



MANSO
MANITOBA ASSOCIATION
OF NEWCOMER SERVING
ORGANIZATIONS

Annual Report 2025-2026




**We're Better
Together**
BetterTogetherCanada.ca



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Board of Directors

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Portage Learning and Literacy
Centre (PLLC)

VICE-PRESIDENT

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(SOIS)

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Assessment and Referral Centre
(WELARC)

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Resilia Community Wellness Centre

JENNIFER TOMSICH

Newcomers Employment and
Education Development Services
(N.E.E.D.S.)

MWUMVANEZA AZARIAS

BUTARIHO

New Journey Housing

ANNA JANIK-KELLY

Red River College Polytech (until
November 2025)

ROSELYN ADVINCULA

Immigrant Centre Manitoba Inc.
(until June 2025)

KARINA FLORES

West Central Women's Resource
Centre

BORIS NTAMBWE

Société de la francophonie
manitobaine (until November 2025)

ENVER NAIDOO

Westman Immigrant Services (WIS)

MANSO Staff

SEID OUMER AHMED

Executive Director

NADIA MAHMOOD

Director of
Programming
(since June 2025)

DON BODDY

Small Centre Manager

CRISTINA DREYER

Language Support and
Program Manager

ADIA KOODOO

Communications and
Project Coordinator
(interim, until June 2025)

JUSTINE TRINH

Communications and
Project Coordinator

ERIKA FREY

Anti-Racism and GBA
Plus Specialist

DANIELA RUIZ

Provincial Coordinator

KAREN LOEB

Resource and Event
Support

SHEREE BACANI

Member Support and
Office Administrator
(since November 2025)

JUN ZOU

Office Manager/
Bookkeeper
(until June 2025)

BELKIS ELMOUDI

Practicum Student
(Sept. 2025 - April 2026)

BENEDICTA

AKINRIYIBI TEMITOPE
Accountant [contract]



FUNDED BY:



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



Land Acknowledgement

MANSO and its members are located on Treaty 1, 2, 4 and 5 territories, which are the ancestral lands of the Anishinaabeg (Ojibway), the Ininiwak (Swampy Cree), the Anisininew, the Dene, the Dakota peoples, and the homeland of the Metis. The MANSO office is located on Treaty 1 territory.



As an agency that works to support staff and newcomers in the settlement sector, we recognize that all people in Canada - newcomers, Indigenous Peoples, and non-Indigenous Canadians, have a responsibility to work towards reconciliation. Following the lead of Indigenous communities, we commit to ongoing learning, truth-telling, and encouraging others to follow a path of reconciliation in their own lives and organizations.

MISSION

To facilitate successful newcomer inclusion by providing leadership, support, and a unified voice for settlement organizations.

VISION

A Manitoba where newcomers are welcomed, supported, and empowered to thrive in an inclusive community.

STRATEGIC PILLARS AND GOALS

1. Anti-Racism, Equity and Reconciliation

Drive systemic change by embedding anti-racism, equity, and reconciliation across the sector.

GOAL: Equip members with resources, training, and tools to actively dismantle racism, decolonize their work, and strengthen inclusive practices.

2. Member Engagement and Capacity Building

Build a stronger, more connected sector through collaboration and shared learning.

GOAL: Strengthen member capacity through training, professional development, and organizational support.

3. Growing Cross-Sector and Community Relationships

Expand partnerships and networks to enhance sustainability and collective impact.

GOAL: Build partnerships with communities, non-profits, Indigenous leaders, and other sectors to create a coordinated, responsive newcomer-serving network across Manitoba.

4. Government and Stakeholder Relations

Amplify the sector's voice to influence policy, shape narratives, and advance newcomer rights.

GOAL: Mobilize a collective sector voice and facilitate dialogue with governments and stakeholders to drive systemic change, amplify newcomer perspectives, and advance the interests of members and the communities they serve.

Acknowledgements

We would like to extend our appreciation to our funders IRCC and the Manitoba government for their continued engagement throughout the past year. This long standing commitment has shaped the sector's ability to respond to the newcomer community needs and to remain resilient through repeated cycles of change.

As we look ahead, we remain deeply grateful for the trust you have placed in us. Your support continues to be a cornerstone of the sector's impact and its ability to serve newcomers across Manitoba.

Team MANSO: Your job description is never the whole story. You carry roles no one names and responsibilities no one sees. Your ability to stay focused, even in the face of transition, is admirable.

Board: Your leadership has been a guiding light for MANSO. Your dedication, vision, and ability to motivate are truly remarkable. Thank you for leading us to success.

MANSO members: You are the foundation of everything we do and you are a true embodiment of dedication and hard work. You are the first welcome, the calm voice in uncertainty, and the guide through systems that weren't built with newcomers in mind. Your adaptability, compassion, and expertise form the backbone of our sector! Thank you for your ongoing support and for the countless ways you show up for newcomers and for one another.

As we look ahead, alongside our funders, team, board, members, and partners, we remain committed to building stronger, more welcoming communities across Manitoba. Guided by shared values and dedication, we will continue to shape a sector that stands firmly with newcomers and champions their success.



President's Report

This past year has been one of both challenge and resilience for Manitoba's newcomer-serving sector. Across our province, organizations have continued to respond to the needs of newcomers with dedication, creativity, and compassion, even as we navigate a period of uncertainty and change.

The 2025-2026 year brought important conversations about the future of settlement services in Canada. The federal government's Comprehensive Expenditure Review and the broader policy environment have created real concerns about the long-term stability of programs that newcomers and communities rely on. Many organizations are facing difficult questions about how to sustain services while continuing to meet growing and evolving needs.

Despite these challenges, I remain deeply inspired by the strength and commitment of our sector. Every day, frontline staff and community partners across Manitoba welcome newcomers, help families settle into schools and neighbourhoods, support individuals in finding meaningful employment, and create spaces where people can build new lives with dignity and belonging.

Over the past year, MANSO has continued to play an important role in bringing organizations together, amplifying our collective voice, and ensuring that the experiences of both service providers and newcomers are reflected in national and provincial conversations. Through engagement with partners across Canada, advocacy with government, and the sharing of resources and promising practices, we have worked to strengthen collaboration across our network.

What stands out most to me this year are the stories behind the work. Stories of families arriving in Manitoba and finding a welcoming community ready to support them. Stories of newcomers who, within a short time, move from receiving services to becoming volunteers, mentors, and leaders themselves. Stories of

organizations working together across regions to solve problems and improve access to services.

These stories remind us that settlement work is ultimately about people and community. The impact of this work extends far beyond individual programs; it shapes stronger, more inclusive communities across our province.

As we look ahead, there will undoubtedly continue to be uncertainty. However, I remain hopeful because of the people who make up this sector. The dedication, professionalism, and compassion demonstrated by newcomer-serving organizations every day give me confidence that we will continue to adapt, innovate, and advocate for the services that newcomers need to thrive.

On behalf of the MANSO Board of Directors, I want to thank our members, partners, funders, and the many staff and volunteers whose work makes such a difference in the lives of newcomers across Manitoba. Your commitment continues to strengthen our communities and our province.

Together, we will continue to build a welcoming Manitoba for all.

Cathy Dowd

**PRESIDENT,
MANSO BOARD OF DIRECTORS**



Executive Director's Report

2025 has been a year of profound challenge and reflection for our sector. Once again, funding reductions have reshaped the environment in which we operate. While often framed as necessary fiscal restraint, these decisions carry deep human consequences. Their impact is felt across our sector—and most painfully by frontline staff with lived experience, who give so much of themselves to this work. Many of these individuals, whose trusted voices have carried powerful stories, have lost their roles. Their absence is felt not only across our organizations, but at the very heart of our shared vision.

We recognize that funders operate under significant pressure and competing priorities. They are tasked with making difficult decisions, and we remain genuinely grateful for their continued support. Their investments have enabled us to design and deliver initiatives that have changed lives and strengthened communities. That impact is undeniable. At the same time, repeated reductions raise serious concerns about the long-term sustainability of our sector. Innovation, responsiveness, and client-centred programming cannot thrive on unstable ground.

When large-scale humanitarian responses are required, governments consistently turn to our sector for leadership. They rely on our expertise to design coordinated responses, identify system gaps, and implement solutions in real time. Over the past several years, MANSO has played a central role in convening partners, aligning efforts across sectors, and ensuring that newcomers are met with timely, coordinated support. Together, we have delivered complex, large-scale responses under pressure—and what we have achieved during these moments has been extraordinary.

Time and again, we demonstrate resilience that is both inspiring and humbling. Organizations adapt with creativity, and staff show unwavering commitment. This resilience is not accidental; it has been built over years of collaboration, grounded in strong relationships and a shared commitment to welcoming newcomers and knowing this makes us stronger.

As we look ahead, we do so with both honesty and hope: honesty about the structural challenges that must be addressed, and hope rooted in the knowledge that when funders and service providers work in true partnership, transformative change is not only possible—it is inevitable.

We remain committed to that partnership, to the people we serve, and to building a sector that is not merely surviving but thriving. The progress achieved through past investments must not be lost. Together, we can ensure a future defined not by scarcity, but by shared purpose, stability, and lasting impact.

[We're Better Together.](#)

Seid Oumer Ahmed

EXECUTIVE DIRECTOR



Sector Leadership & Engagement

Throughout 2025-2026, MANSO continued to play a central role in strengthening coordination across Manitoba's newcomer-serving sector—bringing together service providers, government partners, and community organizations to respond to evolving needs, close service gaps, foster welcoming communities, and improve outcomes for newcomers.



World Refugee Day 2025: Together on Treaty One – Stories of Welcome and Belonging

MANSO and partners convened more than 20 organizations across sectors to deliver a World Refugee Day event (June 20, 2025) that created space for meaningful dialogue between refugees, Indigenous communities, and the broader public.

