



University  
of Manitoba

The background of the cover is a photograph of the Peltex Bridge in Winnipeg at night. The bridge's white, illuminated pylon and its numerous stay cables are prominent against the dark blue sky. The bridge's reflection is visible in the water below. In the background, the city skyline is visible with several lit-up buildings. On the left side of the image, the modern architecture of the Manitoba Museum is partially visible.

MASTER OF HUMAN RIGHTS  
**HANDBOOK**

# Acknowledgement

Special thank you to Reimer Communications ([reimercom.com](http://reimercom.com))  
for formatting this *Handbook*

Front cover photo by Rich McCue on Unsplash



# Mission and Vision Statement of the University of Manitoba

## MISSION

To create, preserve, communicate, and apply knowledge, contributing to the cultural, social, and economic well-being of the people of Manitoba, Canada, and the world.

## VISION

To take our place among leading universities through a commitment to transformative research and scholarship and innovative teaching and learning, uniquely strengthened by Indigenous knowledge and perspectives.

## OUR LOGO



Our logo reflects the best of what we hope to be at the University of Manitoba. The logo features the blue prairie sky that carves out a bold new path, represented by the logo's white space. The white path extends beyond the logo itself, showing that there are no limits to where we can go from here. Our logo features Manitoba's bison on the rising prairie landscape. She is heading into that wind, climbing on an angle to represent our collective struggle to get to a better place. Within the landscape, a gold flame burns, symbolizing the resilience of our community and our commitment to reconciliation. It is our job every day to continue our journey of living up to the promise of our new symbol.

## Traditional Territories Acknowledgment

The University of Manitoba campuses are located on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation.


We respect the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

## Notice of Non-Discrimination

The University of Manitoba endeavours at all times to provide an environment that is supportive of the fair treatment of all members of the University community and is conducive to relationships based on mutual respect, cooperation and understanding. The University does not condone behaviour that is likely to undermine the dignity, self-esteem or productivity of any staff member or student and seeks to prevent such behaviour through special programs of education and discussion. The University endorses programs to overcome systemic discrimination or historic disadvantage through formally and publicly approved policies on such issues as employment equity and pay equity, and it supports reasonable accommodation for those with special needs.

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*NOTE: The Master of Human Rights program will regularly amend and modify the MHR Handbook to stay current with community needs and program requirements. The MHR program therefore reserves the right to make changes to the posted rules, policies, and procedures affecting its institutional relationship with students as deemed necessary by the university administration and the MHR program. Any such amendment, modification, addition, or deletion shall not be considered a violation of the relationship between the university, the program, and the student.*



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# Introduction to the University of Manitoba's Master of Human Rights

In September 2019, the University of Manitoba launched the [Master of Human Rights](#) degree, Canada's only graduate degree program in human rights. Since its inception we have been growing consistently. Our interdisciplinary program prepares students from a variety of disciplinary backgrounds for careers in human rights advocacy. Housed in the Faculty of Law but a collaboration of Arts, Law, Education, and Social Work, there are two stream options available for study: a Practicum or a Thesis.

The information in this Handbook is intended to help students understand the MHR process and specific student responsibilities. Much of the success of the degree lies with the initiative and commitment of each student. It is the responsibility of each student to carefully read and understand all the requirements described in this Handbook and its associated appendices to fulfil the requirements of the MHR Practicum or Thesis stream on or before indicated deadlines.

## DEGREE REQUIREMENTS:

All students will complete 18 course credits plus a Thesis, or 18 course credits plus a Practicum and Major Research Paper.

Thesis stream: 16 to 24 months full-time.

Practicum stream: 16 months full-time, including a Practicum placement of 300 unpaid hours.

Students must complete three (9 credit hours of) required 7000-level graduate courses and at least three (9 credit hours of) additional graduate-level (7000) eligible Law courses, or

post-baccalaureate (5000-level) courses from an approved list. The list of [approved courses](#) is expected to change annually, depending on the offerings in partner faculties. A minimum degree grade point average (DGPA) of 3.0 with no grade below C+ must be maintained to continue in the Faculty of Graduate Studies. The maximum time allowed for the completion of the Master's degree is four (4) years for students declared as full-time. Students are also expected to attend at least three (3) professional seminars offered by the MHR program while earning their degree.

## Required courses:

- HMRT 7100: Theory and Practice of Human Rights (3)
- HMRT 7200: Selected Topics in Human Rights Research and Methods (3)
- HMRT 7300: Human Rights Law (3)

After the completion of 9 credit hours within the program, students must confirm their interest to the MHR Director for either the Thesis stream or the Practicum stream.

## GRADUATE SCHOOL ENTRANCE REQUIREMENTS:

Criteria for admission:

- 1) Normally, a four-year bachelor's degree with at least a B average (3.0 GPA) in the last 60 credit hours of study, or equivalent, to be completed before admission. Note that students with a higher GPA may have a greater



chance of acceptance in this competitive process.

2) Proficiency in the [English language](#) as outlined by the University of Manitoba Faculty of Graduate Studies.

### MHR ADMISSION REQUIREMENTS:

An admissions/selection committee, to be named by the MHR Program Director, will review all applications.

1. At least one undergraduate-level course in human rights or equivalent field experience is preferred.
2. Two letters of reference. Letters may be academic and/or professional.
3. Statement of interest (maximum two pages) that includes reasons for seeking admission, an outline of the applicant's relevant background, a tentative indication of whether the student is likely to pursue a Thesis or Practicum, and a potential Thesis topic and possible Thesis Advisor, if applicable.
4. Current resume or CV

English proficiency requirements for the Faculty of Graduate Studies must be satisfied for entry to the MHR. In addition to the

proficiency test, applicants may be asked to demonstrate proficiency by submitting an academic writing sample (i.e. a research paper from a prior degree).

**Tuition and fees:** Students pay one year [tuition](#), then [continuing fees](#) in subsequent terms until graduation. It is critical that students are aware of and plan for the financial requirements of the program. The University requires graduate students to pay continuing fees in each academic term for which they are not paying program fees. This includes students whose program of study extends beyond the typical program length, and where program fees are paid in Fall and Winter terms. The University's Continuing Fee will be assessed also in Summer Term. The current Continuing Fee is just over \$500.00 each term.

**Application Dates:** Applications are received between September 1 and December 1 of each calendar year through the University of Manitoba Faculty of Graduate Studies [MHR page](#).

**Application Fee:** There is a \$100.00 (CDN) non-refundable fee that must accompany admission applications from all Canadian, Permanent Resident, and international applicants.

Photo by Naassom Azevedo on Unsplash



## LANGUAGE REQUIREMENTS:

Coursework is conducted in English, and the Thesis or Practicum Major Research Paper are normally written in English. However, there is a second language requirement for the MHR.

MHR students whose original language is English are required to demonstrate working knowledge of a second language by the time of graduation. This must be or be equivalent to a University of Manitoba language course. Note: American Sign Language is among the languages recognized by the program.

To satisfy the language requirement, students must:

- pass a language competency test approved by the MHR director; or
- achieve a minimum “C” grade (or equivalent) in a language course that has been approved by the MHR director. This course will be taken in addition to the 18 required course credits and will not influence the GPA.
- notify the MHR Program Assistant upon successful completion of the course.

Students who hope to work internationally should consider selecting one of the official languages of the United Nations (Arabic, Chinese, French, Russian and Spanish) or another world language such as German. The MHR Director may waive this requirement in appropriate circumstances, including where a student provides other evidence of competence in a second language, such as a high school graduation certificate or transcript in that language, confirmation of work experience in the second language, or a transcript of advanced education in the second language.

Courses from institutions external to U of M must be approved by the MHR Director.

The approved courses below are available through the UM Course Catalogue.

### **Asian Studies Centre - Chinese, Hindu-Urdu, Japanese & Sanskrit, Korean**

ASIA 1750 Introduction to Korean	6Cr
ASIA 1760 Introduction to Chinese (Mandarin)	6Cr
ASIA 1770 Introduction to Japanese	6Cr
ASIA1780 Basic Sanskrit	6Cr
ASIA 1790 Basic Hindi-Urdu	6Cr

### **Department of Classics - Latin, Ancient Greek, Modern Greek**

GRK1060 Introductory Modern Greek 1	3Cr
GRK1070 Introductory Modern Greek 2	3Cr



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**Dept. of French, Spanish, & Italian - French, Spanish & Italian**


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FREN1152 Introductory French 1	3Cr
FREN1154 Introductory French 2	3Cr
SPAN1180 Introductory Spanish	6Cr
SPAN1190 Introductory Spanish 2	3Cr
ITLN1080 Introductory Italian	6Cr
PORT1179 Introductory Portuguese	6Cr

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**Dept. of German and Slavic Studies - German, Polish, Russian, Ukrainian, Hungarian**


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GRMN1120 Beginning German (A)	6Cr
HUNG1000 Introduction to Hungarian 1	3Cr
HUNG1002 Introduction to Hungarian 2	3Cr
POL1890 Introductory Polish	6Cr
RUSN1330 Introductory Russian 2	3Cr
UKRN1230 Language Seminar in Ukraine 1	3Cr
UKRN1310 Introductory Ukrainian	6Cr
UKRN1320 Introductory Ukrainian 2	3Cr

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**Department of Icelandic – Icelandic**


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ICEL1200 Introduction to Icelandic	6Cr
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**Department of Native Studies - Dakota, Cree, Ojibwe, Michif, Inuktitut**


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NATV1250 Introductory Cree 1	3Cr
NATV1260 Introductory Cree 2	3Cr
NATV1270 Introductory Anishinaabemowin (Ojibwe) 1	3Cr
NATV1280 Introductory Anishinaabemowin (Ojibwe)2	3Cr

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**Judaic Studies - Hebrew, Yiddish, Arabic**


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YDSH1220 Yiddish	6Cr
ARA1000 Elementary Arabic	6Cr

## **MHR PROFESSIONAL DEVELOPMENT (NON-CREDIT):**

MHR Professional Development seminars are offered throughout the academic year and provide grounding in some of the useful skills required to undertake human rights work. They are offered at no charge and include a variety of timely and relevant topics including writing reports and funding or grant applications, how to write a policy brief, social media for social change, cross-cultural communication, budgeting, negotiation, professional ethics, mediation, presentation skills, grant writing, human rights curation, and career planning. All MHR students are required to attend three (3) PD workshops over the course of their degree.

As outlined toward the end of this handbook, Winnipeg has played a rich role in Canada's human rights story. Tours of local archives, museums, relevant historical sites, and other special events may also be arranged throughout the academic year.

## **THE MHR SYMPOSIUM**

An exciting portion of our MHR experience is our Student Symposium on Human Rights. The Symposium is an opportunity for MHR students to showcase their work in a context that emulates an academic conference. The presentations are organized into topical human rights panels with timed opportunities for presentation and to answer questions. We invite site supervisors, faculty advisors, examiners, family and friends of the students, and members of the University community to join us as we present the latest student research coming out of our program.

For Practicum students, participation in the Symposium is mandatory. Thesis students are invited and encouraged to participate.

The Symposium is usually scheduled late in the Fall term (end of November) with the date confirmed in October.

Prior to the Symposium, participating students are coached by the MHR Professional Development Coordinator to write a 2-page Brief that is a succinct presentation of the larger academic paper, and provides the human rights issue, talking points, and recommendations as a timed presentation.

## **THE MHR STUDENT RESEARCH PORTAL**

Our MHR Student Research Portal showcases the Major Research Papers and Theses of our graduates. The site is accessible to anyone with a UMNetID and provides students and other members of the University of Manitoba community with examples of past work, access to research, and an opportunity for a quasi-publication entry on their CVs.

Once the Major Research Paper or Thesis has passed and is in its final form, students complete the appropriate permission forms and provide a photo and a brief statement about why they chose the topic they did. These are uploaded to the Student Research Portal under the year of graduation and with each student's name as a curated collection of MSpace publications. Each entry includes the Abstract and a direct link to the research on MSpace.

The research interests of the current MHR cohorts and faculty are also available through our Student Research Portal.

## **THE PRACTICUM OR THE THESIS?**

A Practicum differs from the Thesis in its emphasis on the application of theory in an experiential educational setting. It is, however,

similar in scope, span, and rigour. The Practicum includes 300 (usually) unpaid hours in an organizational placement in the field of human rights where students learn and acquire practical application of knowledge and skill. It usually involves the careful definition of a problem or human rights issue of interest to the student as observed within the placement setting, the application of appropriate knowledge and skills to the problem as experienced in the organizational setting, and a report of the results or conclusions in a manner suitable for evaluation by an examining committee. For the MHR Practicum stream, this is a written Major Research Paper demonstrating the student's mastery of the relevant human rights literature. As an academic program, any research involving people must be approved by the appropriate *University of Manitoba Human Research Ethics Board* or *Animal Care Committee*, if applicable, before the work can begin on the Practicum. To date, the MHR Practicum Major Research Papers have not required ethics approval. The development and completion of the Major Research Paper takes place under the guidance of a Faculty Advisor, typically after the completion of the Practicum placement. Faculty Advisors are approached and suggested by the student to the MHR Program Director. The primary role of the Faculty Advisor is to shepherd the writing of the Major Research Paper.

A Master's Thesis is developed under the mentorship of a Thesis Advisor chosen by the student and approved by the MHR Director. The process is somewhat more independent than the Practicum stream, and follows the requirements of the University of Manitoba's Faculty of Graduate Studies protocols and standards for a Master's degree Thesis. Research must be approved by the appropriate Human Research Ethics Board or Animal Care Committee if applicable, before work can begin on the Thesis research. The primary role of the Thesis Advisor

is to guide the research, development, writing, and defense of the Thesis.

### ***Changing Streams in the MHR***

- 1. Practicum to Thesis:** To apply to change streams from the Practicum to the Thesis, students must prepare a short (3-5 page) thesis proposal outlining their topic of research, their research question, and research method to the MHR Director. (A more thorough proposal will be required once students are in the Thesis stream).
- 2. Thesis to Practicum:** To apply to change streams from the Thesis to the Practicum, students must submit a Practicum Proposal (a 2 page document outlining three key human rights thematic interests, at least one corresponding potential placement for each of these), and a one (1) page letter outlining their goals and objectives for undertaking the Practicum stream, to the MHR Director.

In both streams, students must identify a prospective Faculty Advisor (Practicum) or Thesis Advisor (Thesis) in their written request to change streams. Students must also complete the Faculty of Graduate Studies [Program Route Change](#) document, and submit it to the MHR Program Director for signature.

