

2019 Annual Report Rapport annuel

The Manitoba Human
Rights Commission

La Commission des droits
de la personne du Manitoba

Equality of Opportunity and
Freedom from Discrimination
Opportunités égales
et inclusivité

THE MANITOBA
HUMAN RIGHTS
COMMISSION



LA COMMISSION DES
DROITS DE LA PERSONNE
DU MANITOBA



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**ATTORNEY GENERAL
MINISTER OF JUSTICE**

Room 104
Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

The Honourable Janice C. Filmon, C.M., O.M.
Lieutenant Governor of Manitoba
Room 235 Legislative Building
Winnipeg MB R3C 0V8

May it Please Her Honour:

I have the privilege of presenting the Annual Report of The Manitoba Human Rights Commission and Human Rights Adjudication Panel for the 2019 calendar year.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Cameron Friesen'.

Cameron Friesen
Minister of Justice and Attorney General

THE MANITOBA
HUMAN RIGHTS
COMMISSION



LA COMMISSION DES
DROITS DE LA PERSONNE
DU MANITOBA

Honourable Cameron Friesen
Minister of Justice
Attorney General
104 Legislative Building
Winnipeg, MB R3C 0V8

Dear Minister:

Pursuant to section 6(2) of *The Human Rights Code*, we are pleased to provide you with the Annual Report of The Manitoba Human Rights Commission and the Human Rights Adjudication Panel for the calendar year 2019.

Yours sincerely,

John Burchill
A/Chairperson
Board of Commissioners



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About the Commission

The Manitoba Human Rights Commission is an independent agency of the Manitoba government, responsible for:

- enforcing the rights and responsibilities in *The Code* through a complaints process; and
- promoting human rights and educating the public about *The Code*.

Our work is driven by the recognition of the individual worth and dignity of every person.

Any person who believes they have been discriminated against when at work or when accessing public services or housing may file a complaint with the Commission. We investigate those complaints to determine if there is enough evidence to warrant referring them to the Human Rights Adjudication Panel for a final decision. The Commission takes an active role in trying to prove those complaints before the Adjudication Panel because we believe that no person should be discriminated against.

Discrimination is often rooted in ignorance, prejudice and stereotypes. We assist in the early resolution of complaints through education and mediation. We also engage in policy and research initiatives and conduct education programs to assist the public in understanding human rights obligations and promote equality.

We are made up of eight commissioners appointed by the Lieutenant Governor-in-Council and seventeen staff led by an executive director.

The Commission reports to the public on finance and administration matters via the Crown Law Division of Manitoba Justice.



Message from the Chairperson

Twenty nineteen was a remarkable year for the advancement of human rights in our Province. The Commission was honoured to advance the public's interest in a number of important human rights cases, including the landmark *T.A. v. Government of Manitoba*, which resulted in the implementation of a non-binary gender designation on Manitoba birth certificates.

We continue to focus our resources on making the human rights complaint process more efficient and accessible to the public. We have examined the results of Allan Fineblit's review of the human rights system, commissioned Manitoba Justice, and are committed to implementing any recommendations necessary to ensure the timely and efficient operation of Manitoba's human rights system.

We are also finding new and innovative ways to ensure that Manitobans have access to human rights education. In 2019, we piloted the first delivery of our education sessions by online webinar. We are excited to further develop our ability to deliver online training and expand the reach of the Commission across our province. As a member of the Canadian Association of Statutory Human Rights Agencies, we continue to expand our national virtual human rights classroom to educate Canadians on important human rights topics, including consumer racial profiling and sexual harassment.

As we move into the next decade, I want to extend my sincerest thanks to my fellow Commissioners and the staff of the Commission for their incredible commitment to advancing human rights and providing excellent public service. I also extend my sincerest thanks to our former Executive Director and Senior Legal Counsel Isha Khan and former Chairperson Brenlee Carrington Trepel, for their leadership and dedication to the work of our agency. We wish them the best in their future endeavors.

Board of Commissioners

John Burchill, Chairperson, is Chief of Staff with the Winnipeg Police Service. He has Bachelor of Arts in Criminal Justice from Athabasca University, a Bachelor of Law from the University of Manitoba and a Master of Laws from Osgoode Hall. He was a police officer for 25 years, six of which were spent as a supervisor of the Hate Crimes Team. Prior to re-joining the Police Service he worked as a Crown Attorney with Manitoba Justice and a Risk Manager with the University of Manitoba.



