

SPECTRUM 



Flourishing Together: Cultivating Meaningful Engagement

SPECTRUM Partnership Workshop

March 25, 2025

SSHRC  CRSH



Land and Territory Acknowledgement



Agenda

9:00am

Welcome (Marni Brownell)

Opening (Leslie Spillett)

SPECTRUM Governance (Joanne Zuk)

Data Sovereignty (Stephanie Sinclair, PhD., FNHSSM Data Sovereignty Lead)

How Government Works (Tyler Amos, Manitoba Government)

Research Themes (Anita Durksen, PhD., Post-Doctoral Fellow)

Stretch and Refreshment Break

Engagement Framework Activity (La Royce Batchelor, PhD.)

12:15pm

Lunch

SPECTRUM 





SPECTRUM Governance Review Update

March 27, 2025

SPECTRUM Partnership Workshop

Why Governance? Why Now?

- The partnership is growing in size, complexity, and expectations
- Decisions are getting harder to manage
- Clarity on governance (roles, responsibilities, process, and structure) will help support inclusive and effective decision-making

How Does Decision-Making Work Now?

- Most decisions are discussed and debated at the Core Team level
- Marni, the Project Managers, and other core members manage process and operations
- Community and government partners are engaged periodically

What We Heard

- There is an appreciation of the collaborative approach that ensures representation of diverse perspectives
- A commitment to doing this work in a different way meaningfully engages partners
- *But* there is already role confusion, decision fatigue, and fear of overwhelming community partners

What's Changing?

- Expansion from one research project to four simultaneous research themes, projects, and teams
- An ongoing need for more, and more deliberate community and government partner engagement
- Marni will be retiring from her full-time role

What Needs to Shift?

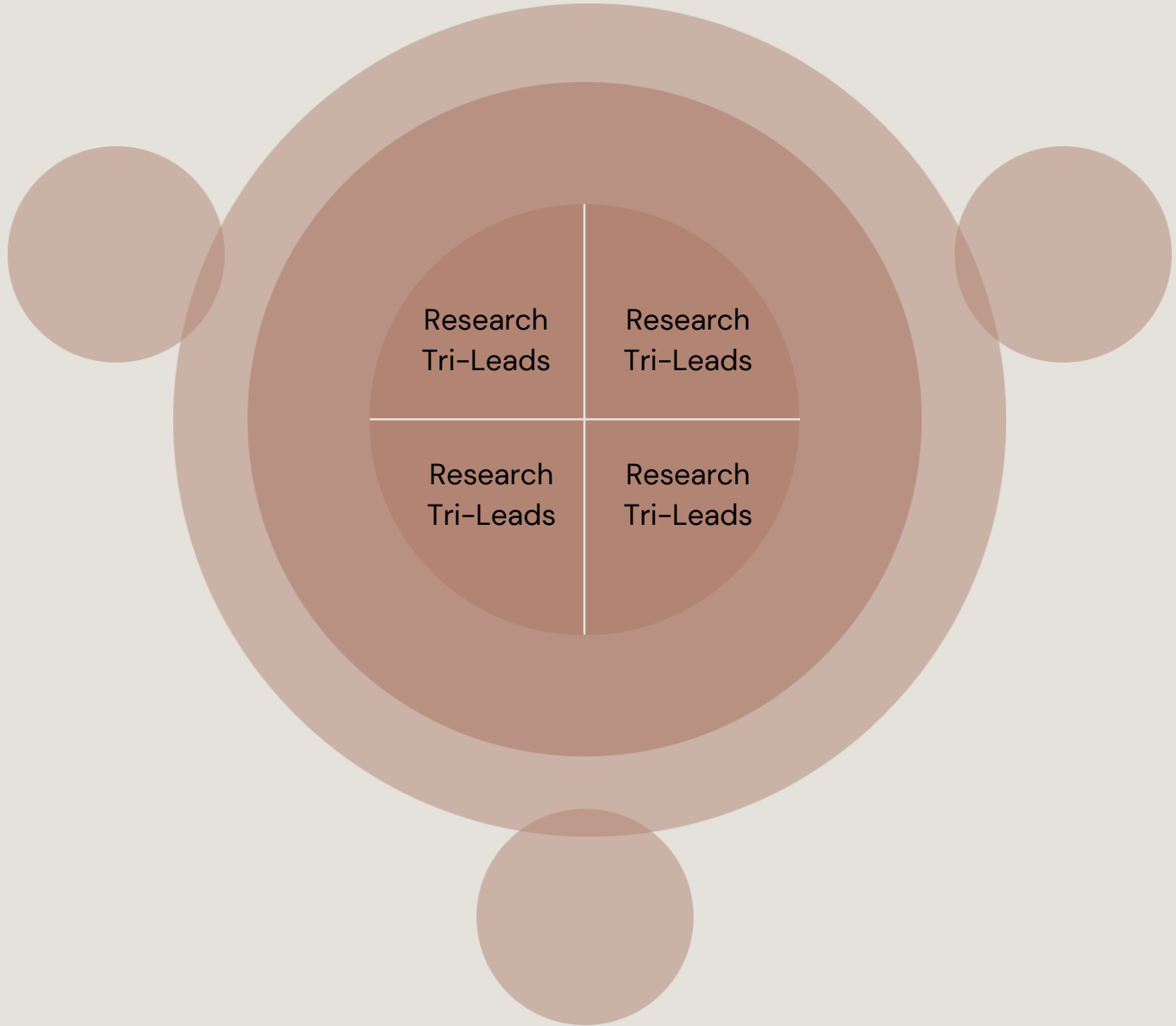
- The heart of SPECTRUM should be the four research themes (not the Core Team)
- Most decision-making should happen at the research theme level, with a collaborative leadership model
- The governance structure should be designed to support the work of the research themes



What Could Collaborative Leadership
Look Like?