With over 500 participants and 17 organizations hosting information tables, the event strengthened cross-sector relationships, increased public awareness, and amplified the voices and experiences of refugees. Through

cultural performances, personal storytelling, and community dialogue, the event deepened understanding and reinforced a collective commitment to building welcoming and inclusive communities on Treaty One lands.

MANSO Information and Networking Fair 2025

MANSO's annual Information and Networking Fair brought together nearly 80 participants from 27 organizations, creating a highly effective platform for knowledge-sharing and sector connection.

The event strengthened referral pathways and improved frontline staff's understanding of available services, helping ensure newcomers are more efficiently connected to the supports they need. Evaluation results reflect this impact, with 100% of participants indicating that the event enhanced collaboration and would be recommended to new staff.



"...the cultural performances, personal stories, and informational sessions offered a powerful platform for learning and reflection, highlighting both the resilience and contributions of refugees. Overall, it was a well-organized and impactful event."

- WORLD REFUGEE DAY PARTICIPANT

Open Doors Series 2025-2026

In partnership with Red River College Polytech, MANSO launched the Open Doors Series—an initiative designed to strengthen connections across Manitoba’s newcomer-serving sector. Each month, a member organization hosts a site visit, inviting peers to tour their space, explore their programs, and gain deeper insight into how they support newcomers.

The 2025-2026 series featured SEED Winnipeg, Red River College Polytech’s Centre for Newcomer Integration, Opportunities for Employment, Pluri-elles, and N.E.E.D.S., bringing together 158 participants from 33 organizations.

This increased cross-organizational familiarity strengthened referral pathways, improved collaboration, and enhanced sector cohesion. Plans are already underway to continue the series in 2026–2027 and beyond.

“The Open Doors event is a wonderful beginning of a more in-depth and more fruitful collaboration and engagement between community organizations.”

- OPEN DOORS PARTICIPANTS





Refugee Resettlement

Manitoba has a long and proud history of welcoming and supporting refugees, with communities across the province playing a vital role in helping newcomers rebuild their lives. MANSO continues this legacy by working in partnership with service providers, sponsors, ethnocultural groups, and government partners to strengthen coordination, address emerging challenges, and support successful resettlement across Manitoba.

The second RAP Networking Day brought together 30 participants from 8 organizations supporting Government-Assisted Refugees across Manitoba. By convening partners to address shared challenges—including housing, complex needs, referral and service gaps, and system navigation—MANSO supported more aligned approaches and helped reduce barriers to successful settlement for individuals and families fleeing war and persecution.

MANSO also convened regular collaboration meetings with Manitoba's 13 Sponsorship Agreement Holders (SAHs), the Refugee Sponsorship Training Program (RSTP), and SAH Association representatives. These meetings strengthened communication and coordination in support of Privately Sponsored Refugees (PSRs) and their Sponsorship Groups, while building partnerships and improving SAHs' ability to connect newcomers to services, navigate systems, and establish their lives in Manitoba.



"I have gained new ideas of tools, strategies, and approaches to identify clients' needs and respond to their needs. I feel empowered and inspired to continue providing impactful and productive settlement services."

- RAP NETWORKING DAY PARTICIPANT



Manitoba Welcoming Week 2025

MANSO played a key role in Manitoba's first-ever Welcoming Week, supporting the Government of Manitoba's Department of Labour and Immigration to advance conversations on inclusion and belonging across the province.

As part of this initiative, MANSO delivered a province-wide anti-racism webinar attended by over 80 participants, strengthening awareness and equipping attendees with practical tools to support more inclusive communities. MANSO also supported the promotion of the inaugural Manitoba Mosaic Awards, recognizing newcomer leadership and contributions across the sector.

We are especially proud that MANSO's Executive Director, Seid Oumer Ahmed, was honoured with the Newcomer Trailblazer Award, recognizing his leadership, innovation, and impact in strengthening newcomer-serving systems across Manitoba. Further details on [Provincial Coordination](#) initiatives can be found on pages 20-21.



National Representation and Engagement

MANSO continued to represent Manitoba's settlement sector at key national and regional tables, ensuring that local realities inform broader policy and program discussions.

In 2025-2026, MANSO's Executive Director, alongside Manitoba Service Provider Organizations (SPOs), actively participated in committees such as the *Settlement and Integration Policy and Program Committee* (SIPPC) and the *Settlement and Integration Service Delivery Committee* (SISDC), as well as their respective working groups. MANSO also contributed to national discussions at the Program Renewal meeting in Ottawa in November 2025.

These engagement spaces provide a structured forum for service providers and federal partners to engage in solutions-focused dialogue, strengthening relationships and supporting more responsive, evidence-informed approaches to program design and delivery. While program directions and funding decisions continue to be guided by IRCC priorities and strategic objectives, these forums remain an important mechanism for elevating sector-wide issues and sharing frontline insights.

Through this participation, MANSO helped ensure that the experiences and challenges of Manitoba's newcomer-serving organizations inform ongoing national policy and program discussions.

Our Networks

MANSO's work is grounded in strong partnerships across the settlement sector and beyond. Through active participation in a wide range of settlement sector and non-profit networks, community partnerships, and government and system-level engagement tables, MANSO helps ensure that the voices and experiences of Manitoba's newcomer-serving organizations inform collaboration, coordination, and decision-making at all levels.

These networks strengthen knowledge-sharing, support collective action, and enhance the sector's ability to respond to emerging needs across Manitoba and Canada.

Sector and Community Networks

MANSO collaborates with a wide range of sector networks, community-based coalitions, and partnerships to support knowledge-sharing, strengthen relationships, and advance collective priorities across the newcomer-serving sector:

- Anti-Racism in Sport Campaign
- Canadian Council for Refugees (CCR)
- Canadian Network for Equity and Racial Justice (CNERJ)
- Coalition of Manitoba Cultural Communities for Families (CMCCF)
- Collaborative Table on Anti-Racism and Equity for (Re)Settlement Organizations (CTAR)
- Disrupt Racism in Healthcare
- Healthcare for All
- Immigrant Partnership Winnipeg (IPW) Council, Sector Tables and Coalitions
- Immigration Matters in Canada Coalition
- Make Poverty History Manitoba (MPHM)
- Manitoba HIPPY (Home Instruction for Parents of Preschool Youngsters)
- Manitoba Rural Community Immigration Program (RCIP) Collaborative
- National Newcomer Collective for Truth and Reconciliation (NNCTR)
- Newcomer Education Coalition (NEC)
- Network of Organizations for the Wellbeing of Newcomers, Immigrants and Refugees (NOWNIR)
- Pathways to Prosperity (P2P)
- PNT RAP Sector Call
- PNT Regional PD Committee
- PNT Small Centre Support and Coordination
- PNT Walking Together Collaborative
- Réseau en Immigration Francophone (RIF)
- Right to Housing (R2H)
- SettleNet.org
- SWIS (Settlement Workers in Schools)
- TESL Manitoba



Government and System-Level Engagement Networks

MANSO engages with provincial, national, and educational advisory tables to ensure that frontline insights inform policy, program design, and system-level decision-making:

- Brandon University CARES Advisory Team
- Brandon University Rural Development Institute
- Manitoba Health Insured Benefits Quarterly Meetings
- Mental Health on the Prairies Conference Advisory Team
- National Settlement & Integration Council (NSIC)
- Provincial Language Access Advisory Committee (Shared Health)
- Provincial Race, Ethnicity and Indigenous Identity Data Governance Steering Committee
- Refugee613 National Advisory Table
- Refugee Claimant Community Coordination Table (Province of Manitoba, Settlement and Homelessness Sector)
- Resiliency in Action National Project (GBV-VESTA Social Innovation Technologies)
- Settlement and Integration Policy and Program Committee (SIPPC)
- Settlement and Integration Service Delivery Committee (SISDC)



Communications and Outreach

MANSO's communication platforms remained essential tools for amplifying the collective voice of the settlement sector and strengthening connections between members, newcomers, and the broader public. In 2025-2026, MANSO's digital reach grew steadily across all platforms, reinforcing its role as a trusted hub for timely information, resources, and sector-wide coordination.



WEBSITE AND DIGITAL HUB

MANSO's website welcomed **45,725 unique visitors**—an **increase of approximately 7%** over the previous year. Continued high traffic to the Sector Jobs page reflects sustained demand for employment and volunteer opportunities, while strong engagement with the Events Calendar and Member Directory highlights the sector's reliance on MANSO to stay connected and informed.



E-NEWSLETTER

MANSO's bi-weekly e-newsletter remained a cornerstone of sector communication, with **24 editions** distributed to **2,284 subscribers**.

The newsletter delivers timely updates on funding, research, policy, events, and professional learning.



SOCIAL MEDIA ENGAGEMENT

MANSO's presence on Facebook and Instagram (@mansomanitoba) continued to grow and diversify.

Facebook views increased by 67% compared to the previous year, while Instagram engagement more than doubled—expanding reach among a younger and more diverse audience.

Together, these efforts strengthened sector communication, increased access to timely information, and enhanced MANSO's ability to connect organizations, practitioners, and the broader public across Manitoba.

Key Communications Metrics

The following metrics highlight the reach and engagement of MANSO’s communication platforms in 2025-2026:



WEBSITE

45,725
VISITORS

159,944
PAGEVIEWS

Top Pages:

- [Sector Jobs](#)
- [Events Calendar](#)
- [Member Directory](#)
- [Tools & Resources](#)



E-NEWSLETTER

24
EDITIONS

2,284
SUBSCRIBERS

60,688
SENDS

SOCIAL MEDIA



FACEBOOK (@MANSOMANITOBA)

2,362
FOLLOWERS

41,800
VIEWS

2,800
VISITS



INSTAGRAM (@MANSOMANITOBA)

1,189
FOLLOWERS

15,228
VIEWS

These metrics reflect the growing reach and relevance of MANSO’s communications as a central hub for information, connection, and coordination across the settlement sector.

