

# Welcome

- Thank you for joining this series: **Steps to more equitable and inclusive programs: A conversation with SEED Winnipeg** hosted by Prosper Canada on behalf of the ABLE Steering Committee.
- The presentation will begin shortly. (Audio will begin when the presentation starts)

## Technology Details:

For technical assistance, please call GoToWebinar support line **1-855-352-9002**.

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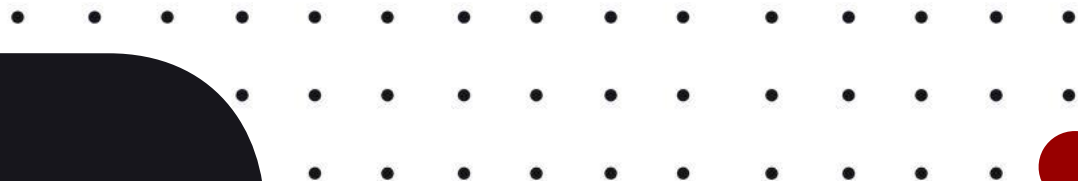
Access Code: **582-512-929** (attendees are muted)

Toll free option not available



# Webinar logistics

- **Audience members have all been put on “mute”** for this webinar
- Presenters will be joining via **audio only** to conserve bandwidth
- Please find **handouts** available for download in the control panel at the side of your screen
- Please **share any questions you have using the “Question box”**
- **We will share webinar slides with all participants and post a recording** of the session within a few days.





# **Land acknowledgement**

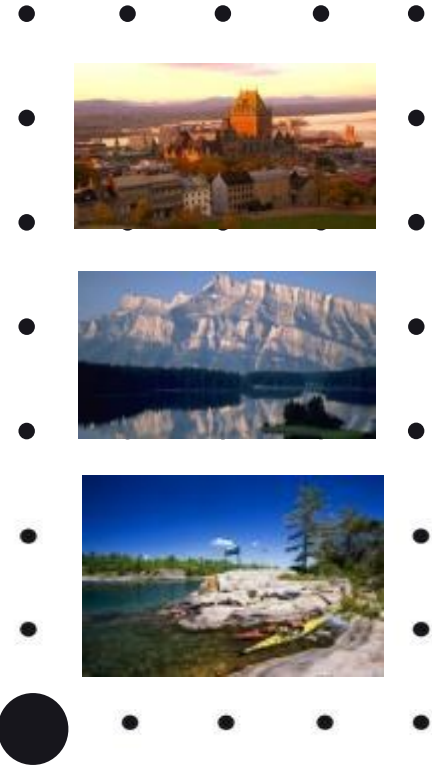
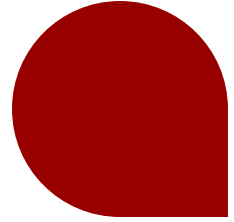
# About us



**ABLE** is a cross-sector community of practice working to reduce poverty through financial empowerment.



**Prosper Canada** is a national charity dedicated to expanding economic opportunity for Canadians living in poverty through program and policy innovation.



# 2021 ABLE virtual series

## Recover and Rebuild: Helping Canadians build financial security during the pandemic and beyond

The **2021 ABLE Financial Empowerment (FE) virtual series** is a collection of online financial empowerment events designed to provide financial empowerment stakeholders with knowledge, tools, resources and insights on financial topics to help struggling Canadians build financial resilience through the pandemic and recovery.

- **Spring series** – designed for practitioners, interactive
- **Fall series** – designed for all FE stakeholders

**The 2021 ABLE virtual series is hosted by Prosper Canada on behalf of the ABLE Steering Committee.**



Prosper Canada



# Sponsors

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FINANCIAL EMPOWERMENT

## Polls: Tell us more about your work

How would you describe your organization's journey towards more diverse and inclusive programming?

What aspects of this work are you most curious about?

# Steps to Building Equitable & Inclusive Programming

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A CONVERSATION WITH SEED WINNIPEG





# Lisa Forbes

Manager, BEST (Business & Enterprise Support & Training)

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Lisa helps people find the resources they need to make their business a success. She is an Aboriginal Winnipegger, currently living in Elmwood and is a member of Peguis First Nation. In the past, Lisa has been self-employed as a facilitator, researcher, and writer. She has a B.A. (Economics). In her spare time, Lisa volunteers for human rights and social justice initiatives.

