strength to fight these issues and make sure that we are moving in the right direction.

I know that we had Dr Curley here who has marching in the 60s along with people like Fred and Martin Luther King Junior who said, *"The moral arc of history bends towards justice."*

It actually doesn't unless we make it bend towards justice. It takes the will of us collectively, in our community, in our neighborhood and in our country to make that moral arc bend towards justice. I think this conference will be a great contributor to that. Thank you.



**ALBERT C. LO**

*Chairperson of the  
Canadian Race Relations Foundation*

I'm so honoured to be standing here on behalf of the Canadian Race Relations Foundation. I want to extend my deepest gratitude to your Worship for your leadership for taking the initiative to organize this summit. And also with the full support and participation and partnership with the Canadian Human Rights Museum. The Canadian Race Relations Foundation was created as part of the Japanese Canadian Redress Agreement, The Japanese Canadian Redress could not have happened without the leadership of Japanese Canadians Association under the capable and inspiring leadership of of Winnipegger- one that belongs in your midst - Dr. Art Mickey.

This organization was created and is charged with the mandate to help eliminate racism and racial discrimination across Canada. The creation of this crown corporation did not happen by accident. It was created by design and thanks to the generosity of the Japanese Canadian community and again the foresight of Dr. Mickey. We have this group of people even though we are a small organization but we have managed to reach out following Dr. Mickey's example, to partner with many different organizations across Canada to try to accomplish a very broad national mandate. And talking about generosity as the Mayor pointed out earlier, I keep thinking about the generosity of spirit, the forbearance, the courage and intensity of the indigenous communities, the Elder, our brothers and sisters from the indigenous communities and in spite of all the hardships of injustice throughout so many years, they still extend their friendship to the non-aboriginal communities across this land. From the bottom of my heart, I want to thank you all for your generosity for putting up with the injustices and all the craziness that really stir up a lot of hardships that affected so many communities and families, and relations between individuals.

We come back to one central question, as Elders pointed out earlier and also by your Worship, that it is so important that we don't forget the human dignity. We need to honour each other. If we do honour the inherent human dignity of each other, all the human race would come together naturally. We wouldn't have to fight against each other. As we look forward to tomorrow, this solemn dialogue - this precious opportunity for us to talk to each other and to exchange ideas I'm hopeful that we can come up with positive, concrete, honourable, respectful solutions to address the problems that we face. And yes it is a journey but it is going to be a beautiful journey when we walk together in love instead of hate. Thank you.



**MAYOR BRIAN BOWMAN**

Thank you, Dr. Young.

Welcome Elders, Premier Selinger, Ms. honoured guests, presenters, and participants:

Welcome, everyone, to the heart of Winnipeg, on Treaty one land, and the traditional homeland of the Métis Nation...to the ONE National Summit on Racial Inclusion. . .

I ask that our Elders from our Indigenous community joining us today offer us their blessing and prayers as we work together in this gathering.

And I ask Winnipeggers . . . and indeed all Canadians from every background and community to keep us, and the task before us, in their hearts.

I would like to thank Dr. Young and the Canadian Museum for Human Rights for being our partners. . . and Premier Selinger, Minister James Allum, and the Province of Manitoba along with Chairperson Albert Lo, and Executive Director Anita Bromberg of the Canadian Race Relations Foundation for their strong and steadfast support of this endeavour.

And, of course, I extend my sincere gratitude to all of you taking part in the Summit with us at the Canadian Museum...for Human Rights, here on sacred land near the Forks . . . and to everyone joining us through live stream and social media...to collaborate as we seek . . . solutions . . .in a collective spirit of honesty and urgency and determination and hope.

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“No one is born hating another person because of the colour of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.”

Those words were spoken by Nelson Mandela.

Their meaning resonates with hope ... but not without heartache...having to learn to love ...when it's something we are born to give and receive.

And with those words in mind, I want to begin by reminding everyone why we are here:

On January 22nd of this year, Maclean's published an article labelling Winnipeg...the Canadian city renowned for our generosity and compassion..... as “the Most Racist City in Canada”.

Later the same day, in an act of unity, this community, came together to admit to a difficult problem that none of us are proud of. ...and when we could have split as a community divided..... and blamed or excused...Winnipeg chose the courageous path of truth in an ugly and shameful moment. I believe THIS to be one of our most important endeavours in Canada today: facing painful truths; changing old attitudes; and embracing the people... and the practices that are helping bring about change now. . . and developing and sharing new ideas to make Canada truly inclusive...

This is the hard work we must do, to ensure dignity and opportunity for every person in this country and to reclaim our highest aspirations as a nation.

We began the difficult task to face the painful truth and we committed, in unity, to work toward a solution. I was, along with so many others, so deeply proud of my City that day.

And today, as I look around this room, I remain proud to see just how important this endeavour is to so many people. I believe that, how we responded, with honesty and humility, speaks to the integrity of our collective character. And let us remain proud...but let us also tread mindfully.

In these two days, in this inaugural Summit, we will not, and cannot mend the profound hurts and wrongs and injustices, of generations, and centuries. The ONE Summit is a stepping-stone on a long journey, and we are here in commitment to that journey.

Let us remain ever cognizant that there will always be those who believe we do not have a problem with racism at all, or who believe there is no hope...that our work here, today, is pointless.

Well, I don't accept that. And I am confident that you are here today, because you don't accept it, either. It is, of course, true that discussion alone will never improve the horrible experience for a young Black Canadian man who experiences discrimination applying for a job; or for a South Asian Canadian woman who's taunted for wearing a hijab; or for Rosanna Deerchild...having racist and sexist venom spat, at her, from a passing car, or for any of the injustices we will all hear about, and learn from, this evening, and throughout tomorrow.

I simply cannot fathom the cost to our City, to our families and future generations if we do not acknowledge...or if we simply do not try. What I hope and believe we can do, is, by bringing together some of the best minds, and most dedicated hearts, people with a deep understanding of the need for racial inclusion , people who have been fighting hard on the front lines...I believe we can share solutions. . . . cultivate new ideas. . . and. . . increase the tempo... and urgency of the search for solutions, across Canada.

When we announced in March, that this Summit would take place...I recognized then what an enormous task lay before us. But as word of our plan got out to other cities... and Winnipeggers became even more engaged in the effort... as interest to join Winnipeg's conversation poured in from across the city and from out across Canada from Abbotsford and Victoria- to St, John's...Calgary, Toronto, Halifax...

... it became almost immediately apparent, that we are ready to face this together...and that there exists a very real desire to begin this journey toward racial inclusion through actions and change.

It is my hope that our journey will improve our ability to acknowledge that we have a problem.

More impactful than any press conference, or Summit, is the honest discussion at work, in the community ... with family members and friends, when the cameras are off and we continue speaking the truth ... even in private. Especially in private.

I want us to collaborate to better define what we can do as a City. These are not just federal issues, or provincial issues, these are our issues to fix in municipalities across Canada as well- let's take a closer look at Winnipeg's precise role and opportunities over the next two days...

Let's try to develop concrete ideas that will help each of us, as individuals, acknowledge our own roles in racism.

All of us, in some way or another, typecast, stereotype, or make decisions based on beliefs that are rooted in the same untruths as racism.

We must take this opportunity to look for ways to inspire introspection and personal accountability that we can get into every individual's toolbox ... because change ...

...it starts from within...

I believe we can find ways to build more empathy. Regardless of race, creed or religion, the common need and desire at the foundation of every issue we face is the human need ... and desire... to be heard and understood. How can we raise healthy more caring empathetic children? How can we become more caring empathetic adults?

We must consider means to enhance our ability to accept and meet our innate human need to be accepted. And finally, I believe that in this summit we can start to shape plans that will guide us to judge less and accept more. Corporations, municipalities, faith-based organizations, community organizations, neighbourhoods...we all benefit from a renewed ability to see the other side... a perspective that expands far beyond our own personal perspectives.

With your participation in panel engagements, through your shared stories and ideas we gather through the panel discussions, expression booth, and your comments throughout this entire event, and following our discussions and sharing over tonight and tomorrow ...the information and ideas are going to be vast, broad and plentiful.

The City of Winnipeg's Citizen Equity Committee, chaired by Councillor Cindy Gilroy, has led the charge to take on the enormous task to take all of our information from this summit, including transcriptions of all expression booth videos, and prepare a final report... to document our collective voices. And then, at our planned press conference next January, one year after the Maclean's article originally published... labelling Winnipeg as the Most Racist City in Canada, Winnipeg will show what we've done to address racism together, as ONE community...and to share what steps we intend to take moving forward, together ... so our journey begins the shift from ideas into action.

I believe that having sharable ideas that we can use now as a result of your participation today is not only possible, but I believe it is achievable and worth every moment that we invest into this critical journey.

Nancy MacDonald, author of the Maclean's article, is here this evening. I want to thank you, Nancy, for shining a light into darkness that cities across the nation all share.

Elder Lyle Longclaws has written, “Before the healing can take place, the poison must be exposed.” And while I do thank Nancy, I note that there are many people in this room who have dedicated their lives and careers to telling the truth about injustice... and racism in our society ...

I want to thank every single one of you, for focusing the questions for us, so clearly and for your important roles serving as beacons of light in our community. These are dark, troubling times, in the world, with the world facing the biggest refugee crisis since World War II.

As Canadians, we believe in doing our part to help. My Mayoral colleagues across Canada are mobilizing to help. Premiers, like our Premier, are mobilizing to help. And Canadians across the country, are mobilizing to help. As Canadians, we feel moments like this deeply.

Most of those who’ve come to Canada from somewhere else in the world – or whose forebears came from somewhere else...came to get away from exclusion. Exclusion due to poverty, or lack of economic opportunity; exclusion based on religious or political intolerance; or exclusion tied to race or ethnicity or language. This museum is full of vivid, and terrible, examples.

Immigrants to Canada have come, for generations, in the hope and confidence of being included.

Racial inclusion should be second nature to us, by now.

And at our best...it is.

But there are darker moments in our history. Moments we have to confront, and own up to.

Turning back would-be immigrants from Punjab in 1914, solely on the basis of race. Interning Ukrainian-Canadians as “enemy aliens”, in World War I. Imposing a head-tax on Chinese-Canadians. Interning Japanese-Canadians in the Second World War. And the almost complete rejection of Jewish refugees fleeing the Nazis, under the infamous policy later described as “None is too many.” And, even as Canada started to become more diverse, generations of Canadians suffered from racial and religious discrimination in university admissions, opportunities to purchase real estate, and of course in employment opportunities as well.

We have not always lived up to our ideals of inclusion. Our history is marred by terrible lapses, terrible failures...and terrible betrayals of the ideals we hold dear. None more terrible than the treatment of Indigenous peoples, First Nations, Inuit, and Métis peoples.

The exclusion that Indigenous peoples have had to endure, and still endure, is especially unconscionable. Because, Indigenous peoples treated newcomers in a generous and inclusive spirit, only to be excluded and treated as exiles, in their own land.

Without Tecumseh and First Nations allies, there might very well be no independent Canada as we know it, today.

It is amazing that, down through our history and despite every injury, Indigenous peoples have stood on guard defending Canada, in all our conflicts, including both World Wars, and in the far north and remote regions. But this generosity and courage has not been reciprocated as it should have been. Over the generations, we have seen this manifested in many ways.

In terms of legal rights and economic policy and sheer survival, as Professor James Daschuk powerfully argues in his *Clearing the Plains*, winner of the 2014 Macdonald Prize.

And, catastrophically, in terms of the violence and abuse and cultural destruction imposed by the residential school system. As a parent, I cannot conceive the forced exile and estrangement and heartbreak inflicted on generation after generation. As a member of a community, I cannot conceive the loss of language and culture and spirituality inflicted on generation after generation.

I know the work done by the Honourable Mr. Justice Murray Sinclair and the Truth and Reconciliation Commission was incredibly difficult and painful. And the pain that survivors endured, to tell their stories, was excruciating.

Addressing the recommendations of the Commission is going to be the biggest challenge any of us face in our lifetime, I am certain. But the Federation of Canadian Municipalities is committed to work with the community, to try. The Big City Mayors' Caucus is committed to work with the community, to try. As a City of Winnipeg, we are committed to try, and we are already looking for opportunities to work on the recommendations that specifically pertain to municipalities.

This must be with leadership from the community, at large.

Too often, political leaders have tried to address problems “for” Indigenous peoples, instead of with Indigenous peoples. We want to do better. We want to listen, and we want to learn.

That is part of the imperative and impetus behind this ONE Summit.

I can tell you, as a City we have made a start on implementing recommendation #57, educating public servants in departments across the City, on the history of Aboriginal peoples through awareness and diversity training as well as medicine teachings. It is a just a start.

But we are sincere and passionate about it, and we want to listen and learn and keep moving forward. Despite the challenges and acknowledging fully, that, we have to do much, much more.

I believe our speakers this evening have important things to share with us, and this city, and this country: that reflect Mandela's conviction. And I believe the work we will do here, together, will guide us back to what comes naturally to us. Racism is a vicious circle. It starts with falsehood, it engenders injustice, and the injustice generates more falsehoods, and more pain.

In every part of the community – every part! – we need to interrupt that destructive cycle, and transform it into a virtuous circle. A healing circle.

The great Tomson Highway said, “This is the way the Cree look at life. A continuous cycle...A self-rejuvenating force.”

I'm eager to hear the insights all of our speakers have to share. Because they all bring incredible passion, commitment, and depth of personal experience to the questions we're grappling with, in this Summit. We're facing a tremendous challenge, in Winnipeg and across Canada - - - to fight against exclusion, and win some victories for inclusion. But I am hopeful. The Manito Ahbee festival has just concluded – celebrating Aboriginal arts, music, culture, and spirituality.

Activities that were once outlawed. Lisa Meeches, the Director, and one of tomorrow's speakers, said, we look at this “as an opportunity to be victorious. We want everyone celebrating with us.” This gives me hope.

I'm hopeful because of the partnerships we have with community organizations like the Immigrant Centre, and the Immigrant and Refugee Community Organization of Manitoba.



I'm hopeful because of the commitment and leadership being provided by our Indigenous Advisory Circle, and our Aboriginal Relations Division, and our Citizen Equity Committee.

I'm hopeful because of the commitment and care of staff in our civic departments. Most of all, I'm hopeful because of the tremendous and positive response of citizens. The desire to make things better. The desire to be "ONE" as a community.

Being here in this space, this evening, makes me dare to hope. Here, the installations remind us of the challenges we face, but also the successes we've had making Canada a better country.

This museum's architect and exhibit planner carefully shaped a space that is, in their words, "a journey from darkness, into light." A long, winding, climb to the mountain-top. Topping the Museum, above all of us as we gather to take the first steps of this journey together, is the Tower of Hope. The Tower is unfinished... and it is unfinished for a reason – as a symbol that the work here will never be done. I believe it symbolizes this journey we are committed to, as well.

The work we are doing, together, now, will not end with the conclusion of the ONE Summit tomorrow; it will not end next January, or in two years, or a generation.

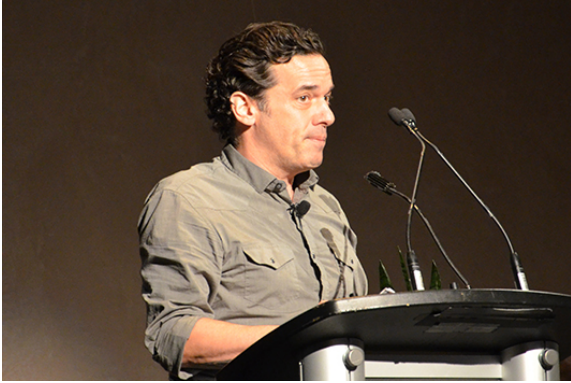
This is our journey, as a city, and a nation. It is a journey that never ends.

It's a journey that requires our energy and our conviction so that we achieve dignity for our elders; opportunity and respect for each fellow-citizen; and a better future for our children.

It is our journey that connects us all in the belief that we do have reason to hope.

Thank you all so very much for being a part of this.

Merci and Megwiich.



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**KEYNOTE SPEAKER:**

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**JOSEPH BOYDEN**

I wish to recognize and say thank you to the people of Treaty 3 and to say miigwetch, thank you, for inviting me to the traditional lands of the Ojibwe, Metis, Saulteaux, Cree...

One.

Ahnee. Boozhoo. Hello. My name is Joseph Boyden. I am a mixed blood man of Irish, Scottish, and Anishnaabe heritage. My clan is Mukwa Dodem. And my Anishnaabe names are Wasay Ashcong and Nimki Beenaasi. I grew up the third youngest of eleven siblings in a strict Irish Catholic household. My father was a doctor and the most highly decorated combat physician in the British Empire in the Second World War. My mother was a teacher and is now 84 and is loving life in her traditional territory near Georgian Bay, Ontario surrounded by a number of her children and grandchildren and great grandchildren.

I have seven older sisters and this will make sense to you if you've read my work that is always populated by strong female protagonists. My two younger brothers are firefighters, and my oldest brother is the shame of our family. He's a lawyer. All of my seven sisters at one point or another in their lives followed my mother's footsteps and became teachers. I did, as a well. I will celebrate my 20<sup>th</sup> wedding anniversary in a couple of weeks with my wife, the novelist Amanda Boyden. I have a son Jacob who is 25. I am a novelist, a journalist, a screenwriter, and a closet poet. And I am the face of white privilege.

Don't get me wrong. My Anishnaabe blood, mixed with my Celtic blood, pumps fiercely through my veins. You see, the problem is, I don't really look Indian. People often guess maybe Italian or Spanish, but rarely either Celtic or First Nations. I, along with many of my siblings, was blond as a child. The worst racism in my own life that I've ever faced was hearing strangers ask my black-haired and dark-skinned mother if I was adopted.

The question of race, of racism, of judgment based on genetic lottery, at its most simple, is anchored in our appearance. It is 2 millimeters in depth. .07 inches thick. It is skin deep. I've had the privilege all my life of appearing a member of the "majority" and when I say privilege, I say it with careful consideration. A right, *an immunity, a benefit* enjoyed only by a person *beyond* the advantages of most. North America hurdles toward the date when "minorities" will hit the tipping point that swings them into the majority of our population. Latinos, Native Americans, the peoples of the Asian and African diasporas will, possibly within many of our lifetimes, become the majority. This fact might be what incites what feels like *panic* among certain people in Canada and the United States, panic and it's close brother fear. Fear of change. Fear of the unknown. Fear of losing our benefits and rights and yes,

*immunities*, to those who you don't regularly rub shoulders with or speak to or share food with or sleep with or wish your children to be friends with.

Let's be honest. This strange political beast in the U.S. we've all watched with amazement and bewilderment, this strange and angry voice called the Tea Party, well, you don't see many faces of "color" involved in it, do you? And the current Republican contender who is simply destroying his opponents for the next president of the most powerful country on earth, This guy with his helmet of hair and his orange skin (does he understand the irony?), this guy who really does look like an Umpa Lumpa, he can spout the most base and hurtful and illogical and outrageous comments like Latino immigrants are rapists and murderers, and rather than being taken down and out by the outraged, his popularity, his numbers, only continue to climb. Outrageous indeed. At the heart to it, maybe then, *is* outrage.

But who is so outraged that they will do anything in their power to prevent our tired, our poor, our huddled masses yearning to breathe free from coming upon our shores? And what is the fallout of this? The photo of a child's lifeless body washed up on the shores of a distant country, his father desperate enough now that Canada was officially turning his family down, to try and make it there "illegally," in other words to come to a place of refuge because the alternative was his family would die? His family, his family *did die*. But why? Red tape? Yes. Fear of admitting citizens from countries deemed to have high rates of terrorist activities? Yes. Fear? Yes. **Fear**. Did you know Outrage has a sibling? That sibling is Fear.