Professional Development and Sector Capacity Building



31

**PROFESSIONAL
DEVELOPMENT (PD)
OPPORTUNITIES**



14

**EVENTS AND
NETWORKING
OPPORTUNITIES**



MORE THAN

2000

**PARTICIPANTS ACROSS 45
PD SESSIONS AND EVENTS**

In 2025-2026, MANSO's professional development programming strengthened the sector's capacity to respond to increasingly complex newcomer needs. **More than 2,000 participants engaged in 45 sessions and events, building skills in service delivery, organizational capacity, and leadership across the settlement sector.**

Programming responded to evolving sector priorities, with a strong focus on anti-racism and equity, reconciliation, frontline service delivery, accessibility, and knowledge-sharing. New and expanded initiatives—including the Open Doors Series, AI-focused workshops, and continued growth in Community Interpreter Training and MANSO 101—further strengthened cross-sector learning and collaboration.

Anti-Racism, Equity, and Inclusion

Equity-focused capacity building remained a core priority throughout the year. Through targeted training sessions, MANSO equipped participants with practical tools to move from awareness to action, strengthening organizational practices and culturally responsive service delivery across the sector.

Highlights included:

- *Building Anti-Racist and Equitable Organizations* (May 2025), facilitated by Jackie Hogue
- *Everyday Equity: Easy Tools to Spark Team Learning* session introducing Manitoba-developed GBA Plus tools (September 2025), facilitated by MANSO's Anti-Racism and GBA Plus Specialist.
- *Cultural Competency Training for Settlement Workers* (June 2025), delivered in partnership with Resilia Community Wellness Centre
- *Anti-Racism in Action: Building Belonging and Welcoming Communities* (September 2025)
- *From Commitment to Action: Turning Anti-Racism Commitments and Policies into Practice* (February 2026), facilitated by Jackie Hogue

Together, these sessions strengthened the sector's ability to embed equity and anti-racism into practice, demonstrating a continued commitment to inclusive and responsive service delivery.



Indigenous Education and Learning

MANSO advanced reconciliation through learning and professional development opportunities that built awareness and deepened understanding of Indigenous histories and perspectives across the sector.

Highlights included:

- *Walking Together – Building a Path to Meaningful Relationships* (March 2026): Delivered in partnership with Indigenous leaders, this hybrid professional development and community gathering used learning circles to support dialogue and deepen understanding between newcomer-serving organizations and Indigenous communities.
- *PNT Virtual Fireside Chats*: Co-hosted with AAISA and SAISIA, these sessions strengthened shared learning between newcomer-serving organizations and Indigenous communities. The first session focused on Indigenous education (September 2025), while the second, *From Many Places to One Circle* (January 2026), explored shared experiences and pathways for newcomers and Indigenous communities.

Together, these initiatives strengthened sector-wide learning and supported the development of knowledge, awareness, and capacity to engage in reconciliation.

“Thank you for organizing an amazing and thoughtful event. I found the conversations and shared experiences to be insightful, and it was a valuable opportunity to reflect and learn. I truly appreciate being part of it, and I hope to be a part of any future events.”

**- WALKING TOGETHER –
BUILDING A PATH TO
MEANINGFUL
RELATIONSHIPS
WORKSHOP PARTICIPANT**



Settlement Sector Capacity Building

Strengthening frontline service delivery and organizational capacity remained a key focus throughout the year. Through targeted professional development and networking opportunities, MANSO equipped sector staff with practical tools to respond to increasingly complex newcomer needs.

Highlights included:

- Settlement Workers in Schools (SWIS) Professional Development Day (May 2025)
- *Establishing Healthy Boundaries for Settlement Sector Workers* (May 2025), delivered in partnership with Resilia Community Wellness Centre
- *Strategies for Dealing with Distractible Clients* (April 2025)
- *Supporting Clients with Benefits & Credits: What's Working, What's Not* (January 2026), delivered in partnership with New Journey Housing
- *Accessibility for Manitobans Act: Customer Service Standards training* (delivered in three cohorts throughout the year)
- Volunteer Management Professional Development & Networking Day (November 2025)
- MANSO Housing Day (October 2025)
- MANSO Foundations Teacher's meeting (April, 2025, November 2025, February 2026)
- MANSO Small Centre Language Sector Meeting (September 2025, March 2026)
- MANSO Lead Teacher Networking & Training Event (November 2025)
- MANSO RAP Networking Day (March 2026)

Together, these initiatives strengthened service delivery, supported collaboration, and enhanced the sector's capacity to deliver coordinated, responsive support.





Knowledge Mobilization and Sector Orientation

Sharing timely information on resources, services, and new initiatives—alongside sector orientation—remained a key focus throughout the year. Through low-barrier opportunities designed for staff of busy member organizations, MANSO supported cross-organizational learning and strengthened understanding of the settlement sector.

Highlights included:

- 5 *Lunch & Learn* virtual sessions on health navigation, family support, equity tools, and gender-based violence
- 3 *MANSO 101* sessions providing an overview of MANSO's resources and the broader settlement ecosystem

Together, these initiatives strengthened sector awareness, supported knowledge exchange, and contributed to a more connected and informed network across Manitoba.

Community Interpreting Training

Strengthening access to high-quality interpretation services remained a key priority throughout the year. Through structured training and workshops, MANSO supported the development of skilled interpreters and strengthened the sector's capacity to deliver accessible services to newcomers.

Highlights included:

- Community Interpreter Training (CIT), delivered in partnership with Westman Immigrant Services (WIS) and Shared Health, offered in two cohorts throughout the year and provided free of charge to eligible participants.
- Direct connection of CIT program graduates with MANSO member organizations to address emerging interpretation needs, including in legal and domestic violence contexts.
- Orientation to Community Interpreting workshops, offered across four sessions, supporting staff and volunteers in building foundational knowledge of interpreter roles, ethics, and standards of practice.

Together, these initiatives strengthened the availability of qualified interpreters, enhanced service accessibility, and ensured that training investments translated into practical, sector-wide impact.

“Very informative and well structured... It was a valuable learning experience and strengthened my confidence as an interpreter.”

**- ORIENTATION
TO COMMUNITY
INTERPRETING
WORKSHOP
PARTICIPANT**

Provincial Coordination

MANSO strengthened its leadership role in provincial coordination by bringing together service providers, government partners, and community organizations to respond to evolving newcomer needs across Manitoba. In addition to playing a key role in the Government of Manitoba's first-ever [Welcoming Week](#) (further details can be found on page 11) this work supported more coordinated, timely, and effective responses across sectors—including housing, health, and social services—while ensuring that frontline realities informed system-level decision-making.

A key focus was supporting Manitoba-eligible clients, including refugee claimants and individuals with temporary status, who often face complex barriers in accessing services. By gathering and sharing on-the-ground insights, MANSO helped provincial partners better understand emerging challenges and respond more effectively.

Refugee Claimants

Strengthening coordination to support refugee claimants remained a key focus throughout the year. Through cross-sector collaboration and targeted initiatives, MANSO supported more coordinated responses to complex and evolving needs.

Highlights included:

- **Refugee Claimant Community Coordination Table:** MANSO convened 8 meetings, bringing together organizations from the settlement, shelter, health, and social services sectors to share updates, identify challenges, and strengthen referral pathways.
- **Refugee Information Hub Sessions:** Delivered at the Salvation Army Centre of Hope and Sunrise Family Shelter, in partnership with Healthy Muslim Families, New Journey Housing, and Welcome Place, these sessions provided newly arrived refugee claimants with access to essential information and supported navigation of legal, housing, health, and income support systems.
- **Asylum Claimant Employment Integration Framework and Pilot:** In partnership with the Province of Manitoba, MANSO supported stakeholder engagement and discussions on key barriers and approaches to employment integration, including insights from service providers working with women and gender-diverse refugee claimants.

Together, these initiatives strengthened coordination, improved access to services, and informed more responsive, system-level approaches to supporting refugee claimants across Manitoba.



Other Manitoba-Eligible Clients

Supporting organizations working with Manitoba-eligible clients (including temporary residents with work or study permits, refugee claimants, along with their families) remained a key focus throughout the year. Through coordination, capacity building, and cross-sector engagement, MANSO strengthened the sector's ability to respond to complex and evolving needs.

Highlights included:

- **Cross-Sector Coordination and Complex Case Support:** MANSO facilitated connections between organizations to respond to complex client situations related to housing, health access, education, and system navigation, strengthening collaboration and referral pathways.
- **Frontline Training and Capacity Building:** In partnership with Info Hub partners, the Provincial Coordinator delivered training sessions to over 100 frontline staff across the health, social work, and homeless sectors, strengthening understanding of immigration pathways and improving service responses.
- **Provincial Committees and Working Groups:** MANSO convened and participated in committees focused on provincial priorities, supporting knowledge-sharing, coordinated responses, and the identification of common challenges and service gaps across sectors. Further details of [Committees](#) can be found on pages 27-30.

Together, these efforts strengthened cross-sector collaboration, improved service coordination, and enhanced the system's ability to respond effectively to the needs of Manitoba-eligible clients.



Policy Resolutions

From Policy to Action

In 2025-2026, MANSO's policy work focused on advancing policy into action—supporting members to bring policy to life through reflection, relationship-building, and shared learning. Grounded in commitments to reconciliation and anti-racism, this work centered on how policy is understood, applied, and lived across the sector. This year, MANSO focused on advancing this work in two key areas:

Advancing the [Guiding Principles Framework for Indigenous and Newcomer Engagement](#):

MANSO focused on moving the framework from development into practice. This policy resolution was affirmed at MANSO's 2025 AGM, marking an important step in collectively committing to this work and establishing a foundation for implementation across the sector. Shaped through ongoing dialogue with members and guidance from Indigenous partners, Elders, and Knowledge Keepers, the framework reflects shared learning grounded in humility, truth-telling, and relationship-building. It provides a foundation for advancing reconciliation efforts across the sector, supporting organizations in building respectful relationships and aligning their work with Indigenous rights and self-determination. An important step in this ongoing journey took place in March 2026 through *Walking Together: Building a Path for Meaningful Relationships* gathering, which brought member organizations and Indigenous communities together to reflect on and apply the Guiding Principles Framework in practice. For more information, see [Indigenous Education and Learning](#) (p. 17) and [Building Indigenous Relationships and Decolonizing Practice](#) (p. 38] sections.

