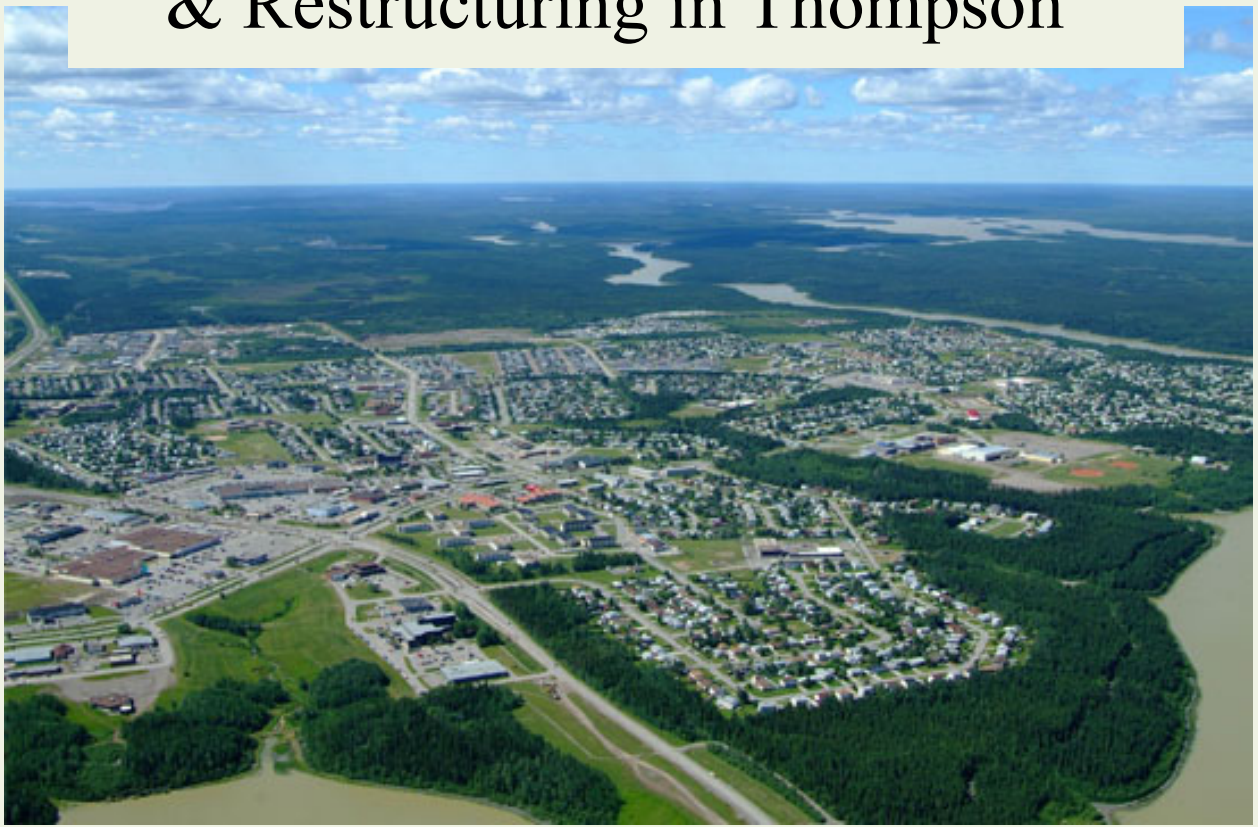


Women, Economic Development & Restructuring in Thompson



FemNorthNet

*Learning From Women's Experiences of Community Transformations as
a Result of Economic Restructuring*

FemNorthNet website: <http://criaw-icref.ca/femnorthnet>

FemNorthNet

FemNorthNet is a research and action project led by the Canadian Research Institute for the Advancement of Women (CRIAOW), based in Ottawa. The Principal Investigator is Jane Stinson and the project (which runs from 2012 to 2015) is funded by the Community-University Research Alliance Program (CURA) of the Social Sciences and Humanities Research Council of Canada (SSHRC).

FemNorthNet is a research and action project that asks four questions:

1. What are women's experiences of economic restructuring and related community transformations in the North?
2. How do economic development plans and programs for the community address these experiences?
3. What can women do collectively to address their experiences and any gaps in community or economic development initiatives?
4. What do women's experiences and responses teach Canadians about how to address economic restructuring and related community transformations?

FemNorthNet is active in three northern communities – Thompson (Manitoba), La Loche (Saskatchewan) and Goose Bay/Happy Valley (Newfoundland and Labrador.) FemNorthNet also has four themes: community infrastructure and economic development; community engagement and governance; community inclusions and exclusions; and migration, immigration and mobility.

The Thompson FemNorthNet team is led by Thompson Neighbourhood Renewal Corporation. The team includes community members and academic researchers.

CRIAOW acknowledges its presence and work on Indigenous Territories. We respectfully recognize the legacy of colonization upon Indigenous Peoples.

Acknowledgements: Sarah Amyot researched and wrote the first draft of this paper. The final version reflects contributions by the FemNorthNet Management team at CRIAOW (Jane Stinson, Deborah Stienstra and Deborah Chansonneuve) and the Thompson Team of Dawn Sands, Monica Beady, Nina Cordell, Colin Bonnycastle, Charlene Lafreniere, Liz Sousa, Kiera Ladner and Susan Prentice, with help from University of Manitoba Research Assistant Brianne Messina. Warm thanks to Liz Sousa for many of the original photos; other photos sourced from the city of Thompson and other public websites.

Suggested Citation: FemNorthNet Thompson, 2012. *Women, Economic Development & Restructuring in Thompson*. Canadian Research Institute for the Advancement of Women, FemNorthNet Project: Ottawa.

ISBN: 978-1-894876-11-7

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January 2012



Social Sciences and Humanities
Research Council of Canada

Conseil de recherches en
sciences humaines du Canada

Canada



WOMEN, ECONOMIC DEVELOPMENT & RESTRUCTURING IN THOMPSON MANITOBA

Major changes are happening to Thompson. For over five decades, the people, the city and the region have lived through the ups-and-downs of the world-wide market for nickel, but current changes are different. In November 2010, Vale Inc. announced it would close the smelter and refinery and restrict its operations to mining and milling by 2015. This dramatic change means a loss of at least 500 direct jobs, and probably many more indirect jobs.

One result was the creation of the Thompson Economic Diversification Working Group (TEDWG) in May 2011. Its mission is “to accelerate Thompson’s development as a regional service centre for northern Manitoba with a strong mining pillar” [1].

Members of TEDWG include the City of Thompson, representatives from Vale, the business community and Aboriginal communities, as well as other stakeholders. TEDWG is currently developing recommendations for how to diversify the economy of Thompson and the region. They will be engaging in a “wide range of consultation and outreach activities.” They promise to hold public meetings, open houses, focus group meetings, and consultations[1].

We believe that TEDWG must hear women’s voices and must take women’s concerns into account. The Thompson FemNorthNet team wants to encourage and support women in Thompson to participate in the economic planning that will shape the future of the City and region. We know that many people believe that economic planning is complex and technical, something that only experts can do. We have a different point of view.

Over 2012, we will be inviting the women of Thompson to participate in the economic development planning process. We will offer workshops and training on the ideas behind economic diversification and will share key research findings about economic restructuring. We want to make sure that economic development helps people in all parts of their lives – as workers, students, family members, citizens, neighbours and friends. For example, from our perspective, childcare programs are just as important as roads and bridges and creating quality housing is just as important as creating new jobs.

We believe that this is an exciting moment to learn and listen from each other. We hope that many diverse people get involved in the public consultation process, and that they speak about their real lives and their real needs.

We have prepared this research report as a resource for the economic diversification project. This report summarizes much of what is known about women and economic restructuring in Thompson. It relies on materials from community agencies and local experts as well as statistical and academic research. The report provides a ‘snapshot’ about women in Thompson today; at the back, there are graphs and charts for those who want more details, including the bibliography.

We know that this report is far from perfect – there are lots of gaps in our knowledge. We have more statistics and facts about some topics than others. In this summary, we have tried to highlight areas where we think more research should be done. Many of the facts we present here are sad: women in Thompson face geographic isolation, limited education and employment, and low access to social programs and resources [2, 3]. At the same time, many groups and individuals in Thompson are working to make things better. Our report shows the realities and the problems, as well as the energy and activism.

We hope this report helps women think more clearly about the issues of today, and helps us move toward the kind of Thompson we want to live in.

Intersectionality

In FemNorthNet we use a theoretical idea known as *intersectionality*. Intersectionality is an academic word to account for diversity. Intersectionality tries to “understand how multiple forces work together and interact to reinforce conditions of inequality and social exclusion... including socio-economic status, race, class, gender, sexualities, ability, geographic location, refugee and immigrant status combine with broader historical and current systems of discrimination, such as colonialism and globalization, to simultaneously determine inequalities among individuals and groups” [4].

This means that when we think about a woman in Thompson, we remember that she might be a woman with a disability, an Aboriginal woman, a mother, a newcomer to Thompson, be two-spirited, lesbian or bisexual, be younger or older, in or out of the labour force, have little education or hold a university degree, have been in trouble with the criminal justice system or not, and more. All women are diverse and their *multiple* identities have powerful impacts on the quality of their lives.

What is Economic Restructuring?

Traditionally, economic restructuring is defined as changes in the type, quality, and distribution of labour. This narrow view generally overlooks how women are impacted. For example, if a woman is not in the paid labour force, economists might say she is not impacted by restructuring. Yet, if she has to start living with her daughter and grandchildren because her daughter lost her job, then she most certainly is affected! If she is charged more to use a community centre because the City wants to raise money, or if her childcare centre closes, then economic restructuring is touching her.

Economic restructuring involves a changed way of thinking about what governments should do. This new thinking shifts away from collective rights and entitlements, towards individual responsibilities. Economic restructuring tends to reorganize how people get taken care of, and this means new roles for local governments, community organizations and caregivers.

Our report uses a broad understanding of economic restructuring and women’s lives. We think about health, housing, violence against women, childcare, education, and the availability of community resources. This view is multi-dimensional.

When economic restructuring happens, women are not passive. Alone and with others, women also try to affect the direction of change in the future. In trade unions, in community associations, with their band councils, by how they vote and volunteer, people work to try to make economic restructuring have positive impacts.

THOMPSON: A PLANNED COMMUNITY OR ‘THE HUB OF THE NORTH’

Nisichawayasihk Cree Nation

The City of Thompson is located on the territory of the Nisichawayasihk Cree Nation who traditionally used the land for food and resource gathering. The creation of the townsite displaced the Nisichawayasihk Cree Nation, stopping traditional access to land that once provided them with numerous resources. Thompson’s location is a constant reminder of the past and present effects of colonization.

History

In December 1956, the Province of Manitoba and the International Nickel Company of Canada (INCO) made an agreement to establish the Local Government District (LGD) of Mystery Lake and the townsite of Thompson [5]. The 1956 Agreement transferred surface rights to the LGD of Mystery Lake and granted mining rights to INCO. In 1966 Thompson was incorporated as a town, and in 1970 Thompson became a City. In 1970, the initial 1956 Agreement was amended to require ongoing co-operation and joint decision-making regarding land use between the LGD of Mystery Lake and INCO. Although the LGD of Mystery Lake has few residents, it is a significant industrial base and is home to the water treatment plant. [5].

In the 1956 Agreement INCO agreed to construct and maintain the townsite, and got a special deal to pay a ‘voluntary-grant in lieu of taxes’ to the City, the LGD of Mystery Lake, and

the School District. The current grant-in-lieu of taxes agreement runs from Jan. 1, 2005 to Dec. 31, 2012. In 2009, the grant-in-lieu totalled \$6.22 million. The city's share of this was 71% (\$4.43 million), which amounted to 17% of the annual \$25.5 million budget. The City of Thompson asked Vale to increase the contribution but Vale refused. According to Mayor Tim Johnston, Vale is paying less for a voluntary grant-in-lieu of taxes now than it did in 2001 — and less than it did nearly 20 years ago [6].

From INCO to Vale

In 2006, INCO was bought by Vale, a Brazilian mining company. The foreign takeover was approved by the federal government. In the fall of 2010, Vale received a \$1 billion loan from the Canadian government. Vale is an international company, owned by Brazilian employee pension funds for the state-controlled bank, a Brazilian owned industrial holding company, and a Japanese trading company [6]. Vale also runs mining operations in Sudbury and Port Colborne, Ontario, Happy Valley Goose Bay and Voisey's Bay, Newfoundland and Labrador.