### **UNIVERSITY REGISTRATION AND GRADUATION REQUIREMENTS**

- Students must register in every semester while in the program until the requirements for graduation are met – this includes the summer semester. For most students in the MHR Practicum, this will likely mean being registered for three more semesters after the coursework is complete. To be certain,

it is the responsibility of each student to consult: [http://umanitoba.ca/faculties/graduate\\_studies/media/Information\\_for\\_Graduands.pdf](http://umanitoba.ca/faculties/graduate_studies/media/Information_for_Graduands.pdf).

- Submission deadlines for graduation are different for the Theses and the Practicum. Please consult the link to the University graduation requirements above for the final authority on all deadlines.
- There are hard deadlines that must be met to graduate. Please consult: [http://umanitoba.ca/faculties/graduate\\_studies/media/Information\\_for\\_Graduands.pdf](http://umanitoba.ca/faculties/graduate_studies/media/Information_for_Graduands.pdf).

## CAREER PLANNING

The University of Manitoba provides excellent career planning tools for meaningful employment after graduation. These include workshops, mentorships, networking, and an excellent [Job Search Planning Guide](#) available through the Career Services website. There is also an holistic career guide for graduate students called [Graduate Studies Career Compass](#) available online 24/7.

Human rights work is a demanding, dynamic, and challenging field that is rapidly changing. While the MHR offers professional development opportunities throughout the duration of the program, we also encourage students to manage their own professional development including post-graduate participation in one or more of the many online open courses offered by a range of prestigious universities and international organizations, including [UNICEF](#) and [Amnesty International](#). While some of the general human rights courses are more tailored to those who are new to the field, there are also more specialist courses and advanced topics available, such as [children's rights](#), [international criminal law](#), [non-profit leadership](#) and governance and [sustainable development](#), which offer valuable insights to those already working in the profession who are looking to expand their knowledge. These courses are generally free of charge, with a small fee if formal certification is required. (Source: [humanrightscareers.com](http://humanrightscareers.com))



# The Practicum Stream

## THE PRACTICUM

This practicum is a student-centred and student-initiated learning experience intended to maximize professional development and applied theory in the context of real-life human rights service. Students are supervised on a day-to-day basis by people at a human rights organization and supported by a team of faculty and administrators at the University of Manitoba. The 300 hours served for the Practicum are not work hours, and do not interfere with international visa restrictions.

Each practicum site is selected for its representation of the values and learning outcomes of the MHR in the context of real life. The sites typically want to participate in shaping the next generation of human rights professionals, and so they volunteer time and staff to provide students with 300 hours of on-the-job training. Practicum sites also have an interest in gaining from the unique education and experiences students bring, and this synergistic relationship is at the heart of the field experience. Practicum sites do not receive compensation for their collaboration but have expressed that many of the people at these sites are satisfied to know that as members of the human rights community, they are contributing meaningfully to professional development while advancing the goals of their human rights organizations.

In this way, the Practicum offers an opportunity to explore employment settings while gaining useful skills relevant for work in varied human rights fields. During their Practicum placement, students explore their areas of interest in a particular field in the form of an individually tailored practical placement guided

by daily supervision and mentorship. Students are encouraged to be active in the creation of a great practicum experience and use the opportunity to explore, network, enquire, and learn! We also encourage students to recognize the value of the new contacts their placements provide. Experiences like these can help students to establish personal and professional reputations in the human rights community and facilitate greater employment opportunities upon graduation.

Please be aware that in undertaking a Practicum, students represent the Master of Human Rights program. The future success of the program—and especially the practicum component—will depend partly on fulfilling work responsibilities faithfully and diligently. We are confident and expect students to be positive ambassadors for human rights and for our program, and that in turn through each student's placement, the MHR (and alumni network) will benefit through strong ties to the human rights field.

Practica are normally part-time and a common way the 300 hours are earned is 25 hours/week for 12 weeks, though this can vary. The actual number of hours per week are designed by the Site Supervisor and the student collaborating about the best way to achieve the goals of both the Practicum and the Site. The Supplementary Regulations indicate that Practica shall normally occur over the course of three months during one semester – usually over the summer. This can be extended but requires signed documentation and approval from the MHR Director.

The Practicum is designed to provide a structured conduit between classroom-based



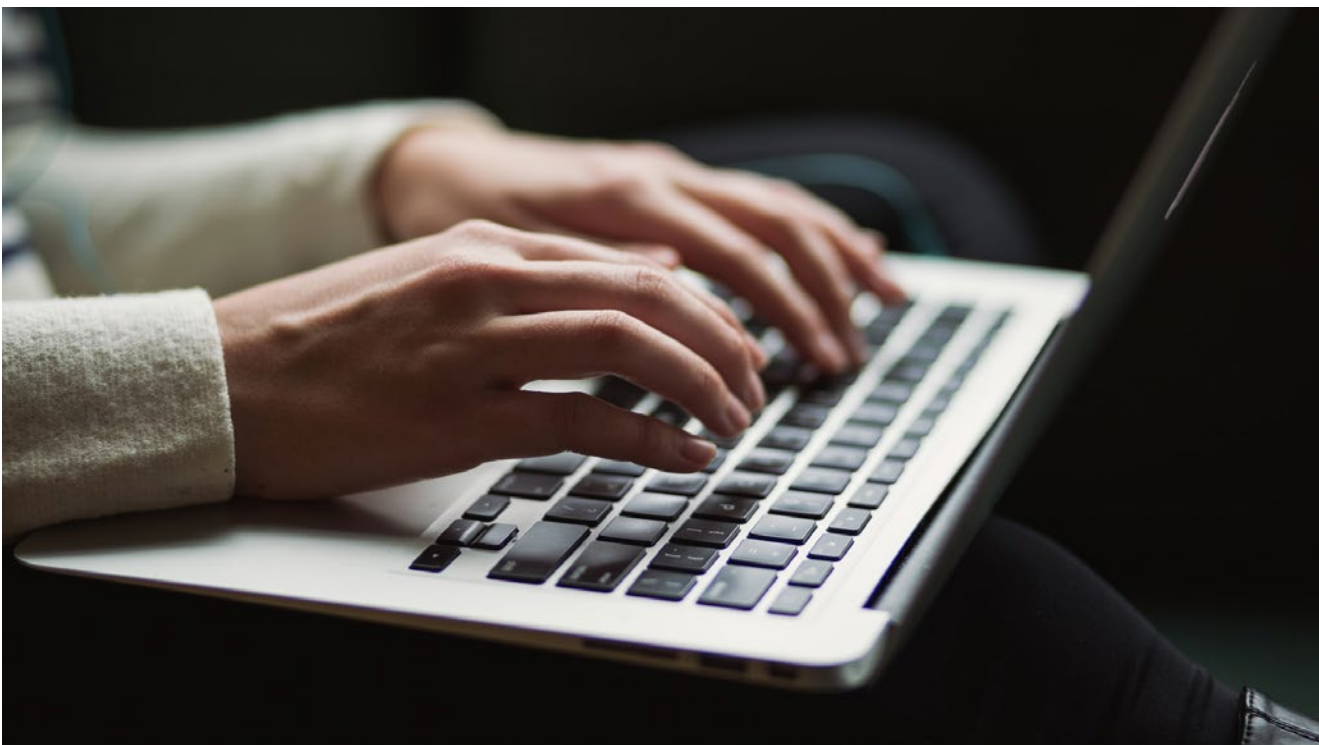
learning and the application of acquired knowledge and research in the context of supervised field settings. As such, each Practicum is intended to be an integral and vital part of the curriculum where classroom learning meets the applied world. Students learn through observation, participation, mentorship, assigned duties, and collaboration within the work of the host organization, and are intentionally engaged in opportunities to learn required skills for addressing human rights issues.

In addition, we offer Professional Development seminars to further develop useful to the placement, and to work beyond the degree. The seminars encourage a reflexive approach to human rights work, an opportunity to collaborate and confer with academic colleagues about the Practicum experience and provide additional opportunities to address issues or questions that may arise.

Students are encouraged to intentionally bridge academic theory and its practical application by exploring how concepts and skills learned through coursework apply to the organizational setting. For example, in the context of their placements, students are encouraged to create opportunities (with Site Supervisors) that test ideas, examine the strengths or limitations of various theoretical or policy frameworks, or perhaps systematically examine forms of human rights interventions. The Major Research Paper, developed with a Faculty Advisor and integrated with the Practicum placement, blends the workplace experience with academic theory and research.

Human Rights is an expansive and multidimensional field. Through each carefully designed Practicum placement, students will gain a hands-on understanding of human rights work.

In their first year, students applying for the





Practicum stream must submit to the MHR Director:

- a two- to three-page document specifying areas of research interest
- a list of three potential practicum work sites, which may include domestic or international organizations of interest
- intended learning outcomes and objectives to be realized through the placement

### WHAT TO EXPECT:

To fulfil the requirements of the Practicum stream of the MHR, students must:

- serve 300 hours in an approved MHR Practicum site, secured through the MHR Director and MHR Practicum Coordinator
- comply with the terms of the Student Practicum Agreement
- attend all three scheduled Practicum seminars
- attend at least 3 Professional Development Seminars provided by the MHR Program
- explain how learning objectives for the Practicum placement were fulfilled
- develop, write, submit, and pass the Major Research Paper on time
- participate in and present an abbreviated summary of the MRP at the annual MHR Student Symposium
- pay all fees
- receive a Pass grade in all coursework and the Major Research Paper
- satisfy all requirements of the Faculty of Graduate Studies

### OVERVIEW OF PRACTICUM REQUIREMENTS

1. Accrue 300 hours of human rights related service at an approved practicum site, usually during the summer term after MHR coursework is completed. These hours are often (but not exclusively) worked as 25 hours for 12 weeks.
2. Develop an achievable set of Learning Objectives as students think through what it is they hope to learn during their Practicum. These are developed in consultation with the MHR Practicum and Professional Development Coordinator, then adapted at the site with the Site Supervisor into workplace tasks and projects.
3. Maintain and submit the Log of Practicum Hours, signed by the Site Supervisor and submitted to the MHRPPDC at the end of the Practicum. This weekly log encourages reflection on the Practicum experience and assists in the achievement of Learning Objectives.
4. Attend all mandatory Practicum meetings in person unless impossible.
5. Collaborate with the Faculty Advisor after the completion of the Practicum placement to develop, write and pass a human-rights Major Research Paper of 7,500-10,000 words at a graduate level standard, submitted with attending required documentation as mandated by the Faculty of Graduate Studies. Topics must explore a human rights issue related to the placement and within human rights theoretical frameworks. Papers must use the language and literature of human rights and reflect a consistent, acceptable citation style with minimal spelling and grammatical errors.

6. Formal sharing of the Major Research Paper through live attendance and participation in our graduate Student Research Symposium. The final, approved Major Research Paper is then uploaded to MSpace and the MHR Student Research Portal.

### **SUPERVISION AND OVERSIGHT OF THE PRACTICUM:**

The MHR Director and the MHR Practicum and Professional Development Coordinator are the primary student advocates throughout the program. The MHR Professional Development Coordinator works directly with students in setting up their Practicum, initiating and finalizing placements with the students, coaching students to refine their learning objectives in order to ensure an excellent Practicum, supervising the necessary administrative arrangements, developing and delivering seminars, liaising with the Practica sites, and reviewing progress reports time logs and other relevant documentation to ensure all practicum requirements are met.

During their placements, Practicum students are supervised directly by their Site Supervisor, while working in collaboration and regular communication with the MHR Professional Development Coordinator. The Faculty Advisor has a nominal role during the Practicum, though the Practicum can be a useful time to establish this important relationship before commencing the development and writing of the Major Research Paper.

During the Practicum placement, the MHR Director and Faculty Advisors provide a more distant leadership than the MHR Practicum and Professional Development Coordinator. The MHR Director is, however, the final approval for all facets of the MHR Practicum.

### ***Detailed Practicum Procedures***

#### **Registration and Practicum Process**

- Registration for the Practicum takes place during the regularly scheduled university registration period.
- There is a one-time Practicum fee of \$500. This fee is in addition to the regular continuing fees of Graduate Studies. Students must pay registration fees for every subsequent semester until all requirements to graduate are fulfilled.
- A mandatory Information Seminar for students intending to complete a practicum is the first of three seminars led by the MHR Professional Development Coordinator and often the MHR Director. Please attend the meeting with the names of organizations and relevant contact information for the location at which students would like to serve their Practicum. This session will offer all MHR students an opportunity to gain a deeper understanding of the practicum process and familiarize them with options.
- At a specified time during their first year, students submit a two-page Practicum Outline to the MHR Director and MHRPDC outlining 3 key interests and suggesting 3 human rights organizations that they have determined align with their interests for placement. The outline also includes a one-page statement of interest outlining the precise skills and training students seek to develop during their Practicum placement. These skills provide the foundation for the formal development of Learning Objectives and inform which opportunity will provide the best placement for each student.

Photo by Antenna on Unsplash



- The MHR faculty and staff support the Practicum stream to ensure that all expectations are properly met. In addition to attending a mandatory seminar introducing the Practicum, each student meets with the MHR Practicum and Professional Development Coordinator to discuss options and explore potential placements, based on their Practicum proposals. Sometimes we determine better placements than those suggested, but the process is always highly collaborative.
- The MHR Professional Development Coordinator works with each student to assist in the planning of learning objectives, competencies, and measures which are detailed in a Learning Objectives document. The Site Supervisor operationalizes the Learning Objectives and collaborates with each student to ensure everyone's goals are being met in the Practicum.
- The finalized Site selection, learning goals, competencies, and related paperwork are intentionally co-developed by the student and MHR Practicum Coordinator prior to final approval by the MHR Director.
- The Site selection process must be completed prior to the academic semester in which the Practicum will begin (typically by the end of April with start dates in late May/early June).
- The purpose of the Practicum placement is to acquire transferable skills for human rights work; offers of placements from pre-approved sites are typically expected to be accepted by qualified Practicum candidates.
- Since placements are intentionally aligned with student learning objectives, students who interview with Practicum Sites and are offered a Practicum position are expected to accept that offer.
- Unless there is a serious problem or barrier to a student continuing with their Practicum placements, students will not be moved or removed from their placement once the legal documents are signed.
- All required forms and documents must be

submitted and filed in the MHR office prior to the beginning of every placement.

- Each student carries primary responsibility to ensure they meet all requirements – including graduation requirements.