Advancing Anti-Racism in Policy and Practice:

MANSO supported members to embed anti-racism into programs, services, and organizational practices, including responding to IRCC policy requirements. Through practical, hands-on support—such as capacity building, co-developed resources, and one-on-one engagement—organizations strengthened their ability to develop and implement anti-racism and anti-discrimination policies and action plans. Tailored professional development sessions further supported this work, creating space for deeper learning, reflection, and the application of anti-racism approaches in day-to-day practice. Together, these efforts contributed to more consistent, informed, and equity-focused approaches across the sector. Internally, MANSO advanced its own commitments by finalizing anti-racism, anti-discrimination, and safety policies. Anti-racism practice and reflection were intentionally integrated into regular staff meetings, reinforcing a culture of continuous learning, reflection and accountability. For more information see [Anti-Racism, Equity and Inclusion](#) (p. 16), [Anti-Racism and GBA Plus](#) (p. 34).

Together, these efforts reflect MANSO's ongoing commitment to translating policy into meaningful, relationship-based practice, and to strengthening the sector's collective capacity to advance reconciliation and anti-racism.

The following policies have been passed at previous MANSO AGM's and continue to guide our work:

2019-2

[Availability of Stage 2 \(Canadian Language Benchmark 5-8\) Language Classes](#)

2019-3

[Policy Changes to Transportation Loans for Refugees](#)

2019-4

[Access Without Fear Policy](#)

2019-5

[Changes to Personal Information Requirements for Sexual Orientation, Gender Identity and Expression \(SOGIE\) Newcomers](#)

2019-6

[Addressing Educational Barriers for Newcomer Youth Linked to the 'E' Credit System](#)

2022-1

[Affordable and Appropriate Housing](#)

2021-1

[Anti-Racism Policy for the Settlement Sector](#)

2020-2

[Enhanced Opportunities in Gap Training and Bridge Programming for Internationally Educated Professionals \(IEPs\)](#)

2020-1

[Availability of Settlement Language Classes for Stage 1 \(Literacy-CLB 4\) Canadian Citizens and Temporary Residents](#)

2022-2

[Affordable and Accessible Internet](#)

2023-1

[Equity of Services for all Newcomers to Canada](#)

2023-2

[Ensuring Health Coverage and Settlement Services for International Students](#)

2024-1

[Ensuring Equitable Access to High Quality Childcare for Newcomer Families](#)

2025-1

[Guiding Principles Framework for Indigenous and Newcomer Engagement](#)



Language Sector Report

Resilience and Collaboration

The language sector continued to demonstrate resilience in 2025-2026, adapting to ongoing changes in funding, policy, and program delivery. Language Service Provider Organizations (SPOs) navigated an increasingly complex landscape while maintaining a strong commitment to supporting newcomers.

- **Responding to Sector Challenges:** Language SPOs adapted to ongoing funding reductions, changes to eligibility guidelines, and reductions in Stage 2 language programming, while continuing to support learners in building language skills, workplace readiness, and social integration.
- **Sector Networking and Collaboration:** The Language Advisory Group's quarterly meetings provided a space for SPOs to share updates, explore solutions, and respond to emerging challenges, including changes to CUAET eligibility, Stage 2 reductions, and evolving program requirements. The Language Sector Networking Event (October 2025) created space for knowledge-sharing, peer support, and recognition during a challenging period for the sector. MANSO also hosted two Small Centre Language Sector Meetings (September 2025 and March 2026), three Foundations Teachers' meetings (April 2025, November 2025, February 2026), and a Lead Teacher Networking & Training Event (November 2025), strengthening instructional approaches and supporting collaboration across organizations.

"I thoroughly enjoyed this VERY interesting event. There is nothing like having the privilege to get together with people from other service providers and collaborate. Thank you so much!!"

- LANGUAGE SECTOR NETWORKING EVENT PARTICIPANT

Committee Members:

Angela Mowbray (ACC), Angela Neufeld (USB), Breanne Fryza (RETIS), Carla Woods (WSD), Darlene Kretai (WIS), Ella Kroeker (MITT), Irina Volchok, (English Online), Jana McKee (SOIS), Jennifer Harris (RETIS), Louise Giesbrecht (ESEE), Lily Mariz (IRCOM), Luigi Tummillo (WELARC), Pauline Black (RRC), Rhoda Keck (Regional Connections), Scott Poole (RRC), Stephanie Stetefeld (Mosaic), Tara McLeod (SOIS), Tarek Aziz (ECRC), Toulou Papagiannopoulos (EDGE), Trevor Pfahl (TESL MB), Yini Song (English Online)

Small Centre and Rural Engagement

In 2025-2026, MANSO's Small Centre Manager's work focused on strengthening relationships, supporting service providers, and amplifying rural perspectives across the settlement sector. Grounded in reciprocity and respect, this work centred on walking alongside organizations as they welcome newcomers and build inclusive communities throughout rural Manitoba.

Small Centres in rural Manitoba continued to face complex realities this year. Many organizations are operating with limited capacity while responding to increasing demand. Staffing pressures, housing shortages, and transportation barriers continue to strain service delivery. At the same time, rural organizations demonstrate remarkable ingenuity, developing creative and flexible approaches to overcome these challenges and meet the needs of their communities.

"It's a dream come true to think that opportunities flow from personal connections."

- MIGUEL MCKELVEY

Highlights included:

- **Connections and Collaboration Meetings:** A central role of this work is connecting organizations to one another and to resources across the province—supporting collaborative problem-solving and coordinated responses to emerging issues. This was advanced through six Small Centre Organization Collaboration Meetings and four Small Centre Executive Director meetings. A strong example of the impact of this work was the launch of Manitoba Rural Community Immigration Pilot (RCIP) meetings. The Small Centre

Manager initially brought RCIP partners from across the province together, where established programs in Altona and Brandon provided mentorship and guidance to Steinbach as it began implementation. These meetings proved highly valuable and have since expanded to include the Francophone RCIP in St. Pierre-Jolys, continuing as a regular forum to share best practices and address common challenges. Manitoba's leadership in this area was also demonstrated through MANSO's Small Centre Manager being



invited to facilitate a workshop on best practices for building partner relationships at the National Small Centre Coordination Meeting in Abbotsford, BC, sharing innovations and approaches with partners from across Canada.

- **Regional Engagement and Member Visits:**

In-person and virtual visits supported organizations across rural Manitoba and played a key role in strengthening relationships and deepening understanding of local realities. Highlights included attending and bringing greetings to the opening of Brandon's Westman Multicultural Festival, as well as participating in Neepawa's Filipino Cultural Celebration—creating opportunities to build new connections and reconnect with community partners. A key highlight was a 2,000 km road trip in January 2026, during which members of the MANSO team visited organizations in Gimli, Thompson, The Pas, Swan River, Dauphin, and Neepawa—further strengthening connections and gaining insight into frontline needs.

- **Amplifying Rural Voices:** MANSO brought forward rural perspectives at local, provincial, and national tables, highlighting realities such as limited capacity, innovative programming, and the need for flexible approaches. MANSO played a key role in raising concerns from small centres that children of parents with precarious immigration status were being denied access to education. Drawing on national insights gained through the Canadian Council for Refugees (CCR) Consultation—including Ontario's Education Act, which guarantees access to education regardless of status—MANSO elevated this issue to the Premier's Office and will continue to follow up.

Together, this work strengthened relationships, supported collaboration, and reinforced the resilience of small centre organizations. While challenges remain, the sector continues to demonstrate innovation, adaptability, and a strong commitment to welcoming newcomers.

The strength of rural Manitoba lies in its people—in their care for one another and their commitment to building welcoming communities. This work continues, grounded in relationships and shared responsibility.



Committees



Care for Newcomer Children Committee

The CNC Committee meetings provided a collaborative space for members to share strategies aimed at delivering the best quality care for newcomer children. In response to identified needs for interpreter training tailored to CNC staff, one key achievement was facilitating a connection between ECCOE (E-Quality Communication Centre Of Excellence) and CMAS (Childminding Monitoring, Advisory and Support). This collaboration resulted in the delivery of a PD session at the CMAS Annual Conference, benefiting not only CNC programs in Manitoba, but also those across Canada.

Key discussion topics also included the increase in childcare wages in Manitoba and its impact on CNC programs. Members emphasized the importance of offering competitive salaries to retain experienced staff who understand the unique needs of newcomer families. In addition, the committee explored the potential long-term effects of the new functional guidelines related to the eligibility timeframe for economic class clients, with particular attention to how these changes may affect women caregivers and their children who attend CNC programs.

COMMITTEE MEMBERS: Aurelie Joly (WELARC), Breanne Fryza (RETIS), Brooke Schoonbaert (WIS), Cynthia Melquist (YMCA-YWCA Wpg), Jana McKee (SOIS), Kym Bottomley (Mosaic), Lily Mariz (IRCOM), Maria Rabadi (CMWI), Maureen Vaags-Nyhof (RETIS), Nalini Bangalore Ranganath (RRC), Natalie MacFarlane (Regional Connections), Toulou Papagiannopoulos (EDGE), Yana Zheleva (LRSD)



Professional Development Committee

The MANSO Professional Development Committee met four times across 2025-2026, bringing together frontline staff, coordinators, and organizational leaders to inform and shape MANSO's programming priorities.

A Member Spotlight at each meeting created space for sector partners to share their work and connect with peers. Featured speakers included Trevor Pfahl of TESL Manitoba, Gillian Roy of SERC, and Jennifer Loewen of MITT. Committee discussions directly shaped programming decisions, including the selection of new workshop topics and the growing Open Doors series. The February meeting brought a strategic focus—members engaged in structured conversations on budget priorities, MANSO's evolving role in the sector as a lead, convener, and amplifier, and how to ensure equitable access to professional development for small and rural organizations.