Business Administration diploma from Red River Community College and is a Canadian Accredited Insurance Broker with 17 years of experience in the insurance industry. She is the Vice President, Finance of the Manitoba Speed Skating Association, and has been involved with the 2017 Canada Summer Games, Canadian Sport Centre MB, Revolution Diving Club and Winnipeg Jewish Child & Family Services.



Jeannette Acheson is a Parole Officer with the Correctional Service of Canada and has worked with them in a variety of positions since 1984. She has a B.A. with distinction in Criminology and Psychology from the U of M and is fluently bilingual. She often acts as an expert witness for the Correctional Service of Canada in the area of Dangerous Offenders testifying in Manitoba and Ontario courts. She has served as the Chair of the Board of Directors for The Laurel Centre, a treatment centre for women who were sexually abused as children, in Winnipeg and continues to serve as a Honourary Board member. She is a Trustee for the Canadian Museum for Human Rights. Currently, Jeannette is the Vice Chair for the Manitoba Police Commission.



Mike Reader is the Director of Capital Management for the Northern Regional Health Authority. He has worked with the NRHA since 2008. Prior to the NRHA he worked with Tolko Kraft Papers and previous owners of The Pas paper mill for 28 years as an Industrial Electrician & 3rd Class Power Engineer. During that time he held various positions within the Union. Executive of the Communications Energy & Paperworkers Union and previous Canadian Paperworkers Union He is of Métis ancestry and was born and raised in The Pas. Mike enjoys all aspects of northern living and is an avid outdoorsman.



Ian Grant is former Chief of Police with the City of Brandon - Brandon Police Service. He has a B.A. from Memorial University and a Masters in Rural Development from Brandon University. Ian also holds an Honorary Diploma in Police Studies from Assiniboine Community College. He began his policing career with the RCMP in 1980 and in 1985 joined the Brandon Police Service. He played a key role in the development of The Missing Persons Act during a secondment with the Province of Manitoba. Ian has been involved with several boards including Sisters in Spirit Walk Organizing Committee and Community Mobilization Westman. Ian is currently serving as a Special Advisor for Public Safety programs at Assiniboine Community College in Brandon.



Loretta Ross is a lawyer and the Treaty Relations Commissioner of Manitoba. She has an LL.B from Queens' University. She has practiced law for over 20 years dealing with child and family matters, trust and corporate law, land claims and residential school claims and has acted as legal counsel to numerous First Nation governments and organizations. She is a member of the Hollow Water First Nation in Manitoba. Loretta remains active in the community by presiding on various boards.



Tracy Leipsic is a speed skating coach with the River Heights Speed Skating Club, coaching all levels of athletes including beginner, Provincial teams, Masters and Special Olympics athletes. She has a

Darcy Strutinsky is a consultant to the public and private sector on respectful workplace, harassment and discrimination issues in unionized work environments. He has a Bachelor of Arts from the University of Manitoba and has worked extensively in the area of human resources and labour relations, primarily in the health care field, holding senior management positions with the Labour Relations Secretariat, Health Sciences Centre and Seven Oaks Hospital. He serves as a member of the Manitoba Labour Board and the Labour Management Review Committee, and with the Children's Hospital Foundation of Manitoba.





Greetings from the Executive Director

It is my distinct honour to, on an interim basis, help lead the work of the Commission. Our mandate is vital to ensuring that all Manitobans lead full lives, in dignity and rights. While we know that Manitobans recognize the importance of the rights and obligations provided by *The Code*, the thousands of inquiries we receive each year demonstrate that prejudice and discrimination continue to persist in our province.

While there remains work to be done, our 2019 Annual Report reflects on the many ways Manitobans and the Commission have stepped forward to advance human rights in our province in the past year. We were proud to represent the public's interest in two landmark human rights cases, brought forward by individuals who wanted to ensure that employers were aware of their obligations to terminate homophobic harassment in the workplace, and secure access to birth certificates for non-binary people that reflect their gender identity.

We also remain committed to ensuring that Manitobans have access to high quality human rights education. In 2019, we launched the delivery of our human rights training online, allowing Manitobans access to human rights training no matter where they reside in our province.

In 2019, we continued to prioritize the reduction of wait times in the investigation of human rights complaints. While we are making progress, we know there is much work to be done to ensure our human rights complaint system is timely and responsive to the need of Manitobans.

As we look forward to the next year, the staff of the Commission will continue to advance our strategic priorities: to be a trusted voice on human rights issues that matter to Manitobans, and ensure human rights accountability by efficiently and effectively administering our complaints system.

It is a true privilege to work with colleagues and Commissioners who are driven by the pursuit of equality. As we reflect on the work of our Commission in 2019, I want to extend my sincerest gratitude to each member of our staff for their ability to listen, to educate and to ensure that Manitobans can rely on a fair and robust complaint mechanism.