### Site Placement

Once the placement has been finalized and all documents submitted, the MHR Practicum and Professional Development Coordinator confirms with each student, who then take the lead on their own placements. Students are then encouraged to:

- Contact the Site Supervisor, who will be expecting an email or phone call.
- Schedule an appointment with the Site Supervisor to finalize the *Learning Objectives* so that all expectations are clear. (A *Learning Objectives* template is provided to each student).
- Some sites require their own Codes of Conduct or Confidentiality documents be signed
- All Practicum students are provided with the University of Manitoba Access and Privacy policy and procedures.

*NOTE: Some sites require a formal interview process and/or have agency pre-qualification requirements that must be met prior to commencement of a placement. If so, the MHR Practicum and Professional Development Coordinator must be informed, who will contact the Site Supervisor and ensure such requirements are met before the placement begins.*

### The Learning Objectives Document

The Learning Objectives are a form of learning contract that is entered into directly between each student and their Site Supervisor. This

is a process that begins informally before students submit their Practicum Proposals in January. By carefully pondering what it is that they intend to learn during their time in the Practicum placement, students develop and adapt several versions through conversations and collaboration with the MHR Professional Development Coordinator, sometimes their Faculty Advisor, and once they get to their placement, with their Site Supervisor. Ideally, these practical outcomes coordinate Practicum learning objectives, competencies of the Master of Human Rights program, and onsite tasks and responsibilities under the guidance of the Site Supervisor. This often-laborious step is critically important to ensure that everyone has clear expectations and understands the intended learning outcomes for students while they are engaged in their site placements.

Copies of the final Learning Objectives document are filed by each student with the MHR Program Director, the Site Supervisor, and the MHR Professional Development Coordinator.

### Total Hours and Training Opportunities

Students are required to complete 300 total hours at the practicum site during their placement. For purposes of international student visas, this is not considered “work” and most placements are unpaid.

- Once the site placement is finalized, students communicate with their Site Supervisor to establish the start date and how the hours will be served weekly. Students may accumulate up to a maximum of 30 hours toward the 300 if their Practicum begins before the beginning of the summer semester.
- Some practicum sites require various forms of training to qualify for placement. Other sites offer training and conferences as part of the Practicum experience. Each student

can attribute a maximum of 30 hours of the 300 required for Practicum experience for workshop training, conferences, and field research training.

- Any training must be pre-approved by both the Site Supervisor and the Professional Development Coordinator. It is the responsibility of the student to acquire these approvals.

### International Practicum Sites

An international practicum provides an opportunity to gain practical experience in contexts that may not be locally available. However, this option will demand more time and coordination as it is developed almost exclusively by the student, who is required to explore, initiate, and secure the proposed Practicum. Students choosing to develop an international practicum site must collaborate with the MHR Professional Development Coordinator, who will take the

initial request to the MHR Director. All decisions for final approval are made on a case-by-case basis by the MHR Director. Once the Practicum has been approved by the MHR, students work very closely with the International Center of the University of Manitoba. Throughout the Practicum, international placement students maintain regular and scheduled virtual appointments with the MHR Professional Development Coordinator. All requirements for the MHR Practicum, including work-hour logs, apply to International Practica.

**Regular Contact:** We need to know students are safe and we also monitor the Practica against learning objectives for all MHR students. Before departing for an International Practicum, students are therefore required to develop and sign a written agreement outlining a call/contact schedule with the MHR Professional Development Coordinator.

Photo by Daryan Shamkhali on Unsplash





**Debriefing and Evaluation:** Upon the student's return from their International Practicum, an in-person debriefing and evaluation process takes place, which includes an evaluation of the learning objectives and the overall experience.

### Process for International Practicum Site Development

Developing an International Practicum can be a lengthy process with no guarantees and many factors influencing its fruition. The development is typically a fluid process, and the MHR Professional Development Coordinator is available to work through the process with the student. However, those exploring an International Practicum are strongly advised to also develop a local Practicum as a potential alternative just in case the international placement does not materialize.

To propose an International Practicum:

- Students are encouraged to meet with the MHR Professional Development Coordinator and sometimes their Faculty Advisor to discuss their Practicum ideas and how the International Practicum will satisfy the requirement to blend workplace experience with human rights research and theory.
- As early as possible, a written proposal of the International Practicum plan must be submitted to the MHR Professional Development Coordinator for review. The proposal must include the site location, the dates of the placement, the contact person, a brief description of the Site, the intended learning objectives, and suggested ways that the learning objectives might be met on site. The site needs to state their willingness to host the Practicum and to provide resources, including a Site Supervisor, for the student. When the written proposal is

ready, the MHR Professional Development Coordinator will seek the approval of the MHR Director on behalf of the student.

- Nothing may proceed until the MHR Director provides written approval of the proposed International Practicum.
- Once the proposal has been approved by the MHR Director, the student must meet with and meet the requirements of the International Centre of the University of Manitoba, which guides the formal commencement and implementation of all international Practica.
- Students are responsible for arranging any visas and meeting medical requirements where relevant. The MHR Director can provide a letter of support for visa applications, if necessary.
- There is a competitive funding source for Practica outside of Manitoba through the Mauro Travel Award. Calls for Applications will be released each April on the University Financial Awards website, and students who are interested in receiving an award must apply according to the criteria stipulated in the Call. It is likely that the award will not cover all the costs of an International Practicum but will defray the costs. We cannot guarantee receipt of this or any other financial aid to any student(s).

*NOTE: The International Centre at the university will not normally approve Practicum placements or coursework in locations where a travel advisory has been issued by the Government of Canada.*

### Log of Practicum Hours

Students are responsible for maintaining a Log of Practicum Hours. This log is to be signed by the Site Supervisor and submitted at the



end of the Practicum to the MHR Professional Development Coordinator. It is then logged into the file of each student. We provide a Template.

In some instances, a student may need to extend their time to complete the required 300 hours. In this situation, students must discuss options with the MHR Director at least two (2) weeks prior to the end of the semester. The MHR Director may grant discretionary permission for an Incomplete (I) course. Students are solely responsible for initiating and shepherding the process: obtain an Incomplete Form from the MHR Director, fill it out, get the Director's signature and then return the form to the MHR Director promptly and one week before the end of the semester. An Incomplete grade (I) must be resolved with a Pass or Fail grade before the end of the next semester. For more information on grading see the [University's Graduate Student Handbook: \[http://umanitoba.ca/faculties/graduate\\\_studies/media/GradStudentGuide.pdf\]\(http://umanitoba.ca/faculties/graduate\_studies/media/GradStudentGuide.pdf\)](http://umanitoba.ca/faculties/graduate_studies/media/GradStudentGuide.pdf).

*NOTE: Incomplete Practicum hours and forms*

*are considered incomplete work and can result in a failed grade.*

### Practicum Seminars

There are three mandatory Practicum Seminars for Practicum students, in addition to Professional Development seminars:

1. The MHR Team holds an annual meeting explaining the Practicum so that students may have a more fulsome understanding of the stream.
2. Before the start of the Practicum placements, the MHR Team holds a second meeting to outline procedures and expectations, including professional conduct.
3. At the end of the Practicum placements, the group meets with the MHR Team to reflect on the practicum experience and lessons learned, explain the Major Research Paper process, and to explain and plan for the MHR Student Symposium.

These seminars are conducted by the MHR

Photo by Element5 Digital on Unsplash



Professional Development Coordinator and/or the MHR Director in collaboration with others on the MHR team. Student attendance, in person or remotely, is mandatory.

### Major Research Paper

The Practicum is a unique experience in which students merge their practical experience with academic human rights theory and theoretical frameworks into a Major Research Paper, with oversight provided by a student-chosen Faculty Advisor.

After the Practicum placement is complete, students embark on the final phase of their MHR Practicum Stream requirements. Under the guidance of their Faculty Advisor, students expand the literature of human rights by the development and submission of a Major Research Paper that blends issues or experiences related to their placement with the academic research, theory, and framework of human rights. The final document must be between 7,500 to 10,000 words, including notes and bibliography, and reflect academic scholarship suitable for academic or professional journal publication. The MRP may be written in a citation style approved by the student's Faculty Advisor. Students determine the due date of the first and subsequent drafts in collaboration with their Faculty Advisor, who serves as the primary evaluator. In collaboration with the Faculty Advisor, a second Examiner is identified. When the Faculty Advisor feels that the MRP is ready for formal evaluation, it is submitted to and reviewed by both the Faculty Advisor and the Examiner and receives a Pass/Fail grade.

The MRP must be passed by the Faculty Advisor and the appointed Examiner, and presented at the annual MHR Student-led Symposium. The final version of the MRP, with a brief bio of the author, is uploaded to the Student Research

Portal on the MHR Website by the MHR Professional Development Coordinator.

The Faculty of Graduate Studies provides recommended timelines for submissions to meet graduation deadlines. It is imperative that students know these timelines and manage their workload accordingly.

**The Faculty Advisor.** Advisors are initially approached typically by students during the first or second semester of their MHR coursework and are selected based on their common areas of interest with the student, their availability, and willingness to work with an MHR student to write a graduate level Major Research Paper. The MHR provides a list of qualified faculty members from the University of Manitoba community who are willing to serve as Practicum Faculty Advisors.

The primary responsibility of each Faculty Advisor (FA) pertains to the development of the Major Research Paper, a 7,500-10,000 word academic paper focused firmly on human rights and embedded in the Practicum. The Faculty Advisor is not responsible for finding a Practicum placement, though they may have recommendations for the student. Once the Practicum placement is over, students work with their Faculty Advisors to choose a topic for their MRP, embedded in their Practicum.

When an agreement to work together is reached, the Faculty Advisor is formally appointed by the MHR Director. This must be done prior to the progress report (June 1 every year). Students and Advisors must complete the [Advisor-Student Guidelines form](#) on JUMP.

The Faculty Advisor becomes more actively involved in the Practicum process to guide the writing of the Major Research Paper toward the completion of the Practicum placement. While the student is in a Practicum site, the Faculty Advisor may assist the student in the

development of a topic and purpose for their paper, related to their Practicum. The Major Research Paper must be a human rights paper that includes predominantly human rights literature. The Faculty Advisor then oversees and grades (Pass/Fail) the Major Research Paper in collaboration with the Examiner. The Faculty Advisor is also responsible for Annual Reports and to ensure the student is aware of any fees associated with their program plan. Some Advisors have provided an active role in connecting students with relevant Practicum placements, but these must meet the MHR requirements and Faculty Advisors are encouraged to contact the MHR Director or Practicum Coordinator with such recommendations as early as possible. Such placements must be coordinated with the MHR Practicum and Professional Development Coordinator, approved by the MHR Director. All required documentation must be completed before the commencement of any placement.

**The Examiner.** Examiners have a purely evaluative role. They Pass/Fail the Major Research paper and may ask for revisions to the draft. All Examiners are recommended by the Faculty Advisor in collaboration with the student, to the MHR Director.

Once the paper has passed, Faculty Advisors are responsible for final oversight and ensure that students upload their paper to MSpace in accordance with the [format and procedure](#) set out by the Faculty of Graduate Studies. The Advisor and Examiner must also fill out the [final report form](#) and return it to the MHR Director ([kjell.anderson@umanitoba.ca](mailto:kjell.anderson@umanitoba.ca)) for signature and submission to Graduate Studies.

*NOTE: While it is highly unlikely that a student would progress to this stage and not successfully complete the Practicum requirements, there is an opportunity to revise and resubmit a failed major research paper and summary*

*once, for evaluation under close advisement of the Faculty Advisor. A second fail requires withdrawal from the MHR program with no completed degree.*

### Student Symposium

After the completion and submission of the Major Research Paper, Practicum students must present an abbreviated summary of their work at the annual MHR Student Symposium. All MHR students are expected to attend the Symposium. Site Supervisors, Faculty Advisors, and Examiners are among the professionals invited to attend the Symposium.

### Practicum Student Evaluation

**Evaluation:** The Site Supervisor evaluates and coaches each student on a day-to-day basis with consideration to the duties and learning outcomes outlined in their individual Learning Objectives. Ideally, a final evaluation is completed collaboratively with the student and Site Supervisor, and often the MHR Professional Development Coordinator.

**Conduct and Confidentiality:** Students must maintain the confidentiality of the Practicum site, the anonymity of all the parties. Any discussion of such matters be strictly limited to the Practicum seminars and to private conversations with the Practicum Coordinator or the MHR Director. In some cases, students may be required to sign confidentiality agreements as a condition of working with the site. If so, they may be subject to the penalties for breach of confidentiality found within any site organization's non-disclosure form. Please be aware that breach of confidentiality is a very serious accusation that will be investigated and could result in disciplinary action up to and including expulsion from the program.

We do require that all students sign and comply with the MHR Code of Conduct, copied at the end of this Handbook. Students are also

expected to sign any Code of Conduct exclusive to their Practicum site.

### ***The Practicum Experience***

The University of Manitoba offers Canada's only Master of Human Rights degree, and one of few universities that offers students a related placement experience in a human rights organization. The MHR Director, MHR Practicum and Professional Development Coordinator, and other faculty provide guidance, but once placed, graduate students are expected to take the ongoing initiative to ensure a meaningful Practicum that fulfils their learning goals.

The Practica must be human rights related. The MHR currently has over 40 organizations we work with, including the Manitoba Association of Rights and Liberties, The Canadian Museum for Human Rights, Public Interest Law Centre, and the Manitoba Human Rights Commission in Winnipeg, the Raoul Wallenberg Centre for Human Rights outside of Manitoba, and we have placed students with NATO, the Human Rights League of the Horn of Africa and other international organizations. International Practicum placements are encouraged. Each year we expand and grow our network in response to student interests. While we interpret human rights related work broadly, final approval for a Practicum placement is granted by the MHR Director.

### **THE MHR PRACTICUM TEAM**

In our commitment to provide a relevant and vibrant practicum experience, the MHR Practicum relies upon the coordination and collaboration of the people in following interactive roles:

### ***Role of the MHR Practicum and Professional Development Coordinator***

The MHR Practicum and Professional Development Coordinator is the key contact for students in the Practicum stream, especially while in their placements. The MHRPDC works with the MHR network to offer guidance to students in choosing their Practicum sites, facilitating placements, liaising with current and potential Practicum organizations, as well as monitoring the completion of all Practicum placement requirements. The MHRPDC also assists students in constructing meaningful learning objectives to ensure the fulfilment of a strong placement experience.