Collaborative Leadership – Research Tri-Leads

- Each research theme will have three tri-leads, representing community, government, and academia
 - Community lead: invites community voices in
 - Government lead: flags policy implications
 - Academic lead: ensures research quality
- Each would be in their role for a period of time, corresponding to a specific research project



Research
Tri-Leads

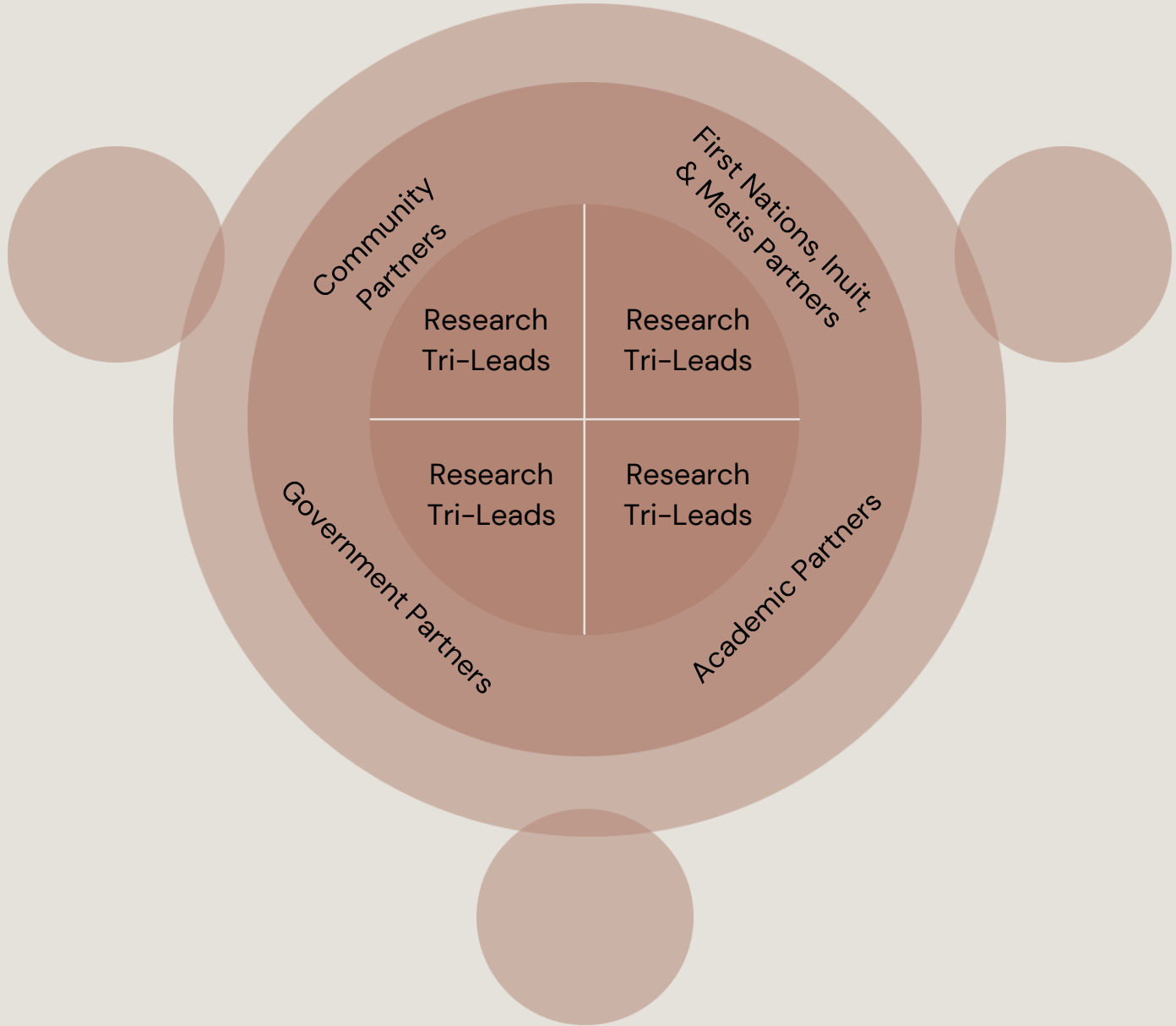
Research
Tri-Leads

Research
Tri-Leads

Research
Tri-Leads

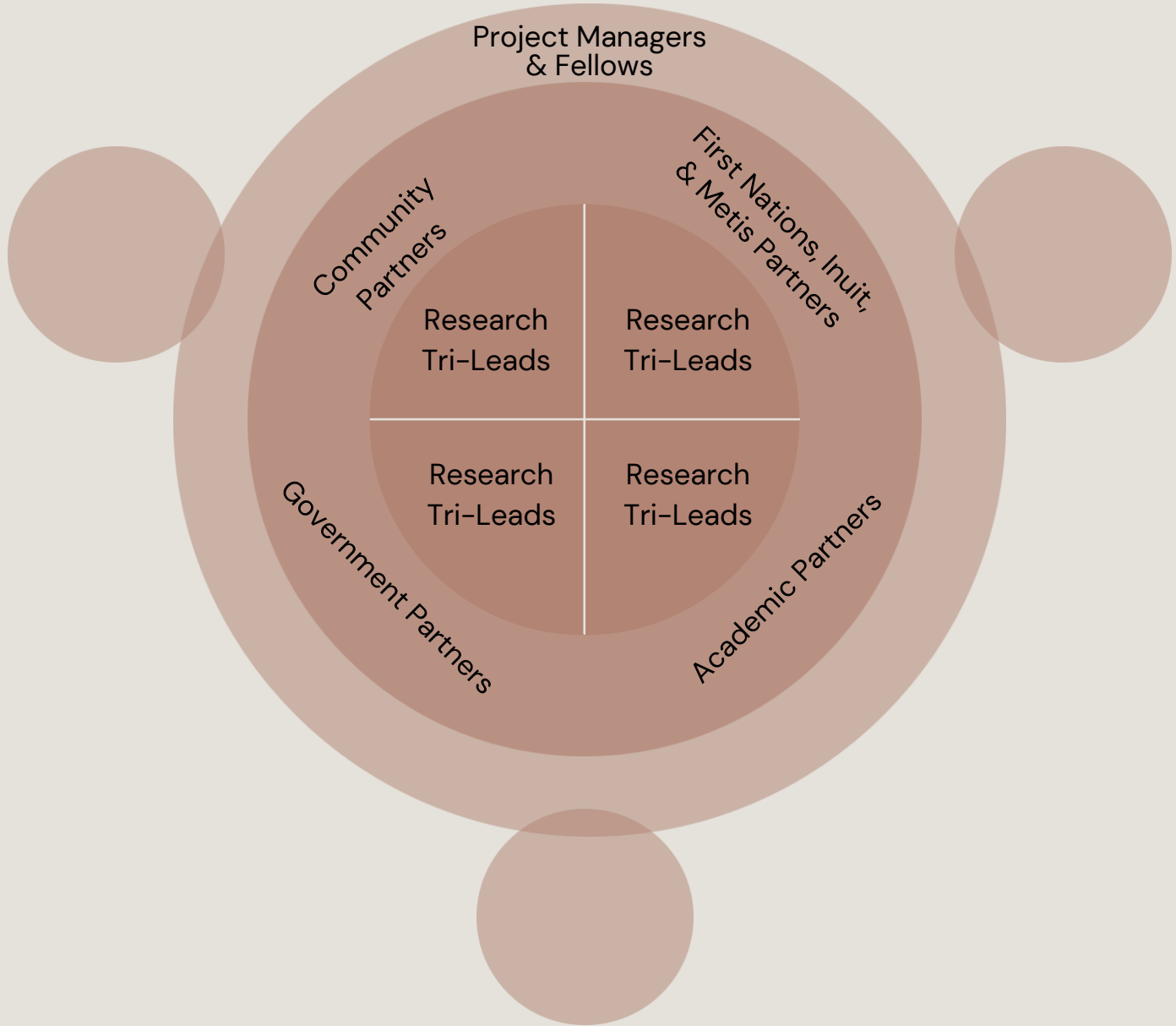
Collaborative Leadership – Partners

- Each research theme will be informed by the partners, including community organizations, First Nations, Inuit and Metis partners, government partners, and academic partners
- Partners will self-select where and how much they engage, and will *always* have a seat at the table, when they have the time and space to participate