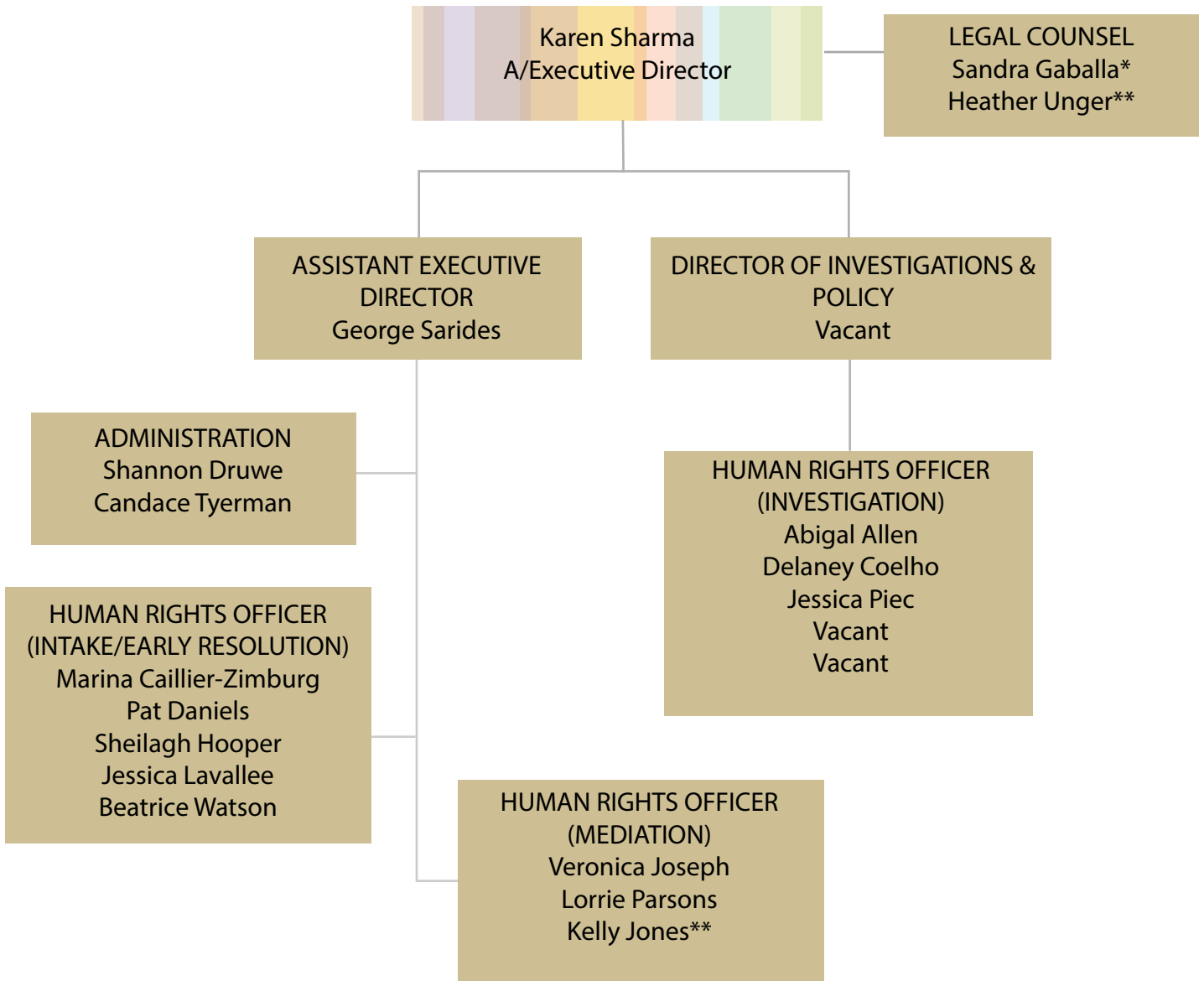


Chart reflects staffing as of December 31, 2019

*Term position

**On leave

Acknowledgments:
Sincerest thanks to Isha Khan and Tom Ponech for your contributions to the work of MHRC.





Advancing
Rights for All
Manitobans



Year in Review

Your Primary Resource on Human Rights

In 2019, we advanced our strategic objective of being the province's primary resource on human rights. We provided 3,947 members of the public with information on human rights and conducted human rights training for 1,600 individuals. We provided customized training to over 17 organizations in Manitoba and presented to 13 university, college and high school classes. We also expanded the reach of our educational programming by piloting the delivery of online training.