CO-CHAIRS: Gillian Roy (SERC) & Gita Sharma (WIS)

COMMITTEE MEMBERS: Angela Mowbray (Assiniboine College), Cathy Dowd (PLLC), Darlene Kretai (WIS), Erika Tang (N.E.E.D.S.), Irina Volchok (English Online), Jennifer Loewen (MITT), Leigh Anne Caron (SERC), Kari McCluskey (Resilia), Komaldeep Dhillon (SOIS), Misty Belcourt (LRSD), Monika Feist (Success Skills), Roselyn Advincula (Immigrant Centre), Stephanie Stetefeld (Mosaic), Timothy Van Slyke (YMCA-YWCA Wpg), Sviatoslav Baliuiev (EIS), Trevor Pfahl (TESL MB), Yini Song (English Online), Zebiba Ibrahim (CMWI)



Research Committee

MANSO's Research Committee advances evidence-informed work to strengthen the newcomer settlement sector across Manitoba. Through collaboration with member agencies and researchers, the committee gathers insights on service gaps, rural and regional realities, and the shifting needs of newcomers.

In 2025-2026, the committee hosted the presentation *Understanding Autism Spectrum Disorder in the Context of Immigration: Insights from Manitoba-Based Research* by Dr. Florencia Ricci. This inspired three other MANSO committees to invite Dr. Ricci to their meetings and led to fruitful knowledge-sharing between the research sphere and newcomer-serving organizations.

Grounded in principles of equity, anti-racism, and inclusion, the committee remains committed to strengthening sector-wide learning, supporting advocacy efforts, and contributing to more responsive and inclusive settlement services across Manitoba.

CO-CHAIRS: Sarah Zell (UofW), Steve Reynolds (Regional Connections)

COMMITTEE MEMBERS: Hafiz Jatto (OHC), Joseph Asomah (UofM), Junichiro Koji (Hokkaido University), Lindsay Larios (UofM), Lori Wilkinson (UofM), Mahmud Bhuiyan (N.E.E.D.S.), Megan Marques (IRCOM), Ray Silvius (UofW), Roselyn Advincula (Immigrant Centre), Shayna Plaut (CMHR), Shereen Denetto (IRCOM), Shirlyn Kunaratnam (Brandon University), Sreemali Herath (UofM), Veronica Loureiro-Rodriguez (UofM), Zoe St. Aubin (UofM)



Employment Committee

The MANSO Employment Committee, with members representing services for newcomers across entry-level employment, youth, refugees, and Internationally Educated Professionals (IEPs), met four times in 2025-2026. Guest presentations enriched each meeting: the University of Manitoba Extended Education shared labour market research and newcomer employment data in August 2025; Louis Riel College presented accessible training pathways and bridging programs for internationally trained workers in December 2025; and the RCMP's Diverse and Inclusive Pre-Cadet Experience (DICE) introduced a free national career exploration program for newcomers in February 2026. Across all four meetings, discussions reflected the sector's deepening work to support refugee claimants seeking employment and a sustained focus on credential recognition, the Canadian experience barrier, and adapting to a shifting funding landscape. Notably, the Open Doors series—one of MANSO's new initiatives this year—grew directly out of conversations at the August 2025 Employment Committee meeting.

COMMITTEE CHAIR: Jeff Patterson (SEED Winnipeg)

COMMITTEE MEMBERS: Amie Membreno (Immigrant Centre), Debbie Kroeker (RRC Polytech), Daniel A. Gravel (ECRC), Ricci Gementiza (MITT), Jose Chinchilla (SOIS), Maria Rabadi (CMWI), Iryna Sosnii (EIS), Jennifer Taylor (Food & Beverage Manitoba), Afsheen Siddiqui (Healthy Muslim Families), Carolina Meneses Zamora (IPW), Carina Blumgrund (JCFS), Martin Blumrich (Manitoba Start), Elizabeth Haacke (Opportunities for Employment), Michelle Johnson (RRC Polytech), Rami Saad (SEED Winnipeg), Monika Feist (Success Skills Centre), Sviatoslav Baliuiev (ERIP Local Immigration Partnership – Steinbach), Aric Goodbrandson (N.E.E.D.S.), Bisi Adebayo (Manitoba Immigrant Employment Council)



Housing Committee

The MANSO Housing Committee served as a space for service providers across Manitoba to share real-time challenges, exchange practices, and strengthen coordination in response to growing housing pressures affecting newcomer communities.

Throughout the year, discussions focused on limited housing availability, affordability, and the increasing complexity of supporting refugee claimants and Manitoba-eligible clients facing housing instability. The committee also created opportunities for engagement with partners, knowledge sharing through presentations, and resource development to support service providers and clients.

A key highlight was Housing Day in Portage la Prairie, which brought together service providers and provincial representatives. The event strengthened cross-sector understanding and referral pathways with presentations and discussions on navigating housing systems, tenant rights, and accessing housing supports for individuals experiencing gender-based violence.

CHAIR: Codi Guenther (NJH)

COMMITTEE MEMBERS: Ana Larrauri (Regional Connections), Anlyn Lotivio (NWRIS), Brishna Ahmad (SOIS), Ellen Gahigi (North End Women's Centre), Elda Colores (WIS), Ilce Pineda (NAISS), Iftu Ibrahim (LRSD), Jose Chinchilla (SOIS), Katia Kaci (Accueil francophone), Lisa Jansz (N.E.E.D.S.), Lisa Karol (Willow Place), Marie Bergen (Resilia), Markus Stahl (Family Dynamics), Nicole Moumy (Accueil francophone), Shawn Calder (Manitoba Housing), Valentina Cerka (Welcome Place), Shivani Kashyap (SOIS), Shane Henderson (Welcome Place), Haidee Maderal (WCWRC), Gillian Halmarson (PLLC), Emily Schott (EIS), Keitel Hermoso (EIS), Sviatoslav Baliuiev (EIS), Corey Mohr (NorWest Co-op Community Health), Cassia Proulx (NorWest Co-op Community Health), Jamela Foronda (NorWest Co-op Community Health), Abdikadir Ahmed (WSD)



Mental Health Committee

The MANSO Mental Health Committee continued its work supporting the mental wellness of newcomers and strengthening capacity across Manitoba's settlement sector. In 2025-2026, the committee focused on identifying emerging mental health needs, sharing best practices, and promoting culturally responsive supports.

The committee met regularly with member agencies, community partners, and mental health professionals to discuss trends, service gaps, and innovative approaches. Key initiatives included strategies on trauma-informed care, cross-sector collaboration sessions, and resources addressing stress, isolation, and access barriers in both rural and urban communities.

An ongoing priority is to make mental health resources practical and accessible, translating insights into tools and strategies that frontline workers can apply directly. Guided by equity, anti-racism, and inclusion, the committee continues to foster learning, advocacy, and resilient, supportive communities for newcomers across Manitoba.

CO-CHAIRS: Kari McCluskey (Resilia), Subas Dahal (Family Dynamics)

COMMITTEE MEMBERS: Adebukola Agboola (Family Dynamics), Amasiles Buzato (WCWRC), Bonface Beti (Resilia), Brooke Gillis (NEEDS), Carolina Moreno (ECRC), Emmy Bacani-Tipan (NorWest Co-op), Felicien Rubayita (Welcome Place), Geetha Jayasinghe (MFL-OHC), Geoffrey Thompson (MFL-OHC), Habtamu Wedajo (Family Dynamics), Hani Ataan Al-ubeady (WRHA), Heather Robertson (Resilia), Jennifer Tomsich (N.E.E.D.S.), Jimmy Nelson (CMHA), Kelsey Guyot (Heartwood Healing Centre), Kris Ontong (IPW), Marham Ali (CMWI), Marcel Lembissa (LRSD), Maria Rabadi (CMWI), Marnermoo Galloway-White (NJH), Nataliya Masyuk (Klinik), Pam Habing (Mood Disorders Association of Manitoba), Paula Migliardi (WRHA), Rita Chahal (Mood Disorders Association of Manitoba), Roselyn Advincula (Immigrant Centre), Sara Michael (Family Dynamics), Shivani Kashyap (SOIS), Shler Ali (Manitoba Possible), Yafet Ghebretnsae (IRCOM), Zebiba Ibrahim (CMWI)



Health Committee

MANSO's Health Committee continued to bring together service providers to discuss emerging health issues and barriers affecting newcomer communities across Manitoba. Conversations focused on access to health coverage, particularly for refugee claimants and individuals with temporary status, as well as ongoing challenges navigating the healthcare system.

Key topics included the Interim Federal Health Program, provincial health registration, and the need for clearer pathways between federal and provincial coverage. The committee also explored issues related to mental health, reproductive health, and culturally appropriate care.

Through presentations and discussions with partners, including health system representatives, the committee supported collaboration, resource sharing, and the identification of access challenges, contributing to more coordinated and responsive approaches to newcomer health across Manitoba.