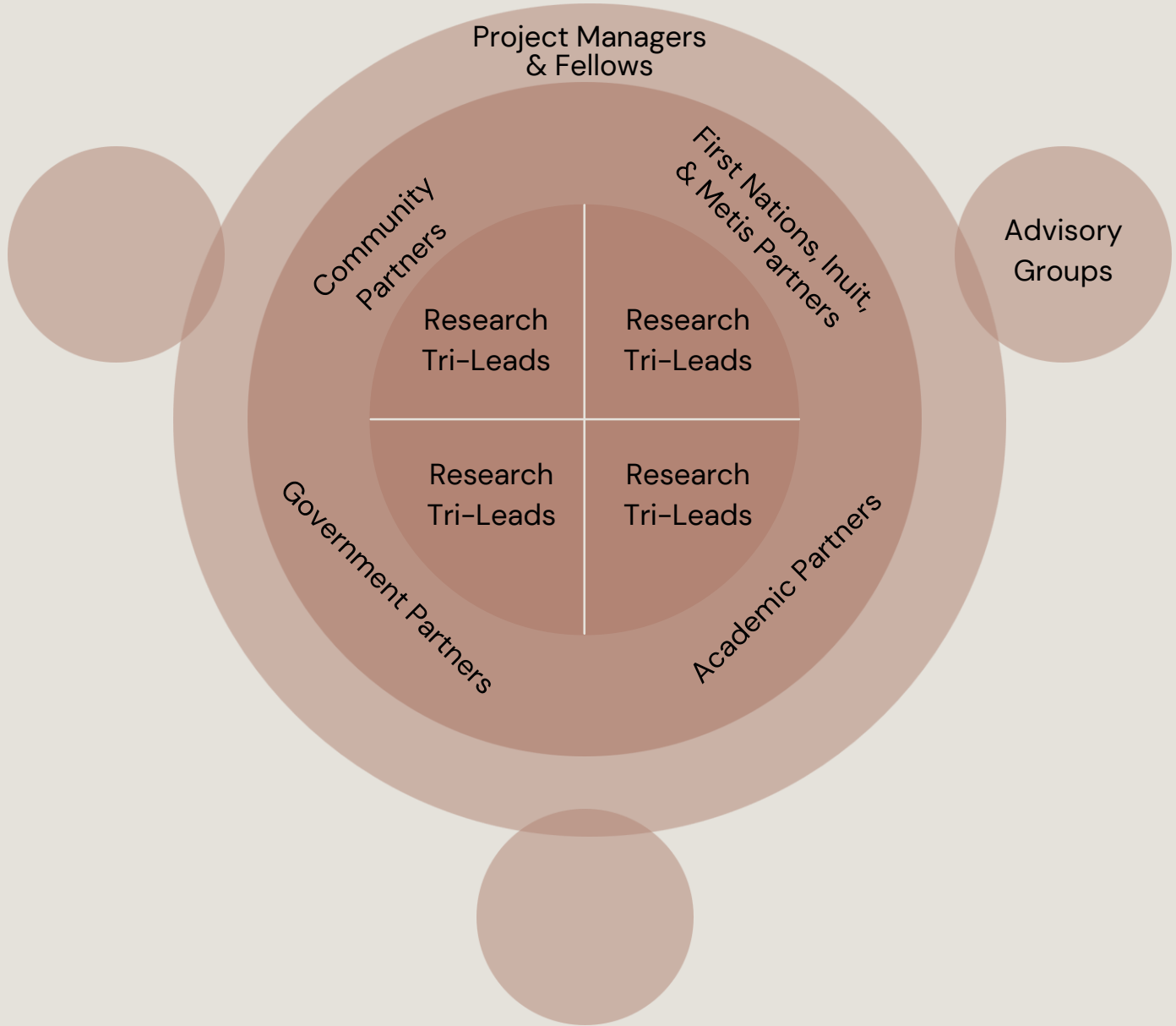
Collaborative Leadership – Project Managers and Fellows

- The project managers will serve as connective tissue among the research themes, supporting progress, coordination, and communication
- The fellows will be embedded into research themes, but also connected as their own cohort – learning and contributing as a group to the work of SPECTRUM



