



**The Institute for International
Women's Rights - Manitoba**

Progress on the Implementation of the 231 Calls for Justice

December 7, 2021

The Institute for International Women's Rights - Manitoba is located on Treaty One and Selkirk Treaty Territory, the lands of the Anishinaabeg, Cree, Oji-Cree, Dakota and Dene Peoples, and on the homeland of the Métis Nation. We understand we are all treaty people, residing on Turtle Island and seek to work in the spirit of reconciliation and towards decolonization, supporting the [94 Calls to Action](#) and the [231 Calls for Justice](#). The energy used to write this report comes from generating stations on rivers in Treaty Areas 1, 3 & 5 and the water used by our organization comes from Shoal Lake 40 First Nation.

231 Calls for Justice

On June 3rd, 2019 the National Inquiry into Missing and Murdered Indigenous Women and Girls released their final report, [Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls](#), in which the Inquiry details that the “human rights and Indigenous rights abuses committed and condoned by the Canadian state represents genocide against Indigenous Women, girls and 2SLGBTQQIA people.”¹ The Inquiry states that the steps to end and redress this genocide requires addressing the four pathways explored in the *Reclaiming Power and Place* Final Report. These pathways include “historical, multigenerational, and intergenerational trauma; social and economic marginalization; maintaining the status quo and institutional lack of will; and ignoring the agency and expertise

¹ *Reclaiming Power and Place: the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*. National Inquiry into Missing and Murdered Indigenous Women and Girls, 2019. https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_1b.pdf

of Indigenous women, girls, and 2SLGBTQQIA people.”² The inquiry states that addressing these four pathways means full compliance with all human and Indigenous rights instruments and addressing, with a view towards relationships, the way daily encounters with individuals, institutions, systems, and structures compromise security. The *Report* is not just a summary of the Inquiry’s findings, it is a call to action to all Governments; Industries, Institutions, Services, and Partnerships; and All Canadians. With a total of [231 Calls for Justice](#), the *Report* is indeed more than just a report, it is an invaluable tool for reconciliation and decolonization.

IIWR-MB

Founded in 2013, The [Institute for International Women’s Rights – Manitoba](#), emerged from previous community groups, like UNIFEM and UN Women (Winnipeg Chapter), that worked to support women’s equality and rights, locally and globally. With the mission of generating education, awareness, and action to promote women’s human rights. In recent years, our focus has shifted to the larger umbrella of gender equity, understanding that achieving women’s rights goes hand in hand with achieving gender equity and the rights of all genders to live in safety and peace.

We are a community-focused organization, reaching out to diverse individuals and organizations in Manitoba that are working in the general area of gender equity. We are incorporated as a not-for-profit organization in the Province of Manitoba and hold [ECOSOC status](#) with the United Nations.

Accountability: Inwards and to our community

As an organization approaching its ninth year, we are slowly reimagining and progressing the principles we were founded on: Advocacy; Inclusivity; Sharing and Learning; Connection and Community; and Peace. We continue to ask ourselves how we are accountable to these principles and our communities and how we can improve or adjust to better meet our community’s needs. Of great importance is how we, as an organization advocating for gender

² *Reclaiming Power and Place*, National Inquiry into Missing and Murdered Indigenous Women and Girls.

equity, can remain accountable to the First Nation and Métis communities on whose land we live and work, and the First Nation, Métis and Inuit communities we advocate alongside within the boundaries known as Manitoba and Canada.

It is within this framing that for the [16 Days of Activism Against Gender-Based Violence](#), we decided it would be worthwhile to examine how we are working to implement the 231 Calls for Justice as an organization. We publish this as an act of accountability to our community to both acknowledge where we are at and where work is needed. As we approach our 10 year anniversary in 2023 and as we recommit to this work, we want to ensure we have a benchmark understanding of where we started to guide us. We encourage others to review the Calls to Justice and see where they too can deepen their commitment to reconciliation.