Despite its 2006 promises to increase employment, Vale announced it would close the smelter and refinery by 2015. By eliminating 500 value-added mining jobs, Thompson loses 15% of its total workforce [6]. The estimated wage-loss to the economy is \$50 million annually, "money which will no longer be circulating in the local economy as some of the city's highest paid jobs vanish" [6]. Vale's announcement came shortly after the federal government committed \$1 billion to Vale's other operations in Sudbury (Ontario) and Long Harbour and Voisey's Bay (Newfoundland and Labrador) [7].

Vale has argued that new federal environmental laws, along with the new smelting and refinery operation in Newfoundland, make the Thompson operation economically unfeasible. The mining of ore will continue in Thompson, with the refining happening at Vale's other properties.

A Future as a 'Service Hub'

Thompson currently acts as a trade and service centre for 30,000 – 60,000 people from nearby communities [5, 8]. This role as a 'hub' creates growth in the service and retail sectors. Thompson's 'hub' role is key to Thompson's

future survival but presents new challenges for the city.

For example, many people coming to Thompson from outlying communities find it hard to settle in the city because they do not have a driver's license, rental history or a bank account. The City finds it difficult to provide residents and newcomers with affordable housing, childcare and educational services. Added to their difficulties is the reality that Thompson is divided over its future. This division was visible in January 2011, when the Planning District met to discuss a proposed family-student housing complex at University College of the North (UCN). The town's founders opposed the new development and expressed a sense of loss for the 'way things were.' Other voices, many of them young and Aboriginal, expressed a different perspective and promoted new opportunities and education for the people of Thompson.

DEMOGRAPHICS

Fluctuating Population

Thompson is Manitoba's third largest city. As a mining town, its population has fluctuated with the city's economic fortunes [8, 9]. In the early 1970s, the city had its highest population, at over 20,000 residents. By 2006, the population dropped to 13,446. However, the City of Thompson estimates the actual population is closer to 14,300 and "unofficial sources have suggested that the population is as high as 17,000" [10].

Thompson has fewer children than before. The number of school-age children has decreased from 4,025 in 1981 to just 3,000 children in 2008 [10]. Changes in population create planning and resource challenges for the city, especially for housing.

Thompson is growing more slowly than the rest of Manitoba, increasing just 1.4% between 2001 and 2006 [10]. Most people agree that Thompson will continue to grow very slowly. The Thompson Sustainable Community Plan includes a 'worst case' scenario. They estimate that if the mine closed, the city's population could fall to 11,000 people in 2030. This scenario shows how dependent this city is on the mine and the importance of economic diversification [10].

A Young Aboriginal Population

In 2006, Thompson had the largest Aboriginal population of any Canadian city. More than one in three (36%) people in Thompson are Aboriginal (67% First Nations, 31% Métis, and 1% Inuit) [11].

The average person in Thompson is 29.7 years, compared to an average age of 38.1 years for Manitoba [12]. The younger median age is due to the City's high numbers of Aboriginal citizens. In 2006, the average age of the Aboriginal population in Thompson was 21 years, much less than the average age of 35 years for the non-Aboriginal population [11].

Highest Rate of Single Parents in Manitoba

Twenty per cent of families in Thompson are single parent families, almost all of them (94%) led by women [11]. Single parent families have lower incomes (\$14,705 average annual income) than the average two-parent family (\$48,618 annual income). Thompson families have a high number of young children living at home [12].

The rate of single-parent families is higher for Aboriginal families. Aboriginal children are more likely to live with a lone mother than non-Aboriginal children (43% versus 16%), and are less likely to live with a lone father (3% versus 5%) [11].

Aboriginal Language and Culture

The Aboriginal population in Thompson is "more likely to have lived on the land and have Aboriginal linguistic skills and traditional values" than the Aboriginal population of Winnipeg [8]. Cree is the most common mother tongue, after English. A third of youth speak an Aboriginal language at home [13]. Over two-thirds of Aboriginal residents living in the Burntwood Region (67.9%) report knowledge of at least one Aboriginal language [14].

A Geographically Segregated City

Most of Thompson's low-income housing is east of Mystery Lake Road, in the Eastwood neighbourhood [8]. Eastwood is close to the hospital, bus and train stations, but is further from the library, the sports and recreation centre, and the swimming pool [8]. This distance means it is hard for low-income residents to use the City's amenities, given the limited public transportation system.

Migration

Thompson is not a major region for international immigration. In 2007, just 39 new immigrants settled in Thompson. The Burntwood Regional Health Authority (BRHA) is a recruiter of new immigrants to Thompson. New immigrant employees of BRHA report it is hard to find housing, childcare and cultural events, which makes it more difficult for them to adjust to life in Thompson [15].

Immigrants to Thompson are increasingly active in creating new businesses in the service and technology sectors. Due to a local labour shortage, several local employers have begun recruiting employees through the Temporary Foreign Worker Program to fill positions in the service and retail sectors.

In the 2006 census, 775 people (6%) identified themselves as immigrants and 695 people (5%) reported they were a visible minority [16]. Approximately, 335 of those self-identified as a visible minority were women [17]. Currently, the largest groups of immigrants to Thompson are from Southeast Asia and Eastern Africa.

EMPLOYMENT AND INCOME

Key Occupations and Industries

More people work for Vale than any other employer in Thompson. Vale's 1,424 workers make up 42% of Thompson's labour force. This is a big decrease from the 1970s, when 4,000 people worked for INCO [6, 9]. The decrease in mining jobs is due to "the impacts of modernization and automation, and global economic factors" [10]. Jobs at Vale are considered 'good' jobs, since they have high wages. Few women and few Aboriginals have these 'good' mining jobs. In 2006, only 120 women reported working in the mining industry in Thompson [17]. Women and Aboriginal people who work at Vale tend to work in the surface operations, where the biggest job losses are coming.

Twenty-five percent of Thompson employees work for local, provincial or federal government, while 14% are employed in the local education system [9]. Because three sectors employ 4 out of every 5 Thompson workers, there is a need to

diversify the labour market [9] (See Table 3: Labour Force Activity by Industry, Thompson).

Notable private businesses in Thompson include Calm Air, a major construction company (formerly Smook Bros.) and Manitoba Hydro [10]. These companies are distinguished as employers since they hire more First Nations and Metis people, people from smaller communities, as well as younger workers and workers with families than other employers [5]. These jobs generally do not require Grade 12 education, and many provide on-the-job-training [10].

Growth in Service and Retail Sectors

The service and retail sectors are growing, and they employ more and more Thompson citizens. Several big-box and chain retailers have recently come to Thompson. The service industry is the single largest employer of women, and is a major employer of Aboriginal people in Thompson (see Table 4: Occupations, Percentage Female-Thompson, CA).

Service and retail jobs are not always considered ‘good jobs’. They tend to have low wages, shift work, be part-time or casual work and have limited-to-no health benefits. These characteristics create challenges for women who work in retail and services: Thompson has almost no extended hours childcare options, and it is hard to balance family and work responsibilities.

Even though this sector is the single biggest employer of women, there has been more growth in men’s jobs. Between 2001 and 2006 there was a net gain of 40 jobs for women in this sector, but 225 jobs for men (See Table 5: Retail Sector Growth by Job Type, Female Only). Further, women’s work *within* the service and retail sectors seems to be shifting. More women report working as food and beverage servers, cashiers, and sales and service supervisors; while the number of women working childcare and home support workers has declined [17]. The decrease in childcare employment and home support workers positions show an overall decline in availability of childcare spaces in Thompson



and the resultant increase in women’s unpaid work responsibilities.

Women’s Labour Force Participation

Overall, Thompson women are in the paid labour market at a higher rate than in the rest of Manitoba (70% versus 62%) [16]. This is in contrast to the surrounding Burntwood region, where women’s participation rate is among the lowest in the province [9].

Women’s labour force participation remained relatively stable for the decade between 1996 and 2006. Comparatively speaking, more men lost jobs over the ten-year period: their rate dropped from a high of 87.4% in 1996 to 82% in 2001 (see Table 8: Participation Rates Over Time).

There are some key differences between women’s participation in the labour force in Thompson compared to other women in Manitoba (See Table: Women’s Occupations, Difference from Provincial Average). For example, women in Thompson hold jobs in primary industry and processing/manufacturing jobs at a much lower rate than do women in the rest of the province. On the brighter side, women in Thompson participate

in the business, finance and administration, social science, education, government service and arts/culture professions at higher rates than other Manitoban women.

We were unable to find information about employment rates for persons with a disability, or women with a

disability. This information gap means we know little about labour force participation rates of people with disabilities.

Unemployment

The unemployment rate in Thompson is slightly higher than the provincial average. However, unemployment rates are higher for Thompson women than they are for Thompson men [11]. This shows more Thompson women are unsuccessful in finding employment than women on average in Manitoba [17].

The unemployment rate for Aboriginal peoples is higher, at 14.2% and is even higher for Aboriginal women at 16.7% [17, 18]. The high

rates of unemployment among Aboriginal women means they have more difficulties finding employment than do Aboriginal men, non-Aboriginal women and all men. Despite a persistent unemployment rate, Thompson is widely recognized as having labour shortages in a number of sectors [18].

Unpaid Labour

Women are usually more responsible for unpaid labour in their households than are men. This is also the case in Thompson. Women report about the same number of hours on unpaid work as do most Manitoba women. However, Thompson women report slightly higher levels of unpaid labour in childcare and elder care work. (See Table 9: Unpaid Work).

Overall, unpaid responsibilities increased between 2001 – 2006 for both women and men. While a relatively small number of women report unpaid elder care responsibilities (relative to other types of unpaid work), this type of unpaid work has changed the most. For example, women report doing 24% more between 1996 and 2001. Women's high rate of involvement in unpaid work for older family members is likely to continue to increase. Two factors that make this likely are that baby boomers are getting older and more residents are staying in the north after they retire from paid work.

Incomes and Income Disparity

Women's median income in Thompson is \$4,000 higher than the median income for women in Manitoba [12]. To get more specific, on average, Thompson women earn more than women in Winnipeg and Brandon.

Yet, the cost of living is higher in the north than in southern Manitoba, especially for basic food and non-food items. Any advantage from a slightly higher median income is offset by the greater cost of living in Thompson as compared to Brandon and Winnipeg.

Even though Thompson women earn more than women elsewhere in Manitoba, they earn less than men do. Women's median earnings in Thompson in 2006 were \$23,000, compared to over \$47,642 for men – meaning that women earn slightly less than half (49%) of what men earn, with Aboriginal women having the lowest income of all [11]. Interestingly, the Thompson wage gap between women and men is growing, even though it is

narrowing in the rest of the province [11].

Women's lower earnings are often explained through their decision, whether forced or chosen, to perform caregiving responsibilities and to move in and out of the labour force.

It is important to highlight the lower earnings of Aboriginal men working full time as compared to non-Aboriginal men. Aboriginal men's earnings are also declining, indicating a widening income disparity [11].

Sources of Income

A significantly higher proportion of single women in Thompson earn income from wages than in the rest of the province (85.7% compared to 49.4% for the province), with a lower percentage earning income from government transfers (9% compared to 27.5% for the province). Statistics Canada data does not allow us to determine why women in Thompson access government transfers at a lower rate than women in the rest of the province.

Low-income Earners

Women represent a large slice of low-income earners, making up the greatest share of those earning less than \$30,000. Before tax, half of female, lone parent families fall below the low-income cut-off (LICO) which is higher than the provincial average (see Table 12: Percentage Low Income, Before and After Tax).

The tax system does seem to have a slight equalizing affect on women's incomes [12]. However, even after taxes 33% of female-headed families remain below the LICO.

(Dis)Ability status affects income

Almost one in four Canadian women with a disability, (24%) aged 16 – 64 lives in poverty [19]. Disability affects families in many ways. For example, two-thirds of parents of children with a disability report that they have lost or quit their job, declined work or a promotion or worked fewer hours due to having the increased demands at home [20].

Because Aboriginal peoples have a higher rate of disability than do non-Aboriginals, we can assume that Thompson does have a high rate of people living with disabilities. Yet, we were unable to find detailed local information, and so at this point we know little about the economic impact of how ability interacts with gender or Aboriginality in Thompson – a worrying gap in our knowledge

base.

Supporting Women's Participation in Non-Traditional Industries

One reason Thompson women earn less than Thompson men is because of the kind of jobs women tend to do – very few women work in the well-paying primary industry and mining sectors. Instead, women in Thompson tend to work generally poor-paying retail and service jobs. There is little research about how to support women's participation, including Aboriginal women's participation, in well-paying "non-traditional" industries in Thompson.