# Louise Simbandumwe

Co-Director

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A former refugee, Louise is passionate about human rights and social justice. Louise has a Bachelor in Commerce from the University of Saskatchewan and a Masters in Comparative Social Research from Oxford University. Louise loves facilitating learning and has developed and taught innovative courses on financial empowerment, community economic development, and human rights advocacy at the University of Winnipeg.



## Vision

A world where opportunities exist for all people and communities to realize their hopes.



## Mission

To build strong communities and increase opportunities for people through financial empowerment programs and services.

# Our Diversity Statement

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*SEED is committed to creating a safe and inclusive space that celebrates the diversity of our community. This diversity includes age, gender, disability, size, sexual orientation, religion, race, culture, ethnic background, and source of income. SEED staff, board members, volunteers, visitors and program participants are expected to treat each and every person with consideration and respect.*

# Does your organization have a diversity statement and/or policies?

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*If so – please feel free to share details in the chat.*

# Building Equitable & Inclusive Programmin g



# Tracking Progress

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- ✓ Participant demographics in each program area
- ✓ Retention at different stages
- ✓ Qualitative feedback (participants, partners & front-line staff)



# Organizational Commitment

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## Board and Senior Management

- ✓ Co-Directors champion and represent diversity and inclusion
- ✓ Board formally adopts TRC Call to Action 92
- ✓ Acknowledge and work towards addressing systemic racism and barriers to inclusion ***within*** SEED

## Strategic Plan

- ✓ Tangible action related to TRC Calls to Action and the UNDRIP included in our strategic plan
- ✓ Development and strengthening of programming tailored to Indigenous and newcomer/immigrant communities.

# SEED's Strategic Plan

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## Goal 1:

To work in partnership with Indigenous community members and organizations to reduce the ongoing impact of colonization by taking action on the recommendations of the Truth and Reconciliation Commission.

# Organizational Commitment

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## Staff Driven

- ✓ Cross Programs TRC Committee
- ✓ Cross Programs Training Committee

## External Guidance

- ✓ Indigenous Programs Advisory Committee
- ✓ Consultations with Elders, Knowledge Keepers and individuals with lived experience

# Staff Composition

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- ✓ Lived experience/background reflective of communities we serve
- ✓ Former program participants
- ✓ Retention of Indigenous and racialized staff
- ✓ Staff development and promotion opportunities

# Board Composition

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- ✓ Lived experience/background reflective of communities we serve
- ✓ Former program participants
- ✓ Beyond tokenism

## SEED Winnipeg Board Members

Name	Gender	Organization	A	B	C	D	E	F	G	Indigenous	Immigrant	Racialized
XXXXXX, XXXX	M				X	X	X		X			
XXXXXX, XXXX	F				X		X					
XXXXXX, XXXX	M				X	X			X			
XXXXXX, XXXX	F		X	X					X		X	
XXXXXX, XXXX	M		X	X	X		X		X	X		X
XXXXXX, XXXX	F				X			X	X	X		X
XXXXXX, XXXX	F			X			X					
XXXXXX, XXXX	F			X	X	X		X			X	X
XXXXXX, XXXX	M		X	X		X			X	X		X
XXXXXX, XXXX	M		X	X						X		X
XXXXXX, XXXX	M		X	X		X		X			X	X
XXXXXX, XXXX	F				X							
XXXXXX, XXXX	F		X		X		X				X	X

Legend:

- A Individuals from communities that face barriers to employment
- B Participants in other CED organizations
- C Technical expertise pertaining to the corporation
- D Enterprise development experience
- E Financial Community
- F Past Program Participants
- G Willingness to take on leadership role

# Sumegha Gupta President

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RBC Canadian Women  
Entrepreneur Awards

Presented by:

**WOMEN OF  
INFLUENCE**  
NOMINEE

# Building Partnerships

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- ✓ Policy not to accept Indigenous designated funding
- ✓ Securing funding to support the work of Indigenous & ethno-cultural community organizations
- ✓ Flexible and responsive program delivery models



Have you developed or adapted programs for specific demographic groups?

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*If so – please feel free to share details in the chat.*

One Size  
Fits  
None



# Building Partnerships

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**Manitoba Metis  
Federation**  
*Believe in Yourself - Believe in Metis*



Immigrant and Refugee  
Community Organization of Manitoba



**ACOMI**  
AFRICAN COMMUNITIES OF MANITOBA INC.



# Community-Led Program Development

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- ✓ Adaptation of existing programs
- ✓ Co-creation of new programs
- ✓ Mutual capacity building

# Program Adaptation

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## Strengthening Families in Canada



- ✓ **26** Community Based Educators completed Train the Trainer
- ✓ Money management training curriculum adapted for specific cultural contexts
- ✓ **202** money management workshops delivered to **652** community members in **11** languages

## የገንዘብ ምርጫዎች

የገንዘብ ወጪዎችን ምን ይወስነዋል?