CO-CHAIRS: Maureen Keelan (A & O), Felicien Rubayita (Welcome Place)

COMMITTEE MEMBERS: Adey Mohamed (Resilia), Ashley Ford (Women's Health Clinic), Baqiah Yesufu (CancerCare Manitoba), Bijan Babaie (EIS), Carolina Moreno (ECRC), Barb Borton (Rehabilitation Centre for Children), Lovejot Mann (Rehabilitation Centre for Children), Debbie Kroeker (RRC Polytech), Emily Guenter (EIS), Eve Sotiriadou (CMWI), Geetha Jayasinghe (MFL-OHC), Halima Jelloul (WCWRC), Iael Besendorf (JCFS), Jeaco Kasumba Wa-Mutombo (Centre de Santé), Jennifer Tomsich (N.E.E.D.S.), Karen Tran (WRHA), Kari McCluskey (Resilia), Mandy Safronetz (WRHA), Maria Rabadi (CMWI), Nina Condo (ECRC), Dr. Natalie Casaclang (Manitoba government – Public Health Medical Officer), Paula Migliardi (WRHA), Roselyn Advincula (Immigrant Centre), Simret Daniel (SERC), Subas Dahal (Family Dynamics), Sviatoslav Baliuiev (EIS), Tek Yohans (Family Dynamics), Toby McRae (Manitoba government – Communications and Engagement), Shler Ali (Manitoba Possible), Yana Zheleva (LRSD), Jose Chinchilla (SOIS), Tammy Nasuti (NorWest Co-op)



Anti-Racism Champions and Active Co-Learners Committee

[See page 34](#)

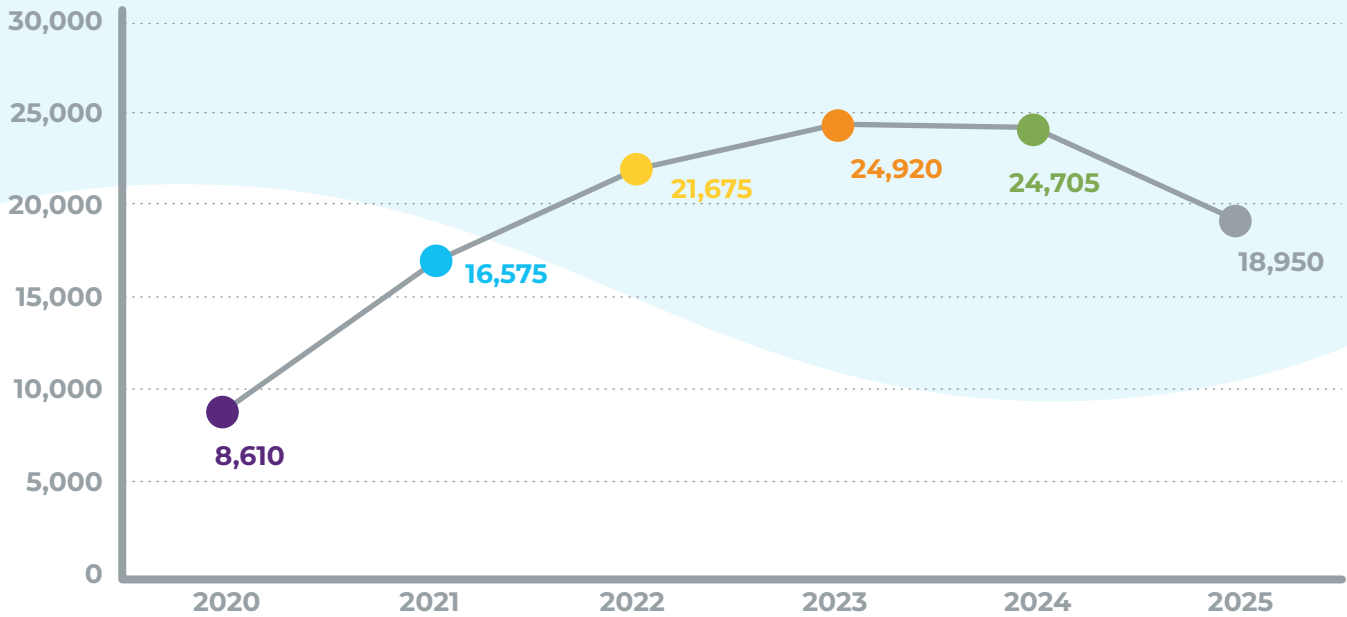


Language Advisory Group

[See page 24](#)

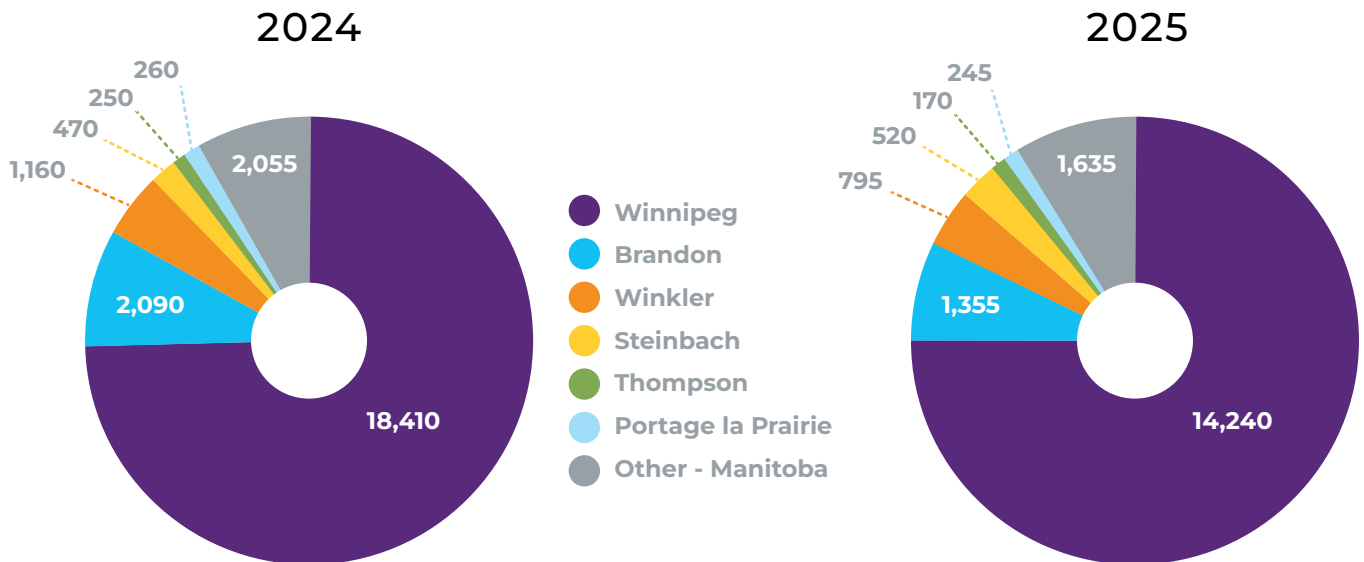
Immigration Statistics

Manitoba - Admissions of New Permanent Residents



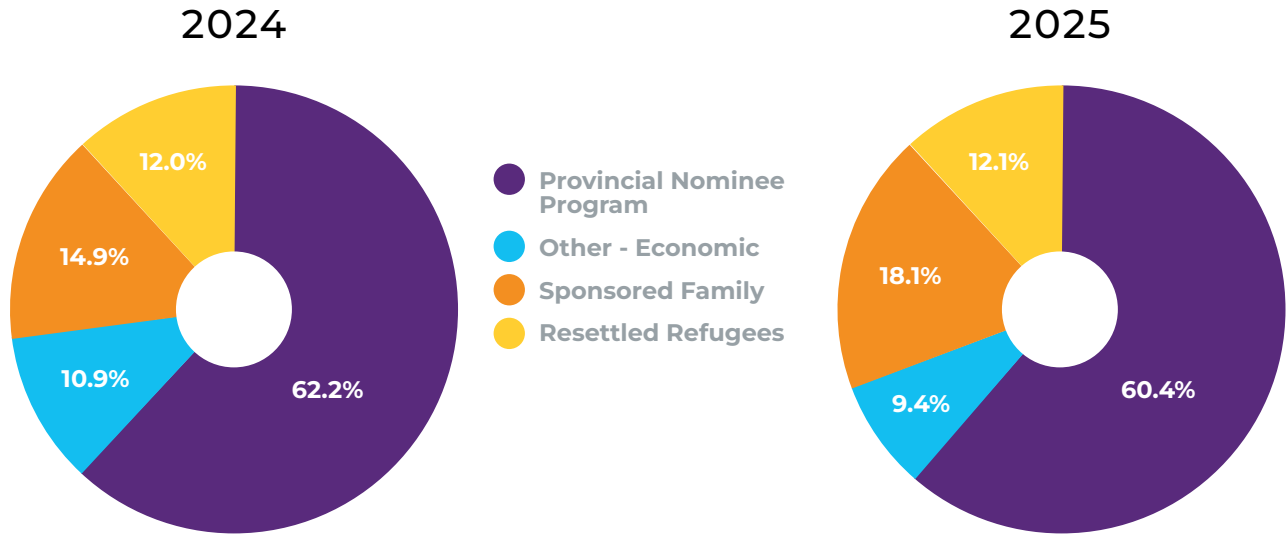
Source: [Open Data Portal Catalogue](#), accessed April 10, 2026, extracted from 'Permanent Residents – Monthly IRCC Updates - Canada - Permanent Residents by Province/Territory and Immigration Category'

Manitoba - Admissions of New Permanent Residents by Metropolitan Area, 2024 vs. 2025