The boy I speak of--you know, the one face down in the sand on a Turkish beach, his name was Aylan Kurdi. He was three. His five-year-old brother, Galip, also died. As did their mother Rehan. Their father, Abdullah, he's alive. But how do you live after that? Should we be angry to find out that they'd applied for asylum with the Canadian government? Should we be angry and heartbroken and bewildered that a family has been destroyed, has been killed, because of red tape? Should we look at ourselves and say, "It's my fault, too?" We Canadians are a polite people. We are a measured people. We are a content people. We are, I think, a complacent people. Too complacent? If you disagree, please remember that those who make decisions for us are put in power by us.

Did you by chance hear the story this week of a 14 year-old named Ahmed Mohamed who brought a home made clock to school for his science project and was arrested on suspicion of making a bomb? Perhaps racism is not only just 2 milimeters thick but also as paper thin as a foreign sounding name. Aylan Kurdi. Galip and Rehan and Abdullah Kurdi. Ahmed Mohamed. These are names that stoke not just outright concern, but fear. These are not the names so many of us want for our neighbors living next door. These are not the names of those who typically cut right through the red tape of our government's—of our—immigration policies. Not only does skin pigment cause anger and fear, so apparently, do certain consonant and vowel constructions that when spoken don't align with our own ears; I feel that I've been taught, especially since 9/11/2001 to listen to those dog whistles that make the hair on the nape of my neck stand up, to be not just concerned of the other, but to be fearful and even outraged by him and by her. We have been indoctrinated, I think, in this age of fear, Canadians and Americans alike, to become simple racists. But then I see a photo of a three-year-old boy lying facedown on a pretty beach, lying there dead, and so completely alone, and I realize that outrage and fear of the unknown is too easy. Is too simple. And it is this I must fight.

Yes, our country is racing to the tipping point that, within many of our lifetimes, the "minority" populations will become the majority, and yes, I think this stokes much of the anger and all the ugly siblings who come barging in along with it. We don't like change. And to be honest, we often don't like sharing. I hear it loud and clear: This land is *not* your land. This land is *my* land.

Let me tell you something interesting, though: ask any First Nations person in this country his or her thoughts on immigration and the idea, the ideal, of sharing land, of sharing resources, of taking in our tired, our poor, our huddled masses yearning to breathe free, and listen careful to what you hear. Our indigenous people certainly see the irony of these contemporary and orange-faced fear-mongers screaming that immigrants are evil, that outsiders are rapists and murderers and pillagers. Yes, we indeed get the irony.

And if you believe that Canada is a post-racial society, well, I'm willing to bet heavily that your skin pigment is lighter, not darker, and that your name does not sound like Aylan Kurdi or Ahmed Mohamed or you are one of the minorities that hurdles, as I speak, to becoming, within many of our lifetimes, the majority.

Two. *Hey, Boys*

My friend, Tanya, she's pretty special. She's 39. She's an Inuk from up north. She's the mother of two amazing daughters, and she's really smart and good-looking. She's an artist and a musician and her talent has found a way to blossom into the lives of many, many people. Tanya travels the world sharing her brilliance, her spirit, her orenda. She's taken an ancient and traditional custom of her people and used her throat and her whole body to make something so powerful on the stage that I've witnessed strangers weep uncontrollably or smile like madmen or simply stand and stare with their mouths open or even leave the concert. She's that good.

Tina Fontaine was a special kid. She was 15, from Sagkeeng Reserve and living in Winnipeg. Her father was beaten to death by two drunken friends in 2011, and Tina's family describes how she'd gone into a spiral since then, how she had drifted away from them and into child and family services care in Winnipeg. The family care system there is so over-stuffed that Tina was staying in a local hotel with little supervision. It was easy to run away, and so she did. The last time she was spotted was by two cops who'd pulled over a guy in his pickup truck. 15-year-old Tina was his passenger. Despite her being flagged as a runaway, the cops let her go. Not too long after, while searching the Red River for another missing woman, Tina's body was discovered in that river, stuffed into a garbage bag. Tina was a really good student and loved her family very much.

My wife Amanda, I can claim that she's special. She's 50 although when people hear this they don't believe it. She's a novelist and a screenwriter, and almost half a lifetime ago when she was 27 she was brutally raped and left for dead in a Milwaukee neighbourhood as she walked to her evening shift at a local bar. The assailant strangled her so hard that her contacts popped out of her eyes. He raped her and tried his best to kill her, and he came close. For a long time after, her skin continued to mottle and her eyes continued to bleed red. Almost half a lifetime later, that young woman at the wrong place at the wrong time is older and more beautiful and still wonders if that fucker still stalks the street, hunting.

My friend Tanya the artist and musician was sexually abused through much of her youth. She allows me to tell you this. She's turned the pain into art. In October, the day after performing for the Royal Winnipeg Ballet, a triumphant performance by all accounts, Tanya was followed, in broad daylight, down the street and verbally assaulted by a white man who made it clear to her that he wanted to fuck an Indian girl and she was the one. He went on, as she tried to walk quickly away, to describe all of the things he was going to do to her. Tanya says she can't count how many times that this has happened to her and to most of her friends. Tanya describes her daily experience of simply walking down the street as living in a horror movie, a movie you can't escape from, one that doesn't end. After her treatment by this man, Tanya got back onstage that night and performed triumphantly, once again, in front of a sold out audience.

Amanda and I were here in Winnipeg to watch Tanya perform with the Royal Winnipeg Ballet. This was not so long after Tina Fontaine's body was discovered wrapped in plastic at the bottom of the Red River. As I contemplate this confluence, I believe it might be possible that some small part of Tina is the child in these two women who lived, but I desperately mourn for the life of a young woman not given the chance. Not a chance to sing, not a chance to write, not a chance to breathe each day.

Hey, boys, what are we to do? Hey, men, why don't we question this sickness that beats inside of too many of us? Shall we healthier ones spend our lives staring, not knowing what to do, just stand and look at our shoes or touch our faces and ask forgiveness for horrors we feel no part of? What are we men to do about this? Do we simply stand by and watch?

How will we raise our own boys?

I'm sorry.

I'm so sorry, Amanda.

I'm so sorry, Tanya.

I'm so sorry, Tina.

If there is a physical manifestation of racism in this country, if there is a corrupt and oozing heart to it, it is in the plight of our murdered and missing Indigenous women and girls. The most conservative estimate floating around is that there are nearly 1300 Indigenous women and girls who have been murdered or gone missing in this country in the last years. If you are an Indigenous woman in this country you are four times more likely to die violently than any other group of women. The majority of our population demands an inquiry into this travesty, and yet the federal government not only completely shuts down this call but twists and outright lies about the statistics recently released by the RCMP to make it sound like the majority of solved murders were committed by the husbands of these women. The fact of the matter is that Indigenous women are more likely to be murdered by a stranger than any other group of women.

And so why no inquiry? Why the denial that we have a massive and criminal problem in this country? Because by holding an inquiry, we're going to be forced to face what so many don't want to face or admit to. Not just that the historical treatment of our First Nations, Inuit, and Metis peoples has been incredibly racist, and yes, an attempted cultural genocide, but our ongoing treatment of our most vulnerable, the turning away of our heads to the horror that is our murdered and missing, is easier to do than admit that something very sick beats in the very heart of our society.

Winnipeg, I think, is the perfect place in which to enter a discussion on race and racism. Winnipeg is not just the geographic center of Canada. It is the psychic center, the place where east meets west, and north, south, where the colonist mingles with the indigenous, the meeting place, the bartering place, the mixed blood community cradled in the arms of rivers.

We all also know that Winnipeg was recently labeled the most racist city in Canada. My friend, Roseanna Deerchild, was unwittingly and uncomfortably made the face of this crisis by a certain national magazine. Is it, though? Are you the most racist place in this country? Who's in charge of counting? What are the criteria? What was the skin pigmentation of those who made this call? What I

have heard is that Winnipeg's name comes from a Cree expression that translates loosely to murky water or muddy water. Indeed. To label your city as the most racist place in our country is to enter said waters. And enter them we must.

If we are to look, truly look, into the deepest darkest corners of our society, of our country, of our deeply ingrained and embedded racism, we will find staring back at us the thousands of eyes of our missing and murdered indigenous women.

"Hey, Boys," the piece I read to you at the beginning of part 2, I wrote it as my own tiny call to arms, as my own tiny attempt to address what I believe is this country's greatest stain. Our MMIW. Yes, the predator sickness is so prevalent it has its own acronym. I made a shout out to the wilderness late last year, asking others who dabble in writing like I do, to answer my call, to howl back from their lonely writing desk, from their own tiny corner of the country, in the hopes that we could show our fellow citizens and government that we as artists care. And they did. Margaret Atwood and Lee Maracle. Michael Ondaatje and Sherman Alexie. Taiaiake Alfred and Tanya Tagaq, along with fifty other writers, all contributed to a book titled KWE: Standing With Our Sisters. We put together this book because we felt useless, we felt helpless. We needed to act in any way we could.

All of us have to act in every way we can so that not one more Indigenous woman is murdered or goes missing. Please do not give up the call for a national inquiry into the MMIW. After all, those who are most vulnerable are our daughters, our mothers, our sisters. This is not a Native problem. This is everyone's problem.

Three.

Bitching's easy. Solutions are hard.

How do we go about deconstructing such a complicated problem? First, we have to admit that we have a problem. There are still a lot of deniers out there. If you don't believe me, go and read the comments section of the Globe and Mail, of the National Post, of any paper in our country when an article on First Nations, or immigration, or that dares to mention the term racism appears. The deniers sure come out of the woodwork then, anonymously and viciously attacking, striking out at those who dare to claim that we have a problem with race in this country, whether that race is Indigenous, or Syrian, or Central American, or African American.

My eyes were truly opened to the sheer volume of racist voices in this country during the height of the idle no more movement when *every* article dealing with what is a positive and rich and inclusive movement was followed by dozens, if not hundreds of anonymous voices spewing their hatred. It's strange and deeply disturbing, and for some reason, those voices are always anonymous.

Yes, we have to admit we have a problem. Houston, we have a problem. Winnipeg, we have a problem. Toronto, we have a problem, Vancouver, we have a problem. Calgary, we have a problem. Ottawa, please hear me when I say we have a problem.

Tonight and tomorrow will offer great opportunities to begin the discussion and to begin laying out some solutions. And so what are mine? None of them are earth shattering, and I'll be the first to admit that I certainly don't have all the answers. What I do offer, I'm sure has been discussed before in many different venues.

The first, which I think is quite obvious, is education. The Truth and Reconciliation Commission recently released its report along with its recommendations, and education of our youth is at the top of its list. From a young age, we must teach our children not just a partial history of this country but the full history. Unfortunately, not all of our history is positive or shines brightly. No one's history

only does. But to admit to the darker side of our past is to begin to come to terms with it. I certainly wasn't ever taught that there were residential schools in this country where First Nations children were forcefully taken from their parents and placed in institutions often teeming with emotional, physical, and sexual abuse. I certainly wasn't taught that the last of these schools closed their doors in 1996, not even twenty years ago. But I should have been. Problems of the past simply can't be ignored because they will continue to fester not only into the present but into the future. We need curricula in this country that teach the story not just from one side, the side of the victor, the conqueror, the "majority" but from many different sides, including the side of the Indigenous as well as the immigrant.

But so many of us have already completed our education, at least our formal education. What can we do? From the very first announcement of this summit, I began hearing from local First Nations people in this community, many of them front line workers in places like the north end, that they weren't very happy that someone from the outside was coming in to be the keynote. And I understand this unhappiness. After all, these are the people who face the troubles in a very real way every day of their lives. And so I asked a few of them what they would like to say if they had a chance to say it. And so let me speak briefly for them.

Go up to the north end, to places like Thunderbird House and Neechi Commons and meet the people who live and work there. Roll up your sleeves and learn how to fix a bicycle with them or listen to their poetry readings or volunteer to tutor or feed the hungry or simply just say hello, ahnee, boozhoo, wachay. One of the greatest feeders of intolerance is the fear of the other. And again, this is very simple but when you get to know a person from a place very different from where you come from, you begin to realize that the person isn't necessarily all that different from you. In fact, that person is more often quite a bit like you. And the parts of that person that are different aren't frightening but fascinating. There is rich cultural tradition in this city and it just waits for all of us to explore it.

I found out from a local activist that Thunderbird House is in desperate need of a new roof, and so I told her that I would dedicate half of the honorarium given to me for speaking tonight to Thunderbird House, the other half going to a camp I've helped create to reintroduce Aboriginal youth to the land. Oh, you didn't know I was getting paid? I just want to assure you it isn't a ton of money. And I'm donating this money not because I'm a wonderful person but because I can. I challenge everyone here tonight to also do what you can. It might take the form of a donation to Thunderbird House to help them get their roof fixed or to Neechi Commons to allow them to keep running such a brilliant community place. It might take the form of volunteering a few hours or simply going to a community different than yours in order to learn about that community. What I've always invariably found, though, is that just when you think you're helping someone out, it is you that ends up reaping some very cool benefits.

Finally, I want to share this: Someone long ago gave me a button to wear, and on that button, it simply said, "Think Indian." At the time, I thought, why that's cute. Think Indian. I admit I didn't much think of it again until I recently found it buried in my knapsack. Think Indian. Suddenly, in light of this event, it made a new kind of sense to me. Put yourself in the mindset of the other. Try to imagine what the world looks like from the eyes, from the consciousness of the other. Think Indian. Think Syrian. Think Muslim. Think African Canadian. Think Jewish. Think Iranian. Think Latino. Think homeless. Think mentally ill. Think rich and think poor. Think about that. Think.

I am the face of white privilege. I am indeed privileged. My privilege has been to look innocent enough, white enough, to be mistaken for "the majority" and to bear witness to the mean hearts, the

spiteful hearts, the outraged hearts, the fearful hearts of so many who mistake me for one of them. And I will continue to speak out against their hate, their fear. I asked my friend, the great artist Tanya Tagaq, the Inuk throat singer, if there was anything she could say through me since she is a woman who lives with the hate and fear spewed at her on too regular a basis. And do you know what she told me to say? She said to me, tell them this: "Powerlessness will be met with power. Cruelty will be met with empathy. Ignorance will be met with conviction. Violence will be met with mercy and we will not be broken." Those, I think, are the right words, maybe the perfect words even, to hear tonight and tomorrow as we gather together to discuss how to face what at its dark heart is a very real and dangerous fear.

Chi Miigwetch.





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**REV. DR. GERALD DURLEY**

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*Civil and Human Rights Speaker*

I am so humble to be in your presence tonight. It means a lot to Premier Sellinger and also the Mayor. It took a lot to do what you are doing and what you're saying. As I listen to Fred Kelly and go back over the years its interesting how life moves in cycles - up today, down tomorrow. We face so many mountains. We face so many rivers that are so wide to cross. Tonight, as I listen to the speakers a thought came to my mind, that Winnipeg can go from denial to deliverance. You can't be delivered until you realize you need to be delivered from something... something that holds you back - something that says we have a privileged mentality.

I started with Dr. King in 1959 and Young and Jess and John Lewis and all of us. I went to jail 27 times trying to make the world a little bit better not understanding why. These are original signs that I brought: this is a sign from the Department of the Navy: showers White officers and coloured officers hanging.

When I first got to Nashville, and I had to drink from the coloured water fountain not the white water fountain. I wondered why. These people don't know who I am. Why do they have this privileged mentality? Why is it so endemic inside of them that they would dislike and almost hate. What was the bigotry that was so deep down inside of them that would make them speak out against me because of my colour - the nappiness of my hair - the broadness of my nose? I didn't understand so I got involved 27 times in jail I begin to be an advocate and activist. This isn't what they called us back then. They called us militant. Why am I am a militant because I'm trying to save and stand up for my constitutional rights of equality? of Justice for all and then I began to understand that it wasn't me. That white folks had a problem. They thought they were better than me. White folks thought they were smarter than me. White folks thought that they had something bigger than me even though we were all created in the image of a great Creator.

I was only 18 or 19 and then and I did not understand it then. Tonight at the beginning of this conference something has already happened. Something that I was saying almost 50 years ago, and 45 years ago, and 30 years ago: that if racism - this double edged sword of lies and deceit is to ever be defeated, white folks have to understand that we are all equal.

Communication is the key - awareness and education. Education is predicated on three primary principles:

I must understand you. If I don't understand you, I can't communicate with you. I must understand you and in order for me to understand you, I've got to ask you questions about you. You have to hear my pain. I've got to hear your pain. There has to be some mutual understanding.

Then there's respect. if there's no respect there can be no communication. If there's no trust, it's all dead.

Fear is always predicated upon the unknown and a person that is fearful is ignorant. I dealt with ignorant people in 59 in Mississippi and Alabama. Ignorant people, not stupid, meaning they just didn't know. Joseph talked about fear that is so endemic. Fear is what we don't know. And you don't know somebody until you understand them - respect them and trust them. So this conference is already setting a precedent by having a man of this calibre, by having a Mayor stand up.

I never thought I'd see Barack Obama and I travelled with him in 2007 and we went to the Iowa caucus. They were laughing and we were laughing too, Man, no one is going to elect a black man. The next thing I know people began to open up because they began to understand him. Began to respect him and begin to see something that was really real - was transparent. He was open. He was honest. And that's where the real communication starts, when we can be honest - we can be open.

You can't legislate racism away. it's impossible. We can change this feeling inside the heart - to look at and understand what people go through. Every time he talked about another young lady being murdered; every time there's a certain sense of understanding; a certain sense of renewal. That's what this conference, this summit is about.

So I applaud you. I applaud this city.

It's renewed as I listen today, my own battle. I was in Ferguson. I was in Baltimore. I was in New York. I see the Trayvon Martins and I see the murders that are going on. Sometimes Andy Young and I get together and we wonder was it worth us going to jail? Was it worth getting whipped? We kept talking and every time, here's the thing that must be changed in Winnipeg is to do it and become the place - the system must change.

Systems don't change until people change. And people don't change until they communicate. And people don't communicate until they want to understand, care, love and are compassionate about one another. And that's with this speaker was talking about tonight. He opened up in his own eloquent way and said, let us make a difference.

Here is a chance Mr Mayor and the Premier, when people such as you in leadership take the responsibility. It's going to take those of you working along with the indigenous people. I love what they said that the communities coming together and listening, understanding, accepting, having a mutual kind of concern and compassion. So we can go from denial to deliverance. Deliverance from our own myopic kind of feelings that are destroying our nation.

Our children are watching. Our children are listening and that social media is so powerful so what comes out of our mouths and comes out of our attitudes. How we look at things is going to be so important. Winnipeg, I applaud you. I sincerely applaud because you renewed my faith in people. I was thinking that it was just about gone because people have become so selfishly myopic in their own narrow hatred and bigotry and white supremacy attitudes and it bothered me.

I'll be 75 years old my next birthday. And I've seen it at its core but tonight I find hope. When people feel hopeless and when people feel powerless, you've got a problem and the best way to solve that problem is to face it through communication, understanding, respect, trust and concern.

If everything is coming your way, you're in the wrong lane. Get in the right lane. Are you with me?

We can make a difference in this city. We've got to make it. It's on your shoulders. You set the tone for Canada. Be the shining light.



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AISHA ALFA

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I grew up in Winnipeg and this is my home whenever I get asked I say that's where my home is. I'd like to thank our speakers before me for doing such a great job of speaking so eloquently on this subject. About getting us to pay attention and about getting a little compassion for each other. I'd also like to thank Nancy Macdonald who is here from Maclean's for writing the article that we are all so riled up about. People either love that article or hate that article but either way we're talking about it. And this is one of the most important things that's going to come out of this summit.

I do stand-up comedy on in Toronto in Canada, North America and internationally as well. Comedy is one of the best ways to talk about the hard issues. If we're not talking about these things, they get swept under the rug and under the rug nothing gets solved.

Speaking about the missing and murdered Aboriginal women - I'm tired of the word missing like it's an accident, like we lost them somewhere and it makes me very emotional. Because it's not ok. And for us to think that it is some other kind of person - some other class of human being. We treat animals better than we treat those women.

I came back from being in Chicago doing some comedy and as we all know what's happening in the states the campaign for black lives matter. People ask, you know in Canada racism doesn't exist, and I laugh like it must be a joke.