- Needs ነፍስ (ለህይወታችን አስፈላጊ የሆኑ ነገሮች)
- Wants ወንጥስ (አንዲዋሩን የምንሻቸው ነገሮች)
- Values ሽልዘ (ዋጋ የምንሰጣቸው ነገሮች)

ነፍስ (ለህይወታችን አስፈላጊ የሆኑ ነገሮች)ለመኖር የሚያስፈልጉትን ነገሮች ርኛው። በነዚህ ነገሮች ላይ ምርጫ ላይዋረን የገደብ ገንዘብ እርዎግለን፤ ነገር ግን ለ ወንጥስ (አንዲዋሩን የምንሻቸው) ነገሮች ላይ ገንዘብንን አንዴት እንደምርወግ አንመርግለን፤ እነዚህ ነገሮች ቢዋሩን ይስ ይበለን እንጂ ለህይወታችን አስፈላጊ አይደሉም። ሆኖም ግን እምነታችንና ባህሳችንን የሚያንጸባርድ ሽልዘ (ዋጋ) የምንሰጣቸው አስፈላጊ ነገሮች ከሆኑ ገንዘብ ማውጣቱ ጥሩ ስሜት ይሰጠናል።

ምን እንሻለን ምንስ የግዴታ ያስፈልገናል?

- Priority (ጥሬዋጭ) ቅድሚያ

ቅድሚያ መስጠት ማለት ለእርስዎ በጣም አስፈላጊ የሆነውን ነገር ለይቶ ማወቅ ማለት ነው፤ ለአስፈላጊ ነገሮች ቅድሚያ መስጠት ውስን በሆነ ገቢ እንድንኖር ይፈልጋል። ዘዴች መሆን ያለንን ገንዘብ በስርዓቱ እንዴት እንደምንጠቀም የምንሻውን ነገር እንዴት ልርገኝ እንደምንችል ለማሰብ ያስችላል።

ለምሳሌ ምግብና ውሃ ያስፈልገናል፤ እንዲሁም አውጥ መጠላትና ቡር መጠጣትም ያዋረን ይሆናል። ከእድሻችን ሥር በየላምንጉ ጥገናችንን የምርሳልውን ጣዘ ዋጋ የምንሰጠው ከሆነ፤ ከነሱ ሥር በየላምንጉ ቡር መጠጣትን ቅድሚያ ስጥን፤ ውጪ በምንወስድበት ጣዘ ደግሞ ምግብ ከስጋታችን ይዘን በጥገና ገንዘብ እንቆጥላለን፤ ፍላጎታችንና እምነታችንን የምንዘዝብ እንዲላለንት የጣዘ ሁኔታዎች ይለያያል።

ቤተሰብን በገንዘብ ጉዳይ ላይ ማጥተት ለምን አስፈለገ?

በለገንዘብ ማውራት ቀላል ላይሆን ይቻላል፤ ገንዘብን በተመለከተ የሚመጣ ሃሳብና ጥጭት በቤተሰብ ላይ ጭንቀት ሊፈጥር ይችላል፤ የገንዘብ ጉዳዮችሁን በተመለከተ ጥረጣጎችሁ ስታስቡር ውሳኔዎችን ስትወስኑ በቤተሰብ መሃል የሚደረገውን ውይይት ቀላል ያደርገዋል።

ዘላቂ የሆነ የጉር ዳሪች ካላችሁ ገንዘብን የሚመለከት ውሳኔን በመጥ አብሮ መወሰን አስፈላጊ ነው።

ቤተሰብን በገንዘብ ውሳኔ ላይ ማጥተት እንዴት እንደሚቻል

በህይወታችን ብዙ ገንዘብ ላይዋረንም አንኳ ለልጆቻችን ጥሩ የገንዘብ እያያዝ ዘዴን ማስተማር አንችላለን። ምንም እንኳን በሚጨረሻው ውሳኔ የፍላጎች ቢሆንም በለገንዘብ አጠቃቀም ጉዳይ ልጆቻችንን ለኢኮኖሚያዊ በሚመጥን መልኩ መግለጹ(ማስፈለግ) አስፈላጊ ነው። ልጆቻችን በለገንዘብ አጠቃቀም ከፍ ይማራሉ።

❖ አስታውቱ!