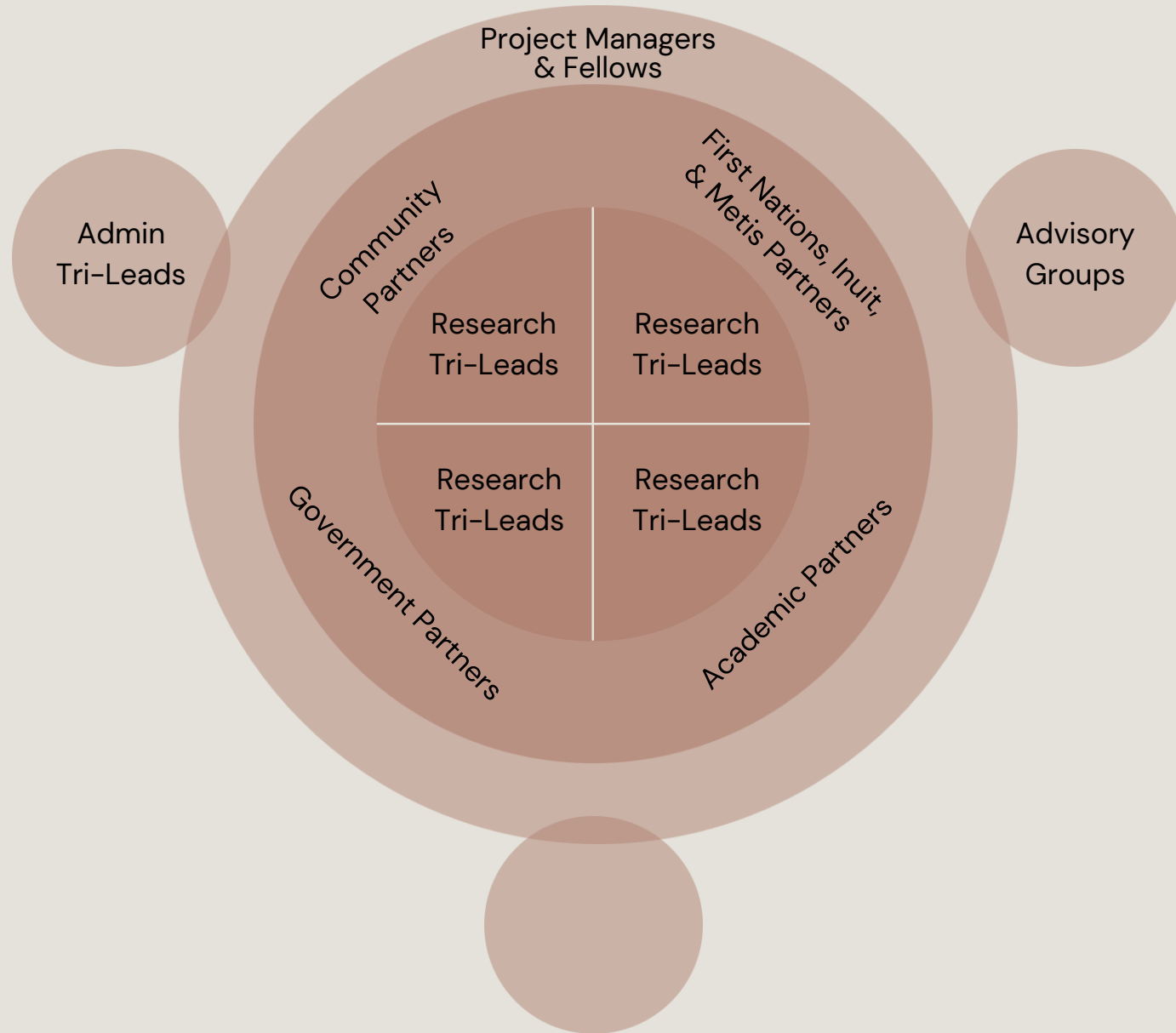
Collaborative Leadership – Advisory Groups

- Ongoing groups like SEEK and a Research Methods group, as well as ad hoc groups established for specific purposes will provide advice and guidance to support projects, red-flagging concerns and identifying opportunities to improve the projects
- While they are not decision-making bodies, research teams will consult with them at appropriate stages



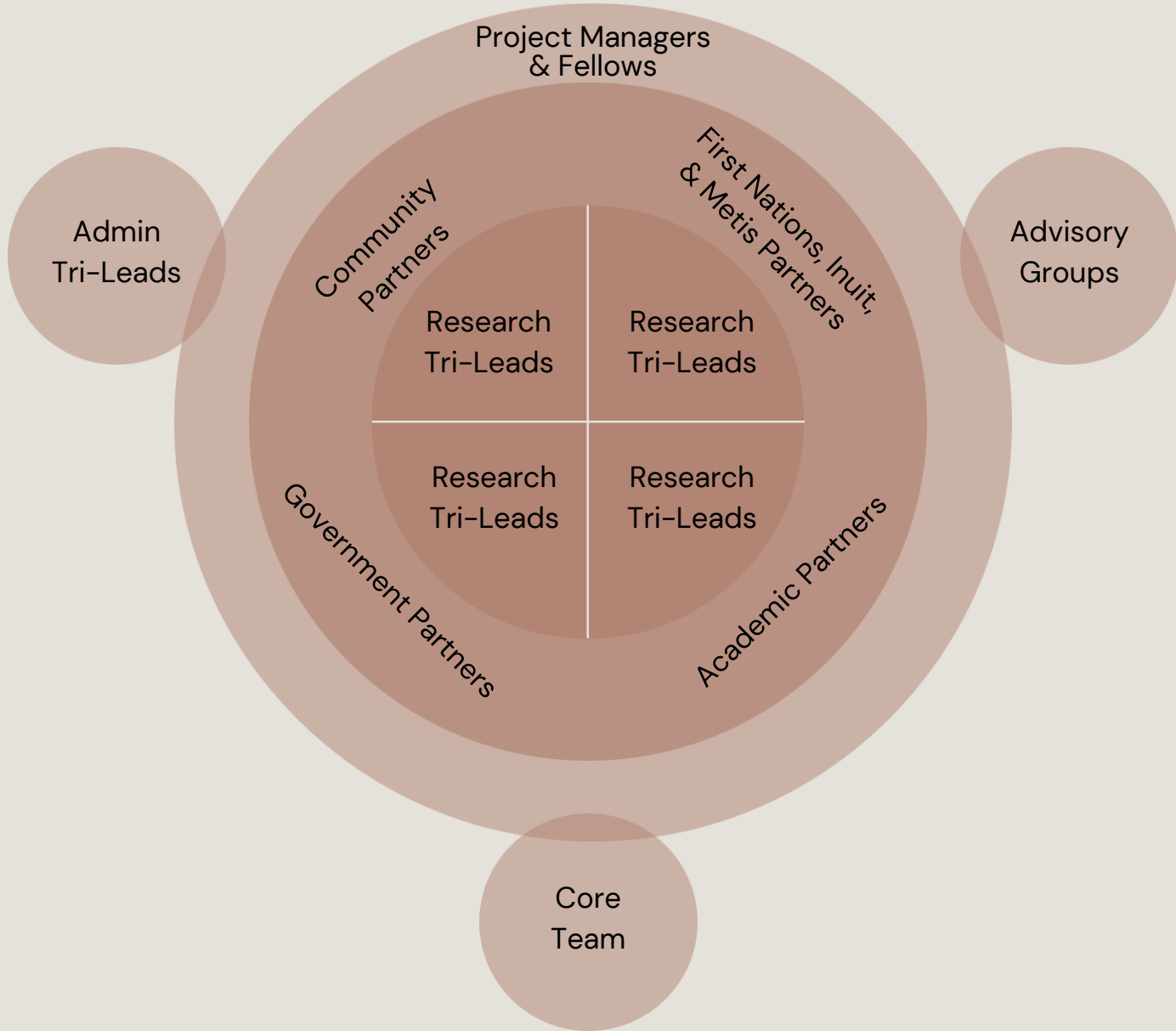
Collaborative Leadership – Administrative Tri-Leads

- Together, Nathan, Karine, and Lorna will serve as the operational group to make day-to-day administrative decisions to ensure the research teams have the support they need
- They would not make decisions about research themes, but focus on operational matters