My family is very diverse - my father is a black man from Nigeria and my mother is probably the whitest person I've ever met in my life. People want to know about my 'background'.

People in the states ask me how I've experienced racism - how have you been treated differently. Truthfully, my father and my mother experienced racism when she went to Nigeria in different ways. I know that my grandmother was very racist towards my father when they came home with my brother who was the first grandchild born. She said, "Isn't that just the cutest little negro I've ever seen?" But she didn't say negro. And that was coming from a place of love.

I was living in northern Alberta and there was not a lot of diversity. They had black cows and that was it. I went into a school and my job at the time as a youth coordinator was to do an anti-racism campaign. And I was really excited about it. The first school I went to, I walked in and the receptionist had never met me before and I said I'm here for the presentation. She looked scared of me and she backed away slowly to get the intercom and called out to Mr. Johnson's class room where she said, "Mr. Johnson, there's some Chinese lady here to you see you."

The difference between racism in Canada vs in the states is that racism in the states is obvious racism and racism in Canada is subtle and systematic.

The racism that Blacks experience in the states is the same racism that Aboriginals experience in Canada. We don't even realize we are being racist. And that's a real problem. That's a bigger problem than just saying something racist to somebody else. The campaign #blacklivesmatter and there is no campaign like aboriginal lives matter. It should be all lives matter.

It's so emotional to think that in a country as progressive as ours that people would be alienated, persecuted for something that is beautiful. Diversity. Heritage. Love. Culture. Compassion. Every single person has something so beautiful to offer and if we try whitewash our homeland, we will be left in the dust.

Winnipeg is becoming a place that is more and more diverse. When I was growing up, I didn't see people who looked like me and that's changed. We didn't see certain people in power. We didn't have role models to look up to and that's changing. At the end of two days together, I hope we can understand that not only all lives matter, but all lives are beautiful and should be celebrated.

We need to stop all the small things that happen on a daily basis and have more of an awareness of these things. I hope over the next two days we can learn to be educated, more compassionate, be more understanding and let go of fear, have more joy and love for each other because I love all of you guys.

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JAMES WILSON

*MANITOBA TREATY COMMISSIONER*

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I wanted to respond to Joseph's beautiful words by sharing a story with you. A story about a process an organization here in Winnipeg went through - the Manitoba Museum - where they worked with a group of Elders from Manitoba to create an exhibit on treaties - to talk about the relationship between First Nations and not First Nations in the province and in Canada. A significant part of that exhibit was the number of pipes the museum has been holding. When you put a pipe together it becomes an inanimate object. It has a spirit.

The museum went through this really long process of engaging with First Nations Elders to figure out if these pipes should be displayed, if they are displayed, how to display them. The elders representing all the treaty areas in Manitoba had a really long debate over a period of meetings about whether they should display them. The reason why they wanted to display them is because they wanted the exhibit to talk about treaties.

There is a sacred nature to this relationship and you can't talk about this relationship from a Western perspective unless you talked about it from the First Nations perspective. And that First Nations perspective contains that pipe. So they went through this process and at one of these meetings one of the Elders said if we don't share this stuff, it'll be our own kids that don't know about it. So if we are going to share it, let's do it properly. They they went through a long process where they had ceremonies for the pipes. They had a feast and took them to the communities with the kids in the communities greeted them and they created an exhibit called, "We Are All Treaty People" exhibit.

Now the curator Maureen Matthews, when the exhibit was open last summer, hung out at the exhibit kind of watching people as they went through. She wanted to see how much people knew about different issues. She was amazed that the one person that went to the exhibit who knew more than anybody else; this person knew about the history where we are ; some of the first settlers here went by a funny immigrant name Lord Selkirk; who was embraced by Chief Peguis and forged the relationship that eventually became the Red River Settlement and eventually our city. This young person knew about the treaties of all the different perspectives in this relationship; some of the history of residential schools and the person that knew the most of going through this exhibit was a 9 year old girl.

A young Manitoba student with her mother and a brother led them through an understanding of not only the truth of what has happened to us collectively, some of which is pretty horrific, but also with an understanding of the hopefulness of what the relationship in Canada between First Nations and all other Canadians should look like. And all relationship between all Canadians should look like All Lives Matter.

I hope we can work together and demonstrate compassion and that we all have an important in this relationship.

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**CITIZEN COMMENTS FROM THE OPENING NIGHT**

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The organization was smooth, welcoming, and hospitable.

The location was great and appropriate.

It would have been helpful to have more gender balance in the opening remarks.

Dr. Durley's comment "from denial to deliverance" was an impactful statement and set the tone for the event.

Missing and murdered indigenous women was an important issue addressed by all the speakers.

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**SESSIONS**

**FRIDAY, SEPTEMBER 18, 2015**

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## **SESSION #1 – RECOGNIZING RACISM IN OUR COMMUNITIES AND OURSELVES**

Moderator: Aisha Alfa

### **Speakers:**

Dr. Gerald Durley, Stan McKay and Charlene Hay

Dr. Durley

- The summit today we will begin to do simple things. Like listen to one another. Simple things like working together. Simple things like trusting each other. Simple things like being inclusive. Starting from the bottom up.
- And who are those people that continue to impose this law? Those people need a change of heart. That's why this conference is necessary. That's the power you have in this room; when the leadership begins to speak. When I listen to Joseph last night, I was so proud to see a white man get up and say "I'm on it." We are the ones at fault.
- I'm not here to point fingers at white people and say every white person is racist but the person in power has a right to change the system. A conference like this forces us to get involved with those who are in leadership to change our attitudes so that the system will change.
- The system keeps us in bondage and powerless. The system denies that we have a right to even vote. Now when indigenous people begin to move into areas and we are forced to look at people.
- There is something wrong with that law. And who are the people that continue to uphold that law.
- No one is free from racism because the racism is deeply entrenched as much as the people that are systematically under this racist regime.
- Listen to the pain. You need to hear and truly listen to the marginalized population.
- The system of racism has disempowered the people. Racism = I have the right over you.
- Ending racism is not a 'project'. Biggest hurdle is denial and resistance in mainstream 'privileged' society. Only now we hear 'racist city' because the Indigenous population is at 17%. When it was at 5% we were a nice racist city.
- Change occurs when brains are challenged then hearts change.
- To make change you need to stand up not bow down.
- People come to Winnipeg from reserves to make a difference and have hopes and dreams which become squashed when they come here.
- Start from the bottom up and build people not organizations.
- We label and categorize people instead of looking at the diverse gifts each one of us brings.
- Mental issues (anger/violence/confusion/frustration) are created through oppression which is widespread. Business becomes more important than people.

## Charlene Hay

Good morning. I am delighted to be part of this important event about racial inclusion. Having been part of many such initiatives, there is often an initial flurry of discussion and ideas for action. But we need to acknowledge that achievement of racial equity will be a long and tumultuous process. Please remain committed.

The first step to recognizing racism is to acknowledge that it is embedded in all of our institutions and resides in each of us. We have at least 500 years of racist history, beginning with the launching of the first ship from Western Europe to find resources and markets in the world. Canada began as the colonizer of Aboriginal peoples.

I have prejudice and I act on it. My wallet was stolen in a grocery store by a tall thin couple wearing black leather jackets. Later, driving into that same parking lot, I saw people who looked like them and said to myself “Oh, going to steal somebody’s wallet, ey?” If we are vigilant, we will recognize such prejudice, stereotyping, and discrimination in ourselves. Did I intend to hurt anyone? I did not, but discrimination is measured in the effect, not the intent.

Individual racism, whether intentional or not, is widespread in the Western world and certainly not just in Winnipeg. One project of the Centre for Race and Culture (or CRC) was “Peace Ambassadors”. Motivated youth were recruited to meaningful action. They became experts in the issue of racism and learned how to facilitate discussions among other youth, using process drama or interactive techniques that were powerful. CRC still uses these techniques today in our work providing educational sessions to all groups.

We followed some of these Peace Ambassadors over the years. A number have worked for us and others have created change in their own ways. On the [cfrac.com](http://cfrac.com) website you will find a “Race to Respect” resource book of activities from this project to download. Sadly the project, along with many others had to end because we could not find further funding. We did keep it alive for 7 years: we tweaked it, produced the resource, marketed the resource, workshopped the resource, went to a number of different funders and ultimately they only funded projects, not programs.

Another approach we took was to provide leadership training using the performing arts to African-Canadian youth. This project was called Keshotu. Each year we recruited youth who learned to be proud of who they are and succeed in spite of the racism they live with. They acted, sang, and danced with a script and songs they wrote to packed theatres in Edmonton – for 4 years running. A resource book and a documentary film of this work are also available through our website. We want this to be used by others with any group of racialized youth.

One participant of this project has been putting on a youth conference for the past several years with a few thousand dollars that we help her apply for.

CRC produced many resources for teachers, including our Cultural Crossroads catalogues of culturally and racially appropriate literature and other classroom materials. We tried but were unable to have any of these resources endorsed by the provincial department of Education.

It became necessary to work with institutions because their policies and practices produce racism, most commonly without intent. For example, when education and experience are equalized, racialized people are hired less often and earn less money. And consistently Aboriginal people are the most discriminated against in employment in Canada.

We chose to work with the education system in Edmonton and Alberta, beginning with the “Equity in Edmonton Schools” research, also available on our website. Following this, we formed diverse committees including people from different sectors, parents, teachers, elected trustees and senior staff of 3 school districts. Intensive discussion took place, recommendations were given, and public presentations were made. Some substantial changes did occur but the biggest hurdle to ending racism in this system and others is resistance and denial by privileged mainstream Canadians.

CRC worked with one city for many years. Initially a vibrant and exciting initiative, a media frenzy against “white privilege” on the website lit up immense and intense denial. I am delighted that you are openly addressing the issues of privilege and power. At that time, we were told by one level of government that we could not use the term “white privilege”. Since then, the initiative has been moved from department to department within that City with fewer and fewer resources and the group has not met for a year or more.

I will end with a story from our research with school districts. A child from Africa came home so excited about the new teacher in her school who looked like her. Mom pretended she didn’t understand and asked her child why that would make her so happy and dancing around the room. The child said “But MOM! Don’t you see, she LOOKS like me!” Mom then said “where do you see people who look like you?” Her daughter responded that she saw them cleaning toilets. The voice of that child reminds us of how much work there is yet to do.

## Rev. Stan McKay

- Racism includes environmental issues
- Inclusive society means equal opportunity to be involved in policy development.
- Paternalism and colonialism cannot help now.
- Classrooms can be places of liberation.
- We are all related - dignity and respect – accept all people this way.
- Fullness of life = being a part of nature and with each other. Need a new attitude. Liberation of all of us is to work together with a common goal and vision.
- Elder's quote: *"If you have come to help me, you are wasting your time. If your liberation is caught up with mine then let's work together."*
- Schools maintain a pattern of colonial teaching and prepare kids to be in a system of racism. The education system is core for changing ideas and behaviours. In the current system – diversity is not celebrated. Indigenous approach is too respectful and gentle and the people are not listened to.

## Comments and Questions

- “Each one Teach One.”
- Education is the key to everything.
- How can the school system be changed to value differences and focus on the gifts each person brings instead of making clones out of people and breaking their spirits?
- Changing the school system. Challenging brains (educating people)
- Teaching kids at a young age about the indigenous people, and where it went wrong and why and how. Learning the truth is what is going to make us move on.

### **Tait Palsson, 11**

"I was wondering how you think you can get the message out of the importance of anti-racism when people who do care are going to be here but people who are racist don't think they have a problem and won't be coming to gatherings like this one?"

Panellists told Palsson his generation needs to add one voice at a time against ignorance.

"The way we get the message to those who are racist is through your generation," said Dr. Gerald Durley. "Find others that think like you ... when you get 200 of you, you come to all of us in this room and make us change."

"If I go shopping, there's going to be someone following me (who) automatically thinks I'm going to steal. I experience that. This happens to me all the time," said **Parry Francois**, a Winnipegger originally from Pukatawagan First Nation. "They automatically think in their minds, we're bad people."

**Anita Bromberg**, executive director of the Canadian Race Relations Foundation, on growing up in Winnipeg with a Jewish Ukrainian background:

“I witnessed Winnipeg racism sometimes in its worst. I was in a private school where the kids from the public school came across and they grafitti'd our walls with racist remarks, attacked us at lunch time with racist taunts, stealing our balls, which were amongst the worst things you can do to young kids.”

“I was six when a young man told me that he knew my father was very rich because of my ethnic background and if I didn't give him money every day he was going to kill my father. I was terrified. It went on for a month.”

“I also heard the remarks against the aboriginal community.”

“It was a galvanizing thing to me as I grew up. I think Winnipeg formed a lot of what I'm doing today.”

## **SESSION #2A – WHAT WORKS? GOOD PRACTICES IN PROMOTING HEALTHY RACE RELATIONS**

### **Moderator: Ry Moran**

As the first Director of the National Centre for Truth and Reconciliation (NCTR), it is Ry Moran's job to guide the creation of an enduring national treasure – a dynamic Indigenous archive built on integrity, trust and dignity. Ry came to the centre directly from the Truth and Reconciliation Commission of Canada (TRC). On the TRC's behalf, he facilitated the gathering of nearly 7,000 video/audio-recorded statements of former residential school students and others affected by the residential school system. He was also responsible for gathering the documentary history of the residential school system from more than 20 government departments and nearly 100 church archives – millions of records in all.

### **Speakers:**

#### **Marta Kalita**, Manitoba's Interfaith Immigration Council

Marta immigrated to Canada from Poland in 1989. She has a Master's degree in Sociology. She has worked with immigrants and refugees in Manitoba since 1990 at Manitoba Interfaith Immigration Council/Welcome Place. The MIIC helps newcomer refugees to settle in Manitoba since post World War II and contributes to many researches and policies related to newcomers. Presently Marta is the Director of Settlement Services at MIIC. In her work she concentrates on refugee integration, children's adaptation to school environment, newcomers' needs and access to appropriate services, cross cultural communication and public awareness about refugee issues. She is a member of several local and national committees and focus groups and participates in various projects related to refugee issues. Since 2013 she is the vice-President of Manitoba Immigration and Refugee Settlement Sector Association (MIRSSA) and is very much involved in many activities focusing on newcomers' settlement, community education and to the professionalization of the settlement sector. She is a trained IRB and WRHA interpreter, Intercultural Trainer and the member of Canadian Council for Refugees Settlement Working Group.

- Labels should be positive and inclusive.
- Welcome all without bias.
- Hands on training for refugee and Aboriginal youth to discuss about their faith. Both have similar experiences.
- Refugee sponsorship program – how to help refugees settle.
- The staff in her organization is majority former refugees.
- Once you live here, you are no longer a refugee. This is your new home.

#### **Lisa Meeches**

Lisa Meeches is one of the most dynamic and respected producers in the film industry, who happens to be an Ojibway from Long Plain First Nation. One of her recent projects, *We Were Children*, is widely praised by residential school survivors for its power to heal, while general audiences have been moved by this truth of Canada's colonial past. Ms. Meeches has produced numerous projects for critical acclaim. Among them include: 500 plus episodes of *The Sharing Circle*, Canada's longest running Aboriginal television series; *Tipi Tales*, a Parent's Choice award

winning children's series; Capote, an Academy Award winning feature film; and Elijah, a Gemini Award winning movie-of-the-week. The list goes on... Lisa conducts her film industry work through her three companies: Eagle Vision Inc, Meeches Video Productions, and Century Street Distribution.

Lisa also devotes considerable time to other causes. Lisa has been critical to the success of the Manito Ahbee Festival since inception 8 years ago where she has acted in the capacity of board chair on a volunteer basis until recently stepping down to assume the role of Executive Director. Lisa also sits on the national board of the Heart and Stroke Foundation.

- Honour uniqueness and love for all humanity.
- Once people hear the story, then compassion comes (Sharing Circle). Programs that work like Building Bridges Mentorship APTN. "If your intent is pure and intent is true then you are on the right path" (Lisa Meeches).
- We Were Children documentary is on Netflix.
- We need to trust each other and for something to be successful, the spirit needs to come first (pray). Hold hands and we will do this together.
- Look inside to the barriers within us that stop us from engaging with one another.
- Best practice is MPI has Driver License testing available in different languages such as Cree!
- There is a whole lot of catch up that needs to occur for people to be at an equal level. Why do we need to declare when we are all supposed to be equal?

### **Ira Udow**

Ira Udow is the co-founder of the Winnipeg Cultural Diversity Project. Now in its 10th year, over 900 grade 5 and 6 students from five UNESCO Associated schools, representing different demographic areas of the city, have participated in this extra-curricular program. This project is specifically designed to engage students in the life-long journey towards critically examining, understanding, respecting and valuing other cultures and religions. Students actively participate in exploring concepts of diversity and inclusion, and collaborating with children from different backgrounds in meaningful intercultural dialogue to envision a sustainable peaceful coexistence.

- UNESCO cultural diversity program promotes peace and understanding and cultural learning for grades 5 & 6 students in 24 schools. <http://msid.ca/organization-list/unesco-associated-schools-network/>
- They meet face to face for dialogue
- Teaches you have responsibility and the ability to make change.

### **Comments and Recommendations**

- Engage students at a young age
- Joint projects and initiatives between various cultural groups to work together
- Culture and food = measure of success

## **SESSION #2B – CONTRE LE RACISME: AMÉLIORER LE RESPECT DE LA DIVERSITÉ**

Modératrice: Martine Bordeleau

**Panélistes: Ibrahima Diallo, Alix Jean-Paul, Dalila Awada**

### **Speaker 1: Ibrahima Diallo**

Bio: From Senegal – Came to Canada in 1984 – PHD in Veterinary Arts, Professor at University of St Boniface, Very well known in francophone/St Boniface community for his involvement in Health, Economic Development, French Language development. Was president of Society Franco-Manitobain SFM, he is the Honorary Senegal consul in Winnipeg. Was a Consultant to the Human Rights Museum.

- Ibrahima is a version of Abraham a name venerated by Jews, Christians and Muslims.
- An honour for us to be associated with this conference and invited to reflect on diversity in French. I am a minority as francophone, an immigrant, an African immigrant and not Christian.
- We are not born racist, we become it.
- Tina Fontaine, Brian Sinclair, Phoenix Sinclair, murdered and missing women, residential schools = term genocide now widely accepted. But still so hurtful to hear Winnipeg named as racist capital, but did us a great service as it started the discussion, created activity.
- Canada has a long history of racism – indigenous (past and present, hope it will improve in the future) Anti-Jewish, refugees rejected, you couldn't be a doctor or lawyer if you were Jewish. Anti-black across Canada, Anti-Japanese during second world war – anti Chinese railway builders, anti French mustn't be forgotten and the French against the Metis. Within Francophone community, pure bloods and foreigners.

### 1 - Causes of Racism

- Racism is ignorance desire for power and fear of difference, skin, language, religion, sexual orientation, age, handicap – minorities within minorities.
- Always negative consequences – it's racism that created race not the other way round.
- Whatever the cause, the consequence the same, it affects the dignity of the person. discriminated against. Can lead to violence but Indifference can be fatal – like Brian Sinclair.

### 2 – Daily racism

- At work: Higher rate of unemployment, precarious work for minorities, this is changing in the French speaking community.
- Education: those in power not reflecting ethnic mix in Manitoba.
- Housing: landlords casual racism – they see you and suddenly the apartment is already taken.
- Culture: Disco suddenly full, stopped for no reason in the street by police.
- In sport, on the internet anonymity leads to cyber hate/bullying.
- White people stand up when you sit next to them on the bus, casual racism can be worse than actual violence.



- Religious: Muslims compared to Terrorists.
- Exclusion and marginalization. The whole of society loses out which is why this summit is so pertinent and he hopes some solutions will come out of it.
- City advisor is here Matt Allard, works with the mayor, very important role the City has to play in Integration.