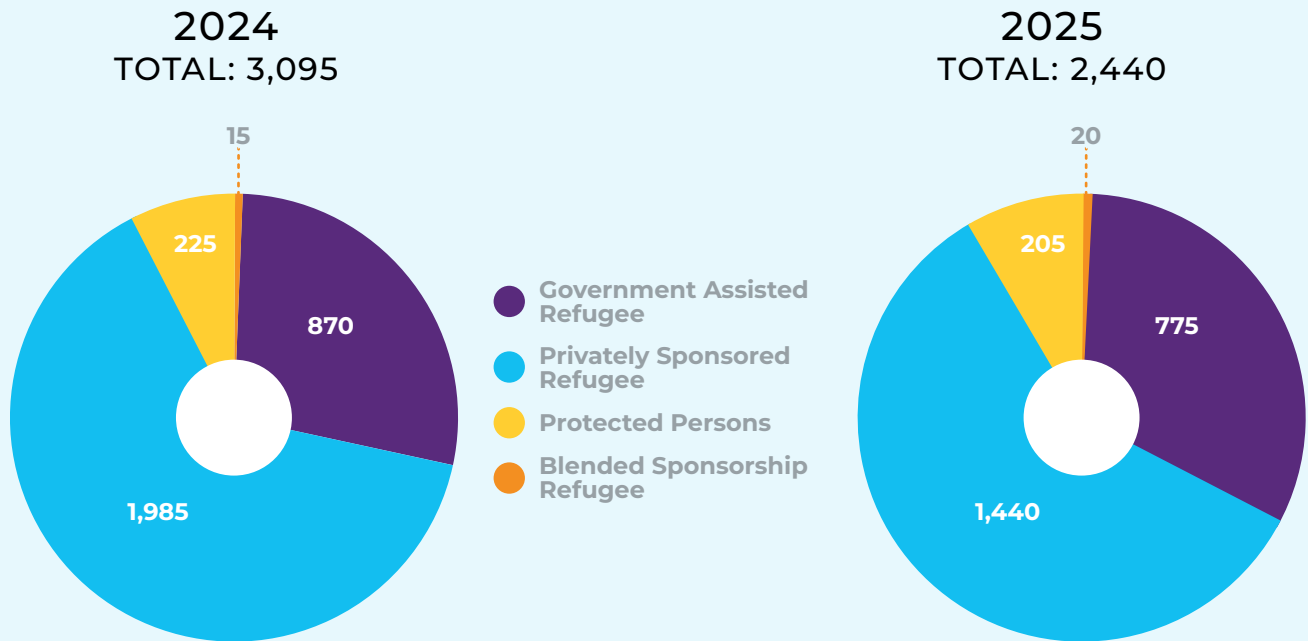
Source: [Open Data Portal Catalogue](#), accessed April 10, 2026, extracted from 'Permanent Residents – Monthly IRCC Updates - Canada - Permanent Residents by Province/Territory and Census Metropolitan Area (CMA)'

Manitoba - Admissions of New Permanent Residents by Immigration Category, 2024 vs. 2025



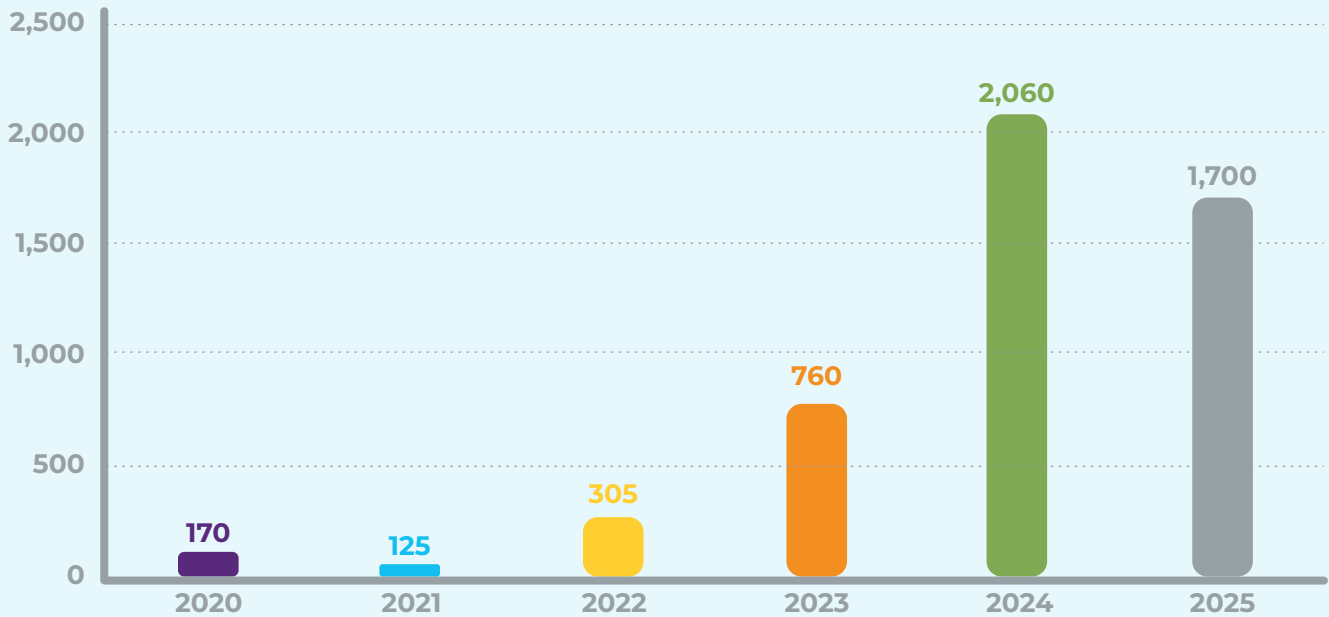
Source: [Open Data Portal Catalogue](#), accessed April 10, 2026, extracted from 'Permanent Residents – Monthly IRCC Updates - Canada - Permanent Residents by Province/Territory and Immigration Category'

Manitoba - Resettled Refugees, 2024 vs. 2025



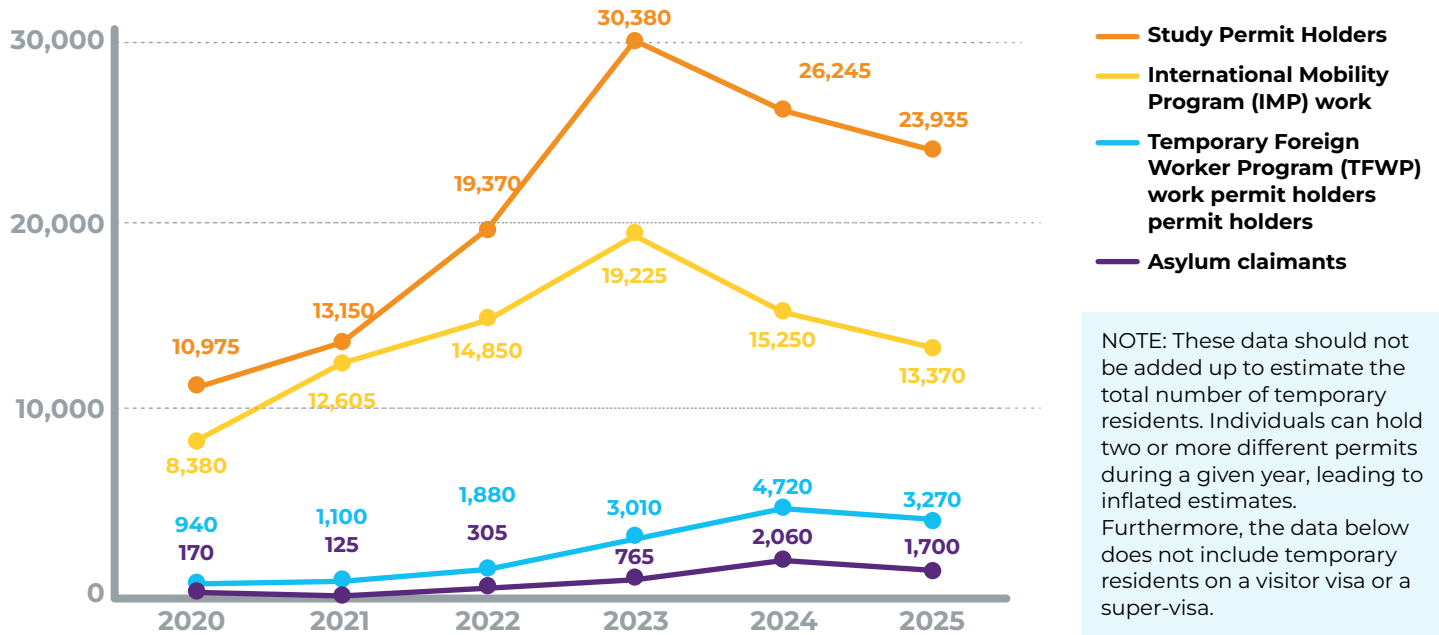
Source: [Open Data Portal Catalogue](#), accessed April 10, 2026, extracted from 'Permanent Residents – Monthly IRCC Updates - Canada - Permanent Residents by Province/Territory and Immigration Category'

Manitoba - Asylum Claimants by Claim Year



Source: [Open Data Portal Catalogue](#), accessed April 10, 2026, extracted from 'Asylum Claimants – Monthly IRCC Updates'

Temporary Residents in Manitoba, by Immigration Status



Source: [Open Data Portal Catalogue](#), accessed May 11, 2026, extracted from 'Canada - Study permit holders by province/territory of intended destination, study level and year in which permit(s) became effective', 'Canada - International Mobility Program work permit holders by province/territory, program and year in which permit(s) became effective', 'Canada - Temporary Foreign Worker Program work permit holders by province/territory of intended destination, program and year in which permit(s) became effective', and 'Canada - Asylum Claimants by Claim Office Type, Province / Territory of Claim and Claim Month'



Anti-Racism and GBA Plus

Collective Action and Systems Change

Anti-Racism efforts at MANSO remained grounded in collective leadership, continuous learning, and sustained sector engagement. This work was advanced through capacity building and coordination of the ARCA Committee, the integration of GBA Plus to strengthen equity-focused approaches, and active participation in local, provincial, and national initiatives, supporting collective action and contributing to systems-level change.

The Anti-Racism Champions and Active Co-Learners (ARCA) Committee continued to grow as a trusted community of practice, expanding to 17 organizations and reflecting a strengthened commitment across the sector. Through ongoing dialogue and collaboration, ARCA supported the implementation of the MANSO Anti-Racism Framework, with a focus on advancing anti-racist and equitable practices in the workplace.

Highlights included:

- **Expanded sector engagement:** The ARCA Committee grew to 17 member organizations through a renewed Expression of Interest process.
- **Strengthened learning and practice:** Peer-learning and in-person sessions supported the exchange of promising practices and strengthened organizational approaches to anti-racism, equity, and inclusion.

“We have brought back policies and ideas which have influenced our policies. I have also strengthened our ideas on how to strengthen the staff training to create internal awareness around racism and discrimination.”