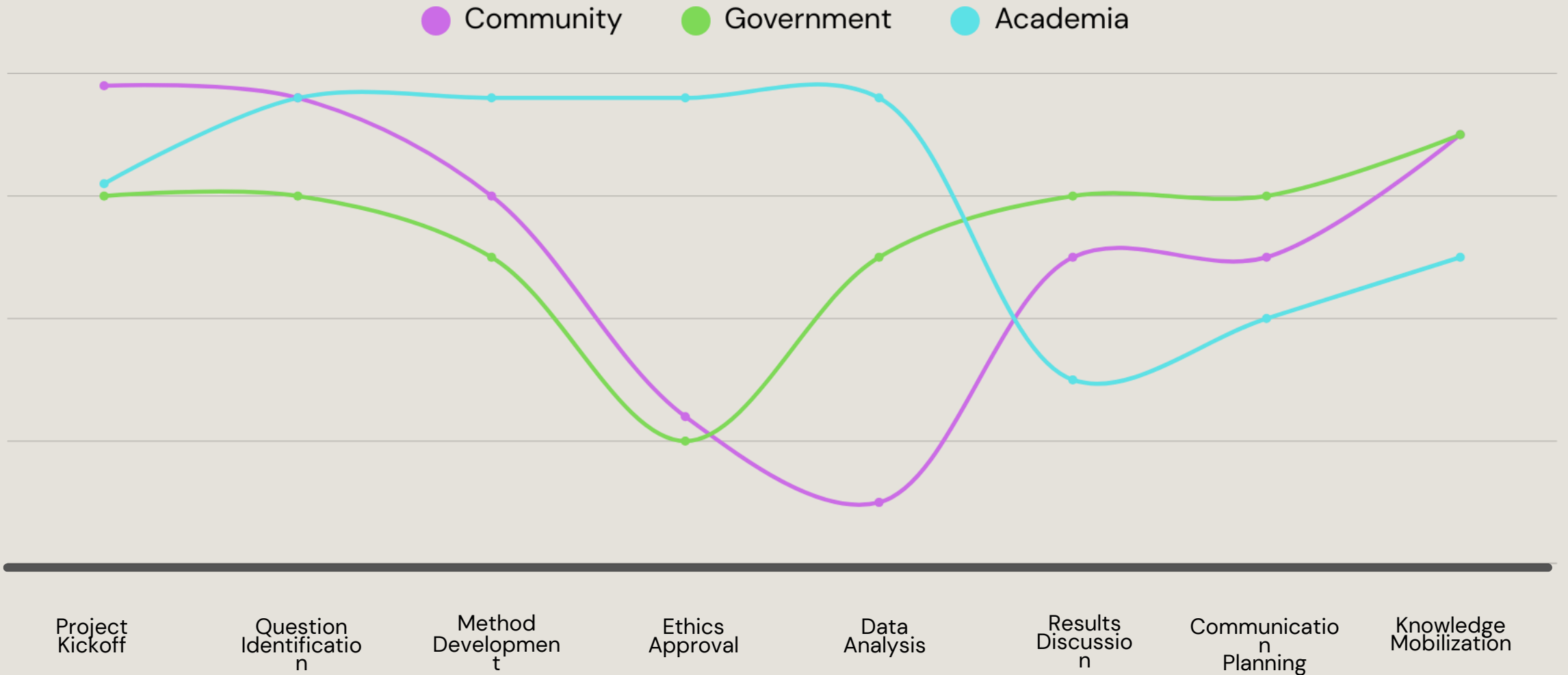
Collaborative Leadership – Core Team

- A group including Tri-Leads (research and administrative), project managers, and advisory group members to communicate updates, ensure alignment across themes, and identify strategic concerns
- This group would focus on high level governance topics, ensuring operational and research decisions are made at the appropriate level





Ebb and Flow Engagement



The Work Ahead

- Document governance recommendations, including:
 - Roles and responsibilities of key roles, groups
 - Decision-making framework
 - Honorarium policy
 - Communication framework
 - Succession planning framework
 - Tools: agendas, decision documentation, etc.

The Work Ahead

- Develop key processes
 - Community capacity building workshops
 - Workshop and engagement templates
 - Knowledge mobilization toolkit
 - Fellowship development plan

Questions and Comments

joanne@joannezuk.com

Our data, our truths, our voice



It is our truths, our stories, our loved ones, our community, our ancestors

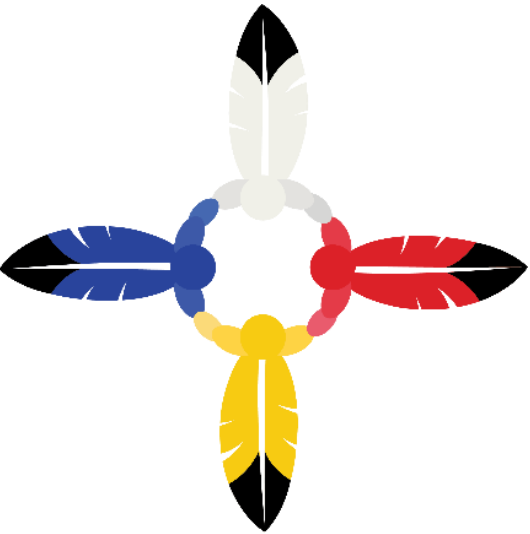
First Nations Data Sovereignty in Manitoba

SPECTRUM workshpp


Dr. Stephanie Sinclair on behalf of FNHSSM Data Sovereignty Team

First Nations Health and Social Secretariat of Manitoba

- FNHSSM team serves First Nations people and communities- individually, collectively and regionally.



- Mandated to serve all 63 First Nations communities
- Treaty 1, Treaty 2, Treaty 3, Treaty 4, Treaty 5 and Adhesion to Treaty 5.
- Population:
 - On-reserve- 95, 054; and
 - Off reserve is 69, 062.
- 5 linguistic groups-
 - Anishinaabe (Ojibway),
 - Nehetho (Cree),
 - Anishiniwak (Oji- Cree),
 - Dene and
 - Dakota



As Indigenous Peoples we have always done research,
always searched for understanding,
ways of being and knowing the world around us in order to survive,
we just didn't call it research."