The Prairie Women's Health Centre of Excellence has shown that there are several factors that can influence a woman's decision to enter primary industry and other non-traditional sectors[21]. They discovered that women needed family and community connections and training opportunities, especially in the area of health and safety. Some women face not just sexism but sexism *and* racism, since the Centre found some women were passed over for jobs due to their Aboriginal ancestry.

Further research into the experiences of women working at the Vale mine is needed, particularly as surface operations will soon close down. Will these women seek other work? What supports do they need to find other work? Their experiences can offer insight into women's experiences with economic restructuring.

Barriers to Women's Employment

Researchers have confirmed what ordinary women already know: a lack of childcare is a barrier to women's employment. Women are also disadvantaged when they must work shifts, which play havoc on their work-family balance. Shift work and scarce childcare in the region creates a double problem for women [22].

Many women confront discrimination in the workplace. The situation is worse for Aboriginal women, who report workplace discrimination as well as harassment based on their dual position as Aboriginal women [22].

The YWCA has argued that women in Thompson experience many additional barriers to employment, such as inadequate education, housing, low self-esteem/lack of confidence, lack of adequate transportation, mental and/or physical health, learning disabilities (such as

Fetal Alcohol Spectrum Disorder – known as FASD), lack of support from family and friends, financial restraints, language barriers and lack of work experience [18]. The YWCA also reports a majority of people accessing their employment training and services are Aboriginal women. Research by the YWCA makes no specific mention of the needs of women with disabilities.

COMMUNITY RESOURCES ON EMPLOYMENT

Several community organizations help people who are unemployed or under-employed. They include Community Futures North Central Development (CFNCD), the YWCA, and the Northern Manitoba Sector. The CFNCD provides employment services including a loans program for entrepreneurs and is the only regional organization providing loans to persons with disabilities. The YWCA has the LEAP program, which teaches life skills, employment options, assesses interests and helps people plan their future. The Northern Manitoba Sector Council offers a variety of employment services, including the essential skills training initiative. A Canadian network for women with disabilities to reference is DAWN (DisAbled Women Network).

Some services are designed specifically for the Aboriginal community. The Thompson Urban Aboriginal Strategy (TUAS) promotes job training, employment skills and entrepreneurship. Ma-Mow-We-Tak Friendship Centre is a non-profit organization whose goal is to meet the needs of Aboriginal people in the Thompson area. It offers employment assistance and the Partners for Careers Program. Human Resource Development Canada (HRDC), Keewatin Tribal Council (KTC), and Manitoba Keewatinowik Okimakanak (MKO) coordinate and run the ASETS program, which provides training and employment.

For employees of Vale, the United Steel Workers offers bursaries and conflict resolution options. Their sub-committee, Women of Steel, focuses on the needs of Vale's women employees. Thompson Unlimited has a mission of creating dynamic business climate, and provides support and resources. Additional information about community resources on employment is found on pages 23 – 24.



CHILD CARE SERVICES

Socio-Economic Benefits

Quality, accessible and universal childcare has significant social and economic benefits. Quality childcare provides early education to young children and supports their development. Accessible childcare makes it easier for women to work for pay, attend school or join a training program. Reliable childcare also reduces some of the stress of balancing family and work/education responsibilities. In a recent study, seven out of ten women in Northern Manitoba identified lack of childcare as their number one obstacle to post-secondary education [2]. Economic research shows that childcare has positive effects on the local, regional and national economy – in the short-term, as well as the long-term.

Childcare and Economic Returns

Despite chronic underfunding and shortages, the childcare sector in Thompson contributes \$2.1 million to the local economy annually, which generates a value of nearly \$3.4 million total direct and indirect benefits [9]. Every \$1 spent on childcare returns \$1.58 to the Thompson economy. Regulated childcare services employs 69 people (mostly women) in full time positions and an additional 34 part-time positions.

Access and Availability

There is a shortage of childcare in Thompson. In 2007 there were 337 spaces to serve the city's

3,290 children aged 0–12, a coverage rate of just 10%, worse than the provincial average of 14%. Since 2007, the closure of several centres has meant even fewer spaces for Thompson children. The rate of licensed childcare spaces in Burntwood is also extremely low: 30 spaces per 1,000 children aged 0-12 years [17]. Burntwood had the lowest rate of childcare spaces among Manitoba Regional Health Authorities [14].

Advocates estimate that Thompson needs approximately 210 more infant spaces, 427 more pre-school spaces and 768 more school-age spaces in order to serve just half of the region's children [9].

Despite a commitment from the provincial government in Manitoba, the cost of childcare remains high and a persistent barrier for many women. Furthermore, the childcare crisis in Thompson has produced an

unexpected twist on parent fees and subsidies. Many family childcare homes choose not to receive provincial operating support. As a result, they are not required to respect the flat fee schedule, and can instead charge what the market will bear (estimated to be \$25–\$30/day per child). One of several negative outcomes of this situation is that parents who qualify for a fee subsidy cannot 'use' their subsidy at such a family home. In informal discussions in Thompson, we have learned that less than half the family homes will accept subsidized children— worsening access for the poorest citizens [9].

The lack of extended care hours is also a barrier for many women, especially those working in the growing service and retail sectors where shift work is common.

Access to childcare services is also an important issue for older women in Thompson. Some grandmothers and great-grandmothers are primary caregivers for their grandchildren, as their own children leave Thompson for work or education and are unable to parent. This is particularly true in the Aboriginal community.

Shortage of Trained Early Childhood Educators (ECEs)

Low wages and few benefits have resulted in an extreme shortage of qualified childcare providers throughout Manitoba. The shortage of trained

ECEs means quality suffers for children. The shortage of trained educators is also a gender equality issue, since most childcare workers are women. In 2007, 6 out of 7 centres in Thompson operated with an exemption to their license because they could not recruit or keep the required number of trained staff.

COMMUNITY RESOURCES ON CHILDCARE

Despite this seemingly bleak situation there remains a strong commitment among those in the community to improve the availability and quality of childcare. UCN, for example has committed to a new facility to serve student parents and the Women in Steel group is actively pursuing the development of additional spaces.

The Child Care Coalition of Manitoba (CCM), the Manitoba Child Care Association (MCCA), the Thompson YWCA and University College of the North (UCN) work to improve childcare services and quality. The CCM is a non-profit organization, working on childcare advocacy. MCCA works for a quality system of childcare, with a particular focus on the needs of early childhood educators who staff the programs. The YWCA offers 'Babies Best Start,' which aids pregnant and new mothers with nutritional advice and guidance. UCN has made childcare services for students, staff and faculty one of its top priorities, and has opened up new facilities in Thompson and The Pas. The Friendship Centre and the TUAS offer childcare programs with an Aboriginal focus. Ma-Mow-We-Tak offers a range of services, from childcare centre to summer day activity camps. TUAS and Community Futures previously launched a Home Day Care project, which aimed to increase the number of home day cares in Thompson. Additional information about community resources on childcare is found on page 25.

EDUCATION AND TRAINING

Thompson has six elementary schools and one high school, each a part of the School District of Mystery Lake (SDML). Enrolment data from the Government of Manitoba shows the number of students has declined from 3,551 students in 2000 to 3,066 today [10]. Almost two out of three local students reports Aboriginal ancestry. The student-staff ratio in schools has worsened over the past ten years [23].

Student Literacy and Achievement

Student literacy in Manitoba is tested in grades 3-4 and 8. Student results in Thompson are consistently below provincial rates in all areas of assessment. However, the School District of Mystery Lake notes that some gains have been made in recent years at the primary level, with mixed results at the grade 8 level [23].

In Manitoba grade 7 students participate in an annual student engagement (defined as the ability to engage in self assessment, set learning goals and the criteria for success and the ability to communicate progress) survey. Engagement rates for the school district are below provincial averages [23].

Student outcomes on grade twelve provincial exams are also below the provincial average. This is a consistent trend for the school district [23]. According to maps developed by Literacy Partners of Manitoba between 61 – 70% of the population of Thompson and surrounding region reads at a grade 9 or lower level [12].

Student Supports

The Mystery Lake School District provides a range of supports to encourage student and teacher success. For example, they have a full-time Community Family Liaison worker, special services, speech and language team, and a District psychologist.

The Mystery Lake School District has become the first school in Manitoba to offer a Cree-English bilingual program. However, we do not know how the level of supports at Mystery Lake compares to other school districts in the province.

Low High School Graduation Rates

In Thompson in 2006, 48% of Aboriginal men and over a third of Aboriginal women age 25 to 64 had less than a high school education. This rate is worse than that of their non-Aboriginal counterparts, where 23% and 18%, have less than high school education. [11].

Graduation rates from R.D. Collegiate, Thompson's high school, have are well below the provincial average. In Manitoba overall, about 80% of students will graduate. In Thompson, in contrast, less than half (46%) will graduate from high school [23].

Aboriginal Youth

Despite low graduation rates, Aboriginal youth aged 15 to 24 living in Thompson had slightly higher school attendance rates in 2006 than their non-Aboriginal counterparts (56% versus 52%). This suggests that while Aboriginal students remain attached to local schools, they have difficulty completing formal education. Culturally-specific supports may be needed for Aboriginal learners of all ages.

One encouraging finding is that as Aboriginal adults have a greater tendency to go back to school in later years than do non-Aboriginal adults [11].

Different Reasons for Non-Completion among Women and Men

Student transiency, attendance and time to graduation are factors affecting graduation rates in Thompson [11]. When students say why they don't want to complete high school, young Aboriginal men reported that they 'wanted to work,' 'had to work' or were 'bored with school.' Aboriginal women identified 'pregnancy/taking care of children' as their primary reasons for non-completion – something that might change if there were more childcare services [11].

Ability and Education

While we can assume that there may be disability-related factors that affect education, our literature scan did not identify them, in public schooling, early childhood care or education services.

Post-Secondary Education (PSE)

People can only go to higher education (college or university) if they completed high school. In Thompson, where high school graduation rates are low, the participation of Aboriginal women and men in post-secondary education is also low. Since college and university education is strongly linked to higher life-long earnings, people without high school usually face reduced future earnings [24].

One positive finding is that Aboriginal women participate in PSE at a higher rate than men (consistent with non-Aboriginal women in Canada). Approximately 4 out of 10 Aboriginal men and women aged 25 to 64 have completed post-secondary education [11]. Aboriginal men are more likely than Aboriginal women to complete their PSE with a trades credential. Aboriginal women were more likely to have college and university credentials than their male counterparts [11].

Participation in post-secondary education reduces the earnings gap between Aboriginal and non-Aboriginal people. In Manitoba, employed Aboriginal post-secondary education graduates have the same

income as non-Aboriginal graduates with equivalent education [24].

UCN Impact on the Thompson Economy

The 2008 - 2009 Graduate Employment and Satisfaction Survey (2010) conducted by UCN found that 78% of graduates surveyed are currently working in northern Manitoba, and 71% work in a field directly related to their studies. The average hourly wage was \$16.71 and the average salary was \$44,000 [25]. This suggests that UCN is having success in keeping young, educated workers employed in the north.



COMMUNITY RESOURCES ON EDUCATION

The School District of Mystery Lake, R.D. Parker Collegiate and the newly opened, Division Scolaire Franco-Manitobaine (DSFM) operate in the area. School District of Mystery Lake run schools as well as online courses. The new DSFM school, Ecole communautaire La Voie de Nord, operates entirely in French to support Thompson's francophone community.

UCN is designed as a post-secondary institution with an Aboriginal focus, reflecting cultural diversity of Northern Manitoba. Inter-University Services (IUS) delivers university credits to students north of the 53rd parallel in a partnership of Brandon University, University of Manitoba, University of Manitoba and UCN. The University of Manitoba runs the Northern Social Work program in Thompson. Finally, Campus Manitoba facilitates online access to post-secondary education. The Ma-Mow-We-Tak Friendship centre offers an adult basic education program for Aboriginal learners. The TUAS is active in the promotion of continued development of educational, working with local Aboriginal groups. Additional information about community resources on education is found on page 26.

Income and Women's Health

Low income and poverty are connected to poor health. Women who work in unstable, part-time jobs do not have extended health benefits, so they are unable to cover the additional costs of adequate health care. Women of Aboriginal ancestry, women with disabilities and senior women are particularly at risk for poor health [26].

Generally, low-income people access the health care system in greater numbers, given their higher incidence of poor health. However, this is not the case in northern and rural locations in Manitoba, where low-income women are less likely to use the healthcare system, including appointments with specialists and preventative screenings. For some Aboriginal women in the region, the cause is a lack of understanding and accommodation within the health care system toward their cultural and language needs.