- ፍላጎትን ከ እምነት አስቀምጡ።

## Chaguo tulio nayo juu ya Pesa

(money choices)

Kinacho athiri matumizi yetu ya pesa

- (nids) mahitaji
- (wants) haja
- (values) thamani

Mahitaji ni vitu ambavyo mtu hawezi ishi bila.Ni lazima tutumie pesa kwa mahijaji, hatuna hiani. Lakini tuna uchaguzi wa jinsi ya kutumia fedha kwenye haja zetu. Haja ni vitu ambavyo sio za lazima lakini tungependa kuwa nayo.Ikiwa uchaguzi hizi huathiri thamani zetu- hisia na imani ambazo ni muhimu kwetu- tutahisi vyema kuhusu matumizi yetu.

Tunataka nini? Tunahitaji nini?

- (Prayoriti) Kipaumbele

Kuwa na kipaumbele ni kuwa na uwezo wa kuelewa kilicho muhimu kwanza.kupanga kipaumbele hutusaidia kuishi kwa mapato madogo. Kuwa na ubunifu hutusaidia kutumia kile tulichonacho na pia kufikiria jinsi tutakavyopata vile vitu tunataka.

Kwa mfano,tunahitaji maji na chakula lakini tunaweza taka kahawa na chakula ya kuchukua (take out food). Ikiwa tunathamini kukaa na marafiki,tunaweza weka kipaumbele ya kuchukua kahawa na rafiki kila wki lakini hifadhi fedha kwa kuleta chakula kutoka nyumbani kama tunaenda kutembea nje mchana. Mahitaji na haja itatafautiana kila siku ikitegemea nafsi yetu [mahitaji na haja itabadilika kila siku kulingana na nafsi yetu].

Kwa nini tuhusishe familia kwenye uamuzi ya fedha

Pesa huweza kuwa ngumu kuongelea. Waziwazi na mafurugano kuhusu pesa yaweza kuleta mafadhaiko kwenye familia. Kuwa na starehe, kufikiria na kutoa uamuzi kuhusu fedha hufanya majadiliano ya kifamilia kuwa rahisi.

Ikiwa mko kataka uhusiano dhabiti, ni vyema kwamba mke na mume wajihusishe katika uamuzi wa fedha.

Jinsi gani ya kuhusisha familia katika uamuzi wa fedha?

Hata wakati hatuna pesa inayotosha, tunaweza lea tabia nzuri ya pesa kwa watoto maishani. Ingawa kama watu wazima tunakata shauri ya mwisho kuhusu pesa, ni vyema kueleza kwa kina kwa watoto wetu, kwa njia ya utu nzima.Watoto hujifunza jinsi ya kutumia pesa kupitia sisi.

# Co-Creation of New Programs

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## Money Stories Origins









# \$TORIES

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SEED WINNIPEG INC.

SÓNIYÁW  
ÂCIMOSTÂKÊW



SEED WINNIPEG INC.