### 3. Solutions

- Basic principals – justice liberty solidarity and tolerance and equity – essential values of human rights and democracy.
- Support intercultural meetings exchanges – reciprocity – 2 way street. Social cohesion and enrichment. Co-integration, capacity to work together.
- I have not faced much racism myself but: Moved here in 1984 and in 1990 moved to Windsor Park – First black family – everyone scared of us, Later told that all the neighbours got together and thought housing prices would drop. Helped an older lady who lived alone with her to move her snowblower. She had travelled and been in Jamaica, made him an apple pie that day and again each year for the 5 years he lived there – soon he integrated and ended up being a part of the community and taking other families kids to school.
- Important for city not to create ghettos downtown or in suburbs (didn't work in Europe).
- In schools – not born racist, become it and Human Rights museum perfect place for the students to come and see and learn about victims of racism.
- From daycare up, very mixed classes now which parents didn't experience when they were children. Schools need to teach everyone's stories. In the museum should not just be the holocaust and Ukrainians, should be about slavery and African genocide too. Christopher Columbus started a genocide of indigenous people but also of Africans. 20 million bought over, only 5 million survived.
- We need anti-racist champions in the community and not just people from minorities like me – it affects me directly. If you the white people are champions for it, it will be even more powerful. We need to work together. Engagement.
- Participate in arts and culture together.
- Police need to be educated, sensitivity training, learn the history of indigenous, Sikh, African.
- Shoal Lake, I always tell my children when we pass it on the way to Kenora that Winnipeg's water comes from there yet the indigenous people don't even have fresh water or pumps. He suggests that every Winnipeg should have the opportunity to participate in the building of the road as a gesture of solidarity. Send a message to the indigenous – action not words.
- Bring back race relations bureau of speakers. I was a member in the 80s and never dismissed from it, but I don't know if it still exists.
- I'm an optimist, I knows people can change when they are educated and I hope there are many more summits to come. 1,2,3 day long summits, a month or a year long.
- One day Winnipeg will be known as the city with the most solutions to racism. Winnipeg and Manitoba are capable of this as they have a history of diversity. 1865 majority francophone, now a much smaller percentage.

## Speaker 2: Alix Jean-Paul

Bio: Born in Haiti, retired teacher, known for role in education, defense of human rights, community work. He is a volunteer helping build schools and orphanages for Haitian children. Used to be on Mayor's diversity advisory committee, which doesn't exist anymore. Works with Accueil Francophone, has attended many conferences on integration in Manitoba and Canada.

- Article in MacLeans was a shock for Winnipeggers, we were insulted. I was impressed with Mayor Bowman for starting a dialogue and taking the bull by the horns. Looking for strategies and concrete actions to remake Winnipeg's image. It's our challenge to contribute to this.
- I have spent 40 years in Winnipeg fighting against racism and for integration. Have not been able to ensure that every Winnipegger gets the opportunity to reach their full potential and contribute in a positive way to their community.
- Racism is present, constant, integral part of Winnipeg's make up. The Macleans article not untrue. Can't fool ourselves, it will always be with us. I remember talking with students about relations with indigenous people. They learn discrimination at home with parents at the dinner table, in the car going to the cottage. When he was a substitute teacher, a mother in the school playground told her child don't trust him. If you see someone who looks like him, come home quick. When indoctrinated early, hard to unteach it. Education is key.
- During last 20 years, student population has changed. In some classes 80% of children Pilipino but those schools' teachers are all white.
- French division – same thing, immigrant students, white teachers. He has helped in schools to navigate the complexity between teachers and parents, very helpful to have diversity in staff.
- Institutional racism – public administrations, school system, private businesses – militant black power introduced this term in in 1960s a collective failure to give a professional and appropriate service to someone due to their race or culture or ethnic origin.
- People get confused if racism or discrimination or ethno centric
- Racism is an obstacle to social mobility. We have seen in Winnipeg a large number of immigrants mostly from Africa and Asia. Mostly very educated, they have to have this education to be allowed to immigrate here. We say here that education leads to social mobility, But an immigrant comes with his or her PHD or Masters but suddenly it doesn't have any value.
- Last to be hired, if a budget problem, first to be fired.
- Generally if minority workers are not hired or kept on, the ethnic make-up of the leadership won't change.
- In 2000 the mayor of Winnipeg had a Task Force on Diversity. The staff of City of Winnipeg did not represent the ethnic make-up of the city. We don't need to reinvent the wheel. All in the book that the Task Force created. Tried very hard to implement it, but then a new administration came in that did not think it necessary to continue with it.

Cause of social deficit.

- Arrive with education and dreams and find themselves excluded from employment.

- Frustration of young, discouraged, vulnerable to gangs, organized crime. Prisons are full of ethnic minorities.
- At the 2008 Conference on African and Black Communities in Winnipeg we asked Provincial govt for 100K per year to save at least 10 youth from entering the system. Wouldn't give it, even though it costs 80K per year to keep a youth in prison, not counting the emotional costs and distress of the victim, and families involved.
- Winnipeg must say yes to inclusion by supporting access to education and training. Create training and intern opportunities. French school division must facilitate inclusion of teachers who will represent the multicultural make up of the class. You need concrete action for inclusion. Hopes this summit will be a start.
- I'm as much a Winnipegger as anyone of you. However you still ask me often "where are you from", "I can tell from your accent, you are not from here" In this question there is exclusion, it's a subtle way of saying you are not one of us.
- Economic racism takes many forms. I don't care if you don't invite me to the marriage of your daughter because I'm black, that's your right. But if you deny me an apartment because I'm black I have a problem, if you deny me a job that I'm qualified for, I have a problem. I am a new Canadian who succeeded. I have a beautiful family a good career and I have contributed a lot to my city and my community and my new country because I was included, because I had the opportunity to have a career, the opportunity to have economic stability. That's all we're asking for. To have the opportunity and the rest will follow.

### **Speaker 3: Dalila Awada**

Bio: Sociology Student in Montreal and a Blogger, interested in racism and feminism. Defends Freedom of choice to wear the veil along with the choice of others to not wear it. Child of Lebanese immigrants. Started wearing the veil at 13 to be part of her community. It is part of her values of modesty and helps her concentrate on her interior values. In 2013 she was in the media a great deal including an appearance on "Tout le monde en parle" at the time of the Charter of Quebec values that has now been abandoned.

- The Charter was proposed by Le Parti Quebecois in 2013. It was a project that would stop anyone wearing a religious item such as a hijab from working in public service – secularism. Not a scoop that it was mainly about muslim women and Islamaphobia was much higher at that time as a consequence.
- There is very much a Before Charter and After Charter and we are still suffering from the scars. The consequences of such a project last a long time, even years later. We need to carry on talking even if it was 2 years ago. It could come back. Every few years new discussions on integration and secularism. Futile discussion, when there are so many things that are important to discuss in society.
- Problematic to make the majority culture the only one allowable in a workplace. Trying to standardize a society is the first step to breaking it.
- In 2013 everyone talking about Muslim women, in the media, parliament etc, so Muslim women in Quebec decided they wanted to speak up for themselves, not be spoken for. A

violent response against them, insulted, locked in negative stereotypes. Said that this minority have views which are incompatible with those of the majority which are more civilized.

- Quebec is no worse than anywhere else. If politicians bring out a law that seems to be reasonable, look what is hiding behind it. Racism is pernicious. There is more immigration world wide, more diversity, we need to rethink society. We can't escape this demographic and geographic evolution. We need to embrace it, not fear it.
- Very impressed that this summit is looking for solutions and positive ideas, not to complain and list the problems, discuss the causes, but no concrete actions.
- Solution 1 Real change must start on a human scale, then on a systematic level. Need to change the human relationships before the foundations of the institutions can change.
- Need to recognize with no ambiguity the racism that there is. Intellectuals and media have discussions that suggest that racism, discrimination and Islamophobia is invented or exaggerated. Denying it or minimalizing it is another racist act, further oppression. Especially common in France.
- Solution 2: Confront your own privilege. All systems are built to favour white people. Everyone uncomfortable with grouping together "white" people but don't mind generalizing about all other groups. White people or men or heterosexuals have access and privilege and we can't talk about racism or discrimination without admitting privilege. Need to start young. Have to undo a system to rebuild it. Can't have equality if hierarchies remain. Need to reconstruct the system to get rid of racism.
- Understandable that as the minority groups grow the majority feels that their values are threatened, but can't have anti-liberty laws such as the one banning the veil in France. Legitimate worries that they don't know how to react to these changes. But it is still the minorities that are oppressed. If we are going to debate issues need respect for each other when we do it. It is our duty to stand up against any law that restricts basic human rights. And the right to be different is a fundamental human right. Nothing justifies hiding or neutralizing visible differences.
- Racism is in every sphere of society so the duty to fight it is in every sphere of society too. Need to be extremely vigilant.
- Need to name these oppressions, point them out, a vital step toward empowerment and unity.

### **Question Period**

Question from someone who works within the French School System.

Q. Franco-Manitobans have faced great discrimination historically and French was banned in schools. How do we reconcile continuing to protect our culture while having an openness to new arrivals and engage and create a dialogue.

Alex Jean- Paul:

You need to open your arms and we will have more political power with higher numbers in the community and it increases importance of French language. There are benefits and if these are recognized integration will be much smoother. See the work of Accueil Francophone, set up by La Societe Francophone to help integration into the French speaking community. But other

institutions not ready to do that yet. I can point the finger at the French School Division. There are so many resources and people wanting to be part of it. I was given the opportunity to teach, I paid taxes, I never went to prison. I see there is fear, but there are so many positives that you shouldn't be scared of us.

Ibrahima:

For 30 years as an Immigrant and part of a minority that chose to join another minority I have been told that I need to understand the history of franco-manitobains. French was banned historically and if it is still here it is because you regrouped, Anglophone immigrants were brought in and the francophone percentage in the population dropped. You closed in on yourselves to survive but everything around you changed. You won your language rights back but now a tiny minority. Since 2000 immigration changing the populations again. The Franco Manitoban Society saw the problem. 60% youth under 20 come from families with one non-francophone parent. The Francophone community in Canada is part of an international culture (look at Michaelle Jean) The SFM made a very good decision in mid 2000s to start attracting francophone immigrants from across the globe. The community needs to open up. Needs strategies and leaders. The schools are growing quickly thanks to immigration. Congratulations on surviving, open up and integration is a necessity and we need to do it together not just for the franco-manitoban community but for Manitoba and Canada.

Reuben Freedman – Canadian Race Relations

Q. You said racists define race. If we start using the same terms as the racists are we fighting racism or promoting it?

Canada's laws were built on differentiating people and giving rights to the people whose help was needed to build the country. Ie Treaties with indigenous people when they had numbers/military power/land. Laws favouring Quebec when their population was needed to fight the Americans. The result today is that the rights are different in every province. We don't have a uniform country when it comes to rights. When we talk about changing the system, we're talking about a system that was already made to make accommodations to different groups. Is it possible to create a society where people communicate and understand when we talk about different schools for each group. How will we bring people together after we break it down and divide them. This is a challenge and a question to which I don't have an answer. Would like to hear the panel's answer.

Ibrahima:

Laws are rigid and hard to change. You and I in our communities can make changes and have a more civilized relationship. True that the laws were made by those in power. We say in Africa, the whites had faith and we had the land, then they had the land and we had the faith. The colonial past is there but it can evolve. It is us who can create a solidarity in the community. Those in the majority are the best ones to fight it. Same with the language. You an Anglophone speaking up for Francophone people is very important. It start with all of us, by educating the young.

Dalila:

True that the laws were made consciously and they were made to privilege some people against others. Every system everywhere today privileges white people. We don't like saying "white People" and pointing fingers, but we don't mind saying black people etc. What I meant by naming things is not being afraid to name these things too. The system must be changed completely to support the inclusion of all because today, there are people who dominate these systems and they don't represent the people in society.

Alex Jean:

The question should be how can we exploit the strength in Diversity for the collective benefit. Moral engagement as a democratic society. Each individual can find his place, then difference won't scare anyone anymore at that point.

I hope this summit will give people the moral conscience to make you say yes to inclusion. In 5 years Macleans will have an article with headline "Winnipeg has become the most inclusive city in Canada" and we will celebrate it with a. Welcome to Winnipeg, the most inclusive city in Canada" sign at the airport. It's my dream.

**Closing remarks**

Ibrahima –Winnipeg needs to set up programs for intercultural learning. Big dream that one day that when the Israelis and the Palestinians sign their peace accord it will be here in the museum.

Dalila – Instead of being inspired by negative laws such as Quebec following France, we need to follow all the positive initiatives in inclusion going on around the world.

## **SESSION #3 – HOW DO WE MOVE FORWARD TOWARD RACIAL JUSTICE AND RECONCILIATION?**

**Moderator: Marie Bouchard**, Community Grants Association, The Winnipeg Foundation

For more than 30 years, Marie Bouchard, a bilingual Metis woman has been a leader in the arts community championing for the inclusion of marginalized artists into the mainstream art scene. Merging her academic and professional art background with her knowledge of social history, she has supported indigenous artists from isolated places, be they geographical, physical, social, economic, or cultural, to move into the center of cultural dialogue. Marie joined The Winnipeg Foundation in 2004. As a Community Grants Associate, she is attuned to those voices that are not heard and encourages projects that bridge the gap between cultures. She has worked diligently to promote diversity and inclusion at the Foundation, chairing the organization's Diversity and Inclusion Committee and promoting equitable grant making practices. She holds a Bachelor's degree in Art/History and French, a Master's Degree in Canadian History and a certificate from the Grantmaking School, Johnson Centre for Philanthropy. She is also a recipient of the YM-YWCA Women of Distinction Award.

### **Speakers:**

#### **Keith Neuman**

Keith Neuman, Ph.D. was appointed in November 2011 as the inaugural Executive Director of the Environics Institute.

Keith's previous role at Environics was as Group Vice President responsible for the research company's Public Affairs and Environment-Energy research practice areas, providing leading-edge public opinion research in such areas as energy and environment, natural resources, health care, municipal services, justice, transportation, social policy and Aboriginal issues. Since the 1980s, Keith has conducted a wide range of public opinion and social research projects for public, private and non-profit sector organizations, with leading research firms in Toronto, Halifax and Ottawa.

Keith holds a Ph.D. in Social Ecology from the University of California, and holds the credential of Certified Marketing Research Professional (CMRP). He is a frequent media commentator on social trends and public opinion.

Environics People Study – Canadian attitudes towards multicultural groups. From marginalized people there is wide spread racism and pain from stereotypes. Most people recognize there is racism.

- In 2010, the Environics Institute released the urban aboriginal people study. The Institute also recently released a new survey on Canadian attitudes towards multiculturalism and treatment of racialized groups and is currently undertaking a research on the experiences of the black community in Toronto and Muslims across Canada.

What this research tells us about the extent and nature racism and discrimination from the perspectives of those marginalized communities and the public at large:

- Research stats with Urban Aboriginal Peoples Study across Canada:
  - 70% had experience with the residential schools first hand or intergenerational
  - Experience with non- Aboriginal community has not been all negative

- Greater motivation to succeed
  - Disprove stereotypes
  - Positive mentors, teachers identified
  - Stronger sense of own Aboriginal identity – most noticeable in Winnipeg
  - Demonstrated greater level of tolerance of ethnic diversity than people in non-Aboriginal Community
- Muslim community challenges but feel better off than in other countries
  - Blacks feel better off in Canada than in the USA
  - Deniers of racism are a minority. Growing majority of Canadians recognize the racism that exists particularly against Muslims, Aboriginal peoples and this view has strengthened over the past 10 years.
  - Distinct worldviews from non-Aboriginal community that have emerged from research
    - Dismissive naysayers – people with most negative views of Aboriginal people – feel that they are entitled and have nothing special than other groups – 3 in 10 in Winnipeg
    - Connected advocates/ally – people that get it , that have understanding, empathy and contact groups – 3 in 10 in Winnipeg
  - No empirical evidence that Winnipeg is the racist capital of the country
  - Studies included community based research approach – about the community, by the community, for the community

Research tells us:

1. Need for empirical research on racism and discrimination. Because it's a way to document the experience in the same way the TRC documented.
2. Basis to test assumptions so we are not relying on anecdotes and narratives but we can test that.
3. A way to help understand what it's like to be someone else. If you don't have direct contact but you have a certain amount of research, you can develop empathy.

**Marie:**      **RE: Empirical Data**  
**Resilience and hope found in Aboriginal and newcomer communities -**  
**Is this the perception that you see on the ground?**

**Trina Flett:**

- Facts have to be accompanied by context in the real world.
- With just as many naysayers as advocates, if you have naysayers standing in front of you making you cry, it doesn't matter how many allies there are.
- Gives us a standard to try and grow from

**Diane Roussin**

- Yes, I think data is important but who gets to ask the question and whose perspective is interpreting.
- In Aboriginal communities, we don't always get to control what data is being collected.
- Lots of social challenges where I work but I work in the realm of hope and inspiration, strength and resiliency. But that story isn't often told.



**Régine :**

- High rate of Aboriginal in prison, children in care and increasing new immigrants in those same situations – compare and contrast with other statistics
- Racialized people if they were not so resilient, they wouldn't be here today to talk about racism – Hope that things will get better tomorrow

**Marie:**

- 85% in jails are Aboriginal
- 9000/10 000 kids in foster care are Aboriginal

**How do you not apply a racist lense to that?**

**Diane:**

- Winnipeg Boldness project is looking at early childhood age 0-6. Who picked that age?
- Who gets to define and to be included. Need diverse voice at the table.
- Often Aboriginal voice is not present at planning.

**Marie:**

**How can we better use data to engage with communities and create reconciliation?**

**Keith:**

- Buy in from the community and stakeholders before the research is done before the results come out
- Research projects need to have a public community engagement process and about what the findings mean

**Trina:**

- United Way has undertaken a process like that – Community indicator tool called MyPeg and it measures of health and community, education etc

**Régine:**

- Studying racialized people can be very problematic when talking about racism and exclusion but we never get to hear the side of the people who are doing it – the privileged

**SUMMARY:**

Evidence based research and community based and community owned research is essential.

**Diane Roussin**

BIO: Diane Roussin is a dedicated community leader and a proud member of the Skownan First Nation. Diane has worked tirelessly for many years, primarily in Winnipeg's inner city, for organizations and initiatives that respect the ability and the right of Indigenous families, children and individuals to care for themselves and thrive. Most recently, she became the Project Director for The Winnipeg Boldness Project. Through this Innovation Incubator, she continues to engage in collaborative processes that involve numerous cross-sector partners and stakeholders, to tenaciously seek locally embedded solutions, and to steadfastly pursue tangible outcomes for the benefit of the Community: the hallmark attributes of Diane's leadership style. Diane holds

Bachelor of Arts and Bachelor of Social Work degrees. She is a cherished member of a large extended family, a wife, and a loving mother of two adorable little girls.

**Marie To Diane:**

**How does the Winnipeg Boldness Project <http://www.winnipegboldness.ca/> address social justice and do you see evidence of reconciliation?**

**Diane:**

- Take a hard look at system change – systems and barriers can get in the way of potential for change
- Boldness project is a research project – as a community we came up with what we wanted researched
- Recognizing systemic barriers, but not in a victim mentality
- Power and decision making and resource allocation
- Research states that kids in Point Douglas aren't doing well. When we went to parents and asked what success meant for your kids, they are saying different things. They talk about culture, identity, language and none of that is measured.
- We have to come with new tools to define success.  
Indigenous success teaching: Who am I? Where do I come from? Where am I going? What is my purpose?
- Need to add to mainstream definitions and perspectives
- It's not just an indigenous view good for Aboriginal kids, it's good for all kids.
- Indigenous ways of knowing, being, doing is something that has potential for great change
- Leaders can follow, support and allies have a role
- Trust being placed in the community and now we have to deliver.
- You don't need to give people a voice. I have a voice. Need to open the door and be invited in. We are not all victims.

**Trina:**

Tolerance implies that there is still a superior group. I'd rather see and have proof of embracing other cultures.

**Régine:**

Need to find more spaces for dialogue to empower each other

**SUMMARY:**

Embracing different values and ways

Creating space for dialogue

Language (words used) is important when talking about racial equality and justice.:

Need a shift from us and them mentality.