The MHR Professional Development Coordinator is mainly responsible for maintaining strong working relationships with each site to ensure the Practicum experience achieves meaningful, planned, and tracked results based in the learning objectives identified by each student. Additionally, the MHR Professional Development Coordinator serves as a liaison between the University of Manitoba, students, and Site Supervisors before, during, and after student placements.

The MHR Professional Development Coordinator also secures professional development opportunities relevant to augmenting the 'toolbox' of skills and training students will take into their careers beyond the MHR.

The MHR Professional Development Coordinator:

- Develops relationships with Practicum agencies and manages documentation solidifying placements of students with organizations.
- Intervenes if concerns and challenges arise at placement sites that require varied forms of conflict resolution.

- Stays in regular contact with Practicum Site Supervisors relating to student progress.
- Coaches each student to evaluate his or her experiences, recognize areas of growth, and identify areas for further development.
- Monitors the completion of Learning Objectives established in consultation with each student and the Site Supervisor.

### ***Role of the Practicum Organization***

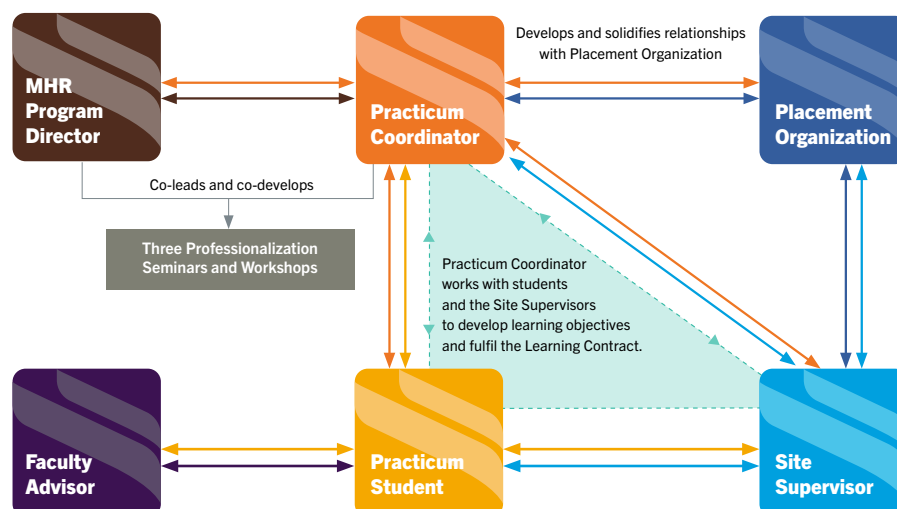
Organizations that participate in the Practicum program offer direct application of human rights-related skills and knowledge through a sufficient range, quality, and level of experience. One staff member is assigned specifically to oversee the Practicum student and to professionally guide their development. This means that the student will have access to all facilities, staff, and services necessary for sound learning and educational training. Work experiences at the Practicum organization may include attendance at staff meetings, opportunities to learn

about the organization, direct problem-solving training and practice, participation and leading of meetings, conflict resolution workshops, conflict analysis and assessment skills, conflict management program design, and/or program intake and administration.

The learning goals of each student for their Practicum, in the form of Learning Objectives, are operationalized by the student, and the placement organization, usually in close collaboration with the Site Supervisor.

The placement organization:

- Welcomes the student into the work of their organization.
- Assigns an on-site supervisor/mentor for the student who will be responsible for day-to-day learning opportunities through assignments and responsibilities.
- Completes the legal Practicum contract with University of Manitoba prior to the commencement of the placement and abides by its terms.





### ***Role of the Site Supervisor***

The Site Supervisor works with each student to ensure the Practicum fulfils the goals of human rights professional growth and a worthwhile learning experience. As people who are trained, educated, and experienced in human rights or a related field or discipline, the Site Supervisors are a rich resource for Practicum students. They facilitate the relationship between academic knowledge and human rights work in their organization and provide daily demonstrations of this to the Practicum student.

The Site Supervisor:

- The Site Supervisor assigns tasks and responsibilities to the student in alignment with the students' Learning Objectives and the goals of the organization, and is usually the person who orients the student to the placement site, introduces them to others, outlines a typical day, etc.

- The Site Supervisor provides regular administrative supervision of the work of the student, monitors the Log of Practicum Hours of the student, and completes any final evaluation of the student related to their placement.
- With the Learning Objectives as guides, the Site Supervisor ensures each student receives at least one-half to one hour of on-site individual supervision and review each week.
- The Site Supervisor, the student, and the MHR Professional Development Coordinator develop a comfortable professional relationship that maximizes student professionalism and growth in their practical capacity at the site.

### ***Role of the Practicum Student***

Each Practicum student is a walking testament



Photo by Matthew TenBruggencate on Unsplash



of human rights values and the integrity of the MHR program. This means that students are expected to interact with the people in the Practicum setting appropriately, respectfully, and sensitively. Professionalism in this context includes demonstrated respectful understanding of the organization's structure, mission, objectives, and the service delivery system through appropriate behavior, and assured confidentiality of the Practicum site. Once students are placed and documents signed, students do not leave or change Practicum placements.

The Practicum Student is active in their own education in the following ways:

- Prior to placement, each student meets with the MHR Practicum and Professional Development Coordinator to discuss placement expectations and begin outlining their individualized learning objectives. These objectives become a critical guide for work done during the Practicum and provides building blocks for ongoing student progress reports, which are primarily completed by the Site Supervisor.
- In the process of confirming a suitable placement, students are often invited to submit their resume or to meet with the leadership of a potential site to finalize the Practicum. There is an expectation that once a student has agreed to an interview, that they will accept a placement offer from that organization if one is forthcoming. The human rights community is small, and professional consideration of the sites and the time invested by the leadership team is an important part of our reputation and success, and student career prospects for the future.
- The Practicum placement requires a minimum of ten hours a week (towards a required 300 hours within one term).
- The Practicum site is a place of employment that has made room for an MHR student, although there is typically no financial remuneration. Students must respectfully observe all placement site people, policies, structures, procedures, and requirements, and undertake their assigned tasks with professionalism.
- Students are expected to participate fully in the process of reflection and learn how human rights skills and knowledge are relevant and applied in their placement setting.
- Students are to complete and submit the work they are tasked with at the site on time.
- Students are to attend and participate in scheduled seminars of the MHR which take place during their Practicum tenure.
- Students are expected to take initiative in speaking in a timely fashion with the MHR Professional Development Coordinator about any concerns or questions they have about or stemming from their placements. The MHR Professional Development Coordinator is the advocate of the Practicum student throughout their placement, especially.
- Students are responsible for all parking and travel costs incurred related to their Practicum. Some sites may provide meals, coffee, or other benefits at their own discretion. This program does not require nor request that any site provide meals or other benefits.
- Students are responsible to the Site Supervisor for the agreed upon hours of site-related activities and obligations during the Practicum placement, in addition to the other Practicum requirements.

If agreed hours cannot be kept due to illness or an emergency, it is the responsibility of the student to contact the Site Supervisor and the MHR Professional Development Coordinator.

- Students must keep complete records of the work that has been assigned them by the Site Supervisor during the given semester through the time log. This log must be monitored and authorized by the Site Supervisor throughout the placement.
- Typically, each student meets with the MHR Professional Development Coordinator after their Practicum to evaluate the placement setting and experience.
- If students perceive or have trouble while placed at the Practicum site (such as lack of supervision, inadequate supervision, impaired staff relationships, and/or inappropriate or inadequate assignments), they are encouraged to contact their Site Supervisor, and if that is too awkward, they are to contact the MHR Practicum Professional Development Coordinator immediately, who, along with the MHR Program Director, is available to students throughout their Practicum. Both are trained in conflict resolution and are available to advocate for students while maintaining positive relations with our placement partners.

## PRACTICUM PLACEMENTS

The following partners have hosted MHR Practicum students. Please note that each year this list expands:

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Canadian Museum for Human Rights,  
Winnipeg, Canada

Canadian Centre for Policy Alternatives,  
Winnipeg

Canadian Museum for Human Rights, Winnipeg

Conflict and Resilience Research Institute,  
Winnipeg

Hugh O'Brien Youth Canada, Tobermory, Ontario

Immigration Partnership Winnipeg

Initiatives for Just Communities, Winnipeg

Joint Civilian Military Interaction, Georgia, USA

KLINIC, Winnipeg

La Via Campesina, Nova Scotia

Legal Aid Manitoba/Public Interest Law Centre,  
Winnipeg

Manitoba Advocate for Children and Youth,

Winnipeg

Manitoba Association of Rights and Liberties,  
Winnipeg

Manitoba Council for International Cooperation,  
Winnipeg

Manitoba Harm Reduction Network, Winnipeg

Manitoba Human Rights Commission, Winnipeg

NATO, CCDCOE, Brussels, Belgium

Office of Human Rights and Conflict  
Management, University of Manitoba

Office of Equality, Diversity, and Inclusion, RADY  
Centre, University of Manitoba

Oral History Centre, University of Winnipeg,  
Winnipeg

Raoul Wallenberg Centre for Human Rights,  
Montreal, Quebec

Ribbon Rouge Foundation, Edmonton, Alberta

Sexual Violence Resource Centre, University of  
Manitoba

Social Planning Council of Winnipeg

Status of Women Secretariat of Manitoba,  
Winnipeg

The HUB, Winnipeg, Manitoba

University of Manitoba Community Engaged  
Learning

West-end Women's Resource Centre, Winnipeg

### **MHR Practicum Required Documentation**

There are five (5) required documents and a formal legal agreement that must be completed and on file for each student to meet the academic requirements of the University for a Practicum.

These are located on our webpage and copied on the following pages:

1. Code of Conduct
2. MHR Student Practicum Agreement
3. Guidelines for Practicum Instruction Sites
4. Log of Practicum Hours and Project Notes
5. Practicum Learning Objectives
  - a. On Developing 5-8 Learning Objectives
  - b. Sample page

Each of these are presented and explained at the Spring mandatory Practicum meeting held before the placements begin. All documents, including the [University of Manitoba Access and Privacy policy](#), are sent to each student after the completion of their Term work, and before the start date of their Practicum. Those requiring signatures are returned to the MHR Program Assistant in compliance with Graduate Studies requirements. Additionally, the MHR has a formal legal agreement between the University of Manitoba and each site, for each student. These are coordinated by the MHR Practicum Coordinator and must be signed by a senior administrator at the Practicum site, the Dean of Law, and the Program Director of the MHR and be on file in the MHR offices before any placement may begin. These agreements are available to students if they wish to see them.

# CODE OF CONDUCT

1. I will work to the best of my ability in the service of human rights and human rights education.
2. I shall maintain the confidentiality of personal information acquired from individuals involved in my placement, except as required for the guidance of supervision.
3. I shall represent my capabilities truthfully and carefully, not taking on more responsibility than is reasonable for a student placement.
4. I shall carry out my duties with integrity, objectivity, and professionalism and will be careful to work within my own limits and the agreed upon role within the practicum placement organization.
5. I shall conduct myself with respect for self and others while maintaining clear, healthy boundaries at all times.
6. I shall not encourage or engage in inappropriate relationships (including business, romantic, or sexual) relationships with anyone related to my practicum placement during the tenure of my MHR practicum.
7. When difficulties arise at my placement, I will follow respectful conflict resolution practices, including confiding in or seeking advice from the Practicum Coordinator.
8. I will maintain a respectful, ongoing professional communication with my Site Supervisor, Practicum Coordinator, and my Faculty Advisor.

***NOTE: Any person who conducts him or herself in any way that is evidenced as contrary to the code will be subject to removal from the practicum and possibly the Master of Human Rights program.***

I have read, understand, and agree to the terms outlined in this document.

Student: \_\_\_\_\_

Director: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

# MHR Student Practicum Agreement

## TO BE SIGNED BY STUDENT WISHING PLACEMENT AT PRACTICUM SITE IN ACCORDANCE WITH THE COURSE, GRAD 7030: MASTER'S PRACTICUM

**THE UNIVERSITY OF MANITOBA, MASTER OF HUMAN RIGHTS**, (the “University”) and the Practicum Site \_\_\_\_\_ have signed an Agreement(s) about the practicum program in which you wish to participate. Prior to starting a placement in which you wish to participate, you are required to read and sign this Agreement. This document describes your responsibilities during your placement and other important information you should know.

By signing this Agreement, I agree to the following:

1. Placement programs cannot compromise the client service objectives of the Sites. The Sites and Site staff are the final authority for all aspects of client service and for the integration of the placement programs into the Site.
2. Each of the University and/or the Site have the right to require me to leave the Site because of my performance or conduct.
3. I am aware of my responsibility to maintain appropriate professional behavior while at my placement, including my obligations under Manitoba's *Personal Health Information Act*, and all other Site related information and matters. All such information is confidential and cannot be communicated except as outlined in any policy of the Site. I will not discuss what I see or hear, or pass on information from written records concerning any Site/client matters except for the purpose of service to the agency/client. If confidentiality is breached, the penalty may include the termination of my placement.
4. I will be assigned care or service responsibilities only to the degree commensurate with my level of ability and optimum learning will be provided without diminishing service of the Site. I will not undertake or perform any task that is outside the scope of the responsibilities specifically assigned to me. If I believe a task is beyond my level of ability or learning, I will immediately inform my Site supervisor.
5. In addition to all University policies, procedures and regulations, I am subject to all relevant policies, procedures and regulations of the Site while I am participating in the Practicum program.
6. I agree to be subject to any/all policies of the University and Site relating to immunizations and infectious disease testing. Prior to commencing a placement and at my own expense, I agree to obtain all immunizations and infectious disease testing required by the University and/or the Site. I understand that the University or the Site may prohibit me from participating in a placement if I do not obtain the required immunizations, testing or if I have contracted an infectious disease of concern in context of the placement.



7. Prior to commencing a placement, and at my own expense, if required by the Site I agree to obtain a criminal record check and to submit the same to the University. I agree that the University may share this information with the Site. I acknowledge that either the University or the Site may refuse my participation in the Practicum program should I have a criminal record of concern to either the University or the Site.
8. Other than the workers compensation coverage arranged by the University on my behalf, neither the University nor the Site is responsible for obtaining health or disability insurance for me. Neither the University nor the Site (each individually referred to herein as the “Party”) accept any responsibility for the risk of accidental injury not caused by the Party or by the Party’s agents, employees, representatives or volunteers, that I may incur during my placement.

Signed by:

Student: \_\_\_\_\_

Witness: \_\_\_\_\_

Date: \_\_\_\_\_





## Guidelines for Practicum Instruction Sites

The following guidelines and expectations are established for organizations considering a practical instruction site for Master of Human Rights (MHR) graduate students completing the Practicum as a critical portion of their degree.