- ARCA PARTICIPANT

ARCA COMMITTEE CHAIR:

Shereen Denetto (IRCOM)

ANTI-RACISM CHAMPIONS AND ACTIVE CO-LEARNERS:

A & O Support Services for Older Adults, Canadian Muslim Women’s Institute, Elmwood Community Resource Centre, Family Dynamics, Healthy Muslim Families, Heartwood Healing Centre, Immigrant and Refugee Community Organization of Manitoba (IRCOM), New Journey Housing, Occupational Health Centre, Portage Learning and Literacy Centre, Regional Connections, Resilia Community Wellness Centre, SEED Winnipeg, Seven Oaks School Division, Sexuality Education Resource Centre, West Central Women’s Resource Centre, Winnipeg School Division

Collective Mobilization

MANSO contributed to systems-level change by engaging with provincial and national tables and bringing partners together to advance anti-racism in practice and policy.

Highlights included:

- **Strengthened collaboration and sector engagement:** MANSO collaborated in local and national initiatives advancing equity and anti-racism, including the Anti-Racism Summit led by Immigration Matters in Canada, the Canadian Council for Refugees Fall Consultation in Winnipeg and the Canadian Network for Equity and Racial Justice Conference.
- **Supported local capacity and community leadership:** MANSO was an active participant in the Capacity Building Initiative led by SEED Winnipeg, using mentorship-based approaches to support governance and organizational development within local ethnocultural organizations, as well as engagement with the Executive Leaders of Color Network (ELOCN) led by Elmwood Community Resource Centre.



Advancing Equity (GBA Plus)

MANSO continued to position GBA Plus as a practical and accessible approach to embedding equity across programs and services.

Highlights included:

- **Expanding national awareness and shared learning:** MANSO presented Manitoba-developed GBA Plus tools through national webinars, conferences, and partnerships, including the launch of the [GBA Plus Resource Guide](#), reaching over 180 participants, as well as additional sessions with Local Immigration Partnerships.
- **Strengthening practical application in the sector:** MANSO provided one-on-one support and worked with partners and members to integrate GBA Plus into evaluation, training, and day-to-day practices, including advancing intersectional approaches and understanding of diverse newcomer experiences.



Gender-Based Violence (GBV): Supporting Coordinated and Inclusive Responses

MANSO contributed to GBV efforts by ensuring newcomer perspectives are reflected in sector responses and national initiatives.

Highlights included:

- **Contributed to national GBV initiatives and policy development:** MANSO participated in an advisory role in the [VESTA Resiliency in Action Project](#), contributed to the [National GBV Settlement Strategy GBV Policy Template](#).
- **Advancing safety and inclusion for newcomer communities:** MANSO supported more inclusive and coordinated approaches to GBV by facilitating knowledge-sharing through presentations and engagement with Manitoba Justice Family Resolution Services and the Manitoba Association of Women's Shelters.

Across Anti-Racism, GBA Plus, and GBV initiatives, MANSO strengthened sector capacity, supported community-informed approaches, and contributed to meaningful systems change, advancing more equitable, inclusive, and responsive services for newcomer communities across Manitoba.

Impact, Connection, and Community

MANSO continued to strengthen community connections and support members by mobilizing resources, advancing truth and reconciliation, and fostering inclusion across Manitoba. These efforts helped create meaningful opportunities for newcomers to connect, belong, and thrive.

Mobilizing Resources and Strengthening Community Connections

MANSO maintained strong partnerships to mobilize resources in support of members and the newcomer community, creating opportunities for connection, inclusion, and shared experiences.

Highlights included:

- **Community Access Initiatives:** Through its fifth year of partnership with the Assiniboine Park Conservancy, MANSO distributed 5,000 passes to the Zoo and The Leaf, valued at over \$128,000, reaching 67 organizations across Manitoba.
- **Recreation and Cultural Experiences:** MANSO distributed 400 Goldeyes tickets, 1,000 Moose tickets, and over 600 low-cost or free Jets tickets, supporting newcomer participation in community events and public spaces.

Together, these initiatives strengthened social inclusion, supported family well-being, and helped newcomers build meaningful connections within their communities.

We're Better Together

At the heart of this work are MANSO's members and partners. We extend our sincere thanks for your collaboration, leadership, and shared commitment to strengthening the sector.

As direct service providers, members continue to respond to the diverse and evolving needs of newcomer communities with dedication and care. MANSO remains committed to standing alongside you—prioritizing responsiveness, clear communication, and meaningful support.

Together, we continue to build a stronger, more connected, and more responsive sector grounded in shared values and collective impact. We are grateful for your trust, your leadership, and your partnership.

“Bringing people together in shared public spaces increases social inclusion and helps individuals feel connected to a wider community.”

- MANSO MEMBER



Building Indigenous Relationships and Decolonizing Practice

Throughout 2025-2026, MANSO deepened its commitment to advancing decolonizing approaches through community engagement, relationship-building, and reflective practice. This work recognizes that settlement on Indigenous lands is part of an ongoing process of colonization. Building on the [Indigenous Education and Learning](#) opportunities (see page 17), MANSO focused on learning to walk with humility, and a continued commitment to listening, learning, and understanding. Key steps in this journey included:

- **Community Engagement:**

MANSO supported the Truth and Reconciliation Day event in Central Park (September 26, 2025), led by Mount Carmel Clinic and 1Just City. The gathering brought together over 300 participants and featured a mini pow wow, sacred fire, shared meal, and centred Indigenous and newcomer voices. MANSO staff also participated in Spring Equinox and Winter Solstice ceremonies at the Canadian Museum for Human Rights, strengthening relationships and supporting ongoing collaboration with Indigenous partners.

- **National Collaboration and Sector Leadership (NNCTR):**

MANSO joined and actively promoted the National Newcomer Collective for Truth and Reconciliation (NNCTR) to member organizations, supporting engagement in this new national community of practice advancing Truth and Reconciliation within the settlement sector. NNCTR also supported MANSO's *Walking Together: Building a Path for Meaningful Relationships* gathering through a regional grant, bringing Indigenous leaders, partners, and settlement organizations together to reflect, deepen understanding, centre Indigenous knowledge, and strengthen relationships between newcomer and Indigenous communities.

- **Relationship-Building and Reflective Practice:**

MANSO created space internally and with members to apply learning in practice and strengthen relationships with Indigenous communities in day-to-day work. This included discussions in Small Centre Collaboration Meetings, engagement with Elders and Knowledge Keepers, and ongoing conversations through meetings, gatherings, and informal connection points. These discussions supported reflection on what is working, identified ongoing challenges, and encouraged continued learning as organizations integrate anti-racism and decolonizing approaches into practice.

Together, these efforts reflect an ongoing and intentional shift toward relationship-building, accountability, and decolonial practice across MANSO's work and the broader sector.



2025-2026 Member Organizations

Regular Members

A & O Support Services for Older Adults
 Accueil francophone
 African Communities of Manitoba Inc. (ACOMI)
 Assiniboine Community College
 Canadian Muslim Women's Institute
 Eastman Immigrant Services
 Economic Development Council for Manitoba Bilingual Municipalities (CDEM)
 EDGE Skills Centre
 Elmwood Community Resource Centre
 English Online Inc.
 Enhanced English Skills for Employment (EESE)
 Family Dynamics
 Healthy Muslim Families
 Holistic Ongoing Opportunities Development - Facilitation and Management Service Inc. (HoodFams Inc)
 Holy Names House of Peace
 Hospitality House Refugee Ministry (HHRM)
 Immigrant and Refugee Community Organization of Manitoba Inc. (IRCOM)
 Immigrant Centre
 Islamic Social Services Association Inc.
 Jewish Child and Family Service
 Louis Riel School Division
 Manitoba Institute of Trades & Technology
 Manitoba Interfaith Immigration Council Inc. / Welcome Place.
 Manitoba Possible
 Manitoba School Improvement Program - The Peaceful Village Program Inc
 Manitoba Start
 Manitoba Women for Women of South Sudan Inc.
 Mosaic Newcomer Family Resource Network
 Mount Carmel Clinic
 Neepawa and Area Immigrant Settlement Services
 New Journey Housing
 Newcomers Employment and Education Development Services (N.E.E.D.S.) Inc.
 North West Regional Immigrant Services Inc.
 Norwest Co-op Community Health - IWCS
 Occupational Health Centre
 Opportunities for Employment Inc.
 Pluri-Elles (Manitoba) Inc.
 Portage Learning and Literacy Centre
 Red River College Polytechnic Centre for Newcomer Integration

Regional Connections Immigrant Services
 Resilia Community Wellness Centre
 River East Transcona Immigrant Services
 S.H.A.D.E. (Safe Housing And Directed Empowerment) Inc.
 SEED Winnipeg Inc.
 Seven Oaks Immigrant Services
 Sexuality Education Resource Centre Manitoba
 Spence Neighbourhood Association
 Success Skills Centre
 The Salvation Army Community Venture - Life and Employability Enhancement Program (LEEP)
 Together for a Stronger World
 Universite de Saint-Boniface
 West Central Women's Resource Centre - Settlement Services
 Westman Immigrant Services
 Winnipeg English Language Assessment & Referral Centre
 Winnipeg School Division: Adult EAL Program & Newcomer Services
 YMCA-YWCA of Winnipeg

Friends of MANSO

Bioscience Association Manitoba (BAM)
 Community Financial Counselling Services
 Food & Beverage Manitoba
 Freedom International School
 Healthy Start
 Heartwood Healing Centre
 Immigration Partnership Winnipeg
 Klinik Community Health
 Ma Mawi Wi Chi Itata - EmpowerMEN program
 Mood Disorders Association of Manitoba
 Pembina Valley Local Immigration Partnership
 Rehabilitation Centre for Children
 TESL Manitoba
 The Salvation Army - Winnipeg Centre of Hope
 Willow Place, Inc
 Winnipeg Newcomer Sport Academy



#610 - 275 Portage Ave.
Winnipeg, MB R3B 2B3
(204) 272-0872
info@mansomanitoba.ca
mansomanitoba.ca

@MANSOMANITOBA