**Marie to Trina**

**United Way has history in Winnipeg working with underrepresented groups– collective action on a grand scale.**

**Can you tell us more about the United Way's methodology and its impact on social justice and equality?**

### **Trina Flett**

BIO: Trina Flett is a proud member of the Fisher River Cree Nation and has ties to the Ojibway and Metis communities of Manitoba.

Prior to joining United Way of Winnipeg, Trina spent 15 years engaged with Indigenous business and non-profits with a focus on sustainability. Her experience includes volunteer management, capital campaign planning, workshop design and facilitation, and community consultation.

As Indigenous Relations Director for United Way of Winnipeg, it is Trina's responsibility to steward and champion the voice of the Aboriginal Relations Council. In all her work she seeks to weave together diverse perspectives for the betterment of all and to show respect and responsibility for future generations.

Trina is an advocate for philanthropy as an empowering tool for Indigenous people and understands the potential in a thriving Indigenous community. Trina loves to travel, and to gather new perspectives from diverse communities around the world.

- Talking stick gifted to the United Way that she brought with her. This shows how much communicating and listening impacts.
- Brought about by labour and community groups and not just for under serviced but all sectors to ensure all voices are heard
- Learning what the problems are – is this what you meant? Is this what you need?
- Aboriginal Relations strategy and council and director based on what community telling us what's needed – they didn't feel seen or heard
- Bringing everyone together doesn't mean that they will all agree but dissent can be one of the most informative parts of the process
- Ending a conversation with 'I disagree' is actually when the real work can begin.

### **Marie:**

**Dr. Durley said "Differences are made not when laws are changed, but when hearts are changed as well." What diversity policies need to be implemented in order to achieve true racial justice and reconciliation?**

### **Régine Uwibereyeho King**

BIO: Régine Uwibereyeho King is Assistant Professor, Faculty of Social Work, University of Manitoba. Her research interests include social processes in post-genocide Rwanda, women's rights, and psychosocial well-being of survivors of organized violence who resettle back into their communities and in other countries as refugees and immigrants. Dr. King is also interested in cross-cultural mental health interventions and indigenous knowledges. She has published on truth commission, grassroots intergroup dialogue and other healing processes in post-genocide Rwanda, transnational research, and North-South partnerships in social work education. She is committed to social justice, human rights, and healthy communities.

- From recommendations from TRC and last night's discussion and today – education is the first step. We have a responsibility to tell the true history of Canada. We are still using Eurocentric text books. We need to know the good and the ugly side of Canada.
- Formal institutions need to find ways to change curriculum to include diversity.

### **Audience Questions to the Panel**

Maeengan Linklater

- Recognize and promote the history of people in Winnipeg – Rooster Town. Indian and Metis Friendship Centre and Residential School on Academy Road.

Darcy Linklater - From Northern Manitoba

- In our language we don't have a word for racism. We have to come up with a word for the conquering attitude – that negative energy.
- *What is your definition of reconciliation?*

*Diane:* I do think reconciliation is an English word. I think of it as a concept. It's about relationships and moving forward with remembering the past. Residential school impacts today. We can't stay with the status quo. Systems are not broken. They are set up to do exactly what they were meant to do. We need to look at those systems and how we can make them more equitable.

*Keith:* How would research be useful: aboriginal communities decide for themselves what might be valuable. It's a tool that Aboriginal communities can use.

*Trina:* Philanthropic community taking a look at a framework for reconciliation. You need to look at things in a new way or you are never going to do things differently.

Kate Koehler, Social Planning Council

- Giving votes to non-citizens at the civic level.

*Keith:* on the table in Toronto, not sure if it will pass.

Russ Wyatt, City Councillor

- Racism is a symptom of marginalization.
- Economic opportunity has to be part of the solution. Kapyong barracks issue.
- We can't have a conference like this in another twenty five years. We have to break it now.
- Poverty is the greatest attack.

*Diane:* When we have deficit thinking, then we start designing solutions that only address deficits. Then we get lots of social programs. Some want a parenting program. Most just want a job. Strengths-based programming plays to what people are good at. Economic development is needed alongside social programs.

Bianca: What are you afraid of? [rhetorical question with applause]

Audience Member – school board trustee:

Culture based curriculum development and implementation needs political will. How would you create that will?

*Keith:* political will not easy to generate. Address the opposition to it -could come down to research.

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## CLOSING REMARKS

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Summary -Lessons learned:

James Wilson:

We've identified the problem and now we need to be not just focused on the problem, need to look at how to move forward. We are all here to work together on this. This is not just the Mayor's problem to fix.

- See a dialogue from the business community and recognizing the labour force of tomorrow - indigenous and immigrants.
- Diverse leader force is looking different than 20 years ago.
- Aboriginal people are the fastest growing segment of the business community in the country. We can set the benchmark and global leaders in indigenous business development and academic achievement.
- Advice to the Mayor: Continue using the power to bring together and expanding the circle. Creating an action plan is a paramount. Changing within the City of Winnipeg is a challenge but keep on it and be relentless.

Kyle Mason, North End Family Centre

- Interconnectedness of racism and poverty go hand in hand. Getting rid of poverty would reduce racism.
- It took a long time to get to where we are today, and it will take time to undo.
- I'd like to see change in some of the indigenous government structures. Have all First Nation people vote for National Chief.
- Non – profits are doing a lot of good work in Winnipeg concentrated on affecting change.
- Advice to the Mayor: Privately, the mayor has been down to the North End centre without the cameras. Keep the issue of race and poverty in the forefront.

Aisha Alfa

- Change our focus from what is not working, to what is working. Look at the good news.
- Advice to the Mayor: people like to eat food, laugh and dance together.

**Mayor Brian Bowman with Richard Cloutier, EmCee**

*What was your initial reaction to the Maclean's article?*

I felt that the community is so far ahead of the politicians in its progressiveness and appetite for change. It took 4 times to read the article but reading the article was really tough. It hurt at first, was because someone was slagging our city. But it hurt because the stories were true. I talked to my staff, and it really wasn't a choice. I could have calculated politically for me to keep my head down. I'm not in this job for me. I want to make a difference along with the City staff. The right thing to do was to do something. Not everyone agreed with how we responded but the vast majority did. People outside the city are now watching Winnipeg take a leadership role.

*How do you frame a response to local people worried about potholes versus the bigger picture or race and race relations?*

Municipal government is not just about fixing roads. It's also about pride in our community. We need to address all aspects of that. In a meeting with other Canadian city mayors, I was remarking how I felt like a media punching bag and Calgary's Mayor Neenshi said that's the cost of changing the world. If you're not getting beat up a little bit then you probably aren't taking on the big issues.

The nation is watching what we are doing here. We are turning a difficult headline into an opportunity for this community to build tangible actions but also to show the country what this city is doing.

*What is going to happen next from this summit?*

The reaffirmation of how much people care emboldens myself and city councillors.

The need for greater education is paramount, especially on an individual level.

The role that men have, in particular.

This is a long haul journey.

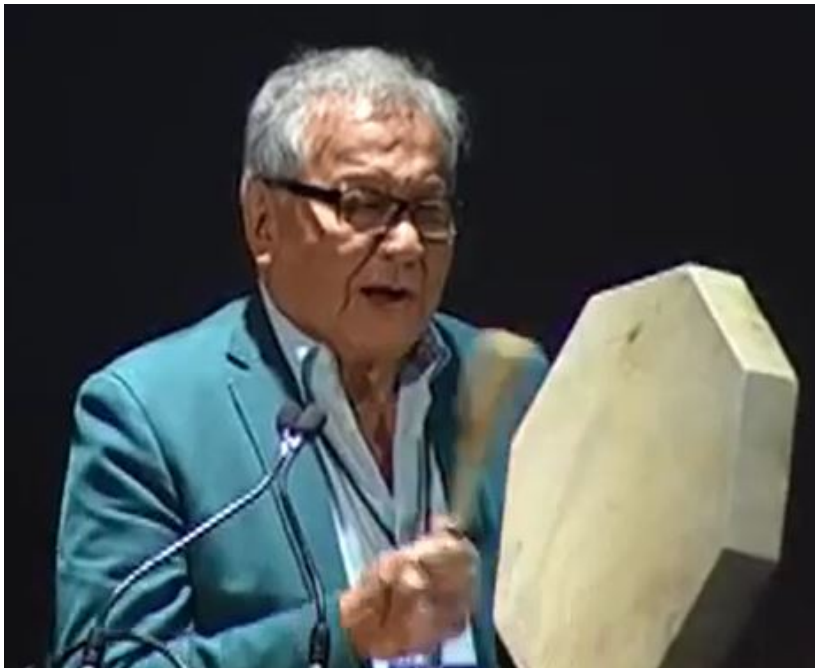
I represent all of Winnipeg – not just south, north indigenous or non-indigenous. I see people first as a Winnipegger.

*Are you serious about looking at other government structures? Ex. a First Nation committee with real power and decision making at city hall?*

We've just established the Mayor's Indigenous Advisory Circle and the first meeting was yesterday. Police board has established an Aboriginal Council and the Citizen Equity Committee. Let's see how they work.

We will report back in January on what action steps we have taken in the last year and what actions we plan on implementing in the future.

Closing Prayer and Round Dance



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## SPEAKERS BOOTH

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### 1. Mary Scott, Volunteer at CMHR

I think this summit is a positive thing but I am very concerned about the citizens who feel excluded from this event. I'm going to check out the parallel event that is currently being held at the Forks. From what I've read, there are a lot of young people who feel disenfranchised and that are not happy about the museum and see this summit as for somebody else. That it's just for the mayor and political reasons. This upsets me and I'd like to see a dialogue. To me, it seems there is a racial and economic divide in this city. All Winnipeggers should feel part of looking at this issue and coming up with their ideas for resolution. Many are but there are some that don't and some of those are young people, poor people and indigenous. I feel that it's important that indigenous people be represented here. I'm thrilled to be hearing the keynote speaker Joseph Boyden tonight. I hope there will be a chance for dialogue for all Winnipeggers as part of this summit.



### 2. Tosen Ajabo

I came here tonight to volunteer but I just listened to the Mayor and Premier talk about racial inclusion in Canada. I came here as an immigrant 10 years ago and I haven't seen anything directed towards me, like discrimination. I've worked in the social services field and I've seen things. I feel that there is a lot that could be done especially from the government's point of view. One of the things that the mayor said tonight that really struck me was that Macleans' picked Winnipeg as the most racist city in Canada. I think this is an opportunity for politician all across Canada to look at how everybody can be included when they make decisions – refugees, immigrants and Aboriginal people. Canadians need to come together to be inclusive.



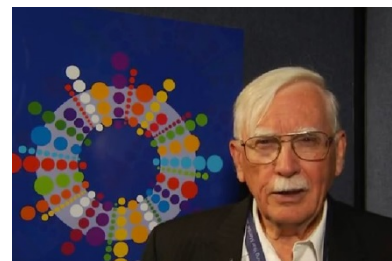
### 3. Charlene Bearhead, Education Lead at National Centre for Truth and Reconciliation

I'm extremely excited about what I've heard tonight and looking forward to tomorrow. I'm pleased to hear everyone talk about how education is needed. Joseph Boyden speaking to the importance of educating our children, especially when no one else is listening as well as Jamie Wilson and reminding us that a nine year old may be able to teach us more than we know.



### 4. Mr. Gertie

I have a vision that within 2 years we will have within the City of Winnipeg 100 grassroots groups that will be discussing reconciliation. I got this idea after the preliminary TRC report. We need to do something as individuals. These focus groups first need some guidelines set up by United Way and Aboriginal Council of Winnipeg and they are very interested. Very grassroots groups, like, for example Hydro. Employees – both Aboriginal and Non aboriginal could sit down for lunch every two weeks and discuss reconciliation. I can see the same thing in bible studies in churches. Schools



could develop mini courses. Use the existing time commitments and fit this into their schedule. Because reconciliation is so important for our society. Start with sacred teachings of First nations. We often start with dominant western perspective. Whereas, the First Nation teachings are so powerful and if we start there and let everyone have their say in these groups of 15 or 20. You can't tell people how they feel, you must listen and try to understand.

5. William Latham, OCN, The Pas

Years ago when we were starting up as the The Pas Indian Band, one of our old chiefs wanted to be self-sufficient. So we wanted to open a corner store and we ended up opening a 95,000 sq foot mall when the government took it over. The town was opposed to it and legally tried to stop it. Racism was a factor. All of our money went into the town and now they didn't want us to take away all their business. It needs to benefit both sides, not just the town. Now, we have a big mall and the people work together. In the beginning, people were scared to work together. To combat racism we need to understand each other and begin to talk and overcome the lack of information. If we don't work together, we won't survive. In the workplace – I was the only Aboriginal trades person working in a mill. Racism also has an impact in the work place. People don't often take that into consideration that racism affects people personally and at work. If people don't worry about their health and safety and acceptance at work, they will be more productive. Talking about instances of racism is necessary.



6. Lori Harding, White settler of Scottish and English Ancestry

I live in Vancouver BC and I came to Winnipeg to be a part of the dialogue of exploring inequity. I am a student in faculty of education at Simon Fraser University and my doctoral studies are in the stereotyping of indigenous people in health systems. The stunning inequities are mind blowing to people that look like me. The data I'm running is astounding and I really appreciated that Winnipeg has opened the door to this dialogue. Any colonial country has a history of oppression of indigenous people. When I saw the word inclusion used at this conference, I thought that's great that we are talking about including indigenous people and we have a gap to close. The First People of this country needs have to be met and settle Canadians have voices of privilege and power. So, I'm learning to speak up and how to stand behind and push inequities that are absolutely unacceptable out into the open where they can be addressed. Thank you Winnipeg.



7. Jerry Primack, Women Healing for Change and retired teacher

I have a passion to serve in the North End and I've been doing that for 8 years. I'm an on-the-ground volunteer with a group called North End Stay and Play and a project that is working towards the Phoenix Sinclair Playhouse. I came to this racial inclusion summit because I find it really difficult to work on this project on some level. I'm not sure what it's about but I'm part of a team of Non aboriginal and Aboriginals and I'm not sure if there is a racial piece to this that I don't understand. I'm just going to keep plugging away and doing my part because I do really believe in children. We need to be working with the youngest children and too often we concentrate on older children. When we see children play together. They only learn to be racist from adults. In this project, we have caregivers who come all the time so the adults are also coming and playing with each other. It's predominantly Aboriginal with some newcomers that I feel is breaking down barriers- that is going to build the capacity of the community to protect the children and stronger families and more positive parenting.





8. Marvin Klassen, Mayor of the Town of Altona and Vice president of the Association of Municipalities

I'm reminded of my forefathers because when they came there they were helped by the indigenous people for the first two years when they arrived. They wouldn't have survived without this help. So we are thankful for that. I have also been involved in education when different nationalities and cultures come to our schools – their ideas and conceptions what should be done. I'm reminded of one student who consistently came in at 10am instead of 9am. We asked why they were always coming in late. He said because my parents don't wake me up as they don't think education is important. So, other students asked why that student gets to come in late? There are cultures that you have to try and work with. In our community right now there are lots of different cultural groups coming in and adding to the enrichment and strengthening the fabric of our community.



9. Kelsey Enns

I have lived in Winnipeg for 8 years and came here to study theology. I've been working in the north end for about 6 years and downtown for about 4 years. The issue of racism has been really important to me and my family. My best friend growing up is Cree and so it's been an issue for me for a long time. What's been hitting home for me has been all the talk about refugees. Whenever I see people like me, we are always so excited to take on our ancestors accomplishments as our own but we never take on some of their faults and continue to atone from what they've done. I think that's one of the biggest hurdles for us to overcome. The bad stuff is removed from us yet the good stuff is close to our hearts.



10. Su

Mixed Ojibway-Micmac and European. I've faced racism in many different ways. The thing I like the best is that since my hair turned grey, I don't face as much racism. I don't go in the sun as much anymore so my skin is lighter. I can actually go into a store and not worry about someone following me wondering what I'm going to steal next. Now, I'm just some crazy old lady. I've faced it many times when I first came to Winnipeg 30 years ago and racism was horrible. I faced it everywhere I went. Believe it or not it has improved. Oh wait, it's just gone underground. Where you used to see it out on the street, is now hidden. Our children and the ones still having to face it. Our little ones who get pulled out of the river. Racism takes on many faces in Winnipeg but it's well hidden. This conference is marvellous. Over the years, there have been many forums to tackle this issue. I hope we come together as human beings.

11. Marc Castil, musician

I am from Brazil and live in Winnipeg. Music is everything. It's the cure. All you need is love. Winnipeg is about inclusion. I am an immigrant, like most. Getting close to elections, in Brazil voting is mandatory. It is our responsibility to vote here.





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**APPENDIX**

**#ONESUMMIT TWEETS**

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# #ONESummit Winnipeg

Mayor's National Summit on Racial Inclusion




My Opening Remarks (text) from this week's #OneSummit. [mayorbowman.ca/journal/read,a...pic.twitter.com/agajQyupA1](http://mayorbowman.ca/journal/read,a...pic.twitter.com/agajQyupA1)

 MAYOR BRIAN BOWMAN @MAYOR\_BOWMAN · 3 DAYS AGO



Thank you to all [#ONEsummit](#) participants for your ideas & stories for respect & inclusion across the nation. [pic.twitter.com/9IA6TwtvJh](https://pic.twitter.com/9IA6TwtvJh)

 WPG MAYOR'S OFFICE @BOWMAN4WPG · 4 DAYS AGO

 **Shaw TV Winnipeg**  
@ShawTVWinnipeg

Today on Go!, Tracy chats w/Winnipeg mayor Brian Bowman about One: the Mayor's National Summit on Racial Inclusion. [youtube.com/watch?v=msHkHA...](https://youtube.com/watch?v=msHkHA...)

 3 DAYS AGO



Conférence sur l'inclusion raciale au Musée des droits de la personne à Winnipeg. #ONEsummit  
[pic.twitter.com/TSSogFr91l](https://pic.twitter.com/TSSogFr91l)

 PIERRE VERRIÈRE @PIERREVERRIERE1 · 4 DAYS  
AGO

Joseph Boyden: Keynote Speaker at Racism Summit

 WINNIPEGSHAWTV · 4 DAYS  
AGO



**Mayor Brian  
Bowman**

@Mayor\_Bowman

@who\_su discussion continues in community & on [1Winnipeg.ca](http://1Winnipeg.ca). Citizens Equity Committee will document [#onesummit](https://twitter.com/onesummit) as next step...

 4 DAYS  
AGO



Heartfelt TY to [@josephboyden](https://twitter.com/josephboyden), Dr. G. Durley, [@aishaalfa](https://twitter.com/aishaalfa) & [@JamesBWilson\\_](https://twitter.com/JamesBWilson_) for inspiring us all at [#ONEsummit](https://twitter.com/onesummit). [pic.twitter.com/CvDGnq4xad](https://pic.twitter.com/CvDGnq4xad)

 MAYOR BRIAN BOWMAN @MAYOR\_BOWMAN · 4 DAYS  
AGO



**Winnipeg News**

@1990\_voynovich

Winnipeg activists hold alternative racial inclusion summit at The Forks  
[ottawainews.com/newsinwinnipeg...](http://ottawainews.com/newsinwinnipeg...)

 5 DAYS  
AGO



**Brent Williamson**  
@BrentWGlobal

LIVE: National Summit on Racial Inclusion in Winnipeg kicks off Thursday  
[globalnews.ca/news/2226267/n...](http://globalnews.ca/news/2226267/n...)

 5 DAYS  
AGO



Strong Indigenous Ikwe are part of the #OneSummit today @boivingroup @Ronnie369  
[pic.twitter.com/j2qqamEK95](https://pic.twitter.com/j2qqamEK95)

 DIANE ROUSSIN @DIANEROUSSIN007 · 4 DAYS  
AGO



**Global Winnipeg**  
@globalwinnipeg

Elder Fred Kelly begins opening invocation at the National Summit on Racial Inclusion  
[#ONESummit globalnews.ca/news/2226267/n...](http://globalnews.ca/news/2226267/n...)