Access to Health Services

Access to doctors, general health services and continuity of care directly affect the health of residents in the Thompson region. Access to doctors is limited, given the high turn-over of physicians in the area. When doctors don't stay for long, it is hard for patients to develop continuity of care, something that contributes to better relationships with the healthcare system. A

combination of long wait times, difficulty developing a relationship with a doctor and an overall lack of general health services has resulted in high rates of diabetes treatment, low numbers of completed physicals and minimal screenings for cervical and breast cancer [14].

Maternal Health Care

Women who live in northern Manitoba have limited access to reproductive and maternal care. They have less access to therapeutic abortions, birthing centres or mid-wives. For example, women who choose to terminate a pregnancy must travel long distances to access a safe medical facility. Many women must leave their home communities when they are pregnant, in order to access pre-natal health care and to give birth in a health facility. The closures of birthing centres have contributed to the lack of services for women.

UCN currently offers a Midwifery Program to help improve maternal health care services.



HEALTH AND WELLNESS

A woman's health is impacted by social and environmental factors including: income, education, employment, working conditions, personal health practices, lifestyle, personal resources, environmental factors, healthy child development, biological and genetic factors, social environment, culture, gender, and available health services [3].

Access to Healthy Foods

When a person is poor, it is hard to afford good quality healthy food. Food insecurity is a daily challenge for low-income residents in the north. In Thompson, many low-income citizens must choose between paying for shelter or paying for food. The high cost of rent for low-income tenants means this problem is getting worse for many people in Thompson. Poorer health can be caused by not eating healthy foods. This problem is particularly hard for children and youth, as their developmental growth can be harmed by lack of access to nutritious food.

Mental Health

Those who experience mental health issues in the north face challenges. Mental health care services are under-developed. This situation is made worse by poor coordination of care between service providers, lack of continuing support systems and the problems of travelling long distances [14]. The Canadian Mental Health Association (CMHA) has a strong presence in the community. It is involved with a number of programs and services including a support centre and thrift store.

Home Care

Access to home care is crucial for women's health, for several reasons. Women have a longer life expectancy and higher rates of chronic illness, which increases their need to access home care. As family members, women often provide unpaid home care to others. As employees, women are often professional home care workers. Thompson residents do not use home care at high rates, in part because the average age is relatively young. However, the federal home care program for Aboriginal people is considered both inadequate and culturally insensitive, and this means that many people from nearby regions must travel to Thompson for services [26]. According to research, residents with disabilities use home care at the same rate as those without disabilities [26].

Ability Status

In 2001, 14% of Manitobans reported living with a disability. Among people with disabilities, women report higher levels than men [26]. However, a Manitoban woman with a disability is more likely to receive help than a man with a disability [20]. At this point, we have no data specifically related to disability rates in Thompson.

COMMUNITY RESOURCES ON HEALTH

Three organizations in Thompson work on health: Burntwood Regional Health Authority (BRHA), Canadian Mental Health Association (CMHA) and Addiction Foundation Manitoba (AFM). Each promotes healthy lifestyles, medical and care services and addiction rehabilitative services (counselling, support and education) respectively. The Thompson Neighbourhood Renewal Corporation (TNRC) promotes healthy lifestyles. Organizations with an Aboriginal focus include, TUAS, MKO, MMF, Ma-Mow-We-Tak Friendship Center and Polaris Place (in association with AFM). TUAS and MKO are both politically active and work to improve health infrastructure in the North. Both the MKO and the MMF actively promote healthy lifestyles and wellness. Ma-Mow-We-Tak Friendship Centre runs the Mino-Ayaw (Feeling Healthy) Project that includes education, prevention and intervention. Polaris Place is an AFM centre. It provides an integrated service for youth and adults struggling with addiction. A Canadian network for women with disAbilities to reference is DAWN (DisAbled Women Network). Additional information about community resources on health is found on page 27.



YOUTH

Aboriginal Youth

Youths in the region have reported that good social supports and regular exercise (such as sports) promote a healthier lifestyle. Aboriginal youth also identified the positive importance of accessing traditional cultural events in their lives [13]. The main challenges facing Aboriginal youth in Thompson include alcohol and drug use, lack of educational and training opportunities, housing and childcare, loss of culture, and violence.

Youth and Work

Young people in the north often have paid jobs while they are in school. For example, 50% of grade 11 and 60% of grade 12 students reported working 15 hours or more a week [27].

Teen Pregnancy

Teen pregnancy impacts a woman's health and life opportunities. For example, young first-time parents tend to have lower levels of education, limited employment opportunities and lower income compared to those who have babies when they are older [26]. In the Thompson, region teen pregnancy rates are higher than the provincial average, with most first pregnancies taking place before the age of 21. Rates of teen pregnancy declined over 2002 – 2008 [26].

Youth Depression and Mental Health

There is a need for a youth facility dedicated to mental health and addictions services. Although rates of suicide attempts declined from 2005 – 2008, depression is still a major concern among northern youth [13]. Currently, young people requiring assessment and treatment are sent to Winnipeg. This often means that youth go untreated until a serious incident occurs; sometimes this can involve the police [14].

Community Safety and Gang Membership

Thompson youth reported feeling more safe in school than they do in the community [27]. Young women and men both say that schools feel safer, but more women report rarely or ever feeling safe in their community [27]. These results point to the

safe haven of supports and services that a school can provide students. It also shows that communities are not always safe spaces for girls and women.

Feelings of safety are connected to gang activity. For example, 4% of students reported that they were part of a gang, and another 10% reported that they had been asked to join a gang [27]. Male students had higher reported rates of gang involvement than female students [27].

COMMUNITY RESOURCES ON YOUTH

In Thompson several organizations help youth, including the Boys and Girls Club, Community Futures, the Thompson Neighbourhood Renewal Corporation (TNRC) and Burntwood Regional Health Authority (BRHA). The Boys and Girls Club has a safe and welcoming environment for youth. Community Futures partnered with the community and the City of Thompson to construct a skate park as part of their 'Growing Communities Program'. TNRC works in partnerships to develop strategies and programs for the empowerment and betterment of youth. The BRHA researches youth in the area to determine their needs.

There are also a number of organizations for Aboriginal youth. These include TUAS, which works with Manitoba Keewatinowik Okimakanak (MKO), the Manitoba Metis Federation (MMF), and Ma-Mow-We-Tak Friendship Center. TUAS and MKO jointly advocate for and support programming for Aboriginal youth, and are politically active. MMF provides Metis youth with internship opportunities, heritage culture activities and sports programming. Ma-Mow-We-Tak Friendship Centre runs the Northern Youth Councils Project, Northern Circle of Youth, Youth Employment Assistance Services, and Street Involved Youth Outreach Program. Additional information about community resources on youth is found on page 28.



VIOLENCE AGAINST WOMEN

The study *Measuring Violence Against Women: Statistical Trends 2006* by Statistics Canada is an important source of information about the prevalence, severity, impacts, risk factors, institutional and community responses, and victims' use of services associated with violence against women [28]. Because we have very little specific information about violence against women in Thompson, we draw on this report for a general overview.

One significant shortcoming of the report is that it doesn't address women with disabilities. Violence, abuse, neglect and other mistreatments of people with disabilities are "significant and longstanding problems" according to a 2007 report by Community Living Manitoba. Yet, as they observe, there is an "absence of research with a focus on Manitoba in this domain." [29].

Incidence

In Canada, rates of reported sexual assault have declined since 1993. The number of spousal violence incidents against women has dropped since 2000, while the rate of violence perpetrated by boyfriends has increased. The number of male partners reported to police for criminal harassment has also increased.

Risk Factors

Women's experiences of violence are influenced by age, ethnicity, ability and sexual orientation as well as other factors.

Young women experience the highest rates of violence. Thirty per cent of female students in the

Mystery Lake School division report they have been physically assaulted or abused, a rate double that of male students [27].

Women living in common-law unions are at a higher risk of intimate partner violence than those in marriages. Women who are pregnant or in low-income households are particularly vulnerable to intimate partner violence. For example, in 2004, rates of intimate partner violence were twice as high for women with a household income of less than \$60,000. However, the relationship between income and violence is not fully understood as a cause, effect, or combination of both.

The abuse of alcohol increased the likelihood of intimate partner violence in the household. When a woman is a visible minority or an immigrant, her risk rose of violence increases. However, the study was only conducted in French and/or English, meaning that women who are not comfortable in these languages may be underrepresented.

Also overlooked is how the experiences of this group of women may be affected by living in a relatively remote community in which immigrants, refugees and visible minorities are few in number. Further, in Thompson many immigrant women are part of the Temporary Foreign Worker Program. It is not known how this might affect their knowledge of, and ability to access, resources should they experience violence.

Violence Against Aboriginal Women

While any woman can be at risk of violence, Aboriginal women are at greater risk. Rates of intimate partner violence and homicide are higher for Aboriginal women than for non-Aboriginal women or Aboriginal men, and the severity of intimate partner violence is also higher. When violence happens to them, Aboriginal women are more likely than non-Aboriginal women to contact police and are more likely to use social services.

Reporting and Access to Services

Less than 10% of a reported 36% of female violence victims reported their abuse to police. Those women who did report to police tended to be younger, living in lower-income households, and with limited education. Serious incidents of violence were reported in higher numbers when children witnessed the violence, and when offenders were under the influence of alcohol.

Women choose not to report to police for many reasons, which can include fear of reprisals by the

offender, shame, embarrassment, and a reluctance to become involved with the police and courts.

Services in Thompson

The Thompson Crisis Centre (TCC) provides emergency, non-emergency and second stage (transitional) housing and related support services to victims of violence. In 2009 - 2010, 293 women and 33 children stayed in the shelter for a total of 4,646 bed nights [30]. Seventy-three women and 110 children also stayed in transition housing for a total of 4,414 bed nights [30]. The TCC also provided 1,344 hours of child-minding services for mothers while they attending counselling sessions, legal or medical appointments [30].

The TCC reports more women and children use their services during the summer. The reasons for the increase are not known but some reasons may include easier access to Thompson from remote communities, having children more at home (because school is out) and less disruption to children's school schedules if a woman were to leave.

The Crisis Centre often encounters resistance to their presence in remote and outlying communities. Access to services for women with disabilities is often a challenge. Many women's shelters have pointed out that they need more funding to developing accessible services for women with disabilities who want to leave abusive relationships [19].

COMMUNITY RESOURCES ON VIOLENCE

The Thompson Crisis Centre (TCC) and the YWCA help women who are victims of intimate partner violence. The TCC and the YWCA are community based non-profit organizations that provide victims/survivors with counselling, shelter and supports. Additional information about community resources on violence is found on pg. 46.

Thompson Crisis Centre



PEACE BEGINS AT HOME



HOUSING

Housing Crisis

The combination of a young population (who tend to be renters rather than owners), an increase in relatively high-earning primary industry workers, an aging housing stock (70% built before 1980), low vacancy rates (0.3%) and rising prices (rental and ownership) produce a major housing crisis [5, 12, [31].

In October 2010, there were 1,339 rental units in Thompson, just three of which were vacant [32, 33]. In 1991, Thompson had many more rental units. Barrier-free housing for people with physical disabilities is nearly impossible to find.

Thompson has long waiting lists for affordable housing. People wanting to get into the units of Keewatin Tribal Council (KTC) face a five-year wait. According to 2001 data compiled by the Manitoba Housing and Renewal Corporation, there were 315 lone parent families living in "Core Housing Need" in Thompson [34]. While the housing market is very tight, it can also be discriminatory. As one person said, low-income and Aboriginal people are 'last in line for the worst of the housing' in Thompson (as elsewhere).

Officially, Manitoba has rent control to protect tenants from rent increases. Yet a landlord who undertakes 'major renovations' is exempt from the regulations. The average monthly rent in Thompson was \$668 in 2010 [32]. Many rental units are too expensive for low to middle income earners. With the low vacancy rate many families have no other choice but to leave the region [35].

Thompson also has something known as 'moth-balled units'. These are housing units which are not operational but are still listed as available on paper. This distorts vacancy rates, making the housing crisis appear to be not so bad. Misleading statistics are troubling, because investors, banks and governments make decisions about investing in new housing based on the 'vacancy rate' – and when the rate is wrong, decisions can be misguided [36].

The City of Thompson's ability to remedy the housing crisis is limited. Most land located within city limits is already developed. What land is available land can only be developed with multi-party negotiations between the Province of Manitoba, the LGD, Vale Ltd., School District of

Mystery Lake and the City of Thompson. These land negotiations are further complicated by the mineral leases in the city [5].