- Former Chief Norman Bone, Keeseekoowenin First Nation

It is our truths, our stories, our loved ones, our community, our ancestors

- There are limitations and gaps found in any dataset that hides our realities.
- Excluding, misclassifying, or underreporting FN people in data contributes to erasure and assimilation.
- Researchers often measure based on Western standards of wellbeing, which can misrepresent and perpetuate stereotypes, and western standards do not share our strengths, language, and cultural understanding
- Unique histories, realities, and jurisdictional challenges that each Nation faces due to colonial policies and systems are not acknowledged.
- The data that exists measures the assimilation of First Nations into the larger Canadian society

Criteria for Respectful Research Relationships with Manitoba First Nations





Ashley Saulog

Project Manager



Carla Cochrane

**Implementation
Lead**



Erin Ringland

Front End Developer



Dr. Jillian Waruk

**Public Health
Epidemiologist**



Dr. Stephanie Sinclair

Lead



Sheila Soulsby

**Student Research
Assistant**



Valentina McKay

**Nations Based
Indicators Project
Manager**



Lendyll Soriano

**Administrative
Assistant**



Dr. Taylor Morriseau

Postdoctoral Fellow

It is our truths, our stories, our loved ones, our community, our ancestors



What is Data Sovereignty?

Asserting authority among and between Nations:

- to control our own narratives and
- to determine how we tell our stories.

Storytelling means making a safe and sacred space for our people in our communities to have a voice, on and off reserve.

It means telling our own truths.



Data Sovereignty

FIRST NATIONS HEALTH AND
SOCIAL SECRETARIAT OF MANITOBA

Our Data, Our Truths, Our Voice



WHAT DATA MIGHT LOOK LIKE

- About the nation & people
 - (demographics, health, employment, education & other specific areas)



- Community Stories & History



- Genealogy (ancestry & identity)



- Ancestral remains & ancient DNA



- First Nations Knowledges and Cultural Practices



- Archival Material



- Research



- Biological Samples



- Resources and Environments



Data is not just numbers

It is our truths, our stories, our loved ones, our community, our ancestors

Spirit
Respect



How Government Works

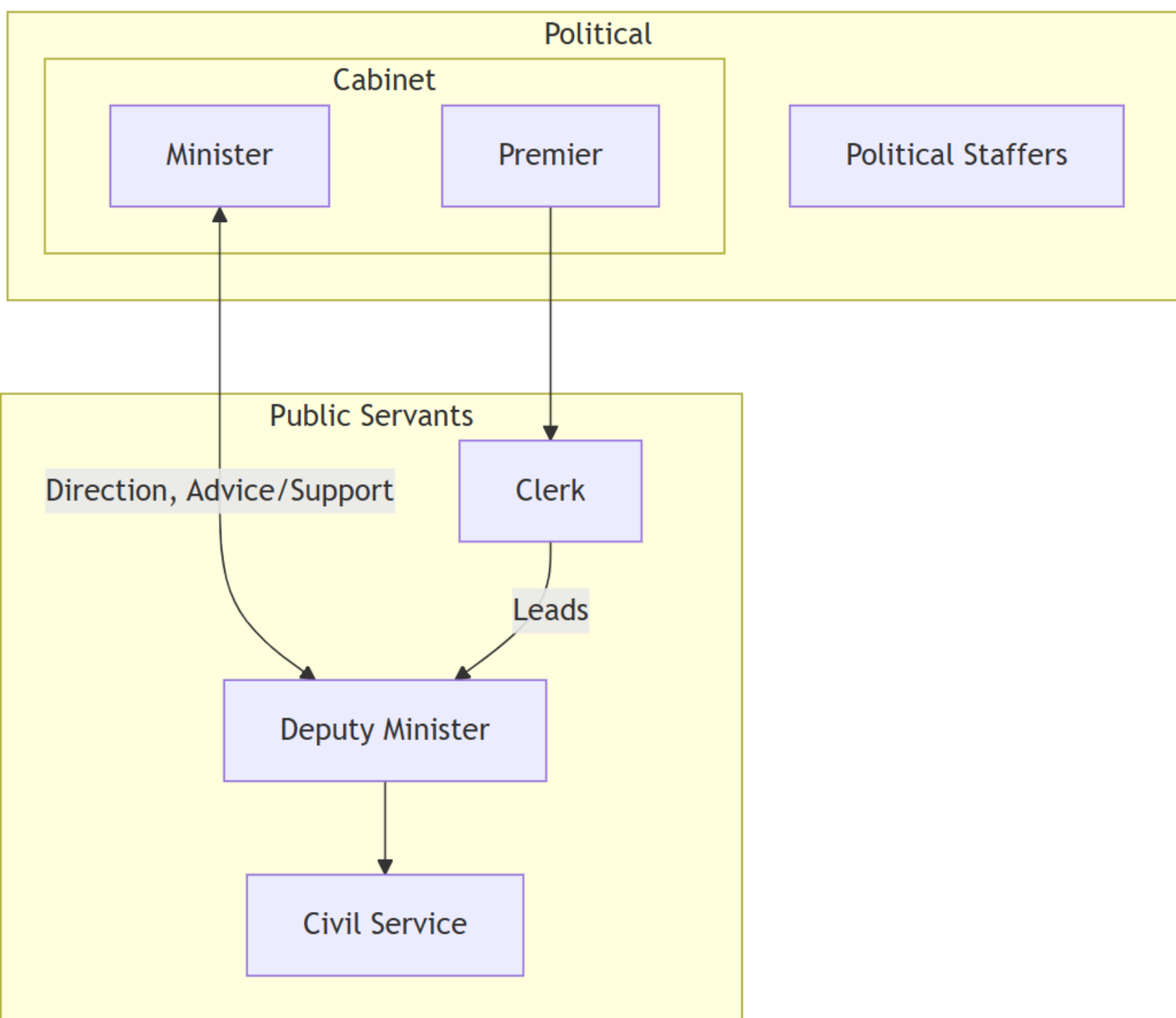
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What is Government?

- Legislature (Elected)
 - Governing party/parties
 - Opposition
- Government (Elected)
 - Cabinet
 - Committees of Cabinet

Civil Service

- Executive Council
 - “Department of the Premier”
 - Clerk of Executive Council
- Treasury Board Secretariat
 - Oversees spending, contracts, major changes in structure
- Departments
 - Deputy Minister
 - Civil servants
- ABCs