 5 DAYS  
AGO





LIVE: Mayor Brian Bowman takes the stage to give opening remarks at [#ONEsummit](#)  
[globalnews.ca/news/2226267/n...](https://globalnews.ca/news/2226267/n...) [pic.twitter.com/GjNlsqkoVh](https://pic.twitter.com/GjNlsqkoVh)

 GLOBAL WINNIPEG @GLOBALWINNIPEG · 5 DAYS  
AGO



[#OneSummit](#) begins with opening prayers/ceremony from Elders. [pic.twitter.com/yhLnJbEBnN](https://pic.twitter.com/yhLnJbEBnN)

 MAYOR BRIAN BOWMAN @MAYOR\_BOWMAN · 5 DAYS  
AGO



Great start to the #ONESummit w/ Phil Fontaine, @JamesBWilson\_ @Mayor\_Bowman  
[pic.twitter.com/QFzHgryvw3](https://pic.twitter.com/QFzHgryvw3)

 MARIA MORRISON @FIRSTNATIONBOOK · 5 DAYS AGO



**CTV Winnipeg**  
@ctwinnipeg

Mayor's summit on racism begins in Winnipeg: The Mayor's National Summit on Racial Inclusion began Thursday ni... [bit.ly/1P5sjoy](https://bit.ly/1P5sjoy)

 5 DAYS AGO



**Winnipeg Daily News**  
@WinnipegDaily

'Stepping stone in a long journey' begins at National Summit on Racial Inclusion: Few will forget how Winnipeg... [dlvr.it/CBPX98](https://dlvr.it/CBPX98)

 5 DAYS AGO



Looking forward to working together over the next day at [#ONESummit @JamesBWilson\\_](#)  
[pic.twitter.com/ZA41QZxmXp](https://pic.twitter.com/ZA41QZxmXp)



MARIA  
MORRISON @FIRSTNATIONBOOK

· 5 DAYS  
AGO




Glad to see my Uncle Fred helping close down the Mayor's #ONEsummit on inclusion with a Round Dance... [instagram.com/p/7ygOADt\\_eR/](https://www.instagram.com/p/7ygOADt_eR/)

 WAB KINEW @WABKINEW · 4 DAYS  
AGO




National Summit on Racial Inclusion in Winnipeg kicks off Thursday  
[rightrelevance.com/search/article...](https://www.rightrelevance.com/search/article...) [pic.twitter.com/xoaYvcYu15](https://pic.twitter.com/xoaYvcYu15)

 WINNIPEG MANITOBA @WINNIPEGMBRR · 4 DAYS  
AGO




Charlene Hay - Discrimination is measured in the effect not the intent. Racism is not a project!  
[#OneSummit pic.twitter.com/RQe414740X](https://twitter.com/RQe414740X)

 ROBYN WIEBE @TWEETSBYROBYN · 4 DAYS  
AGO




Dr Gerald Durley, civil rights leader~"It is not easy to stand up when others stand down"  
[#OneSummit pic.twitter.com/OWL17HJ5pW](https://twitter.com/OWL17HJ5pW)

 DIANE ROUSSIN @DIANEROUSSIN007 · 4 DAYS  
AGO



"Differences are made not when laws are changed, but when hearts are changed." - Dr. Gerald Durley [#OneSummit pic.twitter.com/pJ3FrWlwft](https://twitter.com/pJ3FrWlwft)

 WPG BOLDNESS  
PROJECT @WPGBOLDNESS

· 4 DAYS  
AGO




"Difference is not made when laws are changed. Difference is made when hearts change." Dr. Gerald Durley [#ONEsummit pic.twitter.com/lzPwWxvGdD](https://twitter.com/lzPwWxvGdD)

 KATE  
FENSKE @FENSKEPEG · 4 DAYS  
AGO






Come share your story, comments or suggestions in the Shaw expression booth located in the group entrance. [#ONEsummit pic.twitter.com/rU5HXVgWwm](https://twitter.com/rU5HXVgWwm)

 WPG MAYOR'S OFFICE @BOWMAN4WPG · 4 DAYS AGO



"A summit means when you reach a peak...you are exposed to more, and can see other peaks." Dr. Durley at [#onesummit](https://twitter.com/onesummit). [pic.twitter.com/Q7G9u67efa](https://pic.twitter.com/Q7G9u67efa)

 CHRIS LOEWEN @LOEWENCHRIS · 4 DAYS AGO



It's a Canada Reads reunion. #ONESummit So many smart Indigenous people in this room. We are a force for change. [pic.twitter.com/zfSlw7SITG](https://pic.twitter.com/zfSlw7SITG)




MARCIA  
DECOTEAU @MARCIADECOTEAU

· 5 DAYS  
AGO



[@josephboyden](#) "Winnipeg means "muddy waters" ..enter said waters and enter them we must.."  
[#ONESummit](#) [#Winnipeg](#) [pic.twitter.com/FTGkYlqDoD](https://pic.twitter.com/FTGkYlqDoD)

 JENNY GERBASI [@JENNYGERBASI](#) · 5 DAYS  
AGO



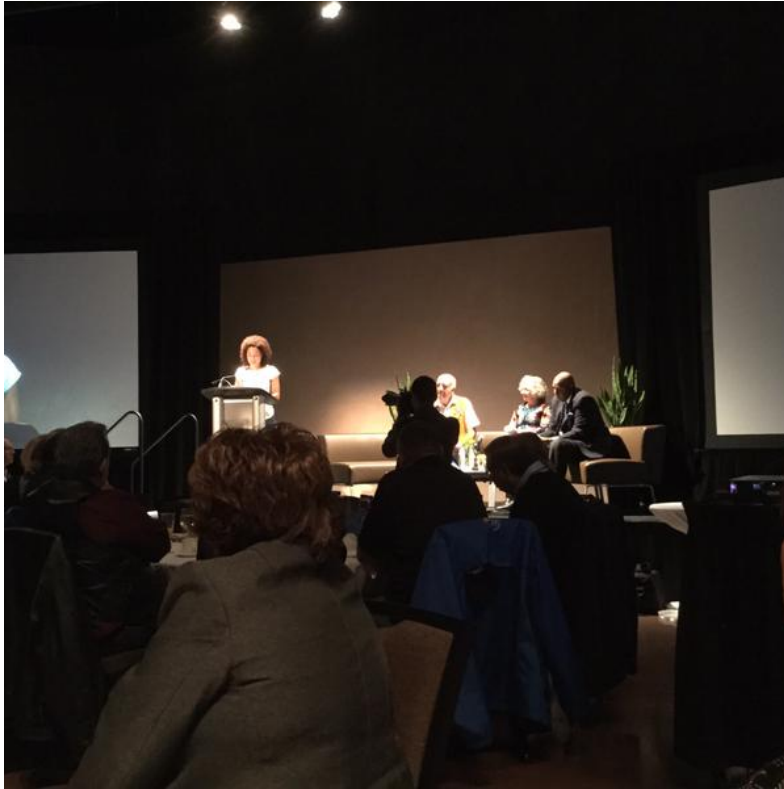
Dr Gerald Durley - A difference isn't made when laws are changed its when hearts are changed.  
[#OneSummit](#) [#startswithme](#) [pic.twitter.com/BTU2TVlnJP](https://pic.twitter.com/BTU2TVlnJP)

 ROBYN WIEBE @TWEETSBYROBYN · 4 DAYS  
AGO



Dc Gerald Durley : "Le racisme est profondément ancré dans notre société, dans chacun de nous."  
[#rcmb](#) [#ONEsummit](#) [pic.twitter.com/RuIKEOE7Jw](https://pic.twitter.com/RuIKEOE7Jw)

 PIERRE VERRIÈRE @PIERREVERRIERE1 · 4 DAYS  
AGO




[@Mayor\\_Bowman](#) [@CMHR\\_News](#) [@CRRF](#) [@geraldurley](#) [#onesummit](#) invest in people not in organizations [pic.twitter.com/XHSFxCnVar](https://pic.twitter.com/XHSFxCnVar)

 ANITA BROMBERG [@ANITABROMBERG](#) · 4 DAYS  
AGO



Elder Rev. Stan McKay speaking truth this morning at the [#OneSummit](#). [#respect](#)  
[pic.twitter.com/Q9qZx2wdGO](https://pic.twitter.com/Q9qZx2wdGO)

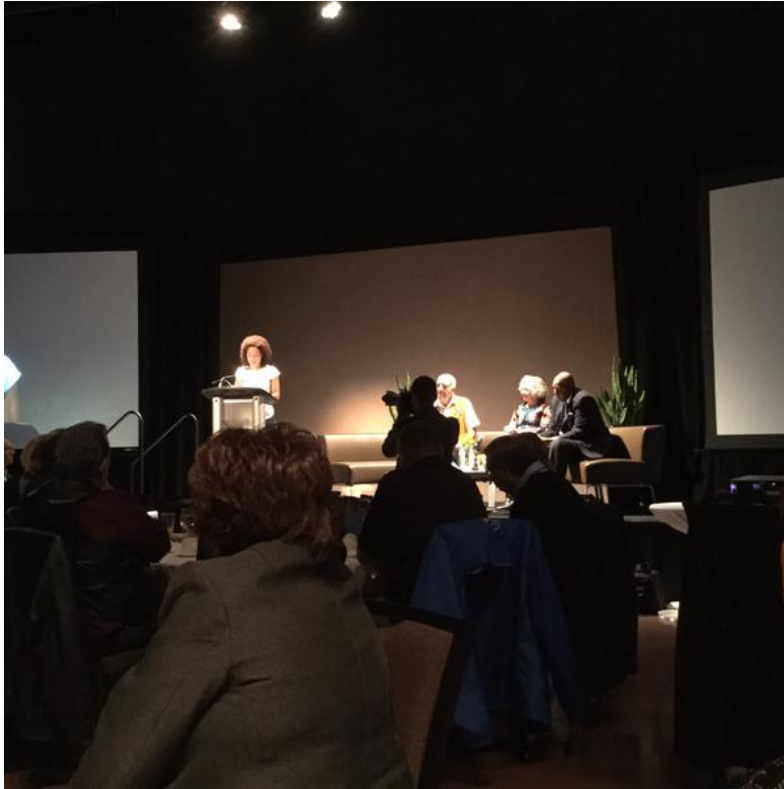
 KYLE J. MASON @KYLE\_J\_MASON · 4 DAYS  
AGO






Recorded statements fr Shaw Expression Booth will be transcribed & used to produce actionable outcomes of [#ONEsummit](https://twitter.com/d0ewMaMuVV) [pic.twitter.com/d0ewMaMuVV](https://twitter.com/d0ewMaMuVV)

 WPG MAYOR'S OFFICE @BOWMAN4WPG · 4 DAYS  
AGO




MT@AnitaBromberg: Invest in people, not in organizations- Dr. Gerald Durley. @Mayor\_Bowman @CMHR\_News #OneSummit pic.twitter.com/DsblqTxC08 ^PM

 CDN RACE  
RELATIONS @CRRF

· 4 DAYS  
AGO



Dr. Durley "don't put yourself in a box" #ONESummit - now the challenge to a strong opening-1min delegate responses [pic.twitter.com/NHUU4d3YpH](https://pic.twitter.com/NHUU4d3YpH)

 ELISA LEVI @ELISA\_LEVI · 4 DAYS AGO



Panelist's first question: How do you deal with subtle racism? Do we ignore it or address it?  
[#OneSummit](#) [#speakout](#) [pic.twitter.com/mvstRt1lcD](https://pic.twitter.com/mvstRt1lcD)

 ROBYN WIEBE @TWEETSBYROBYN · 4 DAYS  
AGO



#onesummit @CRRF @CMHR\_News @Mayor\_Bowman how get message to racists asks youngest here - each one teach one" the way [pic.twitter.com/rHScRzf3xb](https://pic.twitter.com/rHScRzf3xb)

 ANITA BROMBERG @ANITABROMBERG · 4 DAYS AGO




Preaching to the choir? - young mind asks. We need next generation to be advocates. - McKay.  
[#OneSummit pic.twitter.com/cTsYEIJ74B](https://twitter.com/cTsYEIJ74B)

 ROBYN WIEBE @TWEETSBYROBYN · 4 DAYS  
AGO



TY Sesh #1 moderator/speakers/audience/online participants for the engaging recognizing racism discussion [#ONESummit pic.twitter.com/2rngWvTuL1](https://twitter.com/2rngWvTuL1)

 WPG MAYOR'S OFFICE @BOWMAN4WPG · 4 DAYS AGO



Breaking News: [#ONESummit](https://hashgurus.com/image.aspx?q=%...) is trending top: [hashgurus.com/image.aspx?q=%...](https://hashgurus.com/image.aspx?q=%...) for more info [pic.twitter.com/e69IFMpM13](https://pic.twitter.com/e69IFMpM13)

 TRENDING NEWS CANADA @TRENDSINCANADA · 4 DAYS AGO



Honoured to meet 1 of today's Respondants [@aishaalfa](#). A refreshing young voice of reason, hope & promise. [#OneSummit pic.twitter.com/NCH8zNF8Hd](#)

 SUSAN CIASTKO [@SUSANCIASTKO](#) · 4 DAYS AGO






#OneSummit with @Mayor\_Bowman and @bnsmelissa If not you, then who? If not now, then when?  
[pic.twitter.com/s9ALAGcOWv](https://pic.twitter.com/s9ALAGcOWv)

 CYNTHIA  
AUDET @CYNDIAUDET

· 4 DAYS  
AGO




Dr Gerald Durley speaking at session one at the [#OneSummit](#) in [#Winnipeg](#) and it is amazing! [#PREACH](#) good sir! [pic.twitter.com/UZLrZJ3b4n](https://pic.twitter.com/UZLrZJ3b4n)

 AISHA ALFA @AISHAALFA · 4 DAYS  
AGO



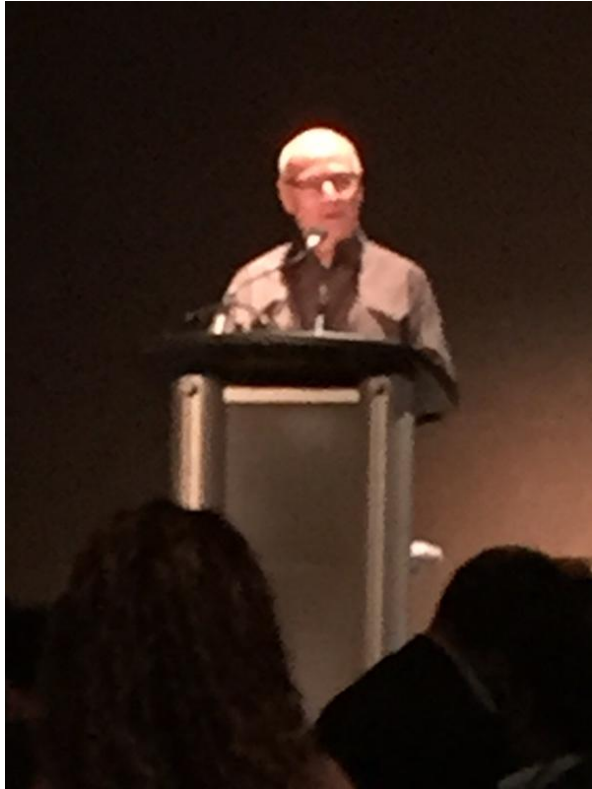
Happy to bump into my beautiful friend Melrose at #OneSummit today!  
[pic.twitter.com/pWog4Mx0nv](https://pic.twitter.com/pWog4Mx0nv)

 DIANE ROUSSIN @DIANEROUSSIN007 · 4 DAYS  
AGO



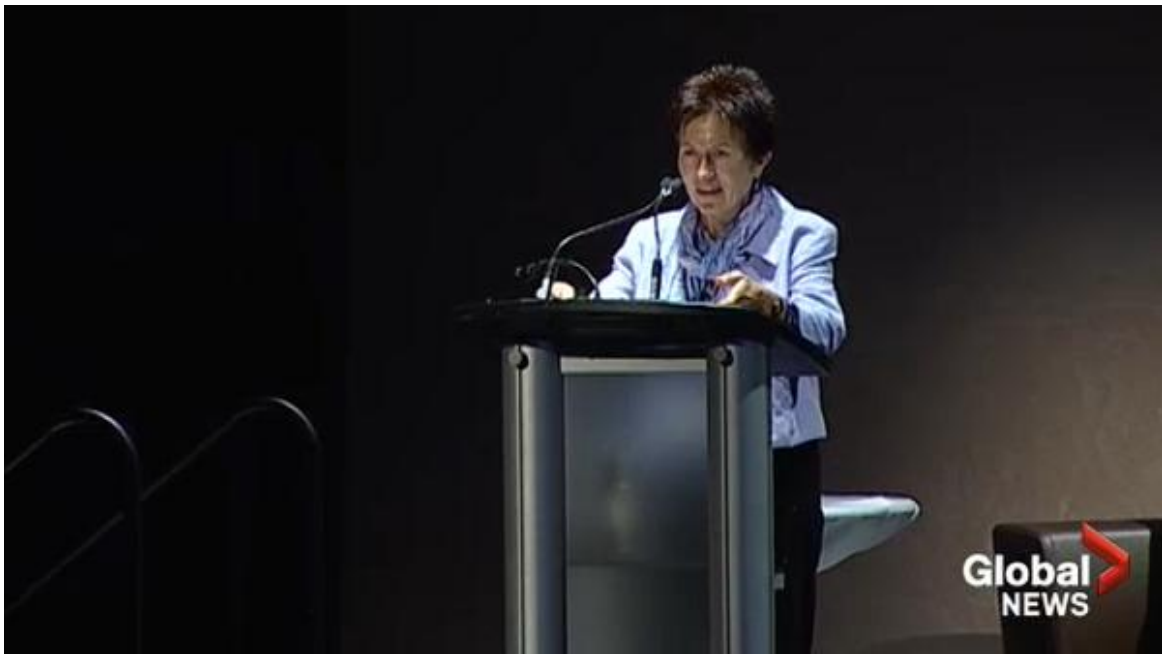
Session 2 begins - What works? Good practices in promoting healthy race relations #OneSummit  
[pic.twitter.com/Ga3rWi8TR3](https://pic.twitter.com/Ga3rWi8TR3)

 WPG MAYOR'S OFFICE @BOWMAN4WPG · 4 DAYS  
AGO



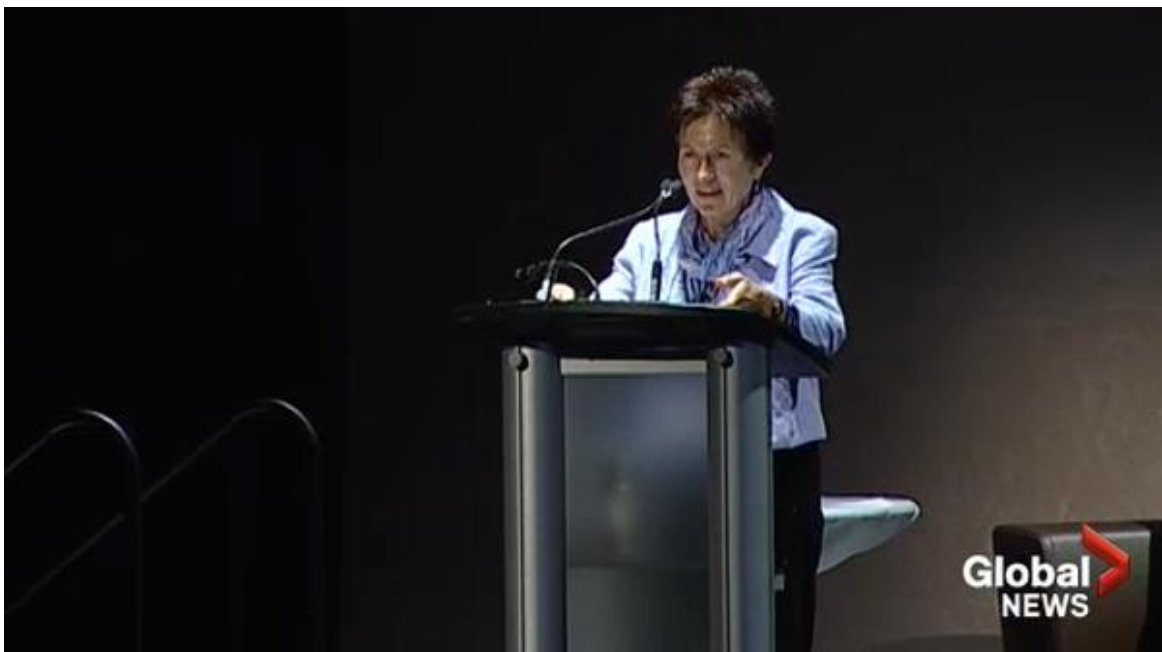
Ira Udow UNESCO - how they work in schools to build deeper understanding of cultural diversity.  
[#ONESummit](#) [#peace](#) [pic.twitter.com/muKkPutwrN](https://pic.twitter.com/muKkPutwrN)