- I. MHR practicum site is offered to students because it supports and evidences a commitment to human rights education.
- II. Faculty members of the MHR will work collaboratively with the site as the Practicum is developed and delivered, in order to ensure students will be engaged in a sufficient range, quality, and level of experience as appropriate for a graduate practicum placement.
- III. The site must provide students with 300 hours of authentic work experience related to the practice of the academic component of the Human Rights master's degree and in accordance with the graduate practica requirements of the University of Manitoba.
- IV. The practicum student will not replace regular site staff, nor be required to render services other than those clearly identified as having agreed-upon educational purposes.
- V. The organization will assign one staff member and allocate the time and resources required to for that member to be a mentor/resource person/supervisor for each student.
- VI. The assigned resource person(s) can be assisted by MHR faculty to arrange for learning tasks, day-to-day oversight and supervision for the student, and assist in the student evaluation procedures.
- VII. All MHR students and Faculty will respect and comply with the policies and regulations of the Practicum site.
- VIII. All MHR Faculty are committed to providing support and facilitating positive conflict resolution related to the Practica in order to ensure that the educational experience is a positive experience for all and fulfills the 300 hour requirement.

# Log of Practicum Hours and Project Notes

[illegible]

## On Developing 5-8 Learning Objectives

One of the key purposes of the MHR Practicum opportunity is to learn and acquire transferable skills required to contribute meaningfully to the practices of human rights. Under the tutelage of someone in a recognized position of leadership in the field, the theory to practice dimension of graduate education becomes highly personalized and relevant through the individualized Learning Objectives of the Practicum. This document has been developed to assist students (and Site Supervisors) in the design of intentional learning objectives, which are in turn formalized in the Practicum Learning Objectives document (next page). Students are encouraged to think carefully about what they wish to learn and how that will be measured while designing learning objectives!

**Step 1:** Think broadly about what kind of skills you would like to learn. Examples might include:

- How to write a grant
- How to synthesize a large report into several pages
- How to convert a report into a policy recommendation
- How to evaluate and revise policy
- How to conduct investigative interviews
- How to supervise and motivate volunteers
- Develop conflict resolution skills

**Step 2:** Apply the skills you have identified into the area of your interests (and/or expertise). Examples of some of the above might include:

- Write a policy brief
- Identify relevant grant opportunities and understand the requirements for application
- Design performance measures by understanding the roles of the various volunteers, working closely with them to monitor, assess, and achieve the goals of the organization
- Enrol in the certified mediation course sponsored by the organization

**Step 3:** Place these into the Practicum Learning Objectives document.

**Step 4:** Work with your Site Supervisor to apply these directly to your role as a Practicum Student. These clearly attainable benchmarks are then signed off by the Site Supervisor in order to provide evidence to the University that the requirements of the Practicum portion for the MHR degree have been met.

<b>Student</b>		<b>Scheduled Placement Days:</b>		
<b>Agency:</b>				
<b>LEARNING OBJECTIVES (Professional &amp; Personal)</b>	<b>LEARNING ACTIVITIES (Tasks &amp; Experience Time Lines)</b>	<b>RESOURCES (Resource Aides)</b>	<b>METHODS TO MEASURE OBJECTIVES (Date/Comments, Time Lines)</b>	<b>OBJECTIVES ACCOMPLISHED</b>
<b>Comments:</b>				
<b>Date completed:</b>		<b>Student Signature:</b>		
		<b>Site Supervisor Signature:</b>		

## PRACTICUM LEARNING OBJECTIVES (EXAMPLE)

LEARNING OBJECTIVES (Professional & Personal)	LEARNING ACTIVITIES (Tasks & Experience Time Lines)	METHODS TO MEASURE OBJECTIVES (Date/Comments, Time Lines)	OBJECTIVES ACCOMPLISHED
<b>EXAMPLE:</b>			
Identify conflicts that arise while engaging with trauma survivors and how to prevent or mitigate them			
Create a checklist for developing an effective engagement plan and create an engagement plan based on this checklist			
Gain knowledge of the trauma-informed approach to engaging with trauma survivors			
Manage clients' cases (case management) using mock scenarios			
Write official reports, deliver presentations, and offer recommendations			

**Seminar, Master of Human Rights Program, University of Manitoba**





# The Thesis Stream

## THE THESIS

The MHR Thesis is an independently written research document on a topic framed in the language and literature of human rights, and of relevance to human rights. The Thesis normally ranges from 20,000-25,000 words of double-spaced typescript, including notes and bibliography. The Thesis demonstrates that the student has mastery of the specific field of human rights research under investigation and is fully conversant with the relevant literature. The Thesis also demonstrates that the candidate has made an original contribution to knowledge in the field of human rights research. The Thesis may entail co-operation with other faculties at the University of Manitoba, and agencies in the local and wider global community. In general, the overall goal of the Thesis is to build or apply theory through disciplined and focused independent study. Consequently the Thesis is based on scholarly study and research that encompasses both theoretical and empirical aspects of human rights research.

Students applying for the Thesis stream must submit:

- an updated statement to the MHR Director regarding the proposed area of research. This ensures MHR faculty can support the proposed research project.
- evidence of support from a faculty member willing to supervise the Thesis as a Thesis Advisor.

## OVERVIEW OF THESIS REQUIREMENTS

Students enrolled in the Thesis stream will produce and orally defend an academic thesis under the tutelage of their chosen thesis Advisor, after completion of all required coursework.

The MHR Thesis stream requires the following:

1. Completion of all required MHR coursework.
2. Selection of a Thesis Faculty Advisor, sometimes called Thesis Supervisor, who will manage the establishment of a Thesis Advisory Committee.
3. Development and submission of a successful Thesis Proposal.
4. Attainment of any required ethics approvals.
5. Writing of a Thesis.
6. Successful Oral Defence of Thesis.
7. Upload final approved Thesis to MSpace, and to the MHR Student Research Portal.

MHR Thesis students are also invited to participate in any of the MHR Professional Development workshops of their choosing, and to participate in the MHR Annual Student-led Symposium.

## WHAT TO EXPECT

The Thesis is a major academic paper of publishable quality that makes an original contribution to literature and knowledge in the field of human rights research. Often students who intend to pursue post-graduate work will want the experience of writing a Thesis. The process is highly individualized, and much initiative and discipline are required by the student to complete what is often at least a one-year writing project after the collection of data. Students are mentored and guided through the process by their Faculty Advisor, or Thesis Supervisor, whose role is detailed below.

The Thesis stream has several stages. Students must choose a Thesis Advisor, then once 9 credit hours of required coursework is successfully complete, students may submit their Thesis Proposal to their Faculty Advisor for approval. Typically, the approved Proposals are also sent to the MHR Director. When the Proposal is approved and all coursework has been successfully completed, any relevant ethics approvals are sought, and then the field research and final writing of the Thesis may begin. Upon its completion, and when the Faculty Advisor/Thesis Supervisor is certain the Thesis is ready for defence, the Oral Defence is scheduled and takes place. Often, the Thesis will need some revisions after defence before it is submitted in its final form for uploading to MSpace and to the MHR Student Research Portal. Students are then qualified to participate in graduation.

### **Your Faculty Thesis Advisor: Roles and Responsibilities**

As the principal mentor for a graduate student, the Thesis Advisor coordinates the Thesis process, including the preparation and grading of the Thesis Proposal, the preparation of the

Thesis, and the oral defence of the Thesis. The Advisor recommends qualified faculty members to be appointed to the Thesis Advisory Committee. When the Thesis Proposal is ready, the Thesis Advisor gives tentative approval of the final proposal for presentation to the Thesis Examining Committee. Thesis Advisors also submit yearly Progress Reports to the MHR Director, and then the Faculty of Graduate Studies.

The Thesis Advisor is chosen by the student from among qualified members of the University of Manitoba Faculty of Graduate Studies and approved by the MHR Director. They are actively engaged in the development of the Thesis throughout the Thesis process.

The Thesis Advisor completes and submits the Advisor Student Guidelines form (on JUMP), as soon as possible after registration but no later than the submission of the first [Progress Report](#). The student must also complete this form. See: [https://umanitoba.ca/faculties/graduate\\_studies/media/ASG\\_Instructions.pdf](https://umanitoba.ca/faculties/graduate_studies/media/ASG_Instructions.pdf).

### **Submitting Progress Reports**

Thesis Advisors meet with students in late spring or early summer to complete Progress Reports. The form must also be approved by the MHR Director and so Progress Reports must be submitted to the MHR Director by Faculty Thesis Advisors at least one week ahead of the FGS deadline (usually before May 23). These must be completed, signed also by the student, and submitted to the Faculty of Graduate Studies each year before June 1 as outlined here: [http://umanitoba.ca/faculties/engineering/departments/ece/curr\\_students/graduate/progress-reports.html](http://umanitoba.ca/faculties/engineering/departments/ece/curr_students/graduate/progress-reports.html).

## THESIS ADVISORY COMMITTEE:

**Thesis Proposal:** Students selecting the Thesis option must complete a Thesis Proposal. The proposal may be submitted after the student has completed 9 credit hours of coursework. Students typically submit their Thesis Proposals within three months of completing their coursework to maintain momentum, structure, continuity and connection with the program and faculty.

Under the supervision of the Thesis Advisor, the student must prepare a 4000-5000 word written thesis proposal to be submitted to the Thesis Advisory Committee. The proposal will outline in some detail the problem the student intends to investigate, as well as the theory and methodology to be employed in the endeavour. The proposal should include an introduction, a context section, the theoretical background of the study, the methodology to be used, the research questions, and the significance of the study. The Thesis Advisor will call a Thesis Advisory Committee meeting to consider the adequacy of the proposal.

Students should normally defend their thesis proposals within six months of completing their coursework to maintain momentum, structure, continuity and connection with the program and faculty.

For a successful proposal meeting, the decision of the Thesis Advisory Committee must be by majority. If a candidate fails a Thesis proposal on two occasions, they will be required to withdraw from the program.

**The Thesis:** The Thesis is a major academic paper of publishable quality that makes an original contribution to literature and knowledge in the field of human rights research. It is 20,000-25,000 words of double-spaced typescript, including notes and bibliography.

**Thesis Oral Defense:** The examination of the Thesis and its subsequent oral defence are carried out according to the regulations of the Faculty of Graduate Studies. When the Thesis has been developed to the point where the student, the Advisor, and the other members of the Advisory Committee are satisfied that it is ready to be examined, the Thesis Advisor will submit a written statement to this effect to the Faculty of Graduate Studies. The Thesis will follow procedures as outlined by the Faculty of Graduate Studies. The oral defence of the Thesis is open to all members of the University of Manitoba community.

The final examination for the MHR Thesis proceeds in two stages: a) the student will first present a summary (10-15 minutes) of the research contribution; and b) the examination of the candidate's thesis. The examination portion should not exceed 70 minutes. Typically, two (2) rounds of questioning are permitted: the first of 10 minutes for each examiner, and the second of 5 minutes for each examiner. The Examining Committee will meet in private to determine if the thesis and defence are acceptable without modification, acceptable with minor revisions, acceptable with major revisions, or not acceptable. Members of the Examining Committee may require that they review revisions to the thesis or may decide to have the Advisor supervise the revisions. The Examining Committee's decision is then announced to the candidate. A Thesis may not be formally submitted for examination more than twice.

**Grading the Thesis:** The Thesis Examining Committee will grade the Thesis Pass/Fail. Sometimes, Theses are awarded "With Distinction."

## THE MHR STUDENT-LED SYMPOSIUM:

The Symposium is an opportunity for MHR students to showcase their work in a context that emulates an academic conference; Thesis students are invited to participate. The presentations are organized into topical panels with timed opportunities for presentation and to answer questions. Students and the MHR program invite site supervisors, advisors, examiners, and the public to attend. The symposium is normally scheduled late in the Fall term (end of November), with the date confirmed during October.

Prior to the symposium, participants are coached by the MHR Professional Development Coordinator to write a 2-page policy brief that will form the basis for the student's presentation.

## THE MHR STUDENT RESEARCH PORTAL:

Our MHR Student Research Portal showcases the Major Research Papers and Theses of our graduates. The site is accessible to anyone with a UMNNetID and provides students with examples of past work, access to research, and an opportunity for a quasi-publication entry on their CVs.

Photo by Andrew Neelon on Unsplash



# Frequently Asked Questions

The following FAQs are also available on our website.

MHR Practicum Student FAQ

MHR Practicum Faculty Advisor FAQ

MHR Thesis Student FAQ

MHR Thesis Advisor FAQ

practicum host organization, or between your advisor and the potential practicum host organization, will be preliminary at this point. This means that the MHR Director will still need to approve each practicum, and the administrative process will still need to be followed for establishment of a practicum.

## MHR PRACTICUM STUDENT FAQ

This FAQ (Frequently Asked Questions) is intended to provide information to commonly asked questions:

### 1. Do students need to do anything for the practicum before second term?

A. Not if you have submitted your practicum interests/thesis interest document. A Practicum Information Session led by the Practicum Coordinator and Program Director will be scheduled sometime near the end of Winter Term and the beginning of Spring Term. This session will further illuminate procedures and give students an opportunity to ask questions and receive further information on the practicum processes. If you are planning to do a practicum you must attend this session. Following the session individual meetings will be scheduled between the Practicum Coordinator and students undertaking practica.

### 2. Can I (the student) contact practicum placements myself?

A. Yes, you certainly can and you are encouraged to do so. The one caveat is that any communications between yourself and the potential

### 3. Who will find me a Practicum placement?

A. Ultimate responsibility for approval and assignment of all placements rests with the MHR Director, but the MHR Practicum Coordinator plays an active role in matching students, learning objectives, and placement organizations. Locating a placement occurs in one of three ways:

1. The student proposes and contacts a potential practicum placement and this placement is then shared with the MHR Practicum Coordinator, who seeks approval from the MHR Director, pending the completion of the administrative process for the establishment of a practicum.
2. A student's Faculty Advisor recommends and sometimes initially contacts a potential practicum placement with the knowledge and support of the MHR Practicum Coordinator and MHR Director. Such placements are approved by the MHR Director pending the completion of the administrative process for the establishment of a practicum, and when they meet the criteria for an MHR Practicum placement.
3. A practicum placement is identified and recommended by the MHR Practicum Coordinator or MHR Director as appropriate





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for a student, and is then arranged through the administrative process for the establishment of a practicum.