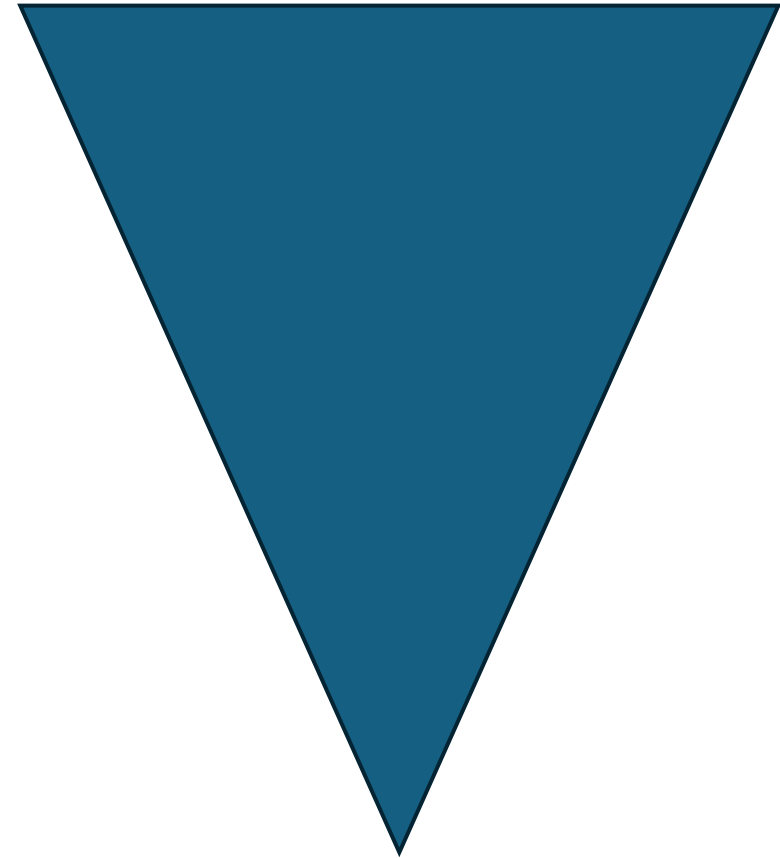


Civil Service Role

- Impartial, non-political advice
- Continuity and stability across governments
- Execute vision of government

Government Priorities

- Mandate Letters
- Speech from the Throne
- Budget
- Strategies/Plans



Housing & Homelessness

Ministerial Mandate

“Work with municipalities to end chronic homelessness in two terms of government by connecting people with housing and wrap-around supports, with children as the first priority.”

Housing & Homelessness

Throne Speech

“Work with municipalities to end chronic homelessness in two terms of government by connecting people with housing and wrap-around supports, with children as the first priority.”

“There should be no chronic homelessness in a rich country like Canada. We’re moving forward quickly by bringing organizations, governments and Indigenous nations together to move people from tents to housing with our new plan to end chronic homelessness over the next seven years.”

Housing & Homelessness

Budget

‘Everyone deserves a safe place to call home. Budget 2025 invests \$73.47 million in new funding for “Your Way Home,” our One Manitoba approach to ending chronic homelessness. This common-sense, compassionate plan will move people from tents to housing to make our communities safer for everyone.

We know that addiction and mental health struggles are intertwined with rising rates of homelessness – that’s why we are also investing in more mental health workers, more addictions treatment and a supervised consumption site to get needles off the street and save lives.’

Housing & Homelessness

Your Way Home

“Our plan focuses on the estimated 700 Manitobans who are currently living in encampments. While we continue to invest in building social, affordable housing for everyone, our immediate priority is to house these people.”

In SPECTRUM, civil servants can...

- Provide insight into what priorities may look like in practice
- Advise about what policy opportunities may exist
- Create connections with other stakeholders

In SPECTRUM, civil servants can't...

- Comment on discussions/decisions of government
- Advocate for specific policies
- Discuss “big-P” political questions



SPECTRUM

Research Theme Information





Children in Care



Mental Health & Addictions

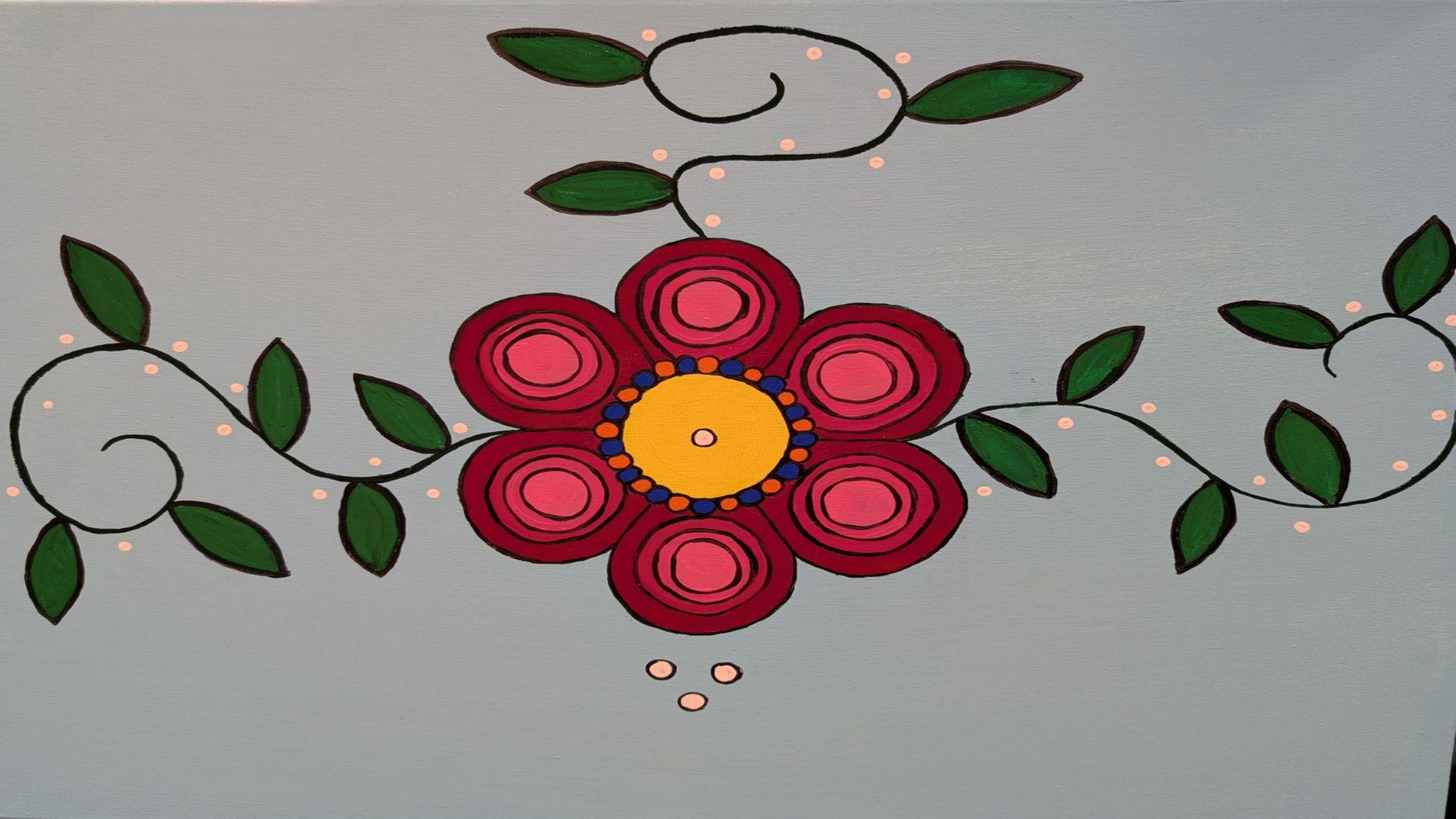


Housing & Homelessness



(Basic) Income





Kimanitouminno Ochhi

- At the center
 - Spirit
 - Sun
 - Moons



Kimanitouminno Ochhi

-
- Lessons from Beading.