 ROBYN WIEBE @TWEETSBYROBYN · 4 DAYS  
AGO



WATCH LIVE: Marta Kalita gets behind the mic at day 2 of #ONEsummit  
[globalnews.ca/news/2226267/n...](https://globalnews.ca/news/2226267/n...) ... [pic.twitter.com/HOPmwjycsA](https://pic.twitter.com/HOPmwjycsA)

 GLOBAL WINNIPEG @GLOBALWINNIPEG · 4 DAYS  
AGO



WATCH LIVE: Marta Kalita gets behind the mic at day 2 of #ONEsummit  
[globalnews.ca/news/2226267/n...](https://globalnews.ca/news/2226267/n...) ... [pic.twitter.com/HOPmwjycsA](https://pic.twitter.com/HOPmwjycsA)

 GLOBAL WINNIPEG @GLOBALWINNIPEG · 4 DAYS  
AGO



[#onesummit](#) best practices as to what works to build healthy racial inclusion [@miiC](#) one such ex offering programming [pic.twitter.com/c4S4FAwWdK](https://pic.twitter.com/c4S4FAwWdK)

 ANITA BROMBERG @ANITABROMBERG · 4 DAYS AGO



#OneSummit @LisaMeeches now up serious about power to impact others @CRRF  
[blog.nfb.ca/blog/tag/we-we...](http://blog.nfb.ca/blog/tag/we-we...) [pic.twitter.com/sTgtszyM7u](https://pic.twitter.com/sTgtszyM7u)

 ANITA BROMBERG @ANITABROMBERG · 4 DAYS  
AGO



**Winnipeg Press**  
@WinnipegCP

Winnipeg activists hold alternative racial inclusion summit at The Forks: The group said they are not trying to... [winnipeg.cityandpress.com/node/10189666](http://winnipeg.cityandpress.com/node/10189666)

 5 DAYS  
AGO





Guys [#OneSummit](#) is Trending top. source: [hashgurus.com/image.aspx?q=%...pic.twitter.com/RYhfb4LKwS](#)



TRENDING NEWS

CANADA @TRENDSINCANADA

· 4 DAYS

AGO



Lisa Meeches talks about breaking down barriers, and the power of culture and sharing stories.  
[#OneSummit pic.twitter.com/b33E6xKefn](https://twitter.com/b33E6xKefn)

 CHRIS LOEWEN @LOEWENCHRIS · 4 DAYS  
AGO



**Brent Williamson**  
@BrentWGlobal

Lisa Meeches talking now at Mayors Summit on Racial Inclusion. Live stream here:  
[globalnews.ca/news/2226267/n...](https://globalnews.ca/news/2226267/n...)

 4 DAYS  
AGO



.@DalilaAwada: Chercher à uniformiser une société c'est un premier pas vers une fracture collective.  
#OneSummit [pic.twitter.com/ahvpFnH88h](https://pic.twitter.com/ahvpFnH88h)

 MCDP @MCDP · 4 DAYS  
AGO



.@DalilaAwada: Trying to standardize a society is a first step towards a collective fracture.  
#OneSummit [pic.twitter.com/NHiqf3Isq4](https://pic.twitter.com/NHiqf3Isq4)

 CMHR @CMHR\_NEWS · 4 DAYS  
AGO



[@LisaMeeches](#) talks about her film "We Were Children " [@TRC\\_en](#) [#onesummit](#) [@CMHR\\_News](#)  
[pic.twitter.com/V45UH7MBzY](https://pic.twitter.com/V45UH7MBzY)




CHARLENE  
BEARHEAD @BEARHEAD\_C

· 4 DAYS  
AGO




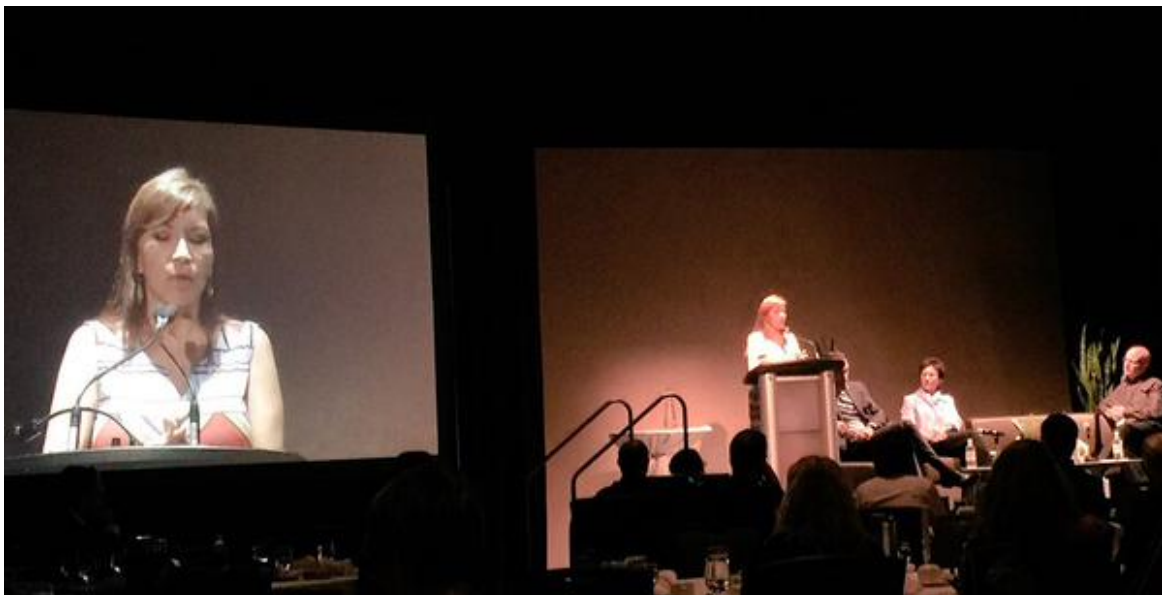
Inspiring to hear [@LisaMeeches](#) ..telling the stories that we need to hear with spirit, & pure intent  
[#onesummit pic.twitter.com/6pqum4uyoe](#)

 JENNY GERBASI [@JENNYGERBASI](#) · 4 DAYS  
AGO



.@DalilaAwada: The right to be different is a fundamental right. #OneSummit  
[pic.twitter.com/zHCT7bGR7t](https://pic.twitter.com/zHCT7bGR7t)

 CMHR @CMHR\_NEWS · 4 DAYS  
AGO



"If your intention is pure and it's coming from a good place...you're on the right path." ~ Lisa Meeches #OneSummit [pic.twitter.com/DvlokahU8x](https://pic.twitter.com/DvlokahU8x)

 SUSAN CIASTKO @SUSANCIASTKO · 4 DAYS  
AGO



Winnipeg Manitoba

@winnipegmb

#winnipeg 'People who are racist don't think they have a problem.' 11 year old at racial summit:  
Nearly 400 pe... [bit.ly/1YkBGXT](https://bit.ly/1YkBGXT)



4 DAYS

AGO



Le Dr. Gerald Durley, compagnon de Martin Luther King félicite un jeune participant au débat.

[#rcmb #ONEsummit pic.twitter.com/NWNXw8sJA2](https://twitter.com/NWNXw8sJA2)



PIERRE VERRIÈRE @PIERREVERRIERE1 · 4 DAYS

AGO





Very important conversations this morning at [#OneSummit](https://twitter.com/UNXJ0IPSXK) [pic.twitter.com/UNXJ0IPSXK](https://pic.twitter.com/UNXJ0IPSXK)



SCOTT  
GILLINGHAM @SCOTTGILLINGHAM

· 4 DAYS  
AGO



Global Winnipeg  
@globalwinnipeg

WATCH LIVE: Questions wrapping up at day 2 of [#ONEsummit](https://globalnews.ca/news/2226267/n...) [globalnews.ca/news/2226267/n...](https://globalnews.ca/news/2226267/n...)



4 DAYS  
AGO



[@Mayor\\_Bowman](#) said everyone even Grand Chief Nepinak were invited to the [#OneSummit](#) "it was an open invite" [pic.twitter.com/O4SWNgfinz](https://pic.twitter.com/O4SWNgfinz)



LORRAINE

NICKEL @LNICKELONGLOBAL

· 4 DAYS

AGO



WATCH LIVE: [#ONEsummit](#) about to get back underway at the Canadian Museum for Human Rights [globalnews.ca/news/2226267/n...](https://globalnews.ca/news/2226267/n...) [pic.twitter.com/OO5IthHVuy](https://pic.twitter.com/OO5IthHVuy)

 GLOBAL WINNIPEG @GLOBALWINNIPEG · 4 DAYS AGO




**Winnipeg Press**  
@WinnipegCP

Elementary students come together in a peace march out front of the racial inclusion summit in Winnipeg: Estelle... [winnipeg.cityandpress.com/node/10193219](https://winnipeg.cityandpress.com/node/10193219)

 4 DAYS AGO




Session 3 - How do we move forward toward racial justice and reconciliation? [#OneSummit](#)  
[pic.twitter.com/omzHllL66I](https://pic.twitter.com/omzHllL66I)

 WPG MAYOR'S OFFICE @BOWMAN4WPG · 4 DAYS  
AGO



Our very own Marie Bouchard (left), moderating at the [#OneSummit](#) racial inclusion panel. [pic.twitter.com/UmY1A5j3Wu](https://pic.twitter.com/UmY1A5j3Wu)

 WINNIPEG FOUNDATION @WINNIPEGFDN · 4 DAYS AGO



Our very own Marie Bouchard (left), moderating at the [#OneSummit](#) racial inclusion panel. [pic.twitter.com/UUqFSIZcE0](https://pic.twitter.com/UUqFSIZcE0): Our very... via [@winnipegfdn](#)

 CHNG WINNIPEG @CHNGWINNIPEG · 4 DAYS AGO



[@sL\\_riley](#) Session 3 panel [#OneSummit](#) [pic.twitter.com/DKFN5W7MBR](https://pic.twitter.com/DKFN5W7MBR)



MARIA

MORRISON @FIRSTNATIONBOOK

· 4 DAYS

AGO



[#wpgboldness](#) [@dianeroussin007](#) discussing Indigenous knowledges in the [#NorthEnd](#) [#OneSummit](#) [pic.twitter.com/HzhuawYnvm](https://pic.twitter.com/HzhuawYnvm)




WPG BOLDNESS  
PROJECT @WPGBOLDNESS

· 4 DAYS  
AGO



RT @firstnationbook: @sl\_riley Session 3 panel #OneSummit pic.twitter.com/LWVSoUjg0p ^CM

 CDN RACE  
RELATIONS @CRRF

· 4 DAYS  
AGO





RT @wpgboldness: #wpgboldness @dianeroussin007 discussing Indigenous knowledges in the #NorthEnd #OneSummit pic.twitter.com/EoJMRx8tup ^CM



CDN RACE  
RELATIONS @CRRF

· 4 DAYS  
AGO




[@CRRF](#) [@Mayor\\_Bowman](#) [@CMHR\\_News](#) comm based research plus action first step to racial justice agrees panel [#OneSummit](#) [pic.twitter.com/mHk3ypZsaV](https://pic.twitter.com/mHk3ypZsaV)

 ANITA BROMBERG [@ANITABROMBERG](#) · 4 DAYS AGO



RT @AnitaBromberg: comm based research plus action first step to racial justice agrees panel  
#OneSummit [pic.twitter.com/l8n7Enm75D](https://pic.twitter.com/l8n7Enm75D) ^CM

 CDN RACE  
RELATIONS @CRRF

· 4 DAYS  
AGO



[@dianeroussin007](#) [@wpgboldness](#) [#beingdoinglearning](#) indigenous ways relevant way forward for all [#onesummit](#) [@CRRF](#) [pic.twitter.com/HatUulJka6](https://pic.twitter.com/HatUulJka6)

 ANITA BROMBERG [@ANITABROMBERG](#) · 4 DAYS AGO




Excellent point about importance of nuance of language in working against racism #ONEsummit  
[pic.twitter.com/hxzcB19a4q](https://pic.twitter.com/hxzcB19a4q)

 BRIAN MAYES @B\_MAYESSTV · 4 DAYS  
AGO



The view from the panel @ [#OneSummit](#) Beautiful people! [pic.twitter.com/SuSnf9am3a](https://pic.twitter.com/SuSnf9am3a)

 DIANE ROUSSIN @DIANEROUSSIN007 · 4 DAYS  
AGO



Discussion Forum: Tolerance still implies there's a superior group, can we embrace our differences?  
[#ONESummit pic.twitter.com/coLafKvbib](https://twitter.com/coLafKvbib)

 ROBYN WIEBE @TWEETSBYROBYN · 4 DAYS  
AGO




'Racial justice and reconciliation stems from meaningful data, systems change and education.'  
#ONESummit. [pic.twitter.com/YloymouU3U](https://pic.twitter.com/YloymouU3U)

 JAMIE WILSON @JAMESBWILSON\_ · 4 DAYS  
AGO





#ONESummit nearing its end. [pic.twitter.com/4JcnUc08H](https://pic.twitter.com/4JcnUc08H)

 TYMMARAH ZEHR,  
M.A. @TYMMARAH

· 4 DAYS  
AGO

*Out beyond ideas of  
wrongdoing and  
rightdoing there is a field.*

*I'll meet you there.*

Rumi

Out beyond ideas of wrongdoing and rightdoing there is a field. I'll meet you there. ~ Rumi  
[#OneSummit pic.twitter.com/lvBb8lAe7B](https://pic.twitter.com/lvBb8lAe7B)

 SUSAN CIASTKO @SUSANCIASTKO · 4 DAYS  
AGO



Diversity meet harmony! #ONESummit #wecandoit [pic.twitter.com/McVaA5p8r3](https://pic.twitter.com/McVaA5p8r3)

 ROBYN WIEBE @TWEETSBYROBYN · 4 DAYS AGO




#ONESummit Four direction drum group. Great symbol of ONE! [pic.twitter.com/cuL6tTyJr1](https://pic.twitter.com/cuL6tTyJr1)

 CINDY GILROY @CINDYGILROY · 4 DAYS AGO



"@cindygilroy: #ONESummit Four direction drum group. Great symbol of ONE!  
[pic.twitter.com/eBxqFBiCt7](https://pic.twitter.com/eBxqFBiCt7)" They were excellent!

 TYMMARAH ZEHR,  
M.A. @TYMMARAH

· 4 DAYS  
AGO



Good to hear [@kyle\\_j\\_mason](#), [@aishaalfa](#) and [@JamesBWilson\\_](#) talking about positive next steps [#OneSummit](#) [pic.twitter.com/SCYk6HeAtB](#)

 SCOTT GILLINGHAM [@SCOTTGILLINGHAM](#) · 4 DAYS AGO



The problem is systematic. What is working? And how can we add to the positive systems that are in place? [#ONESummit](#) [pic.twitter.com/KNdY1NDk4P](#)

 ROBYN WIEBE [@TWEETSBYROBYN](#) · 4 DAYS AGO




Ibrahima Diallo affirme qu'on ne vient pas au monde raciste. Selon lui, nous le devenons. [#RCMB](#)  
[#OneSummit](#) [pic.twitter.com/GIAMtGrBTc](https://pic.twitter.com/GIAMtGrBTc)

 SAM RANCOURT @RANCOURTSRC · 4 DAYS  
AGO



Selon le conférencier Ibrahima Diallo, il faut favoriser l'intégration plutôt que le conflit.  
[#ONEsummit](#) [#RCMB](#) [pic.twitter.com/mHntqqlMdz](https://pic.twitter.com/mHntqqlMdz)

 SAM RANCOURT @RANCOURTSRC · 4 DAYS  
AGO




**Lorraine Nickel**  
[@LNickelGlobal](#)

[#Winnipeg](#) Mayor Brian Bowman taking the stage to close out National Summit on Racial Inclusion  
WATCH LIVE: [globalnews.ca/news/2226267/n...](https://globalnews.ca/news/2226267/n...)

 4 DAYS  
AGO



Merci au maire de Winnipeg [@Mayor\\_Bowman](#) pour l'invitation à son colloque sur l'inclusion raciale.  
[#OneSummit](#) [#DSFM](#) [pic.twitter.com/QZI4K0NAgG](https://pic.twitter.com/QZI4K0NAgG)

 DSFM @DSFM\_OFFICIEL · 4 DAYS  
AGO





[@Mayor\\_Bowman](#) thank you for being our "punching bag" at times & building community pride!  
[#ONEsummit](#) [#worldchanger](#) [pic.twitter.com/F79JDkcpVT](https://pic.twitter.com/F79JDkcpVT)

 ROBYN WIEBE [@TWEETSBYROBYN](#) · 4 DAYS  
AGO



**Susan Ciastko**  
[@SusanCiastko](#)

[@Mayor\\_Bowman](#) recalls the tipping point which has become an opportunity to become leaders of change. [macleans.ca/news/canada/we...](https://macleans.ca/news/canada/we...) [#OneSummit](#)

 4 DAYS  
AGO



**Who**  
[@who\\_su](#)

[#OneSummit](#) Great Event Thank You [@Mayor\\_Bowman](#) Where do we go from here?

 4 DAYS  
AGO



**Louise Waldman**

@PegCityLouLou

"This is a long haul journey that we're on here." @Bowman4Wpg #OneSummit



4 DAYS

AGO



Strong Indigenous Ikwe are part of the #OneSummit today @boivingroup @Ronnie369  
[pic.twitter.com/j2qqamEK95](https://pic.twitter.com/j2qqamEK95)



DIANE ROUSSIN @DIANEROUSSIN007 · 4 DAYS

AGO



**Rob Riel**

@riel\_rob

Powerful gathering #OneSummit



4 DAYS

AGO



Global Winnipeg

@globalwinnipeg

WATCH LIVE: Elder Fred Kelly heads to the stage to give a final prayer at [#OneSummit](#)  
[globalnews.ca/news/2226267/n...](http://globalnews.ca/news/2226267/n...)



4 DAYS

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Global Winnipeg

@globalwinnipeg

WATCH LIVE: Elder Fred Kelly heads to the stage to give a final prayer at [#OneSummit](#)  
[globalnews.ca/news/2226267/n...](http://globalnews.ca/news/2226267/n...)



4 DAYS

AGO



Tymmarah Zehr, M.A.

@Tymmarah

Quickly checked [@globeandmail](#) online news for Manitoba. Nothing about [#ONESummit](#), Mayor's National Summit on Racial Inclusion.