Improving Client Service

We continued to focus on improving client service by reducing the length of time parties wait for an investigation of their human rights complaint. In 2019, we participated in the Department of Justice's review of the Commission and Manitoba Human Rights Adjudication Panel and are prepared to implement recommendation to improve the timeliness and efficiency of our human rights complaint process.

Championing Rights

The Commission represented the public's interest in seven hearings before Manitoba's Human Rights Adjudication Panel. The hearings dealt with issues ranging from the accommodation of disabilities in the workplace, the rights of employees to be free from homophobic harassment in their workplace, the right of First Nations peoples to equitable access to health care and social services while residing in their communities, and the right of non-binary people to birth certificates that reflect their gender identity. Our lawyers presented evidence in these hearings to prove the complaints and enable the adjudicator to award a remedy that addresses the discrimination experienced by the complainants and prevents discrimination from occurring in future hearings to prove the complaints and enable the adjudicator to award a remedy that addresses the discrimination experienced by the complainants and prevents discrimination from occurring in future.

Inspiring Equality

Along with our partners, the Canadian Human Rights Commission and the Manitoba Association of Rights and Liberties, we held the 19th annual Manitoba Human Rights Awards event, to mark International Human Rights Day and honour Manitobans who work tirelessly to protect and advance human rights in our community. This year we recognized the achievements of Taja Lonstrup, Oyindamola Alaka and Sacha Paul.

"The Commission shall promote the principle that all members of the human family are free and equal in dignity and rights and entitled to be treated on the basis of their personal merits."

– The Human Rights Code



L'année en revue

Votre ressource principale en matière de droits de la personne

En 2019, nous avons progressé dans notre objectif stratégique de devenir la ressource principale de la province en matière de droits de la personne. Nous avons fourni de l'information sur les droits de la personne à 3 947 membres du public et donné de la formation sur les droits de la personne à 1600 personnes.

Nous avons offert une formation sur mesure à plus de 17 organismes au Manitoba et présenté des séminaires devant 13 classes dans des collèges, des universités et des écoles secondaires. Nous avons également étendu la portée de notre programme d'éducation en lançant un projet pilote de formation en ligne.

Améliorer le service à la clientèle

Nous avons continué de mettre l'accent sur l'amélioration du service à la clientèle en réduisant le temps d'attente des parties avant la tenue d'une enquête sur leur plainte relative aux droits de la personne. En 2019, nous avons participé à l'examen, par le ministère de la Justice, du Tribunal d'arbitrage des droits de la personne et nous sommes prêts à adopter les recommandations visant à améliorer la rapidité et l'efficacité de notre processus de traitement des plaintes relatives aux droits de la personne.

Défendre les droits

La Commission a représenté l'intérêt public dans sept audiences du Tribunal d'arbitrage des droits de la personne. Ces audiences portaient sur des questions comme les mesures d'accommodement relatives à des incapacités en milieu de travail, les droits des employés à ne pas faire l'objet de harcèlement homophobe dans leur lieu de travail, le droit des peuples des Premières nations à un accès équitable aux soins de santé et aux services sociaux dans leurs communautés, et le droit des personnes non binaires à avoir des certificats de naissance conformes à leur identité de genre. Lors de ces audiences, nos avocats ont présenté des éléments de preuve afin de corroborer les plaintes et de permettre à l'arbitre d'octroyer une réparation qui tient compte de la discrimination subie par les plaignants tout en évitant que ce type de discrimination se répète à l'avenir.

Favoriser l'égalité

En collaboration avec nos partenaires, la Commission des droits de la personne du Manitoba et l'Association manitobaine des droits et liberté ont tenu la 19e remise annuelle des prix des droits de la personne, qui souligne la Journée internationale des droits de la personne en rendant hommage à des Manitobains qui travaillent d'arrache pied pour protéger et promouvoir les droits de la personne dans notre collectivité. Cette année, nous avons reconnu les réalisations de Taja Lonstrup, Oyindamola Alaka et Sacha Paul.

“La Commission doit défendre le principe selon lequel les membres de la famille humaine sont libres et égaux en dignité et en droit et doivent être traités en fonction de leurs mérites individuels.”

– Code des droits de la personne



Complaints by the Numbers

The Commission is responsible for investigating allegations of discrimination in Manitoba and for deciding if the person's complaint should be dismissed or referred to a public hearing before a member of the Human Rights Adjudication Panel.

Intake officers respond to a range of inquiries from the public. We will discuss the situation and if it appears that the person is concerned about discriminatory behaviour or treatment, we provide them with general information about their rights and our complaint process. We may assist at this early stage in trying to resolve the concern through pre-complaint mediation. If there is no resolution of the concern, we gather information and evidence to draft a formal complaint under *The Code*.