We begin at the center.

- When we flat bead, we begin with a single bead at the center.
- While we try to make it perfectly centered, this is impossible.
- If the center bead is off, the rest of the work will be askew as well.



- We make slow progress.
- Common lessons include:
- Don't crowd the beads. Each is unique and deserves space.
- Try not to separate the beads, we do best within community.
- Couch the work often. This secures and grounds the work keeping it from destruction.



Petals...

- 6 petals to ensure balance
- Each with concentric circles reminding us to endeavour.
- We begin with Inform, Consult, Involve, Collaborate, Autonomy, and Feedback.
- 3 spirit dots to represent the 3 branches of partners.



Practice

- Each table has a paper cutout template.
- Start with the largest flower.
- Discuss with your table what the standard practices are currently for the 6 petal topics: Inform, Consult, Involve, Collaborate, Autonomy, and Feedback.



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Petals...

- Selecting the next largest flower, what would you like the partners to understand about each of these areas?
- How do we discuss in order to understand each other better?



Petals...

- Selecting the next largest flower, what would it take to build trust around this area?
- What do the partners need to do to create a trusting environment?
- Label the petals on that flower with this information.



Petals...

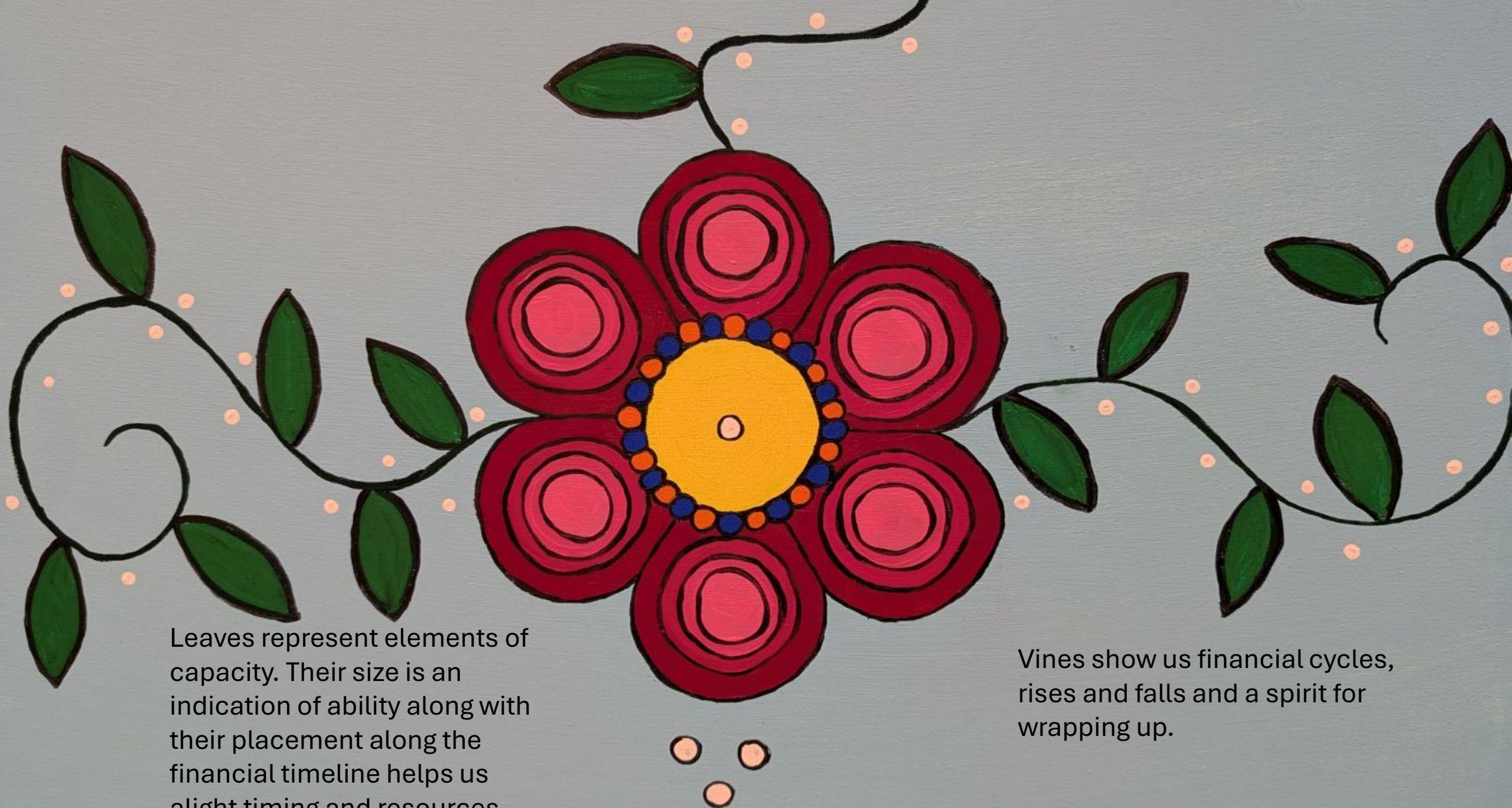
- Selecting the smallest flower, how could a kinship relationship be built?
- What would a kinship relationship look like?
- Label the petals on that flower with this information.



Flower...

- At the very center, place the yellow circle. Think of this as the spirit bead.
- What is the spirit of the work?





Leaves represent elements of capacity. Their size is an indication of ability along with their placement along the financial timeline helps us align timing and resources.

Vines show us financial cycles, rises and falls and a spirit for wrapping up.

Mouse tracks...

- Small dots that sit close to the vines.
- Mouse tracks are opportunities for conversation and community.
- Asking the question “How can we help?” is often unanswered.
- We may not know how a partner can help.
- Except now, as we grow toward a relationship, we may begin to ask better questions.



We are kin. We are Nikaanaagana... We are all related.