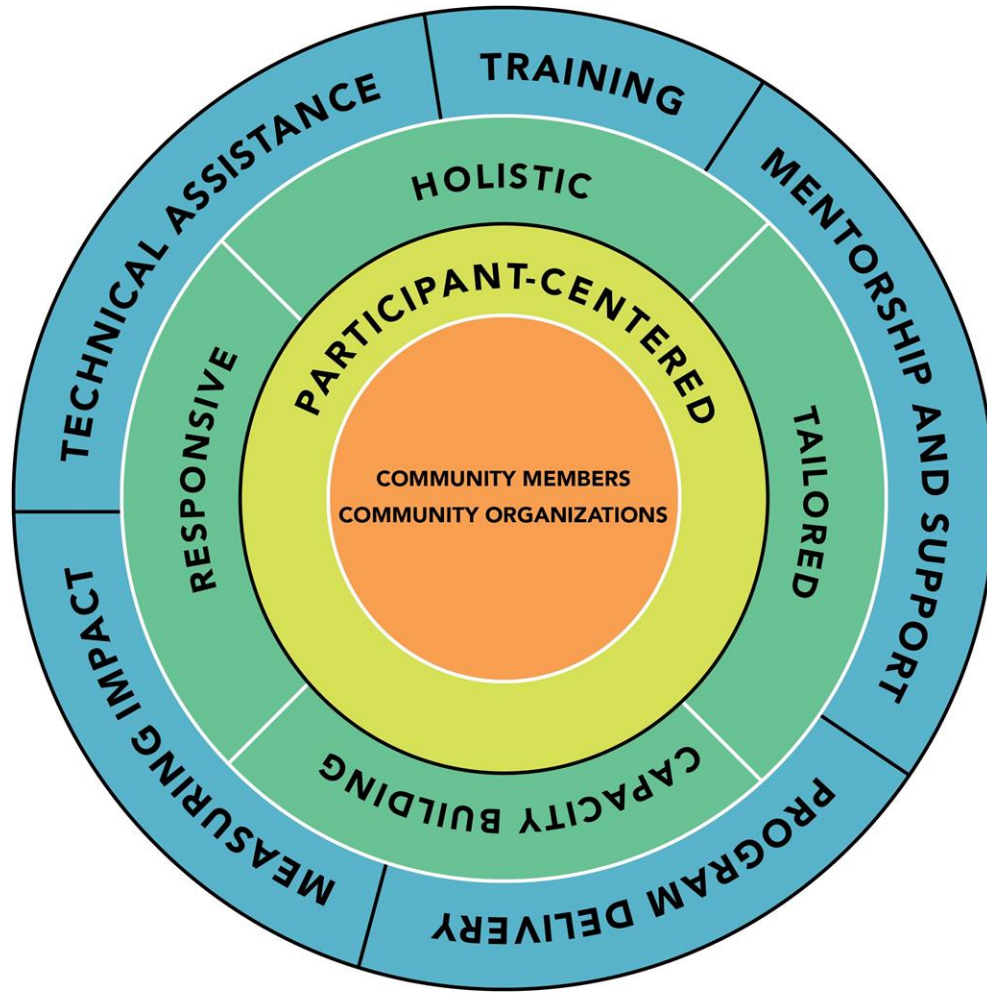
ZHOONIYAA  
DBAAJIMOWIN



SEED WINNIPEG INC.

SHOONIYAAM  
TIBAIJIMOOWIN





# Solidarity & Systemic Change

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- ✓ Collective action to address systemic racism through policy and practice change
- ✓ Amplifying advocacy efforts by Indigenous, Black-led and other racialized groups for systemic change
- ✓ Signatory to the Indigenous Accord

Does your organization engage in any anti-racism advocacy/policy work?

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*If so – please feel free to share details in the chat.*

# JUNE

## ANTI-RACISM LETTER WRITING

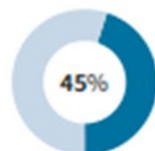
- Responding to the unmarked graves of 215 children at a former residential school
- Calling for a National Action Summit on Islamophobia
- Systemic racism in the Canadian Justice System
- End repression against protesters in Colombia

EMAIL TO REGISTER:  
[LSIMBA@MTS.NET](mailto:LSIMBA@MTS.NET)

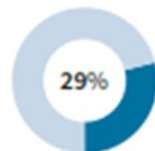
J U N E 1 1 , 2 0 2 1 | 1 2 - 1 P M | Z O O M