Any person may file a complaint alleging that another person has contravened The Code.

Public Inquiries in 2019

3,947

people contacted us for information
(by phone, email and in-person)

526

people were referred to
other agencies for assistance

901

believed they were
discriminated against

416

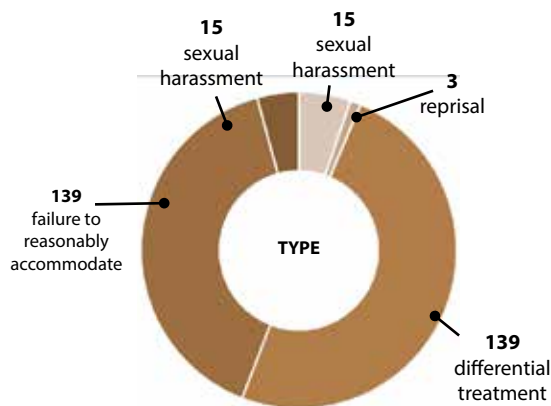
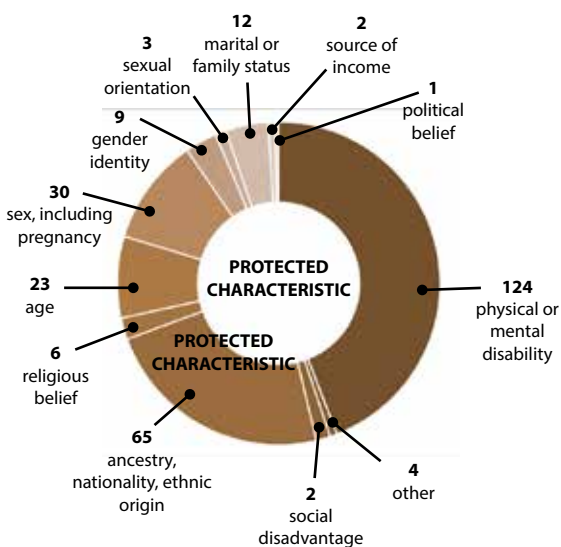
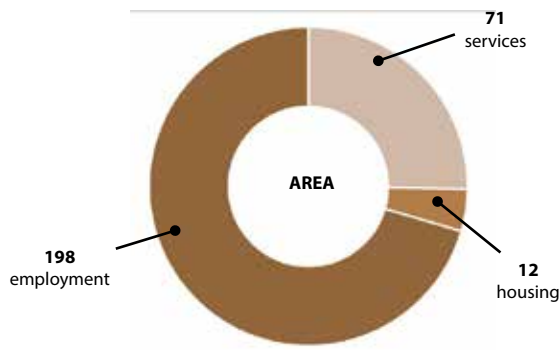
complaint files
were opened

281

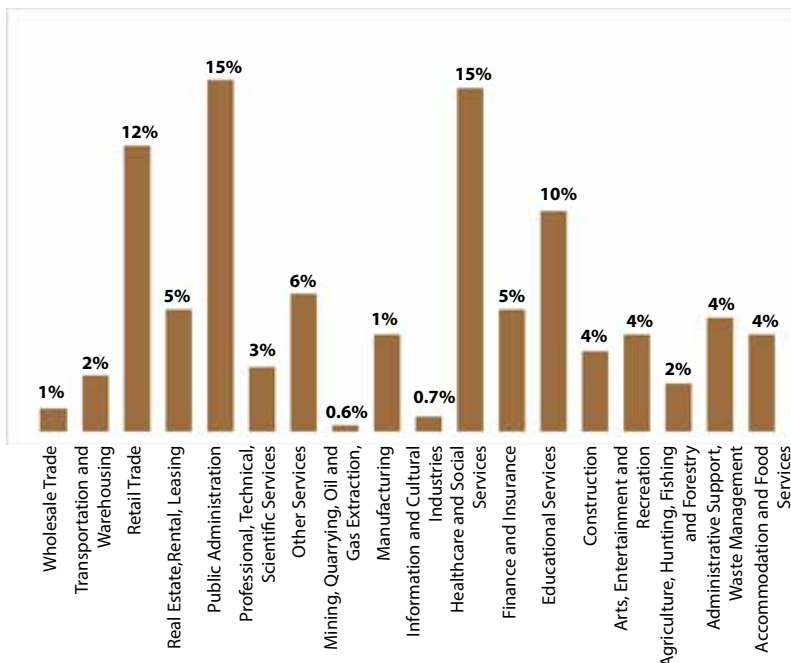
formal complaints were
registered

New Complaints Registered in 2019

Any person may file a complaint under *The Human Rights Code*, alleging they have experienced discrimination. *The Code* requires that the alleged discriminatory act occurred in the last year before the complaint is registered. In some cases, this time limit can be extended. The complaint must be registered by the Executive Director.