Impacts of Housing Shortages

The housing shortage makes it difficult for employers to recruit and retain employees. With employers hoping to grow their businesses, they must hire current city residents. And without adequate housing for new residents, the move to Thompson becomes unlikely, hurting business growth [36].

The rental market will continue to struggle with the continuing population growth from migration [31]. Those migrating to Thompson largely come from neighbouring reserves, who are also experiencing population growth, and seek work and better housing [8, 11].

Lack of Housing Options Affects a Woman's

Likelihood and Success in Leaving Violent Relationships. According to the Crisis Centre, women accessing the shelter “routinely return to their abuser as there is no housing available to them” [34]. For women to leave an abusive relationship they need supports to ease the transition. This is just one of many examples which shows how interconnected the issues are for women.

Housing Discrimination

Some research has shown that women, Aboriginal people and single parents face housing discrimination [8]. As a result of this housing discrimination, overall quality of assistance is poor and restricts available housing options.

The poor quality of housing further jeopardizes the health, mobility, education and employment of the individual. Aboriginal people are suffering the most when it comes to crumbling houses and rental units. Twenty per cent of Aboriginals and 8% of non-Aboriginals live in housing requiring major repairs. These figures show discrimination is a major concern in Thompson [11].

Housing Mobility

As a result of high rents, residents of Thompson relocate in search of affordable housing. The length of time a person spends in search of housing can depend on their race, gender and income. For example, women and Aboriginals are more likely to move and spend longer on a waiting list than non-Aboriginal professionals.

Homelessness and Emergency Shelter

A recent article in the *Thompson Citizen* notes the Thompson Homeless Shelter turns away about 40 people a night [37]. This is due to the low vacancy rate and many people using the shelter as transitional housing while they seek affordable

housing. Others come into Thompson from outlying communities and then find themselves unable to return home that day and end up staying at the shelter.

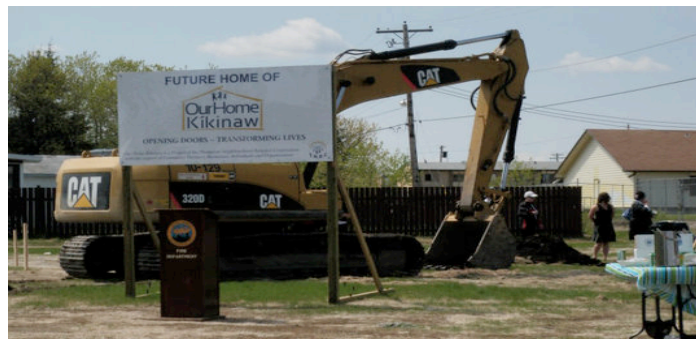
The director of the Thompson Homeless Shelter estimates that

there are at least an additional 70 ‘hidden homeless’ people in Thompson who do not access the shelter services [36]. It is likely that there are a significant number more of people who ‘couch surf’ or regularly stay in sub-standard settings.

Local Action

The Thompson homeless shelter has 5,500 bed stays/year and served 982 clients in 2006 [36]. The 2007 Community Plan prepared for the Homelessness Partnering Strategy notes the following community assets: 62 emergency shelter spaces, 37 transitional beds, and 86 beds in supportive housing facilities. Of the 62 emergency spaces, 32 are allocated specifically for women leaving violent relationships.

The Homelessness Partnering Strategy Community Plan identifies three priority areas where services are needed in Thompson: services for youth, especially as gang involvement and problems of violence and drug addiction are on the rise; enhanced services offered through the Thompson Homeless Shelter (e.g. life skills



training, counselling) as these services are not currently provided; additional transitional housing, especially for those dealing with concurrent mental health and addictions issues.

COMMUNITY RESOURCES ON HOUSING

The Thompson Housing Authority (THA) and the Thompson Neighbourhood Renewal Council (TNRC) are active on housing issues. The THA was a grassroots initiative led by the TNRC and the City of Thompson, with support from local stakeholders. The TNRC advocates for more affordable housing, as well as directly runs the ‘program, which helps low-income families become homeowners. TNRC also runs the ‘Property Enhancement Program’ (PEP) that provides funds for home renovations. A Canadian network for women with disAbilities to reference is DAWN (DisAbled Women Network). Additional information about housing is found on page 29.



Manitoba Keewatinowi
Okimakanak Inc.

TRANSPORTATION

There is very little information about the availability and importance of transportation in Thompson. Ontario Northern community studies on transportation show traditional fixed route services are expensive and ineffective for low-density populations [38]. The use of private vehicles becomes the primary mode of transportation. Relying on private cars tends to disadvantage women. Women usually have lower income levels and are often the secondary driver in their household, meaning they need alternative forms of transportation, such as public transit [38]. For women without private transportation, the reliance on public transit system results in higher stress levels, limited employment opportunities and increased levels of isolation [38]. The extent to which transportation impacts women’s lives in Northern communities is still unknown at this time, indicating a gap in research.

For Thompson, adequate transportation services play a vital role for women. They can reduce isolation, increase economic activities and improves women’s ability to access local resources. Safe, affordable and accessible public transportation is crucial.

Given the vast geographical distances in the north, transportation plays a vital link between family members in regional communities and the City of Thompson. For Thompson, the economy is significantly dependent on the ‘hub’ function, making transportation between the city and regional economies vitally important to the economy.

Solutions proven effective in Northern Ontario communities can also be considered for Thompson. For example, in Wellington County, Ontario, the Wellington Transportation Services provides riders with rides to their needed location. Riders pay according to distance. The program is funded by the County and external grants [38]. A small town in Ontario operates the Bancroft Community Transportation (BCT). The BCT is a non-profit organization that provides transportation to low income and able-bodied residents [38]. Funds to operate the program comes from a variety of resources, including the county. Riders call ahead to arrange a ride and cost is calculated on distance with volunteer drivers reimbursed according to mileage. And finally, Thompson can look to Scotland which has had success with the Transportation to Employment Program (T2E) [38]. This program is funded through government and local agencies and provides rides along designated worker corridors with bookings arranged by a central agency. Thanks to this program, 95% of clients got jobs in areas they could not otherwise access [38]. These examples demonstrate possible avenues for Thompson community to take to combat the transportation issues in the region.

COMMUNITY RESOURCES ON TRANSPORTATION

Community Futures North Central Development (CFNCD) currently works with transportation links with bus and rail. MKO runs a summer commuter program with plans to continue this year.



JUSTICE

Domestic and family violence, youth gang involvement (including the rise of girl-led gangs) and sexual exploitation, limited access to services, and a lack of local facilities are key justice issues facing women in Thompson.

Access to Services

In Thompson, women's ability to access justice resources is limited by a number of factors. For example, policing is provided by the local RCMP detachment. While some people feel a positive relationship with the detachment, the RCMP policy of sending new graduates to remote communities for their first two years of service creates some unique challenges. As a result of RCMP policy, many officers in Thompson are inexperienced. Separated from their own home communities and families, many officers feel like they are just 'doing their time' which affect their relationship in and with the community.

Women and Aboriginal people are particularly vulnerable as inexperienced officers are ill-equipped to understand their unique challenges as it relates to intimate partner violence and residential school trauma. Community members feel they experience a lesser form of justice due to the insensitivity and lesser experience of police officers.

Women in Thompson have identified limited Family Court sittings and cutbacks to Legal Aid

with only one legal aid lawyer in Thompson, as major issues.

Cuts to the Northern Restorative Justice Program have a negative impact on women, resulting in more women being incarcerated for minor offences instead of being diverted from the criminal justice system. However, a restorative justice program is currently being redeveloped through the MMF.

A positive development is the Aboriginal Community Constable program, supported by the MMF, which recently graduated two new Aboriginal officers who will work in Thompson.

Incarceration of Aboriginal People and Women

The Aboriginal Justice Inquiry found that at each step in the justice process, Aboriginal people face discrimination. The inquiry found that Aboriginal people were significantly more likely to be jailed and spend more time in detention (6.5 times longer in Thompson) than non-Aboriginal Manitobans. Aboriginal women were more than five times as likely to be jailed as non-Aboriginal female offenders [39]. In Manitoba, where 9% of the population is Aboriginal, 59% of admissions to provincial facilities were Aboriginal persons [40]. The over-representation of Aboriginal people in the justice system is worst in the Prairies. There is also a disability connection: one study reports that 10% of people in correctional facilities have Fetal Alcohol Spectrum Disorder, a disability that begins before birth.

Most women in Manitoba's provincial prisons are Aboriginal, living off-reserve at the time of their arrest, young, and are likely to be unemployed [40]. Women in prison are also likely to have experienced a history of abuse, have trouble with drug and alcohol abuse, and have a history of mental health issues. As well, many women in prison are mothers.

According to the North Central Development,

the ethnicity/aboriginal status of inmates sits with the majority being Aboriginal at 56.7% of the population. Approximately 20% of inmates are non-Aboriginal, 19.2% are Metis and 3.9% are non-status. The average inmate is single and under the age of 30. Ninety-two% of inmates were unemployed at the time of incarceration and 66% have never been

employed for a full year. It was also noted by the Elizabeth Fry Society of Manitoba that over 77% have less than a grade 12 education and an alarming 80% were frequently unemployed [41].

Many incarcerated women live far from their prison. Distance from home to jail makes it hard or impossible for friends and family to visit, disrupts family life, results in a loss of employment, and victimizes children [41], especially as many Aboriginal women endure this disruption for short sentences and minor offences. Women in Thompson who are arrested are frequently remanded to the regional men's facility in The Pas before being transferred to the Portage facility. The conditions for women awaiting transfer to Portage are terrible, as the jail is inadequate and overcrowded. It was recently suggested that as many of 15 women were being held at this men's facility at one time.

COMMUNITY RESOURCES ON JUSTICE

There are a variety of organizations that address justice within Thompson in different capacities and functions for all Thompson residents. For example, the RCMP operates a variety of programs including, Youth at Risk North (YARN), Street Reach (a joint partnership with the Boys and Girls Club and the Child Protective Branch), and Sexual Exploitation Advisory Team (SEAT). Legal leaders are working toward establishing a Domestic Court in Thompson. The TNRC is actively involved with creating and sustaining safer communities in the region. Keewatin Tribal Council (KTC), Manitoba Metis Federation (MMF), and Manitoba Keewatinow Okimakanak (MKO) work toward self-government and restorative justice. One idea being promoted is a northern healing lodge based on Aboriginal cultures and traditions to provide for women in contact with the law. Additional information about community resources on justice is found on pages 29 -30.

AVAILABLE MUNICIPAL INSTRUMENTS

A new 5% hotel tax generates approximately \$465,000 per year in revenue which is allocated to reserve funds with a "broader social benefit": 60% is allocated to an infrastructure reserve, 20% is allocated to a community safety reserve, and 20% to an affordable housing reserve. The housing reserve is used to increase stock and attract provincial and federal funding. About 48 affordable units are currently being built [35].

GAPS AND FUTURE DIRECTIONS

As this review shows, there is a fair amount of data available on aspects of women's lives in Thompson, however, it will be the role of the FemNorthNet team to begin to *make meaning* of this data and explicitly locate it within theories of economic restructuring. How does what we know about women's lives in Thompson relate to the economic restructuring that is currently taking place at local, regional, national and international levels? How are women's experiences in Thompson the same as, or different from, women's experiences elsewhere?

There are some gaps in what we know. For example, how does (dis)ability status affect women's lives, including women's participation in a changing economy and their access to existing services? Our knowledge is incomplete, because little research has been undertaken with a disability lens in Thompson. There is also limited data on how ability intersects with Aboriginal status, and other aspects of stratification.

While the housing shortage is well-documented in Thompson, little is known about how inadequate housing is affecting women in the area. For example, how does housing change a women's ability to live a healthy life, gain stable employment, or participate in post-secondary education?

In addition to housing shortages, there is little information about transportation in Thompson and area. This creates the need to investigate the intersection of gender and transportation.

In the area of crime and justice, there is new research emerging but we need research with a

gender focus. As well, little research has been undertaken concerning Aboriginal people's over-representation in the justice system, which shows we still have much to do understand and improve Aboriginal people's lives and communities.