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#### **4. What kinds of organizations are appropriate host organizations for a practicum?**

A. The general guidance is that practicums must be human rights related. While this criterium will be interpreted fairly broadly, ultimate authority for the approval of specific practicums rests with the program Director.

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#### **5. What kinds of work will I be doing?**

A. In general we will strive to ensure that practicum placements aren't purely administrative (i.e. typing up other people's work, taking minutes, organizing meetings, moving chairs, etc.). This does not mean, of course, that you may not have

to do some of these tasks. The determination of specific tasks undertaken by students will be part of the process of setting up a practicum, which will also include learning contracts signed and prepared by the student, the Practicum Coordinator, the MHR Director, and the practicum host organization. This contract will outline expected tasks, goals, and learning outcomes for the practicum.

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#### **6. If more students want placements at a particular organization than positions are available, how is it decided who will be placed at that organization?**

A. Ultimately the Practicum Coordinator and MHR Director will determine practicum placements based on availability, the student's stated interests, and an assessment of appropriateness of a given practicum for a given student. The practicum host organization may also be

involved in deciding which student is the best fit for a given position.

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### 7. Will I be interviewed by potential practicum host organizations?

A. Yes, you might be interviewed. Ultimately the decision whether or not to conduct an interview rests with the placement host organization. Having said this, most organizations will likely want to meet students (at least informally) before agreeing to or starting a practicum.

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### 8. When with the practicums begin?

A. The start date for practicums is dependent on administrative procedures and the needs of host organizations. Some practicums will likely begin in summer, and some in the fall. The start date of the practicum should not affect your ability to graduate, as early (fall) graduations are not possible due to university deadlines for graduation. It is YOUR responsibility to ensure you meet graduation requirements. Please consult: [http://umanitoba.ca/faculties/graduate\\_studies/media/Information\\_for\\_Graduands.pdf](http://umanitoba.ca/faculties/graduate_studies/media/Information_for_Graduands.pdf).

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### 9. How long does the administrative process for setting up a practicum take?

A. It will likely take around two-three months to set up new practicum placements in Winnipeg or Canada, and six months outside of Canada. This is true even if you establish contact with practicum host organizations yourself, though students who are more proactive in the process may expedite procedures to a degree.

### 10. Can I do a practicum outside of Canada?

Yes, unless the University or government has prohibited travel. There are several important considerations here:

- a. You will need to find the host organization yourself. The MHR does not have the resources to locate international placements, though our faculty have many potential contacts and ideas. This does not mean, however, that we will not offer you advice. Seek out information from the MHR Director, Practicum Coordinator, or other MHR teaching faculty.
  - b. It will take longer to set up an international practicum in terms of administrative requirements. This is largely due to additional processes required by the University of Manitoba in terms of insurance and legal liabilities. All international practicums at the University of Manitoba must go through the International Centre. The MHR does not have the authority to approve an international practicum.
  - c. International organizations and large NGOs generally have their own practicum/internship procedures and deadlines, which will need to be followed in addition to our UM administrative requirements.
  - d. There will be more stringent reporting requirements for students with overseas placements, given the lack of direct (University of Manitoba) supervision. We have asked students doing international placements to be in contact with the Practicum Coordinator on a weekly basis (see Handbook).
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### 11. Does the University of Manitoba provide funding for practicum placements?

A. Placements within Winnipeg are not eligible for funding. There will be funds available for some placements outside of Winnipeg (including both those elsewhere in Canada and outside of Canada). We will know the precise amount of funding available to the program in April. At this point, we will determine the amount available for disbursement, the number of awards available, and the amount of each award. We will then release a Call for Applications, which will also comply with the terms of reference for the donation, including (but not limited to): that you are a full time student enrolled in the MHR, that you are doing the practicum outside of Winnipeg, that you have a minimum GPA of at least 3.0 on your last 60 credit hours, and that you have demonstrated financial need. I provide this information for illustrative purposes only - the exact criteria for the awards will be released in the Call for Applications. We cannot guarantee receipt of financial award to any student(s).

### 12. Can I do a paid practicum?

A. Yes, we will allow you to do a paid practicum. The general rule of thumb for practicum placements at the University of Manitoba (and most universities) is that you are not promised any payment or funding, but that the practicum, like other university courses, is done for university credits and to fulfil the requirements to graduate and to be awarded your degree. Thus, payment will be permitted, but most practica will likely be unpaid.

### 13. What is the duration of the practicum? Can I do a practicum part-time?

A. Practica will normally be part-time. The

supplemental regulations indicate that practica shall normally occur over the course of three months during one semester. This works out to 25 hours/week for 12 weeks. This schedule can be further extended with the approval of the MHR Director, as part of the general practicum approval process, or due to extenuating circumstances. This ability to “stretch” practicum is still limited by overarching university regulations in terms of deadlines for completion of the program and/or for application to graduate. If your practicum extends over more than one semester you will only pay the practicum fee once, but you will need to pay applicable registration fees in every semester until you fulfil the requirements to graduate (i.e. you have completed all coursework and submitted your Major Research Paper or Thesis). Remember also that you will need to submit all the other required practicum documents in order to complete that course and to graduate through the practicum stream.

### 14. Can my practicum extend beyond 300 hours?

The official relationship between the student, the practicum agency, and the University of Manitoba only relates to the terms and time frame of the site agreement and learning contract. If the student and agency wish to

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continue their working relationship, they may of course do so, outside of the framework of the Master of Human Rights practicum.

### 15. Are there course fees associated with the practicum?

A. Yes, the MHR practicum fee is set at \$500 per practicum. This is comparable to other practicum fees at the U of M. The Faculty of Graduate Studies requires continuous registration while in a program. This means students will also be asked to register for GRAD 7020 – Master’s Re-Registration in Summer 2020. This will generate minimal fees (~\$100). Please note also that students are responsible for all other costs associated with practica (cost of living, travel, etc.).

### 16. May I do a practicum from a distance, or remotely?

A. We may consider distance practicums in

exceptional circumstances (such as a global pandemic), but generally practicums must be done in person to ensure that students gain a range of professional experience (including working with colleagues). If you wish to do a practicum from a distance, this will require the approval of the Director.

### 17. What is the role of my practicum advisor?

A. The practicum advisor (Site Supervisor) will act as a mentor, as well as overseeing the major research paper. Some advisors may take a more active role in connecting students with relevant practicums. The student’s faculty advisor will evaluate the major research paper arising from the student’s practicum, the review will also include an external examiner, who is selected by the advisor approved by the MHR director. While the advisor will work with the student to shape the topic and argument of the major research paper, the external examiner’s role is purely evaluative.

### 18. Beyond the paperwork, what is required for the practicum?

A. As stated in the supplemental regulations, students must complete 300 hours of work, as well as a 7,500-10,000 word Major Research Project. Beyond this, students will also be required to:

- a. create Learning Objectives outlining goals and learning expectations for the practicum,
- b. attend a mandatory professional seminar to be scheduled in the spring, and two other mandatory seminars
- c. attend at least 3 professional development seminars offered by the MHR Program

## MHR PRACTICUM FACULTY ADVISOR FAQ

### Q1. How does a Practicum differ from a Thesis?

A Practicum differs from a Thesis in its emphasis on the application of theory; though it is similar in scope, span, and rigour. The extent of work required for the Practicum is equal to that required for the Master's Thesis. Practicum students pay a fee for the Practicum, and complete 300 unpaid supervised hours in a human rights-based organization and write a 7500-10,000 word paper instead of a Thesis.

### Q2. What elements are required to complete the Practicum stream?

- create a Practicum 'contract' outlining goals and learning expectations for the Practicum
- complete 300 unpaid supervised hours in an approved Practicum site
- develop and write a 7,500-10,000-word Major Research Paper and obtain a Pass grade.
- attend at least three (3) professional seminars (if applicable)
- attend all mandatory Practicum progress meetings.
- develop a 2-page Brief and participate in the Student-led Symposium in November

### Q3. Are there fees associated with the Practicum?

Yes, the MHR Practicum fee for 2020-21 is set at \$500 per Practicum. The University also

charges Continuing Fees until the degree is complete. Make sure your student understands these fees.

### Q4. What is required for the Major Research Paper?

This is a publishable quality academic paper that critically reflects and contextualizes the impact and influence of the student's Practicum within the broader field of human rights. It can be no longer than 10,000 words including Bibliography and Notes. The MRP must be passed by the Faculty Advisor and the appointed Examiner and the [proper documentation](#) submitted to Graduate Studies on time, presented at the annual MHR Student-led Symposium, then uploaded to the Student Research Portal on the MHR Website.

### Q5. What is the role of the MHR Professional Development Coordinator in the Practicum?

The MHR Professional Development Coordinator oversees the practicum process, including the development of learning objectives, determining suitable placements, and the delivery of multiple professional learning opportunities for MHR students throughout the academic year. The MHR PDC is the main contact throughout the practicum placement, but we encourage FAs to be involved as interested parties during this phase.

### Q6. What is the role of the Faculty Advisor?

The Faculty Advisors'(FA) primary responsibility pertains to the development and defence of the Major Research Paper. The FA assists the student in the development of their Major Research Paper. While the student is in a



practicum site, the FA can assist the student in the development of a topic and purpose for their paper related to their Practicum. The FA becomes more actively involved as a mentor in the Practicum process once the Practicum placement is completed. The Faculty Advisor then oversees and grades (Pass/Fail) the Major Research Paper in collaboration with the Examiner. The FA is also responsible for Annual Reports and to ensure the student is aware of any fees associated with their program plan. Some Advisors take a more active role in connecting students with relevant Practicum placements, but these must be coordinated with the MHR Professional Development Coordinator and approved by the MHR Director before the commencement of any placement.

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#### **Q7. How and when are Faculty Advisors appointed?**

Advisors are approached typically by students. When an agreement to work together is reached, the Faculty Advisor is formally appointed by the MHR Director. This must be done prior to the progress report (June 1 every year). Students and Advisors must complete the advisor-student guidelines form together on JUMP: [https://umanitoba.ca/faculties/graduate\\_studies/media/ASG\\_Instructions.pdf](https://umanitoba.ca/faculties/graduate_studies/media/ASG_Instructions.pdf)

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#### **Q8. How are Examiners appointed?**

Examiners are recommended by the FA to the MHR Director.

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#### **Q9. What is the role of the Examiner?**

Purely evaluative. They Pass/Fail the Major Research paper.

#### **Q10. Do Practicum students require an annual Progress Report?**

Yes.

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#### **Q11. Who is responsible for finding the student a Practicum placement site?**

The Faculty Advisor is not responsible for finding a Practicum placement, though may have recommendations for the student. The logistics and learning objectives of the Practicum placements, the primary relationship with the student during their Practicum is guided by our MHR Professional Development Coordinator, who is responsible for developing/coordinating/monitoring/evaluating the work placements and development and achievements of student learning objectives.

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#### **Q12. What kinds of organizations are appropriate sites for an MHR Practicum?**

The Practica must be human rights related. The MHR currently has organizations we work with, including the Manitoba Association of Rights and Liberties, KLINIC, Public Interest Law Centre and the Manitoba Human Rights Commission, and each year have expanded so that now we have over 30 in our network. We interpret human rights related work broadly, but final approval is granted by the MHR Director.

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#### **Q13. Can students do a Practicum physically outside of Canada?**

Yes (but not during COVID19 restrictions), but this is complicated and is primarily coordinated through the International Centre.

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#### Q14. Does the University of Manitoba provide funding for Practicum placements?

No, placements within Winnipeg are not eligible for funding. There are funds available for some placements through application to the Mauro Travel Fund outside of Winnipeg (including both those elsewhere in Canada and outside of Canada).

#### Q15. Can Practica be paid?

There are no stipulations preventing paid Practica, but most are not paid.

#### Q16. When will the Practicums begin?

Typically they begin in May after the completion of Winter term. All required coursework and legal documents must be completed before the placements begin.

#### Q17. What is the duration of the Practicum? Can Practica be part-time?

Practica are normally be part-time and are worked as 25 hours/week for 12 weeks, though this can vary. The Supplementary Regulations indicate that Practica shall normally occur over the course of three months during one semester. This can be extended but requires approval from the MHR Director.

#### Q18. What is the MHR Student-led Symposium?

The MHR Student -led Symposium takes place at the end of November and is coordinated by the MHR PDC. Student research from both the Practicum and the Thesis streams present their major research papers/theses from a Briefing

Note format, which is coached by the PDC.

#### Q19. What happens once the Major Research Paper is passed and has been presented at the Symposium?

Once the paper has passed, FAs are responsible for some last oversight: students must upload their paper to MSpace *in accordance to the format and procedure set out here:* <https://umanitoba.ca/graduate-studies/student-experience/thesis-and-PracticumPracticum/submit-your-thesis-or-PracticumPracticum>. The Advisor and Examiner must also fill out the final report form (<https://umanitoba.ca/graduate-studies/sites/graduate-studies/files/2020-07/masters-thesis-PracticumPracticum-final-report.pdf>) and return it to the MHR Director ([kjell.anderson@umanitoba.ca](mailto:kjell.anderson@umanitoba.ca)) for signature and submission to graduate studies.

#### Q20. How does COVID-19 affect the Practica?

The University has mandated that our Practica take place remotely until they announce that there is no COVID19 health risk for in-person placements.



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## MHR THESIS STUDENT FAQ

### Q1. Why would I do a Thesis and not a Practicum?

The Thesis stream is often chosen by students intending to pursue further thesis-based degrees such as doctorates because it gives you the opportunity to engage in sustained and substantial original research on a topic of interest. An essential feature of the Thesis is that you demonstrate competence to complete a research project and present the findings. A practicum emphasizes practical work experience.

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### Q2. What is the process for establishing a Thesis Advisor?

You take the initiative to contact a potential advisor the approved list on the MHR website. Other University of Manitoba may also be considered but they must agree to advise the student, be eligible according to the University. You must get approval from the MHR Director for advisors not on the list. Once you have chosen a Thesis Advisor, complete the Advisor Student Guidelines (on JUMP).

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### Q3. What are progress reports and when must they be submitted?

The Progress Reports are annual reports of your academic progress through the program. They are completed after a meeting between you and your Advisor, then submitted to the MHR Director before May 23 each year.

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### Q4. What is a Thesis Proposal and am I required to submit it for approval?

The Thesis Proposal is a 10–15-page proposal for thesis research prepared under the supervision of your Advisor. It is to be submitted to your Advisor after 9 credit hours of MHR work is complete and must be approved by your Thesis Advisory Committee before any research work can begin.