COMPLAINTS BY SECTOR



Of the complaints filed on the basis of disability, 58% were on the basis of a physical disability and 42% were on the basis of a mental health related disability.

Investigations in 2019

The Commission will serve the registered complaint on the respondent and will assist the parties to resolve the complaint through mediation. If there is no resolution of the complaint we will ask the respondent to provide a written response or reply to the allegation of discrimination.

The investigation team will obtain documents and conduct interviews of the parties to determine if *The Code* has been contravened as alleged in the complaint. The investigator will prepare a report that summarizes all of the evidence relevant to the complaint. The investigator will make a recommendation to dismiss the complaint or to refer it to the adjudication panel for a public hearing, based on whether there is sufficient evidence to substantiate the complaint. The parties have an opportunity to submit a written response to the investigation report before the Board makes the decision.

In accordance with the Manitoba Court of Appeal's decision in *Northern Regional Health Authority v. Manitoba Human Rights Commission*, the Commission continues to work to ensure that we are investigating complaints that are within our jurisdiction to do so. This allows the Commission to ensure that a complaint has not already been determined by another administrative tribunal or is not being considered in another process, including through a union grievance process. Making these decisions early ensures that a person is not having to navigate multiple legal processes at once, and allows them to get a resolution to their concern more quickly.

140
complaints were investigated

131
complaints were dismissed

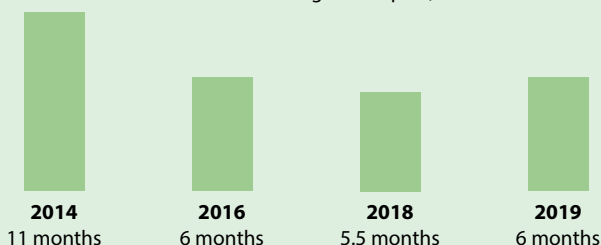
9
complaints were substantiated

40%
of the complaints dismissed required limited investigation in 2019

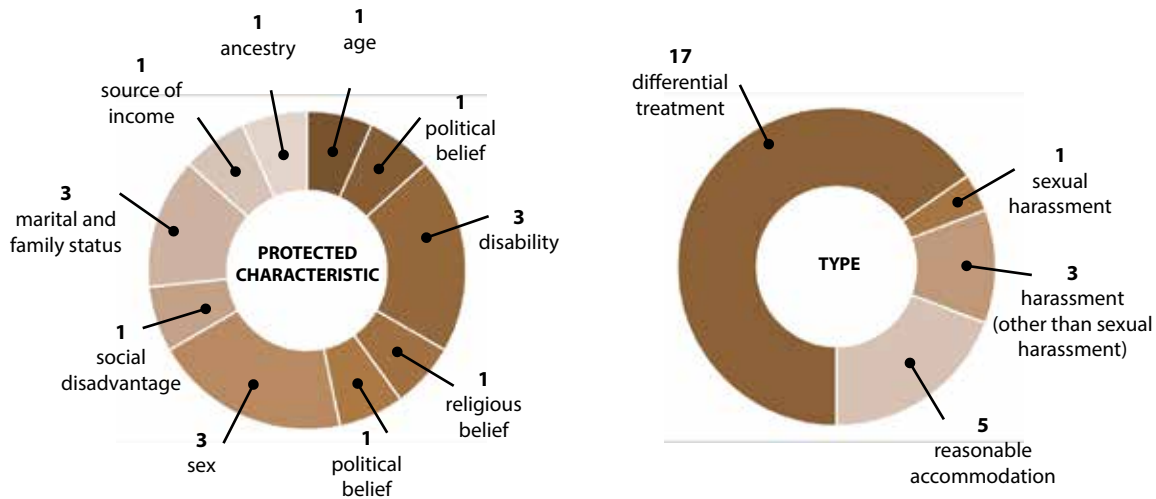
33
complaints where the Board of Commissioners declined jurisdiction to investigate because the issues had been settled or pursued in another legal forum in 2019

Average time to complete an investigation

(from the time the complaint is assigned to an investigator until the completion of the investigation report)



Complaints Substantiated in 2019



Note: some complaints were filed on the basis of multiple protected characteristics and alleged multiple types of discrimination.