We have identified the Calls to Justice that we believe we as an organization have a responsibility to implement internally and within our work. We have added an explanation of how they relate to us as an organization, as well as ways that IIWR-MB may improve or act to implement these Calls. They are as follows:

Call to Justice 6.1 IIWR-MB is not a news corporation, however, we do engage in media, and specifically on social media and in our media appearances. We can act with intentionality when posting, ensuring that there is communication grounded in relationship and that is guided by those choosing to share with us and their comfort. We challenge ourselves to adopt best practices to make all content, but specifically, content related to Missing and Murdered Indigenous Women and Girls, accessible to all, using the technology available to us to achieve this. In regards to our communication committee, a long-term goal would be to ensure that committee members are able to access anti-bias and trauma-informed training in relation to communications to best enable us to support the telling of stories both from individuals within our organization and outside of it; finding opportunities to invest in storytelling as a leadership skill within and beyond our organization.

Call to Justice 11.1 As an educational authority, we engage in educating and providing awareness to the public about Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA people. We do this through consultation and partnerships with First Nation and Métis-led organizations and people. We can improve by highlighting the root causes of violence and specifically tangible education and action on addressing the root causes of violence. IIWR-MB should also examine the power dynamics involved in our partnerships and how IIWR-MB can work to address unbalanced power dynamics that may be rooted in colonialism and white supremacy. A long-term goal for IIWR-MB should be to enable training and resources for members to access on historical and current truths about the genocide against Indigenous Peoples.

Call to Justice 15.1 IIWR-MB has and continues to denounce and speak out against violence against Indigenous women, girls, and 2SLGBTQQIA people. A next step would be to work with members who may want to learn how to speak out against violence against Indigenous women, girls, and 2SLGBTQQIA people in their everyday lives. As well as providing resources from Indigenous communities that can assist in this work.

Call for Justice:15.2 IIWR-MB has recently updated its land acknowledgement to better reflect our commitment to act in reconciliation and decolonization, recognizing that the land that we work and live on are the lands of the Anishinaabeg, Cree, Oji-Cree, Dakota and Dene Peoples, and the homeland of the Métis Nation and that for the members who are settlers, they must be supported in recommitting themselves to decolonization and reconciliation within their work with IIWR-MB. The next steps would be to work to better communicate to members about events and programs that encourage learning the true history of Canada and Indigenous history within what is known as Manitoba as well as events that celebrate Indigenous People' history, cultures, pride and diversity and support members in attending these events and programs.

Call for Justice:15.3 IIWR-MB will work with, first, the Board of Directors, and later, the membership, to improve the knowledge of the Final Report amongst all members through

initiatives such as reading circles, education during meetings, presentations and partnerships with those who worked to create the report and develop a mechanism to ensure this education continues as new members join.

Call for Justice:15.4 IIWR-MB can become a stronger ally by working with community partners to support ongoing work to end root causes of violence and the perpetuation of the Genocide. A long-term opportunity would be for members to gain access to training on how to support others in becoming a strong allies within their relationships and encounters.

Call for Justice:15.5 IIWR-MB recommits to confronting and speaking out against racism, sexism, ignorance, homophobia and transphobia and understands that these systems often perpetuate themselves within organizational structures. Thus, a long-term goal for IIWR-MB is to engage members in anti-oppression training and education and create mechanisms to address the perpetuation of these structures within the organization long term. With specific addressing of how the Board of Directors is constituted and efforts to ensure the Board is held accountable for perpetuating these systems internally.

Call for Justice:15.6 IIWR-MB partners closely with many Indigenous-led organizations within Manitoba, understanding that these organizations will always know the solutions necessary for their own communities and that IIWR-MB can work in allyship to promote the implementation of these solutions.

Call for Justice:15.7 IIWR-MB must work to improve its organizational knowledge of relationships specific to the Anishinaabe, Cree, Oji-Cree, Dakota and Dene People and the Métis Nation and the implementation of them within our organizational and individual relationships with Indigenous people. This can be done with the support of (but not the burden of) the Indigenous Liaison Officer in connecting us to the many communities in order to increase this knowledge.

Call for Justice:15.8 IIWR-MB recommit itself to hold all governments accountable to act on the Calls for Justice, recognizing that knowledge and understanding of the Calls for Justice are required to fulfill this call and recognizing that the Calls for Justice must be understood within the principles outlined within the *Report*. IIWR-MB can do this by both acting upon the Calls above as well as by continuing to advocate in solidarity with Indigenous women, girls and 2SLGBTQIA+ peoples when calls for action come forward from these communities.

IIWR-MB welcomes feedback, suggestions, questions and gaps we may have missed in our own review. To contact us about this report, please email info@iiwrmb.ca

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