Some further areas of exploration include:

- Women's labour force participation rate is higher than for women in the province as a whole. In Thompson, women's participation varies from the provincial average. Why is this? How does Aboriginality or ability status affect employment?
- The increasing precariousness of work is a trend affecting women the world over with Thompson being no exception – more women work part-time, on contract, on shifts, with few or no benefits. How are women in Thompson affected by this?
- Few women work in primary industry in Thompson. What do women in Thompson consider 'good jobs' and what can we learn about economic development from these perspectives?
- What is life like for the women who work at Vale? Tracking their experiences as Vale prepares to close down surface operations is important. How will women who work in surface operations adjust to the closure? Will they stay in the labour force? What re-skilling and training do they want or need?
- How will women's unpaid labour be affected by growing numbers of older residents who stay in Thompson after retirement? What can we learn from and about the needs of grandmothers who are parenting?

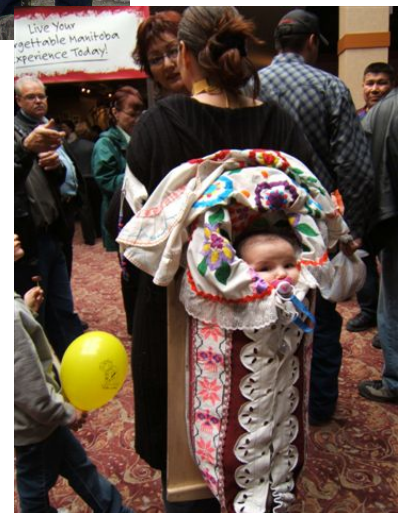
As Thompson is home to many temporary workers employed in primary industry, research is needed into how the influx and outflow of significant numbers of well-paid, almost exclusively male, workers into Thompson is affecting women (as workers, as women, as potential companions and neighbours).

What effects on women might flow from a focus on Thompson as 'the hub of the north'? For example, the hub role may support women's employment in female-dominated industries such as health and education. Yet, on the other hand, it may also increase their caregiving responsibilities as relatives come in from outlying communities.

A closer examination of the experiences of women participating in the Temporary Foreign Worker Program may highlight an example of the impact of global economic restructuring. What are immigrant and newcomers women's experiences like in Thompson, or as spouses of those participating in the program?

Research and information is needed concerning women's life histories: how have they been affected, over a lifetime, by the boom-bust cycle? What is the personal impact of boom-bust economies?

These are some of the questions and issues we hope to address with the FemNorthNet project, as we bring an intersectional analysis to our justice-based action-research in Thompson.



ANNEX 1: EMPLOYMENT

ORGANIZATION/ ABBREV./WEBSITE	PROGRAM	GOVERNANCE
<p>Trade Union (TU) – http://www.usw6166.com</p> <p>Local 6166</p> <p>United Steel Workers (USW)</p> <p>District 3 Women of Steel - http://www.usw.ca/districts/3/about</p>	<ul style="list-style-type: none"> • Bursaries/Scholarships • Women's Committee • Conflict Resolution • WS – seeks to eliminate both racism and sexism in the workplace. • WS - helps develop strategies for organizing, collective bargaining and reaching out to other sisters in Western Canada and the northern territories 	<ul style="list-style-type: none"> • Members of the executive council are voted on by members of the union, totals 11 members. Latest election was April 09, 2009. • Union members are employees of Vale
<p>Community Futures North Central Development (CFNCD) http://www.northcentraldevelopment.ca</p>	<ul style="list-style-type: none"> • Regular Loan Program, Youth Loan Fund, Micro Loan Program and Artist Crafter Loan (for criteria and monetary amounts please refer to website). • EDP (Entrepreneurs with Disabilities) Loan Program <ul style="list-style-type: none"> ○ For ppl who have self-declared a disability and want to set up a business. ○ Including free access to laptop to conduct research or complete business related work. • Self-Employment Program <ul style="list-style-type: none"> ○ Assists unemployed Manitobans to create jobs for themselves by starting a business. • Aboriginal Business Canada <ul style="list-style-type: none"> ○ Seeks to build a sustainable aboriginal economy, promote businesses that are based on traditional aboriginal values, develop businesses led and managed by aboriginals and recognize aboriginal corporation in traditional and new economy industries. 	<ul style="list-style-type: none"> • Organization run by elected board of directors and officials for the duration of 3 years (director) and 1 year contracts for all other members. • Representatives from various regions in northern Manitoba please refer to website for complete list.
<p>Thompson Urban Aboriginal Strategy (TUAS) - http://www.aadnc-aandc.gc.ca</p>	<ul style="list-style-type: none"> • Commitment to promote self-reliance and increase life choices of Aboriginals. • Included is a commitment to promoting job training, skills and entrepreneurship. 	<ul style="list-style-type: none"> • The TUAS steering committee is made up of representatives of the three levels of government along with representatives from local Aboriginal organizations, the business and education communities, and community organizations who together all serve the local Aboriginal community in Thompson. • Works closely with MKO • Meets monthly with various sub-committees to establish priorities and projects in the community
<p>Thompson Economic Diversification Working Group (TEDWG) – http://www.ourthompson.ca</p>	<ul style="list-style-type: none"> • Overarching goal is to broaden and diversify Thompson and surrounding region. Included in this is a commitment to job training and education. • Specific programs are unavailable at this time as they are setting their priorities. • Broadly speaking, they want to identify and foster the development of new economic sectors/businesses to support long-term economic success in the city and region. 	<ul style="list-style-type: none"> • RePlan is the consulting firm in charge of creating the plan and priorities. • Michelle Drylie is rePlan's project lead • Joint project with City of Thompson and Vale.
<p>Thompson Unlimited - http://www.Thompsonunlimited.ca</p>	<ul style="list-style-type: none"> • Fosters a dynamic business climate by providing support and resources to grow Thompson. • Support small and medium businesses • Attracting investment funding both nationally and internationally • Business growth • Downtown revitalization 	<ul style="list-style-type: none"> • Created by Vale for economic diversification and development of Thompson is top priority. • No information on who comprises group
<p>Friendship Centres - http://www.Mac.mb.ca</p> <p>Ma-Mow-We-Tak friendship centre - http://www.Mamowwetak.mb.ca</p>	<ul style="list-style-type: none"> • Employment Assistance Services Program <ul style="list-style-type: none"> ○ Readiness workshops, resume preparation, interview preparation, job search techniques, Manitoba labour laws, labour market information, business plans, financial assistance. • Partners for Careers Program <ul style="list-style-type: none"> ○ Assist recent graduates locate employment. 	<ul style="list-style-type: none"> • 10 community member board of directors including a youth representative. • Elected annually on a staggered basis. • Operates as a non-sectarian, non-political, non-profit, charitable organization geared to meeting the needs of Aboriginals.

ANNEX 1: EMPLOYMENT CONTINUED		
ORGANIZATION/ ABBREV./WEBSITE	PROGRAM	GOVERNANCE
Manitoba Metis Federation (MMF) - http://www.Mmf.mb.ca	<ul style="list-style-type: none"> Provincial Recruitment Initiative <ul style="list-style-type: none"> Services include, needs assessment, career planning, assistance with resume writing, reviewing job search techniques, providing labour market information, referral to academic programs and referral to employers. Has made formal arrangements with a variety of local businesses to create new employment opportunities for a complete list please link to their website. Metis Human Resource Development and Training ASETS – Aboriginal Skills Employment Training Strategy which will replace the AHRD – Aboriginal Human Resource Development. See Youth for youth programing available. 	<ul style="list-style-type: none"> Must have Metis ancestry/geneology which can be proven in order to become a member of the organization. The board of directors consists of 23 members who are democratically elected by the Metis membership.
Human Resource Development Canada (HRDC) - http://www.Hrsdc.gc.ca	<ul style="list-style-type: none"> Partnership in the implementation and creation of ASETS with numerous agreement holders. For a complete list please refer to the website. In Thompson, MMF and MKO agreement holders. 	<ul style="list-style-type: none"> Government organization consisting of politicians and civil servants.
Keewatin Tribal Council (KTC) – http://www.Ktc.ca	<ul style="list-style-type: none"> Aboriginal Human Resource Development Strategy Program AHRDS – known as ASETS <ul style="list-style-type: none"> Network which provides training and employment to workers. 	<ul style="list-style-type: none"> Represents 11 reserves in Northern Manitoba. Executive council is democratically elected annually. Must be a member of one of the eleven reserve communities represented by the KTC.
Manitoba Keewatinowi Okimakanak (MKO) - http://www.Mkonorth.com	<ul style="list-style-type: none"> Part of ASETS 	<ul style="list-style-type: none"> Board of directors consist of elected chiefs of the represented communities. For a complete list of communities please refer to the MKO constitution.
YWCA of Thompson (YWCA) – http://www.Ywcathompson.ca	<ul style="list-style-type: none"> LEAP Program <ul style="list-style-type: none"> Learn lifeskills, Explore your options, Assess your interests and Plan for your Future. Specifically targeted at men and women who are unemployed or underemployed, receiving social assistance, needing employment support. Topics covered include, employment readiness, job/trail work experience, life skills, communication skills, goal setting, time management, etc. See youth for available youth employment services 	<ul style="list-style-type: none"> Non-profit charitable organization consisting of staff and volunteers from the community.
Northern Manitoba Sector Council - http://www.Nmscouncil.ca	<ul style="list-style-type: none"> Numerous programs to address recruitment, training and retention of northern aboriginal people for northern employment opportunities. Current employment program is the essential skills training initiative, which aims to introduce a proven training process that is responsive to the immediate needs of the labour market and northern industry. Goal and outcome for individual project participants is to achieve red seal certification and or employment as an apprentice of journeyperson. 	<ul style="list-style-type: none"> Not-for-profit corporation representing the region's major employers in the Mining, Forestry and Energy sectors. Governed by a board of directors comprised of representatives from member organizations.
DisAbleD Women's Network Canada – http://www.dawncanada.net	<ul style="list-style-type: none"> No specific programs listed, offers resources and guidance for women with disAbilities in Canada. 	<ul style="list-style-type: none"> Governed by a board of directors.

ANNEX 2: CHILD CARE		
ORGANIZATION/ ABBREVIATION/WEBSITE	PROGRAM	GOVERNANCE
Child Care Manitoba (CCM) - http://www.Childcaremanitoba.org	<ul style="list-style-type: none"> Northern Childcare: Childcare as Economic and Social Development in Thompson – research project. 	<ul style="list-style-type: none"> Fully accessible publicly-funded, non-profit comprehensive and high quality child care with worthy wages and good working conditions for child care staff.
University College of the North (UCN) - http://www.Ucn.ca	<ul style="list-style-type: none"> Child care facility at The Pas campus. On-campus child care centre for enrolled students, staff and faculty. 	<ul style="list-style-type: none"> NA
Manitoba Child Care Association (MCCA) - http://www.mccahouse.org	<ul style="list-style-type: none"> Advocates for a quality system of child care, to advance early childhood education as a profession, and to provide services to our members. Thompson region web page does not highlight current programs in that region. However, I located Tekinaken Daycare Centre which was funded by MCCA. 	<ul style="list-style-type: none"> Membership to MCCA is open to all Manitobans who are interested in child care and support the mission and goals of the MCCA. For the application process and classifications of memberships please refer to http://mccahouse.org/join_mcca.htm MCCA relies on individuals employed in licensed child care facilities and stakeholders to join and support our work to promote child care as a service and as a profession.
Ma-Mow-We-Tak friendship centre - http://www.Mamowwetak.mb.ca	<ul style="list-style-type: none"> Parent/Child centre <ul style="list-style-type: none"> Programs and services for parents and children 6-12 and 0-6 years old Additional programs include; Day activity camps, family Christmas gathering, aboriginal awareness days and children/youth jigging 	<ul style="list-style-type: none"> 10 community member board of directors including a youth representative. Elected annually on a staggered basis. Operates as a non-sectarian, non-political, non-profit, charitable organization geared to meeting the needs of Aboriginals.
Thompson YWCA - http://www.ywcathompson.ca	<ul style="list-style-type: none"> Babies Best Start <ul style="list-style-type: none"> Prenatal nutrition program for pregnant women and women with children less than a year old. 	<ul style="list-style-type: none"> Non-profit charitable organization consisting of staff and volunteers from the community.
Thompson Urban Aboriginal Strategy (TUAS) Community Futures	<ul style="list-style-type: none"> Home Day Care project <ul style="list-style-type: none"> Aimed to increase the number of licensed home daycares in Thompson. Resources and funding were available for people wanting to operate a home daycare Project was a joint effort with Community Futures 	<ul style="list-style-type: none"> The TUAS steering committee is made up of representatives of the three levels of government along with representatives from local Aboriginal organizations, the business and education communities, and community organizations who together all serve the local Aboriginal community in Thompson. Works closely with MKO Meets monthly with various sub-committees to establish priorities and projects in the community