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### Q5. Who will be on my Thesis Advisory Committee?

The Advisory Committee is usually 3 members (an Advisor and 2 Examiners), organized by the Thesis Advisor and approved by the Director of the MHR.

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### Q6. Is there an oral defence for the Thesis Proposal?

No, but the Thesis Proposal must still be approved by the Thesis Advisor and Examiners.

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### Q7. How will the Thesis Proposal be graded?

The Thesis Advisory Committee passes or fails the Thesis Proposal by majority vote.

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### Q8. Does my Thesis research require ethics approval?

You must receive ethics approval for any research that involves human subjects, and no data collection may commence until you have written approval. See: [https://umanitoba.ca/research/orec/ethics/human\\_ethics\\_index.html](https://umanitoba.ca/research/orec/ethics/human_ethics_index.html).

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### Q9. What are the specific Thesis requirements?

The Thesis demonstrates your mastery of a specific field of human rights research and that you are fully conversant with the relevant literature. The document is 20,000-25,000 words of double-spaced typescript, including notes and bibliography, and makes an original contribution to knowledge in the field of human rights. This normally involves original research (i.e. interviews, surveys, participant observation, the analysis of jurisprudence, archival research, etc.) Thesis guidelines are strict. See: [https://umanitoba.ca/faculties/graduate\\_studies/thesis/index.html](https://umanitoba.ca/faculties/graduate_studies/thesis/index.html).

### Q10. When do I need to have submitted my Thesis to my committee to graduate?

This depends on you. The university offers three graduation deadlines each year, details are found on the Faculty of Graduate Studies deadlines. You must complete all your graduation requirements to be eligible to graduate.

### Q11. Who is on the Examining Committee and how are they appointed?

This is the same committee as your Proposal Committee. They are appointed by your Advisor.

### Q12. What are the main duties of the Thesis examiners?

The examiners evaluate and grade your Thesis.

### Q13. Will there be an oral thesis defence of the Thesis?

Yes. The date is set by the Faculty of Graduate Studies and all members of the University of Manitoba community are invited to attend.

### Q14. What is the format for the oral defence?

You present a 10–15-minute summary of your research contribution, and then there are two rounds of questions from the examining committee lasting up to 70 minutes.

### Q15. How will my Thesis be graded?

The Thesis is graded as Acceptable with Minor Revisions, or Acceptable with Major Revisions, or Not Acceptable.

### Q16. What happens when a Thesis is deemed to be “not acceptable”?

This is rare because your Advisor guides and advises your work to ensure you produce a quality document. If, however, two of the three examiners do not pass the Thesis, it will fail. It can be submitted for examination a second time (and no more than a second time).

### Q17. What is required to graduate, once the thesis is approved?

You are responsible to ensure that you have met your graduation requirements. You are required to upload your Thesis in its final form and correct format to MSpace. Your advisor must submit a Thesis Final Report.

### Q18. What about the MHR Student-led Symposium?

Thesis students are invited to participate in our annual Master of Human Rights Symposium on a separate Thesis panel, normally held in late November or early December of each year. The Symposium emulates an academic conference. After the Symposium, presented papers are uploaded to the MHR Student Research Portal.

## MHR THESIS ADVISOR FAQ

### Q1. What are the main duties of the MHR Thesis Advisor?

As the principal mentor for a graduate student, the Thesis Advisor coordinates the Thesis process, including the preparation and grading of the Thesis Proposal, the preparation of the Thesis, and the oral defence of the Thesis. The Advisor recommends qualified faculty members to be appointed to the Thesis Advisory Committee. When the Thesis Proposal is ready, the Thesis Advisor gives tentative approval of the final proposal for presentation to the Thesis Examining Committee. Thesis Advisors also submit yearly Progress Reports to the MHR Director, and then the Faculty of Graduate Studies.

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### Q2. Once I have agreed, what is the process for becoming a MHR Thesis Advisor?

The Thesis Advisor completes and submits the Advisor Student Guidelines form (on JUMP), as soon as possible after registration but no later than the submission of the first Progress Report. The student must also complete this form. See: [https://umanitoba.ca/faculties/graduate\\_studies/media/ASG\\_Instructions.pdf](https://umanitoba.ca/faculties/graduate_studies/media/ASG_Instructions.pdf).

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### Q3. Who will be on the Thesis Advisory Committee?

The Advisory Committee is organized by the Thesis Advisor and approved by the Director of the MHR. It will normally consist of 3 members – the Advisor and two Examiners. At least two members of the committee must be members of the Faculty of Graduate Studies.

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### Q4. What are the main duties of the Thesis Examiners?

The thesis examiners' role is evaluative. They provide feedback and grade the Thesis Proposal, as well as the final Thesis.

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### Q5. How are Examiners appointed?

The MHR Thesis Advisor recommends Examiners to the MHR Director, who appoints them to the Committee.

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### Q6. Are there requirements for the Thesis Proposal?

The Thesis Proposal should be 10-15 pages in length and includes an introduction, a context section, the theoretical background of the study, the methodology to be used, the research questions, and the significance of the study.

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### Q7. Are students required to submit their Thesis Proposal for approval?

Yes. Proposals are submitted to the Thesis Advisory Committee, but after 9 credit hours of coursework are completed. Normally students submit their Thesis Proposals within three months of completing their coursework.

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### Q8. Is there an oral defence for the Thesis Proposal?

No, but the Thesis Proposal must still be approved by both the Thesis Advisor and Examiner(s).

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### **Q9. Is the Thesis Advisory Committee Meeting a formal requirement?**

Yes, and the Thesis Advisory Committee meeting to consider the proposal must adhere to the procedure outlined in the MHR Supplementary Regulations.

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### **Q10. How will the Thesis Proposal be graded?**

The Thesis is graded Pass or Fail by a majority of the Thesis Committee.

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### **Q11. What are the requirements for the MHR Thesis?**

The Thesis should also demonstrate that the candidate has made an original contribution to knowledge in the field of human rights research. It is 20,000-25,000 words of double-spaced typescript, including notes and bibliography.

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### **Q12. Does the Thesis research require ethics approval?**

Research involving human subjects must receive ethics approval from the relevant University of Manitoba Research Ethics Board before any data collection may commence.

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### **Q13. When does the Thesis need to be submitted to graduate?**

Deadlines for graduation are found in the University calendar. All program requirements must be completed before students may be recommended for graduation.

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### **Q14. Will there be an oral Thesis defence?**

Yes. The defence is open to all members of the University of Manitoba community.

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### **Q15. Who is on the Examining Committee?**

The Examining Committee is normally be the same as the Thesis Advisory Committee.

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### **Q16. What is the format for the oral defence?**

The final examination for the MHR thesis proceeds in two stages: a) the student will first present a summary (10-15 minutes) of the research contribution; and b) the examination of the candidate's thesis. The examination portion should not exceed 70 minutes.

Typically two (2) rounds of questioning are permitted: the first of 10 minutes for each Examiner, and the second of 5 minutes for each Examiner. The Examining Committee then meets in private to determine whether the Thesis passes and whether revisions are necessary.

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### **Q17. How will the Thesis be graded?**

The Thesis is graded on its merits according to the following categories:

- Acceptable, without modification or with minor revision(s); or
  - Acceptable, subject to modification and/or revision(s); or
  - Not acceptable.
-

### Q18. What is the MHR Student-led symposium?

The MHR Student-led Symposium takes place at the end of November and is coordinated by the MHR PDC. Student research from both the Practicum and the Thesis streams present their major research papers/theses from a Briefing Note format, which is coached by the MHRPDC. All MHR students are expected to attend.

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### Q19. What is required to graduate, once the thesis is approved?

The Advisor and Examiners must submit the Thesis final report to the MHR Director, who submits it to the Faculty of Graduate Studies. The student must upload their final Thesis in correct format to MSpace.

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### For more information:

Master of Human Rights

**Email:** [mhradmissions@umanitoba.ca](mailto:mhradmissions@umanitoba.ca)

**Website:** <https://law.robsonhall.com/programs/mhr/>

Photo by Moise M on Unsplash



# Life at the University of Manitoba

(Sources: U Manitoba websites)

## TWO CAMPUSES

The Faculty of Law and the Master of Human Rights program are located at the Fort Garry campus of the University. Originally an agricultural college founded in 1877, the Fort Garry campus is cradled in a bow of the Red River in a treed, green setting 20 minutes from the city centre. The historic Fort Garry campus encompasses more than 280 hectares. More than 60 major buildings host a range of world-class facilities including four colleges, laboratories, teaching and learning spaces, administrative and service offices, recreation facilities, research agencies, libraries and residences with open spaces and an interwoven network of streets, pedestrian pathways, and plazas. The Fort Garry campus of the University of Manitoba is the proud home for the National Centre for Truth and Reconciliation and entrusted with the Truth and Reconciliation Commission's archives.

The Bannatyne campus is downtown campus; a vibrant urban community adjacent to the Health Sciences Centre. Serving our province's future health professionals, this nine-building complex focuses on collaboration across disciplines — and trains the doctors, nurses and other health care professionals that go on to serve throughout Manitoba and beyond. More information about other specialized affiliations and locations of the work of the university may be found at <https://umanitoba.ca/about-um/our-campuses>.

In addition to two main campuses — Fort Garry and Bannatyne — the University of Manitoba



has multiple satellite sites throughout the province and research settings around the world. The University features new, modern facilities complemented by historic buildings that have defined the campus for more than a century.

## THE TUNNELS

Underneath much of the Fort Garry Campus are underground tunnels. The tunnels don't connect all buildings and go around the perimeter of campus (mostly, although there are some internal linkages), so a 5-minute outdoor walk in the summer can take 15 minutes in the winter. Still, it's better than trekking through snow and ice just to get to the bookstore or enjoy a meal or drink at the University Centre. Because the tunnels can be confusing, get an experienced "tunnel-walker" (most of us are) to show you through the tunnels once; after that, you are on your own!

- [https://umanitoba.ca/campus/physical\\_plant/fortgarry/pdfs/TunnelMap.pdf](https://umanitoba.ca/campus/physical_plant/fortgarry/pdfs/TunnelMap.pdf)

## UMSU

The University Centre has a hair salon, a post office, a drug store, a florist, the bookstore, a food court, several restaurants (note: these are on the third floor), and a bar, as well as many student services, some of which involve faculty and staff. The university ID card is made there.

## COMPUTING

Most student computer labs on campus are “open” labs; any student can use them. Each library has available computers for students, and there are free standing computer labs throughout the campus.

## ON-CAMPUS RECREATION

The UofM sports teams are the Bisons. Tickets for football, basketball, baseball, hockey, soccer, and volleyball are fairly reasonably well priced. The Active Living Centre just opened this year and is a world-class health and fitness centre, available to faculty and staff at a reasonable rate.

## CAMPUS COMMUNITIES

University faculty, staff, and students come from a variety of cultures, religions, countries, and viewpoints. If you are a native of a particular country, follow a specific religion, are a member of a particular culture, or relate to a particular viewpoint or orientation, feel free to ask someone on our faculty or staff; we likely have someone on our faculty or staff who can connect you to a community you would like to meet.

## INDIGENOUS ACHIEVEMENT

In Taking Our Place: University of Manitoba Strategic Plan 2015-2020, our university affirmed its commitment to create pathways to Indigenous achievement by incorporating the same as one of its strategic priorities. The University of Manitoba has a variety

of programs, spaces, and events to create a welcoming environment that affirms Indigenous identities and provides inter-cultural understanding. Migizii Agamik is the university’s central space that showcases Indigenous-inspired architecture and houses the Indigenous Student Centre, various student groups, and Access/Aboriginal Focus Programs. It regularly hosts cultural events throughout the year. All students, faculty, and staff (Indigenous and non-Indigenous alike) are warmly welcomed.

## ON CAMPUS COLLEGES

The University of Manitoba is also home to four colleges: St. Paul’s College, St. Andrew’s College, and St. John’s College. Each college reflects one of Manitoba’s many religious heritages and offer memberships at a modest fee. Membership provides students with opportunities for study space, social events, and scholarships and bursarys that are not available to the wider student population.

## LIBRARIES

The University of Manitoba houses almost 9 million books and 30,000 electronic journals in 11 libraries across its two campuses, in addition to Special Collections and Archives, and the library at Université de Saint-Boniface, our affiliated francophone campus. The E.K.Williams





Law Library, located on the fourth floor of Robson Hall, offers group study rooms, a meeting room, public access computers, and printing and scanning for student use. Every year, the UM Libraries hold a specific Graduate Student Workshop with all

the experts from all areas available to assist in navigating the libraries, and to answer questions.

## SOURCES OF INFORMATION FOR ALL STUDENTS

**Questions? askumanitoba.**

- <http://umanitoba.intelliresponse.com/>

**Student Guide.**

- <https://umanitoba.ca/student-supports>

Your guide for being a student at the University of Manitoba.

## ON-CAMPUS HOUSING OFFICE

On-campus housing is more than just a place to live while studying at the University of Manitoba. You'll be engaged through unique programs and opportunities that emphasize academic and social growth, diversity, wellness, leadership, and community building.

## LIVING OFF CAMPUS

There are many places to rent in Winnipeg for students. The Fort Garry campus, home to the MHR, is located in the south part of Winnipeg, near the communities of Fort Richmond, Fort Garry, Waverly Heights and Bridgwater Forest. Private apartments and rooms for rent can often be located on Kijiji Winnipeg, an online personal possession sales platform.