Decisions Issued by the Manitoba Human Rights Adjudication Panel in 2019

- *A.B. v. Jazco Management* - March 2019
- *Mousseau v. Southern Health / Sante Sud* - March 2019
- *Qumsieh v. Brandon School Division* - May 2019
- *K.F. v. City of Winnipeg - Winnipeg Police Services* - May 2019
- *Nash v. Natividad and WRHA* - May 2019
- *Hampton, Sylvester v. Government of Manitoba and WRHA* - June 2019
- *A.B. v. University of Manitoba* - August 2019
- *Mousseau v. Southern Health / Sante Sud - 2* - August 2019
- *T.M. v. Government of Manitoba - Manitoba Justice* - August 2019
- *TM v. Government of Manitoba - Manitoba Justice* - September 2019
- *Pollock et al. v. Human rights Commission (Manitoba) et al., 2019 MBCA 110* - October 2019
- *Winnipeg Folk Festival v. Koshinsky* - November 2019
- *T.A. v. Government of Manitoba - Vital Statistics Agency* - November 2019
- *TM v. Government of Manitoba - Manitoba Justice* - December 2019

Hearings in 2019

If the complaint is not resolved, the Commission will request that a member of the Human Rights Adjudication Panel is appointed to make a final decision following a public hearing. Our lawyers represent the public's interest in eliminating discrimination in that process. The Commission will present evidence to the Adjudication Panel to prove the complaint and enable the adjudicator to award a remedy. The purpose of the remedy is to put the complainant in the position they would have been in if the discrimination did not happen. The remedy is also meant to stop the discrimination and ensure the respondent does not commit the same or similar discrimination in future.

4

complaints that were found substantiated and not resolved in mediation were referred to the Adjudication Panel

7

public hearings held under *The Code* in 2019

14

decisions issued by the Adjudication Panel in 2019

Mediations in 2019

Mediators assist the parties to find creative solutions that secure the public's confidence that discrimination will not occur in the future, and that compensate for injury to the complainant's dignity and for any financial loss.

Commission staff will work with parties to resolve human rights concerns, without requiring the registration of a formal complaint. If the registration of the formal complaint proceeds, the Commission may offer parties an opportunity to resolve the complaint in mediation prior to the investigation of the complaint.

If the complaint does not resolve in mediation, it will be investigated. Where the Board of Commissioners finds that the complaint is substantiated, the Commission will offer the parties a final opportunity to resolve the complaint in board-directed mediation.

19

complaints that were referred to adjudication were resolved or settled prior to the hearing in 2019

A complaint alleging that an employer discriminated against an employee when it failed to accommodate her disability related needs and failed to implement fire evacuation protocols that considered the needs of persons with disabilities, was referred by the Board of Commissioners to a public hearing, with one final opportunity to resolve in mediation. A Mediator was able to help the parties resolve the complaint. The employer agreed to participate in human rights training, issued an apology and provided compensation for the injury to the Complainant's dignity.

20

issues of discrimination were resolved prior to the registration of a formal complaint in 2019

In 2019, a human rights officer assisted parties to resolve a human rights concern without the need to register a formal complaint. The concern related an accessibility issue in a new fitness facility. The fitness facility agreed to change their built-in environment to address the access issue for the customer and other individuals with disabilities.

36%

of complaint files opened were resolved through mediation prior to an investigation or were not pursued in 2019

In 2019, a mediator assisted the parties to a complaint resolve their concerns prior to the investigation of the complaint. The complaint alleged that a customer who relies upon a mobility aid was discriminated against by staff of a store. According to her complaint, a customer service clerk pushed her while she was in her mobility device and lifted her device so that she could pass past her. When the customer contacted the store to complain, she did not receive a response. The store apologized to the customer, agreed to compensate her for the injury to her dignity and committed to providing training on Standards for Accessible Customer Service for all of its employees in Manitoba.



Inspiring Equality



Inspiring Equality, Promoting Change

"Much discrimination is rooted in ignorance and education is essential to its eradication."

– The Human Rights Code

Public education in 2019

1,600

people attended the Commission's human rights education in 2019

526

people were referred to other agencies for assistance

200

students were educated on human rights

300

staff of landlords, property managers and other housing providers were trained about how to identify and address human rights issues in the context of housing responsibilities in *The Code*

17

organizations received customized human rights training

In 2019, we continued providing targeted education to the public on pressing human rights issues, specific to particular industries and professional settings. In particular, we focused on developing the capacity of educators to respond to human rights issues. We presented to the Canadian Association of Communicators in Education and the University of Manitoba's Faculty of Community Health Sciences on the importance of integrating human rights concepts into curriculum development and delivery.