ANNEX 3: EDUCATION		
ORGANIZATION/ ABBREV./WEBSITE	PROGRAM	GOVERNANCE
University College North (UCN) - http://www.Ucn.ca	<ul style="list-style-type: none"> Devoted to community and northern development that reflects the Aboriginal reality and cultural diversity of northern Manitoba. 	<ul style="list-style-type: none"> Traditional structure of school governance.
Inter-University Services (IUS) (Brandon University, University of Manitoba, University of Winnipeg and University College of the North)	<ul style="list-style-type: none"> Delivers university credit courses to residents living north of the 53rd parallel. Students are both part time and full time learners and take courses for interest and professional development. IUS's courses are offered by on-site instructors who are brought into the community or by teleconference for communities with lower enrolments. 	<ul style="list-style-type: none"> NA
R.D. Parker Collegiate - http://webserver.mysterynet.mb.ca/rdpc/	<ul style="list-style-type: none"> Comprehensive high school with a wide variety of programming For a list of available course offerings please refer to http://webserver.mysterynet.mb.ca/rdpc/aboutus.html 	<ul style="list-style-type: none"> Traditional school structure of governance.
Thompson Urban Aboriginal Strategy (TUAS)	<ul style="list-style-type: none"> The UAS program strives to look to better address issues faced by Urban Aboriginal people and the Thompson Urban Aboriginal Strategy does this by focusing on several priorities including women and children, education, health, housing and Aboriginal identity. Programs run by TUAS are in a joint effort with local aboriginal groups. 	<ul style="list-style-type: none"> The TUAS steering committee is made up of representatives of the three levels of government along with representatives from local Aboriginal organizations, the business and education communities, and community organizations who together all serve the local Aboriginal community in Thompson. Works closely with MKO Meets monthly with various sub-committees to establish priorities and projects in the community
School District of Mystery Lake (SDML) - http://www.mysterynet.mb.ca	<ul style="list-style-type: none"> All students should have the opportunity to participate in the school experience to their fullest potential. As part of this the school provides a special support team. The team is comprised of a Coordinator of Special Services, Cree Language Coordinator, Culturally Proficient, Education Consultants, Community Family Liaison, District Counsellor, Education Technology Consultant, French Language Coordinator, Literacy Support Teacher, Speech and Language Therapy, School District Psychologist e-learning courseware Echoes Classroom Alternative educational courses for aboriginal and non-aboriginal students. 	<ul style="list-style-type: none"> Traditional school structure of governance. For official governance literature please refer to http://mysterynet.mb.ca/index.php/governance
Division Scolaire Franco-Manitobaine (DSFM) - http://www.Dsfm.mb.ca	<ul style="list-style-type: none"> École communautaire La Voie du Nord in Thompson Kindergarten to Grade 8 	<ul style="list-style-type: none"> Traditional school structure in French language only.
Ma-Mow-We-Tak friendship centre - http://www.Mamowwetak.mb.ca	<ul style="list-style-type: none"> Ma-Mow-We-Tak Adult Basic Education Program 	<ul style="list-style-type: none"> See above
University of Manitoba Social Work	<ul style="list-style-type: none"> Northern Social Work Program located in Thompson. 	<ul style="list-style-type: none"> Traditional school structure of governance.
Campus Manitoba - http://www.Campusmanitoba.com	<ul style="list-style-type: none"> The program is designed to facilitate access to post-secondary education within the province of Manitoba. 	<ul style="list-style-type: none"> Primarily online access employing a traditional school structure of governance.

ANNEX 4: HEALTH		
ORGANIZATION/ ABBREVIATION/ WEBSITE	PROGRAM	GOVERNANCE
Thompson Neighbourhood Renewal Corporation (TNRC) - http://www.tnrc.ca	<ul style="list-style-type: none"> Working with communities to provide a place of empowerment to influence positive changes. 	<ul style="list-style-type: none"> Community volunteers working together to make a better community. Form constructive partnerships within the community to address key areas of concerns and needs.
Burntwood Regional Health Authority (BRHA) - http://www.brha.mb.ca	<ul style="list-style-type: none"> Provides a variety of medical and care services for a complete list please refer to the website. Overarching goal is to promote healthy lifestyles. 	<ul style="list-style-type: none"> Responsible for the operation and administration of facility and community based health programs and services at a regional level within the Burntwood Region of Manitoba. Adheres to provincial and federal standards of practice and governance.
Manitoba Keewatinowi Okimakanak (MKO) - http://www.Mkonorth.com	<ul style="list-style-type: none"> Website advises it supports health and youth programming, dead link on site. Political advocates as website highlights the MKO's recent call to government officials about the health infrastructure in the area. The call came as a result of the Province of Manitoba's recent health budget. 	<ul style="list-style-type: none"> Board of directors consist of elected chiefs of the represented communities. For a complete list of communities please refer to the MKO constitution.
Manitoba Metis Federation (MMF) - http://www.Mmf.mb.ca	<ul style="list-style-type: none"> The organization has a numerous commitments in the areas of health and wellness. 	<ul style="list-style-type: none"> Must have Metis ancestry/genealogy which can be proven in order to become a member of the organization. The board of directors consists of 23 members who are democratically elected by the Metis membership.
Ma-Mow-We-Tak friendship centre - http://www.Mamowwetak.mb.ca	<ul style="list-style-type: none"> Mino-Ayaw (Feeling Healthy) Project <ul style="list-style-type: none"> Addresses health issues through the provision of education, prevention and intervention activities. Methods include workshops, sharing circles, group sessions, and health program planning. 	<ul style="list-style-type: none"> 10 community member board of directors including a youth representative. Elected annually on a staggered basis. Operates as a non-sectarian, non-political, non-profit, charitable organization geared to meeting the needs of Aboriginals.
Addiction Foundation Manitoba - http://www.afm.mb.ca	<ul style="list-style-type: none"> Provides a continuum of services aimed at reducing the harm associated with alcohol, other drugs, and gambling through a range of education, prevention and treatment services. 	<ul style="list-style-type: none"> The Board of Governors is the governing body by which the affairs of the Addictions Foundation of Manitoba (AFM) are directed and administered, in accordance with The Addictions Foundation of Manitoba Act. The membership consists of fifteen governors, appointed by the Lieutenant Governor in Council of the sitting Government, and represents the diversity of the Province of Manitoba from regional and professional perspectives.
Canadian Mental Health Association (CMHA) – www.Thompson.cmha.ca	<ul style="list-style-type: none"> Provides a variety of services to the community including a support centre, thrift store, housing and homeless shelter. Operate with goals of education, support and advocacy. 	<ul style="list-style-type: none"> Non-profit organization
Polaris Place - http://www.afm.mb.ca/AboutAFM/offices_northern.htm	<ul style="list-style-type: none"> Centre provides an integrated service through offering a range of programs and services for youth and adults with regards to alcohol, other drugs and/or gambling. For complete list please refer to website. 	<ul style="list-style-type: none"> Centre runs in accordance to AAM standards of governance.
DisAbleD Women's Network Canada – http://www.dawnncanada.net	<ul style="list-style-type: none"> No specific programs listed, offers resources and guidance for women with disAbilities in Canada. 	<ul style="list-style-type: none"> Governed by a board of directors.

ANNEX 5: YOUTH		
ORGANIZATION/ ABBRREV./WEBSITE	PROGRAM	GOVERNANCE
Manitoba Keewatinowi Okimakanak (MKO) - http://www.Mkonorth.com	<ul style="list-style-type: none"> Website advises it supports health and youth programming, dead link on site. Political advocates 	<ul style="list-style-type: none"> Board of directors consist of elected chiefs of the represented communities. For a complete list of communities please refer to the MKO constitution.
Manitoba Metis Federation (MMF) - http://www.Mmf.mb.ca	<ul style="list-style-type: none"> Provide internship opportunities, heritage culture activities and youth sports programming. 	<ul style="list-style-type: none"> Must have Metis ancestry/geneology which can be proven in order to become a member of the organization. The board of directors consists of 23 members who are democratically elected by the Metis membership.
Ma-Mow-We-Tak Friendship Centre - http://www.Mamowwet.ak.mb.ca	<ul style="list-style-type: none"> Northern Youth Councils Project <ul style="list-style-type: none"> Provides a variety of activities to keep youths active and in positive social environment. Northern Circle of Youth <ul style="list-style-type: none"> This program is designed to meet the cultural, educational, employment, recreational and social needs of Aboriginal youth ages 12 - 24 years. Youth Employment Assistance Services Program <ul style="list-style-type: none"> Offers youth assistance in seeking and obtaining employment. Street Involved Youth Outreach Program Provides community resources in addressing the needs of itinerant and residing street involved youth by providing a staff person who can engage, support and refer youth to appropriate agency services and programs. 	<ul style="list-style-type: none"> 10 community member board of directors including a youth representative. Elected annually on a staggered basis. Operates as a non-sectarian, non-political, non-profit, charitable organization geared to meeting the needs of Aboriginals.
Boys and Girls Club	<ul style="list-style-type: none"> Offers youth of Thompson educational, recreational, as well as life skill development programs and opportunities. 	<ul style="list-style-type: none"> Non-profit organization.
Thompson Urban Aboriginal Strategy (TUAS)	<ul style="list-style-type: none"> The TUAS program strives to looks to better address issues faced by Urban Aboriginal people and the Thompson Urban Aboriginal Strategy does this by focusing on several priorities including women and children, education, health, housing and Aboriginal identity. 	<ul style="list-style-type: none"> Works closely with MKO Meets monthly with various sub-committees to establish priorities and projects in the community.
Community Futures - http://www.cfmanitoba.ca	<ul style="list-style-type: none"> For Youth – Support and development of a skatepark Growing Communities Program <ul style="list-style-type: none"> A fund previously set up to assist communities in the north central region to "grow" community economic development initiatives a fund set up to assist communities in the north central region to "grow" community economic development initiatives. 	<ul style="list-style-type: none"> Association represents 16 Community Future organizations (CFs) established throughout rural and northern Manitoba. The Community Futures Manitoba Board of volunteer board of directors is comprised of one representative from each of these organizations. Operates in a partnership with Western Economic Diversification Canada.
Burntwood Regional Health Authority (BRHA) - http://www.brha.mb.ca	<ul style="list-style-type: none"> Conducts research with youth and community to determine needs within the area. 	<ul style="list-style-type: none"> Responsible for the operation and administration of facility and community based health programs and services at a regional level within the Burntwood Region of Manitoba. Consists of Board of Directors, Executive council Adheres to provincial and federal standards of practice and governance.
Thompson Neighbourhood Renewal Corporation (TNRC) - http://www.tnrc.ca	<ul style="list-style-type: none"> Working with communities to provide a place of empowerment to influence positive changes. work on prevention strategies and with youth at risk to reduce vulnerability and increase and individual knowledge on personal safety. 	<ul style="list-style-type: none"> Community volunteers working together to make a better community. Form constructive partnerships within the community to address key areas of concerns and needs.

ANNEX 6: VIOLENCE		
ORGANIZATION/ ABBREV./WEBSITE	PROGRAM	GOVERNANCE
Thompson Crisis Centre (TCC) http://www.thompson.shelternet.ca/library/SNetCore.cfm?languageid=1&skipIt=YES	<ul style="list-style-type: none"> The centre works with persons who are dealing with family violence and empower them to make informed decisions. As well as providing a variety of resources such as shelter services and community supports. 	<ul style="list-style-type: none"> Community based, not-for-profit organization comprised of volunteers, staff and members at large.
Thompson YWCA - http://www.ywcathompson.ca	<ul style="list-style-type: none"> Shelter services Community based programs consisting of education and life skills training for women re-entering the workforce 	<ul style="list-style-type: none"> Non-profit charitable organization consisting of staff and volunteers from the community.

ANNEX 7: HOUSING		
ORGANIZATION/ ABBREV./WEBSITE	PROGRAM	GOVERNANCE
Thompson Housing Authority (THA)	<ul style="list-style-type: none"> Provide affordable housing to Thompson residents. 	<ul style="list-style-type: none"> Accordance to provincial standards of operation. Information regarding governing panel unknown.
Thompson Neighbourhood Renewal Council (TNRC) - http://www.Tnrc.ca	<ul style="list-style-type: none"> One of the stated goals of the TNRC is as an advocate for affordable accessible housing. OUR HOME KIKINAW <ul style="list-style-type: none"> Assists low-income families toward homeownership. Property Enhancement Program (PEP) <ul style="list-style-type: none"> Monetary support for home renovations. 	<ul style="list-style-type: none"> Community volunteers working together to make a better community. Form constructive partnerships within the community to address key areas of concerns and needs.
DisAbled Women's Network Canada – http://www.dawncanada.net	<ul style="list-style-type: none"> No specific programs listed, offers resources and guidance for women with disAbilities in Canada. 	<ul style="list-style-type: none"> Governed by a board of directors.