## ACADEMIC ADVISING

### Locate your Faculty/School student advisor

- <https://umanitoba.ca/student/academic-advisors/academic-advisors-list>

## STUDENT BUS PASSES

Answers Information Booth,  
1st Floor, University Centre

## CAREER COUNSELLING

Career Services, 474 University Centre,  
Fort Garry Campus

- <https://www.umanitoba.ca/career-services/>

## CREATING COMPUTER ACCOUNTS (UMNETID)

- <https://signum.umanitoba.ca>

### Graduation and Convocation

- <https://umanitoba.ca/registrar/graduation-convocation>

## FEE ASSESSMENT

Aurora Student; go to Enrolment and  
Academic Records

- [https://aurora.umanitoba.ca/banprod/twbkwbis.P\\_GenMenu?name=homepage](https://aurora.umanitoba.ca/banprod/twbkwbis.P_GenMenu?name=homepage)

## FINANCIAL AID AND AWARDS

- [https://umanitoba.ca/student/fin\\_awards](https://umanitoba.ca/student/fin_awards)

## MEDICAL INSURANCE

110 University Centre

- <https://umsu.ca/services-and-support/health-dental>

## INTERNATIONAL STUDENTS

- [https://umanitoba.ca/student/records/international\\_students/phc.html](https://umanitoba.ca/student/records/international_students/phc.html)

## PAYMENT OF FEES

Cashiers Office, 138 University Centre, Fort  
Garry Campus

- <https://umanitoba.ca/feepayment>

## PERSONAL COUNSELLING

Student Counselling Centre, 474 University  
Centre

- <https://umanitoba.ca/student-supports/student-health-and-wellness/student-counselling-centre-scc>

Chaplains' Association, 102Y University Centre

- <https://umanitoba.ca/student-supports/spiritual-services>

Sexual Violence Resource Centre, contact  
[svrc@umanitoba.ca](mailto:svrc@umanitoba.ca)

- <https://umanitoba.ca/student-supports/sexual-violence-support-and-education>

## REGISTRATION

For information

- <https://umanitoba.ca/registrar>

To activate registration

- [https://aurora.umanitoba.ca/banprod/twbkwbis.P\\_GenMenu?name=homepage](https://aurora.umanitoba.ca/banprod/twbkwbis.P_GenMenu?name=homepage)

# Winnipeg and Early Human Rights

## The Human Rights City

### LANGUAGE RIGHTS AND THE MANITOBA SCHOOLS QUESTION (1870S)

The struggle over the rights of francophones in Manitoba to receive an education in their mother tongue and their religion is regarded as one of the most important “school crises” in Canadian history, with major short-term and long-term consequences.

In 1870, Section 23 of The *Manitoba Act* protected language rights in early Manitoba. The section was modelled on section 133 of the *British North America Act* (BNA), Canada’s original *Constitution*, guaranteeing the rights of francophones and anglophones in the legislature and the courts. Section 22 of the *Manitoba Act* established the principle of a denominational, Catholic and Protestant school system — in other words, a system of separate schools, with French schools for Catholics and English schools for Protestants funded by the province. Because section 93 of the BNA provides for appeals to the federal government to disallow provincial laws affecting denominational-minority education rights, francophone Catholics knew that they would have a means of enforcing these rights if the need arose. The right to language protection was highly contested and the resolution of the Manitoba Schools Question, which reduced French from equality with English to the same as “any other language” is one of the early struggles for human rights for Manitobans.

Over time, Francophones became more and more of a minority in Manitoba and more and more assimilated by the anglophone majority,

as were members of other linguistic minorities, such as Ukrainians, Germans, Poles, Mennonites, and Italians who had immigrated to Canada after persecution in Europe and settled in Manitoba.

In 1994, following a series of court challenges, the right to French education was gained through Section 23 of the *Canadian Charter of Rights and Freedoms*, and the Franco Manitoban School Division (the Division scolaire franco-manitobaine in French) was established. The DSFM is comprised of 23 schools across Manitoba in which all instruction and communication is in French.

### THE RED RIVER UPRISING (1869-1870)

The *Manitoba Act*, which created the postage stamp province of Manitoba in 1870, was the result of a long political battle waged by the Métis of the Red River Colony to secure recognition of their land rights). The movement was led by Louis Riel, who is now recognized as the ‘Father of Manitoba.’ He is commemorated in two statues: one stands on the northern bank of the Assiniboine River at the Manitoba legislature, and the other stands in front of Université de Saint-Boniface (USB), western Canada’s oldest educational institution, and only French university. As the Canadian Pacific Railway was being built across Canada and the Americans were encroaching north into the Prairies, there was great contest over the land, which was not part of Canada or of any Treaty, yet. Riel formed a provisional government and created a list of rights under which the Red River Métis would protect their way of life and join Canada. Although he swore allegiance

to the Queen, Louis Riel was executed by the Canadian government in 1885 for high treason and is buried on the grounds of the Cathedral St. Boniface across from The Forks in Winnipeg.

### **TREATY 1 (1871)**

Winnipeg sits on Treaty No. 1 land. To facilitate settlement of the west, the Treaties were and are negotiated agreements about land sharing and compensation. Treaty 1 was negotiated and entered into August 1871 at Lower Fort Garry (often called The Stone Fort). This was the first of eleven Treaties between the British government and the Chiefs of the First Nations of the prairies. During 2014-2015, Treaty 1 was on display at the Canadian Museum for Human Rights, and is available for viewing electronically on the Treaty Relations Commission website.

### **THE WOMEN'S SUFFRAGETTE MOVEMENT (1916)**

On Jan. 28, 1916, women in Manitoba were the first in Canada to have the right to vote at the provincial level. The unprecedented decision was the culmination of activism, dedication, and creativity of women who lived in Winnipeg, such as Nellie McClung, E. Cora Hind and M.J. Benedictssen. Nellie McClung lived in Winnipeg for 30 years, and her statue stands on the grounds of the provincial legislature alongside a handful of women whose shared ideas and beliefs she had passionately championed around the world. Standing on the western grounds of the provincial legislature is statue called the Famous Five, portraying Nellie McClung putting her own name to the petition for women to be recognized as persons, and to acquire the right to vote.

### **THE WINNIPEG GENERAL STRIKE (1919)**

For many years, the country had been subject to growing inflation, low wages, and terrible working conditions. After the end of the First World War, hard times settled fiercely on Canada with massive unemployment, resulting in the overwhelming discontent of labourers across the nation. Canadians were angry – with some demanding better wages and working conditions and others demanding jobs.

As unrest grew, on May 1, 1919, Winnipeg's building and metal workers went on strike for higher wages and within a few weeks, the strikers were joined by 30,000 union and non-union workers in support of the strike. Everything in the city came to a halt and sympathy strikes broke out across the country.

On June 17, the Federal government ordered the arrest of ten strike leaders – one of them being Abraham Albert (AA) Heaps, a person of national historic significance recognized for his later work as a Member of Parliament who played a key role in introducing social welfare legislation to Canada.

Four days after the strike leaders were arrested, about 25,000 workers gathered in the downtown streets in protest. On this day, known as 'Bloody Saturday', the Winnipeg mayor read the Riot Act and called in the Royal North-West Mounted Police who charged the crowd, and beat the strikers with clubs.

Faced with the forces of both the government and employers, the strikers returned to work on June 25. The General Strike left its mark, resulting in a wave of bitterness and controversy across the country. A plaque installed at 510 Main Street near William Avenue in Winnipeg commemorates the historic event.

# Life in Winnipeg

## “THE CULTURAL CRADLE OF CANADA”

Winnipeg means “muddy waters” and is located at the forks of two large continental river systems, though five rivers run throughout the city. The Assiniboine River comes from the far west and joins the Red River, one of the world’s few northern flowing rivers, in the heart of Winnipeg. Winnipeg has been a meeting place and trade centre for thousands of years, and evidence of trade from as far away as Mexico has been found through excavations.

Manitoba means “resting place of the Great Spirit” in the Indigenous languages of the area. The University of Manitoba campuses are located on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation, in the southern part of the city. Our water is sourced from the Shoal Lake 40 First Nation.

Winnipeg weather is always a topic of conversation! Our winters are famously long, cold, and relentless. It’s tempting to stay inside and wait for spring. However, summer is also spectacularly hot and so to really experience the best of Winnipeg, dress appropriately and get outside! There are great things to do in our city to keep you entertained, and a great transit system to take you almost anywhere you wish to go!

## CULTURE

Winnipeg hosts world class cultural events including:



Photo by David Hofmann on Unsplash

### Royal Winnipeg Ballet

380 Graham Avenue

The Royal Winnipeg Ballet is Canada’s oldest ballet company and the longest continuous- ly operating ballet company in North America

<https://www.rwb.org/>

### Winnipeg Symphony Orchestra

555 Main Street

The WSO performs primarily at the Concert Hall and has delighted audiences for over 70 years in an average of 80 concerts a year!

<https://wso.ca/>



Photo by Brydon McCluskey on Unsplash

### **Canadian Museum for Human Rights**

85 Israel Asper Way

The CMHR is a crown corporation and the first new national museum created in Canada since 1967, and is the first museum dedicated to the evolution, celebration, and future of human rights. The Museum held its opening ceremonies on 19 September 2014, and has since received national and international recognition across many fields of activity, including accessible and inclusive design, architecture, communications, construction, cultural leadership, education and financial management.

<https://humanrights.ca/>

### **Winnipeg Art Gallery**

300 Memorial Blvd

The permanent WAG collection includes over 24,000 works from Canadian, indigenous Canadians, and international artists. The museum also holds the world's largest collection of Inuit art. A must see during your time in Winnipeg. Enjoy the gift shop and restaurant; check the website for special events.

<https://www.wag.ca/>

### **Centre Culturel Franco-Manitobain**

340 Provencher Blvd

Since 1974, the CCFM has played an important role by featuring all forms of French-language artistic and cultural activities. It gives all Manitobans a chance to experience French Canadian culture.

<https://ccfm.mb.ca/>

### **The Forks Marketplace and Commons**

1 Forks Market Road

Manitoba Museum, Planetarium and Science Gallery 190 Rupert Ave

The Manitoba Museum is the province's largest, not-for-profit centre for heritage and science learning, renowned for the vivid portrayal of Manitoba's rich and diverse history. The Museum is noted for its three-dimensional walk-through galleries. Highlights include the Nonsuch, a full-size 17th-century sailing vessel, and the Urban Gallery, which takes you back in time to Winnipeg during the 1920s. The Museum also contains amazing Planetarium shows and Science Gallery exhibits.

<https://www.theforks.com/>



### **Assiniboine Park Zoo**

2595 Roblin Blvd

Sitting along the Assiniboine River in the largest park in Winnipeg, the 80 acre Assiniboine Park Zoo is world-renowned for its polar bear exhibit. The Park also hosts a conservatory, much green space, walking paths and a riding train. Open 364 days a year, Assiniboine Park is a favourite among locals and tourists.

<https://www.assiniboinepark.ca/>

## **SPORTS**

Winnipeg is home to many professional sports teams. Tickets for live events can be purchased through their websites:

### **Winnipeg Blue Bombers (football)**

<https://www.bluebombers.com/> Winnipeg

### **Goldeyes (baseball)**

<https://goldeyes.com/>

### **Winnipeg Jets (hockey)**

<https://www.nhl.com/jets>

### **Winnipeg Valour (soccer)**

<https://valourfc.canpl.ca/> Transportation

## **WINNIPEG TRANSIT SYSTEM**

The city has invested in developing a sophisticated public transit system. The use of the transit system is included in student tuition prices. The city is a web of bus routes and rapid

transit routes. There are phone numbers and stop numbers at each stop so that passengers can call and determine exactly when the bus will arrive at that stop – a welcome feature when our weather is severe. There is also a website for the transit system that allows passengers to enter where they plan to travel to and from; the site provides times, bus routes and other information useful to transit passengers. Most of the bus stops are sheltered and in winter, many are heated.

Winnipeg Transit Trip Planner: <https://winnipeg-transit.com/en/navigo>

## **TEMPORARY VEHICLE USE**

Peg City Car Co-Op: <https://www.pegcitycar-coop.ca/> Winnipeg has a vehicle car sharing cooperative called Peg City Car Coop. This is an alternative for people who do not wish to own a car but on occasion, have the need for the use of a car.

Uber. In 2020, Uber transportation service arrived in Winnipeg. One can book up to 30 days in advance, and be informed of the price when booking.

Greencity Taxi and MYCAB App. Green City provides a taxi service through an App. It is more affordable than mainstream taxis and reliable.

Taxis. Three of the prominent taxi companies in Winnipeg are Duffy's Taxi, Unicity Taxi Ltd, and Dependable Dispatch Wheelchair Transportation. Each have reliable websites.

## **WINNIPEG WEATHER**

While Winnipeg has a unique and fascinating history, one of its most notoriously known characteristics is the weather. The city is located

approximately 100 kms north of the 49th parallel, (the American border) and approximately 20 kms west of Canada's longitudinal centre.

The weather can be severe in summer and in winter and sometimes in the Spring, there is a threat of flooding from the Red River, flowing north from the US but because the river flows north, we are apprised of its state through the media. The city is surrounded by a large floodway that allows for the diversion of the water around the city and into Lake Winnipeg to ensure the safety of the city and its inhabitants. Winnipeg itself has not flooded since the 1950s.

Summer temperatures usually range into the high 30Cs, and winter temperatures can range into the -40Cs, but with the wind chill in Winter temperatures can feel closer to -70C. Proper attire is critical.

Winter weather gear can be expensive, but Winnipeg hosts many thrift shops which allow people to buy proper weather gear at reduced prices until they are acclimatized and more certain about which weather gear to purchase.

## HEALTHCARE

Although Canada has a 'universal' health-care system, this means that it is publicly funded, though much of healthcare is not free. Manitoba's health care system is a broad network of services and programs. Because healthcare is publicly funded, patients do not have to pay for necessary medical and hospital services. One of the first things one should do when arriving in Manitoba is to apply for a Manitoba Health card. It is one of the most important documents to have, as illnesses or accidents do not give advance warning.

Manitoba health coverage allows eligible people and their dependents to see a doctor, get a prescription, visit a hospital emergency

room, and use most other health services. As a graduate student at U of M, there is healthcare coverage. Consult the University website.

However, services such as private nursing, physiotherapy, routine eye exams for persons 19 and older but under 65 years old, and dental care (except certain dental procedures that require hospitalization) are not insured.

Family doctors are the best option for continued primary health care. Find a family doctor by registering online or by phone with the Family Doctor Finder.

Hospitals are for life-threatening emergencies only.

People who do not have a family doctor when medical attention is needed can go to Walk-In or QuickCare clinics. These are staffed by nurse practitioners, physician assistants and registered nurses who diagnose and treat minor health issues. In Winnipeg, these are Walk-In Connected Care or Walk-In Clinics.

Family Doctor Finder: <https://www.gov.mb.ca/health/familydoctorfinder/about.html>

Walk-In Connected Care: <https://myrightcare.ca/walk-in-connected-care/>

Walk-In Clinics: <https://myrightcare.ca/walk-in-clinics/>

People who are uncertain about where they should go for care may call Health Links – Info Santé at 204-788-8200 or toll-free at 1-888-315-9257.



University  
of Manitoba

**For more information:**

Master of Human Rights

Email: [mhradmissions@umanitoba.ca](mailto:mhradmissions@umanitoba.ca)

Website: <https://law.robsonhall.com/programs/mhr/>