"It is important that human rights educational programs assist Manitobans to understand all their fundamental rights and freedoms, as well as their corresponding duties and responsibilities to others."
Preamble, The Human Rights Code

"Thank you so much for coming to speak to our organization. I really appreciate you taking the time to help us better understand reasonable accommodation and the characteristics protected under The Human Rights Code. I'm sure that the energy and time you've invested in us will pay great dividends going forward."
Public Service Leader



We continue to respond to requests from professional associations and industry groups to provide customized human rights training in response to their specific needs at their meetings and conferences. Thank you to the following organizations for asking the Commission to deliver customized training at your events:

- AGI Westeel
- City of Winnipeg Human Rights Committee of Council
- Community Legal Education Association
- Edge Skills Centre
- Entry Program
- Manitoba Families
- Manitoba Hindu Senior Society
- Occupational Health Centre
- Parks Canada
- Pulford Community Living Services
- Resource Assistance for Youth
- Simpkin Centre
- St. John's Ravenscourt
- Success Skills Centre

19th Annual Manitoba Human Rights Awards

Since 1989, the Commission has held an event to celebrate international Human Rights Day on December 10. Together with our partners, the Canadian Human Rights Commission and the Manitoba Association of Rights and Liberties, we hosted the 19th annual Manitoba Human Rights Awards. The event is an important opportunity to bring together rights advocates in our community who work tirelessly and often silently to advance equality and challenge the discrimination faced by members of their communities. Every year, the stories of the award recipients inspire us to continue our work and find new and innovative ways to bring about change.



As in previous years, the organizing committee put a call out to Manitoba artists to design a unique piece to be awarded as the Human Rights Commitment Award. This year, Winnipeg artist Idiko Nova's artwork "One Community" was selected by the award committee. The work focuses on what we all share, namely a need for belonging and celebration.

In 2019, the Manitoba Human Rights Commitment award was presented to Taja Lonstrup. Taja is a resident of Brandon Manitoba and mother to two children who have disabilities. Taja has worked tirelessly to promote the rights of her children and the rights of caregivers of people with disabilities. In her award nomination, Inclusion Westman states, "[her] efforts to raise awareness, lobby decision makers such as local MLAs, and to pressure local service providers has been very effective in making gaps in service evident. She is interested in empowering families to speak out for the supports and services they need in order to participate fully as a family, and to be contributing members of their community." In addition to Taja, the awards committee recognized Shameless Circle, a volunteer-led healing circle for women aimed to end stigma around shaming women for standing up for themselves and their children. Shameless provides a safe space for all women who experience isolation and are seeking a sense of community.





In 2019, the Sybil Shack Youth Award was presented to Oyindamola Alaka. Oyindamola is a recent graduate of the University of Manitoba, where she was active in student politics. Oyindamola was one of the organizers of #BringBackOurGirls, a 2014 campaign in response to the abduction of 276 school-aged girls in Nigeria. In 2018, she founded the Young Black Professionals Network of Manitoba and is active in the Congress of Black Women. Her record of achievement demonstrates the immeasurable impact youth can have in the advancement of human rights.

Finally, the Aaron Berg Award was presented to Sacha Paul. Sacha is a member of the English River First Nation, a Dene community located in Northern Saskatchewan. He is a graduate of the University of Manitoba, Faculty of Law (2002). Admitted to the Manitoba Bar in Manitoba in 2003, Northwest Territories Bar in 2007, and Nunavut Bar in 2014. He is a partner at Thompson Dorfman Sweatman LLP, where he practises in the areas of Indigenous Law, Public/Administrative Law, Insurance Law and Personal Injury Law. Through his practice and his community involvement, Sacha has demonstrated a significant commitment to ensuring access to justice and the advancement of human rights. He represented Amnesty International in *Omar Khadr v. Canada*, a case which has had far-reaching impact in domestic and international human rights law. Sacha sits on the Manitoba Law Reform Commission, is a Bencher for the Law Society of Manitoba. He is an editor with the Canadian Native Law Reporter and has taught and mentored law students at the University of Manitoba's Robson Hall. As noted in his nomination for this award, "Sacha takes a practical, proactive approach and incorporates a human rights mindset into all that he does."



The awards committee also recognized the work of the Legal Help Centre. The mission of the Legal Help Centre is to provide access to justice to all persons. This non-profit organization has filled a void in our legal system by providing legal workshops and services to low income individuals who may not qualify for legal aid or other services. Their commitment to access to justice exemplifies the spirit of the award, which seeks to advance equality and justice for all Manitobans.

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