# Tracking Progress

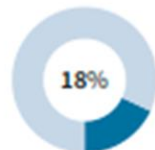
## Participants



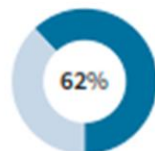
Indigenous People



Newcomers to Canada

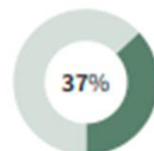


People with Disabilities

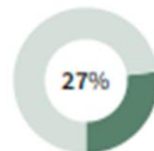


Women

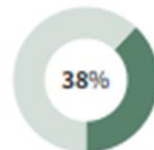
## Staff



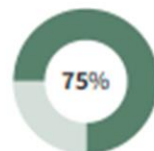
Indigenous People



Racialized Communities

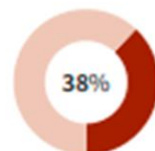


Past Participants

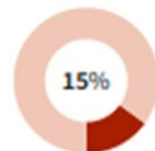


Women

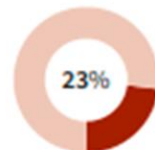
## Board Members



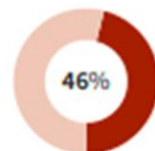
Indigenous People



Racialized Communities



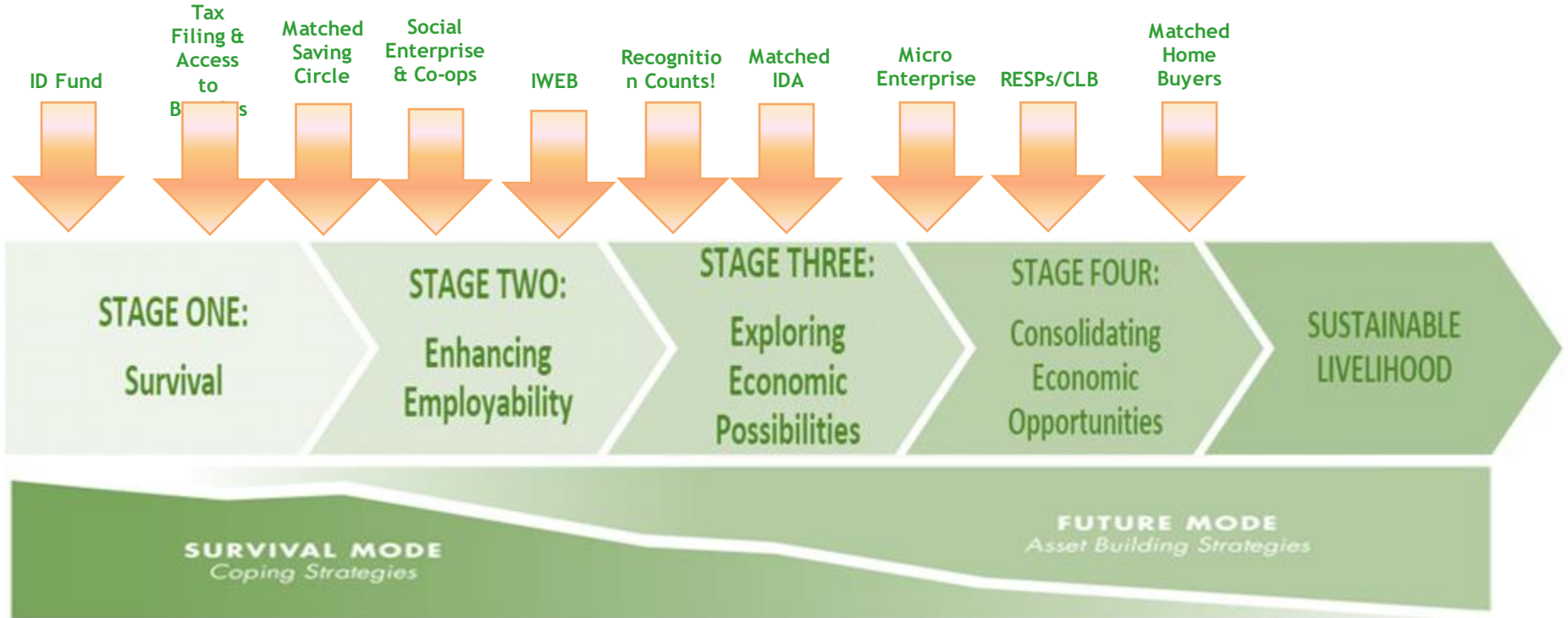
Past Participants



Women



# Continuum of Program Interventions





# Tracking Progress



SEED Inc.

Phase One Report  
Indigenous Human Resources &  
Partnership Development Initiatives

November 2020



SEED Inc.

Phase Two Report  
Indigenous Human Resources &  
Partnership Development Initiatives

December 2020



# Building Equitable & Inclusive Programmin g



# Questions?

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What are your key takeaways/reflections?

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# Questions?

Questions?



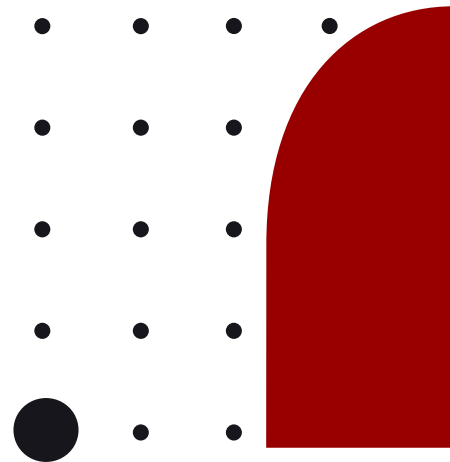
# Thank you for joining us!

**We will be sending you an email soon with:**

- Slides and handout from today's webinar
- Link to Post-Series survey

**We will also post all materials in our ABE event page:**

<https://ablefinancialempowerment.org/able-conference/2021-able-conference/>



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