4 DAYS

AGO



Louise Waldman

@PegCityLouLou

Such a pleasure to meet and hear [@DalilaAwada](#) speak at [#OneSummit](#). [#InspiringWomen](#)



4 DAYS

AGO



CHNG Winnipeg

@CHNGWinnipeg

[#Winnipeg](#) Mayor Brian Bowman taking the stage to close out National Summit on Racial Inclusion... [dlvr.it/CBqzkg](http://dlvr.it/CBqzkg) via [@winnipegfdn](#)



4 DAYS

AGO



**Susan Ciastko**  
@SusanCiastko

Wise teachings & adjournment prayer. "There is no word for goodbye. We will see you later." ~ Fred Kelly [#OneSummit](#)

 4 DAYS  
AGO



**Treenster**  
@tm\_dragon

"We're not closing this, we're adjourning" - Elder Fred Kelly honouring the day and urging everyone forward. [#ONESummit](#)

 4 DAYS  
AGO



**Tymmarah Zehr, M.A.**  
@Tymmarah

"@ctwinnipeg: .@MeghanCTV on anti-racism summit's first day in Winnipeg: [bit.ly/1V0usZW](https://bit.ly/1V0usZW)" [#ONESummit](#)

 4 DAYS  
AGO



**Jenny Gerbasi**  
@JennyGerbasi

Elder Fred Kelly: in my language there is no word for "goodbye" This is an adjournment. As [#OneSummit](#) comes to a close. [@Mayor\\_Bowman](#)

 4 DAYS  
AGO



[goo.gl/7kifqw](https://goo.gl/7kifqw) RT globalwinnipeg: WATCH LIVE: #ONEsummit about to get back underway at the Canadian Muse... [pic.twitter.com/6IkTHYEPJv](https://pic.twitter.com/6IkTHYEPJv)

 JENNY @JENEJEL · 4 DAYS  
AGO



[goo.gl/7kifqw](https://goo.gl/7kifqw) RT globalwinnipeg: WATCH LIVE: #ONEsummit about to get back underway at the Canadian Muse... [pic.twitter.com/6IkTHYEPJv](https://pic.twitter.com/6IkTHYEPJv)

 JENNY @JENEJEL · 4 DAYS AGO



**Jason Booth**  
@logicdog

. @farrah\_khan @Aaron\_L\_Ingram Perhaps some communities in Quebec need to hold something similar to Winnipeg's #OneSummit

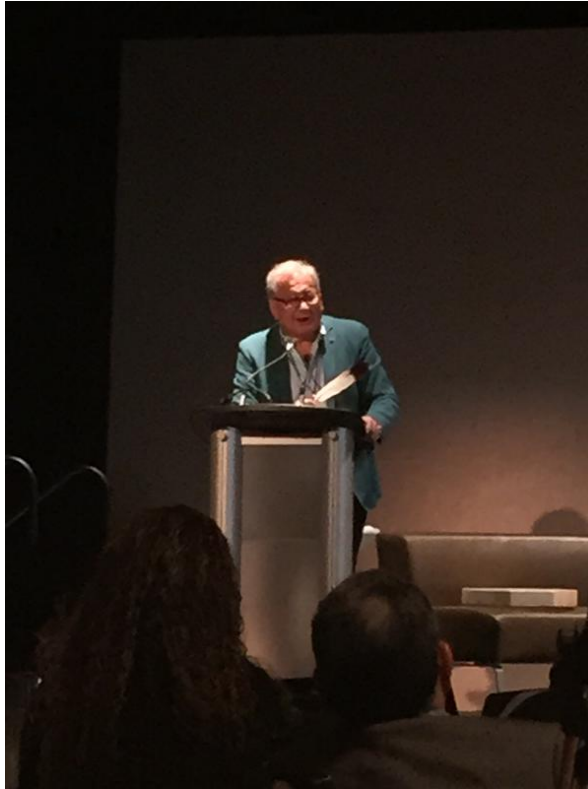
 4 DAYS AGO



**Doncity Follows**  
Back  
@Doncity204

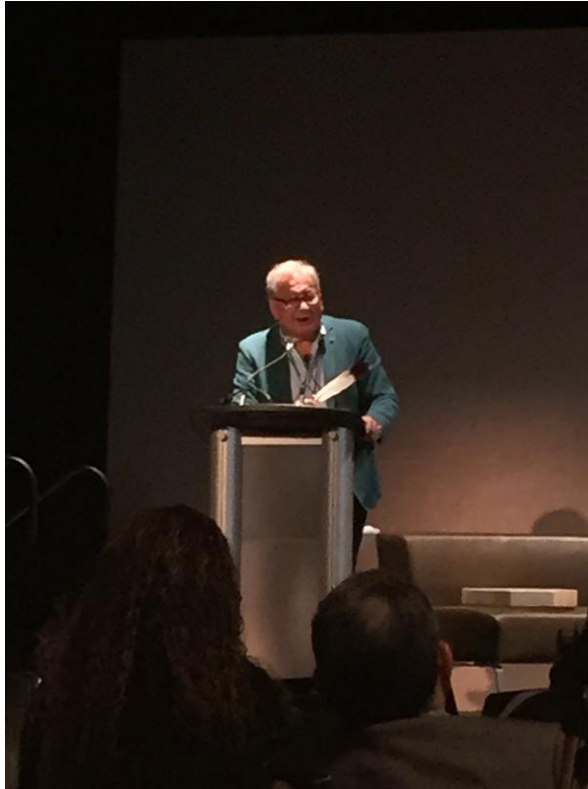
#Winnipeg 🏠 #Trends Luke Paul Maurice #OneSummit 🗨️ #GlobeDebate #ALDUBOneMoreDay  
🍴 #ACDC 🚀 #RWC2015 ✨ Laura Robinson Ho-Sang Omar Khadr 🍊

 4 DAYS AGO



Closing Invocation - Respect in Diversity is the root of real love one for another. [#ONESummit](#)  
[#diginty](#) [#Miguesh](#) [pic.twitter.com/DJheJYvwnO](https://pic.twitter.com/DJheJYvwnO)

 ROBYN WIEBE @TWEETSBYROBYN · 4 DAYS  
AGO



Closing Invocation - Respect in Diversity is the root of real love one for another. [#ONESummit](#)  
[#diginty](#) [#Miguesh](#) [pic.twitter.com/DJheJYvwnO](https://pic.twitter.com/DJheJYvwnO)

 ROBYN WIEBE @TWEETSBYROBYN · 4 DAYS  
AGO



**Global Winnipeg**  
[@globalwinnipeg](#)

WATCH LIVE: Elder Fred Kelly about to start singing the traveling song to close out [#ONESummit](#)  
[globalnews.ca/news/2226267/n...](https://globalnews.ca/news/2226267/n...)

 4 DAYS  
AGO



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[globalnews.ca/news/2226267/n...](https://globalnews.ca/news/2226267/n...)

 4 DAYS  
AGO





**Darlene Litchie**

@dobrianalychj

Please see [#OneSummit](#) the Mayor's National Summit on Racial Inclusion [@Bowman4Wpg](#)  
[@CMHR\\_News](#) [1winnipeg.ca](#) [#Winnipeg](#) [#CANADA](#)



4 DAYS

AGO



**Darlene Litchie**

@dobrianalychj

Please see [#OneSummit](#) the Mayor's National Summit on Racial Inclusion [@Bowman4Wpg](#)  
[@CMHR\\_News](#) [1winnipeg.ca](#) [#Winnipeg](#) [#CANADA](#)



4 DAYS

AGO



**Braiden Harvey**

@BraidenHarvey

Braiden Harvey Hundreds come together for summit on racial inclusion in Winnipeg -  
Globalnews.ca: Globalnews.c... [bit.ly/1OEIDQh](#)



4 DAYS

AGO



Thank you for being a part of [#ONEsummit](#). Let's keep the important discussion going!  
[pic.twitter.com/zebVG2H9ZM](https://pic.twitter.com/zebVG2H9ZM)

 MAYOR BRIAN BOWMAN @MAYOR\_BOWMAN · 4 DAYS AGO



**StayWithMe**  
@SWM\_87

Racial inclusion summit wraps up in Winnipeg: It's starting conversation, it's getting people engaged and hope... [bit.ly/1YIUdCW](https://bit.ly/1YIUdCW)

 4 DAYS AGO



**Badillapedia News**  
@badillapedia

Racial inclusion summit wraps up in Winnipeg: It's starting conversation, it's getting people engaged and hope... [bit.ly/1YIUdCW](https://bit.ly/1YIUdCW)

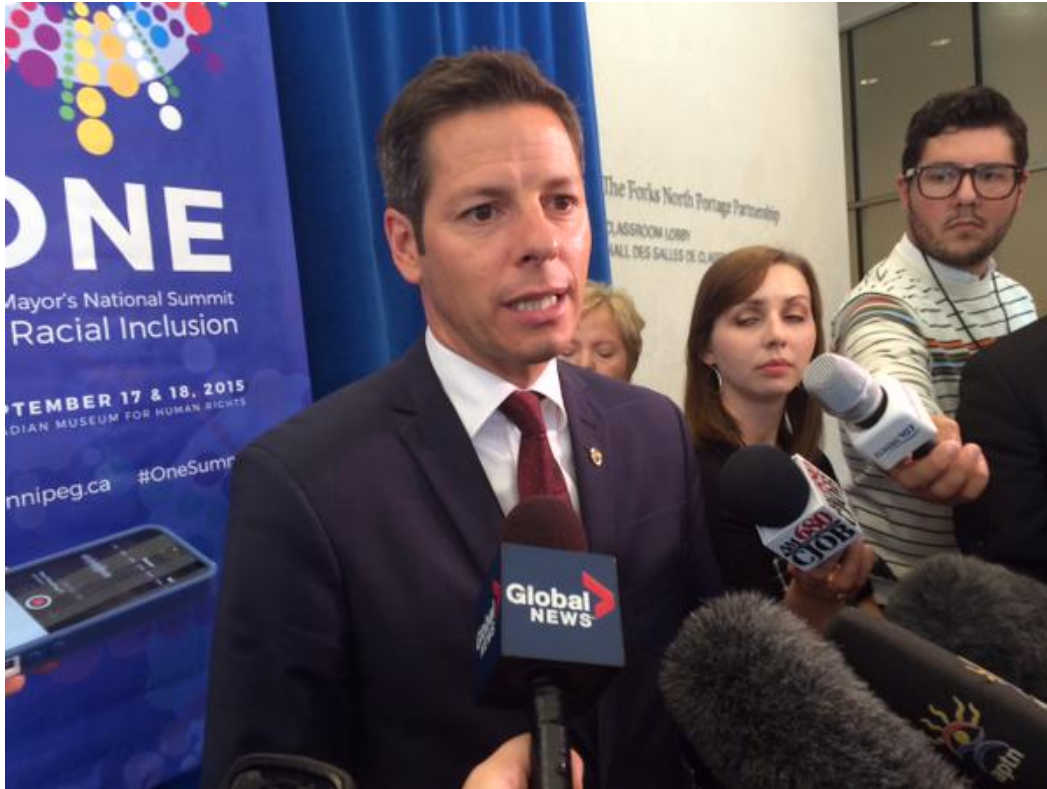
 4 DAYS AGO



@grechrist

Racial inclusion summit wraps up in Winnipeg [bit.ly/1YIUdCW](http://bit.ly/1YIUdCW)

4 DAYS  
AGO



Racial inclusion summit wraps up in Winnipeg [#ONESummit globalnews.ca/news/2229338/r...](https://globalnews.ca/news/2229338/racial-inclusion-summit-winnipeg)  
[pic.twitter.com/lc47N60eXQ](https://pic.twitter.com/lc47N60eXQ)

GLOBAL WINNIPEG @GLOBALWINNIPEG · 4 DAYS  
AGO



Winnipeg Press  
@WinnipegCP

Racial inclusion summit wraps up in Winnipeg: It's starting conversation, it's getting people engaged and hopefully... [winnipeg.cityandpress.com/node/10194934](http://winnipeg.cityandpress.com/node/10194934)

4 DAYS  
AGO



Aisha Alfa  
@aishaalfa

Congratulations [@Mayor\\_Bowman](#) on an important and successful first [#OneSummit](#) I am so inspired by my friends and family in [#Winnipeg](#)

 4 DAYS  
AGO



WATCH: [@cbarghout](#) reports on [#OneSummit](#) + criticisms of the anti-racism meet  
[cbc.ca/1.3233871](http://cbc.ca/1.3233871) [#cbcmb](#) [#Winnipeg](#) [pic.twitter.com/zYBsTwiPwV](https://pic.twitter.com/zYBsTwiPwV)

 CBC MANITOBA [@CBCMANITOBA](#) · 4 DAYS  
AGO



WATCH: [@cbarghout](#) reports on [#OneSummit](#) + criticisms of the anti-racism meet [cbc.ca/1.3233871](#) [#cbcmb](#) [#Winnipeg](#) [pic.twitter.com/zYBsTwiPwV](#)

 CBC MANITOBA [@CBCMANITOBA](#) · 4 DAYS AGO



**Mayor Brian  
Bowman**

[@Mayor\\_Bowman](#)

You were a very important voice at [#OneSummit](#). Thank you Aisha. [twitter.com/aishaalfa/stat...](#)

 4 DAYS  
AGO



**Monique Woroniak**


[@mworoniak](#)

"How I learned to stop worrying & love discussing race" Great resource for [#wpg](#) at the mo' [groundworkforchange.org/having-crucial...](#) [#ONESummit](#) [#OurSummitWPG](#)

 4 DAYS  
AGO



Selon la militante [@DalilaAwada](#), le racisme est très pernicieux et est ancré dans la société. [#RCMB](#) [#OneSummit](#) [pic.twitter.com/sJUon5CL7F](https://pic.twitter.com/sJUon5CL7F)

 SAM RANCOURT [@RANCOURTSRC](#) · 4 DAYS AGO



**Daniel Gervais**  
[@icigervais](#)

.[@DalilaAwada](#) Voici le reportage de [@RancourtSRC](#) sur le colloque [#onesummit](#). [ici.radio-canada.ca/regions/manito...](http://ici.radio-canada.ca/regions/manito...)

 4 DAYS AGO



**Jamie Wilson**  
[@JamesBWilson\\_](#)

Honoured to sit with and listen to the TRCM/AMC Elders Council at the [#OneSummit](#) on racial inclusion in [#Winnipeg](#). They were pumped.

 4 DAYS AGO



**Barb Chabai**  
@Barb\_Chabai

Sad that during [#OneSummit](#) on racial intolerance my FB newsfeed shows ignorant memes, links preaching intolerance [#2stepsforward](#)

4 DAYS  
AGO



**Jamie Wilson**  
@JamesBWilson\_

As we talk about moving ahead from the [#OneSummit](#) on racial inclusion in [#Winnipeg](#), let us say "Yes, and ... ", not "Yes, but ...". [#Action](#)

4 DAYS  
AGO



Will summit on racial inclusion change Winnipeg? Some are criticizing the province's efforts.  
[ow.ly/SpytW](https://ow.ly/SpytW) [pic.twitter.com/mi7gpHRDL](https://pic.twitter.com/mi7gpHRDL)

WATCH CTV  
NEWS @WATCHCTVNEWS

· 4 DAYS  
AGO



Kyle, our ED, speaking at [@Mayor\\_Bowman](#)'s Summit on Racial Inclusion as a member of the closing panel. [#ONESummit](#) [pic.twitter.com/TS6ywL1lme](#)

 NORTHENDFAMILYCENTRE [@NORTHENDFAMCEN](#) · 4 DAYS AGO



**Kyle J. Mason**  
[@kyle\\_j\\_mason](#)

Congratulations on a great summit [@Mayor\\_Bowman](#)! I look forward to seeing the positive impact it will have on our city. [#ONESummit](#)

 4 DAYS AGO



**Mayor Brian Bowman**  
[@Mayor\\_Bowman](#)

Thanks for your great insights today at [#ONESummit](#) & ongoing efforts in [#Winnipeg](#)'s North End. [@NorthEndFamCen](#) [twitter.com/kyle\\_j\\_mason/s...](#)

 4 DAYS AGO





**Winnipeg News**  
@1990\_voynovich

Winnipeg mayor hopes summit sparks real change on racial inclusion  
[ottawainnews.com/newsinwinnipeg...](http://ottawainnews.com/newsinwinnipeg...)

4 DAYS  
AGO



**Susan Ciastko**  
@SusanCiastko

Meanwhile as #OneSummit is going on... [twitter.com/coreykapilik/s...](https://twitter.com/coreykapilik/s...)

4 DAYS  
AGO



'People who are racist don't think they have a problem:' 11 year old at racial summit  
[rightrelevance.com/search/article...](http://rightrelevance.com/search/article...) [pic.twitter.com/9rU22fjYj2](https://pic.twitter.com/9rU22fjYj2)

WINNIPEG MANITOBA @WINNIPEGMBR · 3 DAYS  
AGO



**Braiden Harvey**  
@BraidenHarvey

Braiden Harvey Winnipeg mayor hopes summit sparks real change on racial inclusion - CTV News: CTV NewsWinnipeg... [bit.ly/1YmVdH9](https://bit.ly/1YmVdH9)

3 DAYS  
AGO



Tait Palsson addresses the crowd at One: The Mayor's National Summit on Racial Inclusion in Winnipeg on Friday [pic.twitter.com/pzM8bsctJz](https://pic.twitter.com/pzM8bsctJz)

JOHN BERTRAND @CBCJOHNBERTRAND · 3 DAYS  
AGO



**Ronald Flower**  
@Cdntaxpayer1000

Winnipeg mayor hopes summit sparks real change on racial inclusion [ctv.news/lgCk8rS](https://ctv.news/lgCk8rS)

3 DAYS  
AGO



**Edgar Governo**  
@pseudohistorian

It's unfortunate how much [#OneSummit](https://twitter.com/OneSummit), intended to help fight racism in Winnipeg, brought out such ugly bigotry in online commenters.

3 DAYS  
AGO

: a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race

THAT'S HOW **RACISM** IS DEFINED,  
BUT HOW DO WE DEFINE  
A **SOLUTION** TO RACISM?

comment | Winnipeg Summit on Racial Inclusion missed the mark  
[winnipegfreepress.com/local/Summit-m...](http://winnipegfreepress.com/local/Summit-m...) [pic.twitter.com/DKC4N5dyhl](https://pic.twitter.com/DKC4N5dyhl)



PEOPLE FIRST  
RADIO @PEOPLEFIRSTRAD

· 3 DAYS  
AGO



Who  
@who\_su

#OneSummit what about the "isms"? Will you tell us more?



3 DAYS  
AGO



Who  
@who\_su

@remymichaels Holy Crap! You clean up Coverboy style! Nice wish I could have been there but #OneSummit kept me home.



3 DAYS  
AGO



Shaw TV Winnipeg  
@ShawTVWinnipeg

Watch the powerful discussions from the Mayor's #ONEsummit this wknd on ShawTV. Full list of air times on Facebook: [ow.ly/SpakV](https://ow.ly/SpakV)



3 DAYS  
AGO



**Jamie Wilson**  
@JamesBWilson\_

How do we move forward after [#OneSummit](#) on racial inclusion? Professor Cathy Rocke discusses options at 4pm on [@680CJOB](#).

3 DAYS  
AGO



**Maria Morrison**  
@firstnationbook

Mayor's racism summit offers chance to improve for next time [@dianeroussin007](#) says [cbc.ca/1.3235639](#) [#ONESummit](#)

3 DAYS  
AGO



**Noah Erenberg**  
@CNCwpg

Examining [#OneSummit](#) through racial and mental health lenses [#MentalHealth](#) [#Racism](#) [communitynewscommons.org/our-city/exami...](#)

A DAY AGO

### Winnipeg mayor Brian Bowman responds to racism report with ...

4 days ago ... Eight months after a scathing magazine article that labelled Winnipeg 'Canada's most racist city,' the mayor is hosting a summit to address the ...

CANADAAM.CTVNEWS.CA

### Hundreds come together for summit on racial inclusion in Winnipeg ...

3 days ago ... In front of a packed banquet hall at the Canadian Museum for Human Rights guest speakers opened up about their experiences with racism, ...

GLOBALNEWS.CA

### Winnipeg Mayor's Office

National Anti Racism Summit - September 17-18, 2015. ... The road ahead will not always be easy, but Winnipeg's best days are still ahead. Together, we ...

WWW.MAYORBOWMAN.CA

### PressReader - Times Colonist - Winnipeg summit tackles racism

2 days ago ... Winnipeg summit tackles racism. British Columbia. WINNIPEG — A two-day conference cannot put an end to racism in Winnipeg and may not ...

WWW.PRESSREADER.COM