ANNEX 8: JUSTICE		
ORGANIZATION/ ABBREV./WEBSITE	PROGRAM	GOVERNANCE
Thompson Economic Diversification Working Group (TEDWG) - http://www.ourthompson.ca	<ul style="list-style-type: none"> Seeks to introduce a new correctional facility. Current plans are unknown at this time. 	<ul style="list-style-type: none"> RePlan is the consulting firm in charge of creating the plan and priorities. Michelle Drylie is rePlan's project lead Joint project with City of Thompson and Vale.
Keewatin Tribal Council (KTC) http://www.Ktc.ca	<ul style="list-style-type: none"> First Nation's Government Conducts a variety of special projects to benefit the first nation community. 	<ul style="list-style-type: none"> Represents 11 reserves in Northern Manitoba. Executive council is democratically elected annually. Must be a member of one of the eleven reserve communities.
Manitoba Metis Federation (MMF) - http://www.Mmf.ca	<ul style="list-style-type: none"> Restorative Justice 	<ul style="list-style-type: none"> Must have Metis ancestry/geneology in order to become a member of the organization. The board of directors consists of 23 members elected by the Metis membership.
Manitoba Keewatinowi Okimakanak (MKO) - http://www.Mkonorth.com	<ul style="list-style-type: none"> Political advocate for self-governance in Northern Manitoba. Advocates for Restorative Justice 	<ul style="list-style-type: none"> Board of directors consist of elected chiefs of the represented communities. For a complete list of communities please refer to the MKO constitution.

ANNEX 8: JUSTICE CONTINUED		
ORGANIZATON/ ABBREV./WEBSITE	PROGRAM	GOVERNANCE
<p>Royal Canadian Mounted Police (RCMP) –</p> <p>rcmp-grc.gc.ca/index-eng.htm</p> <p>http://ncecc.ca/mb/detach/thompson-eng.htm</p>	<ul style="list-style-type: none"> Youth at Risk North (YARN) Provides timely services to youth who are at risk in the community StreetReach Joint partnership program with the local Thompson Boys and Girls Club, Child Protection Branch and the Thompson RCMP. RCMP and Social Services work together to have hands on intervention with high risk victims who have been reported missing to the police. North Sexual Exploitation Advisory Team (SEAT) The committee discusses potential awareness strategies as well as preventative means for sexual exploitation of youth. 	<ul style="list-style-type: none"> Canadian national police service and an agency of the Ministry of Public Safety Canada. Operates according to the RCMP Act. It is headed by the Commissioner, who, under the direction of the Minister of Public Safety Canada, has the control and management of the Force and all matters connected to it. Enforces throughout Canada laws made by, or under, the authority of the Canadian Parliament
<p>Men Are Part of the Solution (MAPS) -</p> <p>http://www.menarepartofthesolution.com/index.html</p>	<ul style="list-style-type: none"> Provides men with the support and resources to build healthy relationships with their partner, families and communities through the use of a variety of programs including, group counseling, individual counseling, and community outreach. 	<ul style="list-style-type: none"> Not-for-profit organization that originated from a group of volunteers dedicated to empowering men to develop healthy alternatives to abuse in their relationships. Organization does have a board of directors, selection process unknown. Services are based on a holistic healing model and where the community will hold men accountable for their abusive behaviour.
<p>Domestic Court Initiative/Committee</p>	<ul style="list-style-type: none"> Attempting to secure a domestic court within the Thompson region. 	<ul style="list-style-type: none"> Group of legal community and community leaders.
<p>Thompson Neighbourhood Renewal Council (TNRC) -</p> <p>http://www.Tnrc.ca</p>	<ul style="list-style-type: none"> Safer communities. Increase individual knowledge on personal and family safety. Increase urban safety. Increase social cohesion in at risk populations. Increase knowledge of poverty. 	<ul style="list-style-type: none"> Community volunteers working together to make a better community. Form constructive partnerships within the community to address key areas of concerns and needs.

APPENDIX: TABLES

DEMOGRAPHICS

Table 1: Families with Children by Family Type (Statistics Canada 2006 Census)

	Thompson	Manitoba
Now-married couples	2,060	225,875
Without child at home	33%	44%
With children at home	67%	56%
Common-law couples	765	33,715
Without child at home	49%	57%
With children at home	51%	43%
Single-parent families	825	53,210
Male parent	21 %	19%
Female parent	79%	81%

EMPLOYMENT AND INCOME

Table 2: Living Wage Rate (Source: CCPA, 2009, p. 16)

Living Wage Rate	Winnipeg	Brandon	Thompson
Two-parent, two-child living wage	\$13.44	\$11.10	\$11.18
Single-parent, one-child living wage	\$18.64	\$16.99	\$16.39
Single-parent, two child living wage	\$25.44	\$18.31	\$18.88

Table 3: Labour Force Activity by Industry, Thompson (Statistics Canada 2006 Census)

Industry	Total	Male	Female
<i>Total experienced labour force 15 years and over</i>	7365	4065	3300
Other services	1770	780	995
Health care and social services	860	95	765
Educational services	545	140	395
Retail trade	875	510	365
Business services	880	535	345
Agriculture and other resource-based industries	1550	1380	170
Finance and real estate	290	125	165
Manufacturing	230	190	40
Construction	245	210	35
Wholesale trade	110	85	25

Table 4: Occupations, Percentage Female-Thompson (Statistics Canada 2006 Census)

	% labour force	% Female
<i>Total experienced labour force 15 years and over</i>		44.9%
Sales and service occupations	28.5%	58.1%
Trades; transport and equipment operators and related occupations	16.8%	4.8%
Business; finance and administration occupations	13.3%	82.3%
Occupations in social science; education; government service and religion	9.6%	72.7%
Occupations unique to primary industry	9.3%	2.2%
Management occupations	7.6%	39.8%
Natural and applied sciences and related occupations	5.6%	15.7%
Health occupations	4.8%	81.7%
Occupations unique to processing; manufacturing and utilities	3.3%	22.4%
Occupations in art; culture; recreation and sport	1.1%	81.3%

Table 5: Retail Sector Growth by Job Type, Female Only (Statistics Canada 2006 Census)

	2001 (Female)	2006 (Female)	Growth
<i>Sales and service occupations</i>	1190	1230	40
Sales and service occupations, n.e.c. (cleaning, janitorial, etc.)	365	370	5
Occupations in food and beverage service	120	165	45
Cashiers	110	150	40
Child care and home support workers	230	135	-95
Sales and service supervisors	45	110	65
Chefs and cooks	60	80	20
Retail salespersons and sales clerks	140	75	-65
Occupations in protective services	15	65	50
Occupations in travel and accommodation, including attendants in recreation and sport	65	65	0
Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers	30	20	-10

Table 6: Women's Participation by Occupation, Difference from Provincial Average (Statistics Canada 2006 Census)

	% of total (Thomp)	% of total (MB)	+/-
<i>Total experienced labour force 15 years and over</i>	44.9%	47.4%	-2.5%
Management occupations	39.8%	37.5%	2.3%
Business; finance and administration occupations	82.3%	71.6%	10.8%
Natural and applied sciences and related occupations	15.7%	21.1%	-5.4%
Health occupations	81.7%	80.1%	1.6%
Occupations in social science; education; government service and religion	72.7%	66.7%	6.0%
Occupations in art; culture; recreation and sport	81.3%	55.6%	25.7%
Sales and service occupations	58.1%	58.2%	-0.1%
Trades; transport and equipment operators and related occupations	4.8%	5.5%	-0.7%
Occupations unique to primary industry	2.2%	22.3%	-20.2%
Occupations unique to processing; manufacturing and utilities	22.4%	30.2%	-7.7%

Table 7: Labour Force Activity (Source: Statistics Canada 2006 Census)

Measurement	Total (Thompson)	Male (Th)	Female (Th)	Total (Manitoba)	Male (MB)	Female (MB)
<i>Total population 15 years and over</i>	9930	5070	4855	908,450	441,335	467,120
In the labour force	7570	4165	3405	611,280	321,465	289,820
Employed	7050	3935	3110	577,710	303,665	274,045
Unemployed	520	230	295	33,570	17,795	15,775
Not in the labour force	2355	910	1450	297,170	119,870	177,300
Participation rate	76.2%	82.1%	70.1%	67.3%	72.8%	62%
Employment rate	71%	77.6%	64.1%	63.6%	68.8%	58.7%
Unemployment rate	6.9%	5.5%	8.7%	5.5%	5.5%	5.4%

Table 8: Participation Rates Over Time (Source: Statistics Canada, 2006 Census)

Characteristics	Male 1996	Male 2001	Male 2006	Female 1996	Female 2001	Female 2006
Participation rate	86.6%	87.4%	82.1%	71%	71.8%	70.1%
Employment rate	n/a	81.3%	77.6%	n/a	66.8%	64.1%
Unemployment rate	7.9%	7.1%	5.5%	7.1%	7.1%	8.7%

Table 9: Unpaid Work (Statistics Canada 2006 Census)

Characteristics	Total	Male	Female	% Female (Thompson)	% Female (MB)
Population 15 years and over reporting hours of unpaid work	9075	4445	4625	50.96	52.42
Population 15 years and over reporting hours of unpaid housework	8940	4345	4595	51.40	52.61
Population 15 years and over reporting hours looking after children without pay	4615	1995	2620	56.77	56.15
Population 15 years and over reporting hours of unpaid care or assistance to seniors	870	355	515	59.20	58.03

Table 10: Unpaid Work, Change Over Time (Statistics Canada 2006 Census)

Characteristics	Male 1996 - 2001	Male 2001- 2006	Female 1996 - 2001	Female 2001- 2006
Persons reporting hours of unpaid work	-5.1%	3.5%	-5.9%	3.0%
Persons reporting hours of unpaid housework	-5.1%	3.6%	-6.4%	3.5%
Persons reporting hours looking after children; without pay	-12.9%	3.4%	-5.6%	1.0%
Persons reporting hours of unpaid care or assistance to seniors	20.0%	7.6%	24.1%	5.1%

Table 11: Earnings, by Sex Versus Provincial Average (Source: Statistics Canada, 2006 Census)

Characteristics	Total Thompson	Male	Female	Total MB	Male	Female
Persons 15 years and over with earnings (counts)	8210	4435	3775	650,410	337,715	312,695
Median earnings - Persons 15 years and over (\$)	31,891	47,642	23,334	24,484	29,461	20,289
Persons 15 years and over with earnings who worked full year; full time (counts)	4640	2685	1950	348340	202,865	145,475
Median earnings - Persons 15 years and over who worked full year; full time (\$)	48,924	66,252	36,368	36,692	40,392	32,149

Table 12: Percentage Low Income, Before and After Tax (Statistics Canada 2006 Census)

Characteristics	Thompson	Manitoba
Female lone parent family	600	35,925
Before-tax low inc.	50%	40%
After-tax low inc.	33%	31%
All economic families	3,575	298,305
Before-tax low inc.	14%	12%
After-tax low inc.	9%	9%

Table 13: Female Earnings as Percentage of Men's Over Time (Source: Statistics Canada, 2001, 2006 Census)

Thompson	2001	2006
% of women who worked that work full time	47.9%	51.66%
women's earnings as a % of men's	53.8%	48.98%
women's earnings as a % of men's for women working full time	63.7%	54.89%

Statistics Canada definition the **labour force** is defined as the number of people employed plus the number unemployed but seeking work. Those not in the labour force includes people who are not looking for work, students not working, those who are institutionalised and those serving in the military. Because of caregiving responsibilities less women than men are in the labour force.

The **participation rate** is a way of expressing labour force participation for a particular group (e.g. women). It is the total labour force in that group (i.e the total number of those employed or looking for work in that group), expressed as a percentage of the total population in that group.

The **unemployment rate** indicator shows the number of unemployed persons expressed as a percentage of the labour force.

The **employment rate** indicator shows the percentage of Canadian adults (aged 15 and over) who are employed. Unless otherwise indicated, it is expressed as a percentage of the total adult population (15 years of age and over).

Because the employment rate is calculated as a % of the total adult population, while the unemployment rate is calculated as a % of the labour force, the two together will not equal 100%.

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ISBN: 978-1-894876-11-7