



UNIVERSITY
OF MANITOBA

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November 20, 2013

Deanne Crothers
MLA for St. James
Room 234 Legislative Building
450 Broadway
Winnipeg, MB R3C 0V8
Email: deanne.crothers@leg.gov.mb.ca

Re: University of Manitoba's submission to the Province of Manitoba's childcare consultation

Dear Ms. Crothers,

Please accept this submission to the Province of Manitoba's childcare consultation. Childcare has been identified as an important element of the institutional priorities of delivering an exceptional student experience, promoting Indigenous achievement and creating an outstanding workplace. The attached report is a summary of findings recently produced by our Childcare Working Group, composed of students, staff and faculty.

The University of Manitoba has three childcare facilities for its students, staff and parents. We are aware that these 128 spaces meet only a very small fraction of the needs of our estimated 4,650 parents. Like all Manitobans, most UM students, staff and parents rely on the province's network of licensed childcare centres and family homes. We are aware that there are few licensed spaces in our province, which has a coverage rate of under 20%.

We know that access to high quality licensed childcare is essential for student success – particularly for Indigenous students – and to help reconcile the work/family needs of our staff and faculty. As you will see from our recommendations, the University will continue to do its part to integrate early learning and care services into our campus developments. Concurrently, we urge that Manitoba's childcare services be expanded to ensure access for UM parents off-campus.

We would be pleased to host a consultation with members of the University of Manitoba, in order to provide you with an opportunity to hear the voices of our community members. We realize that the



Consultation process is slated to wrap-up by the end of November and we would be prepared to accommodate any date and time that would be convenient for you and your team.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. T. Barnard', with a stylized flourish at the end.

David T. Barnard, Ph.D.
President and Vice-Chancellor

Attachment

cc: Dr. Joanne Keselman, Vice-President (Academic) & Provost
Susan M. Gottheil, Vice-Provost (Students)
Gregory Juliano, General Counsel and Director, Office of Fair Practices and Legal Affairs
Brandy Usick, Director, Student Advocacy & Accessibility

Childcare and the University of Manitoba
Summary prepared by the Childcare Working Group, November 2013

The University of Manitoba struck a working group to look at the issue of childcare on campus and assess the needs of the various constituent groups: students, faculty and staff. The Childcare Working Group began its work in the Fall of 2012 and concluded with the submission of a report to the Vice-Provost (Students) in the Summer of 2013. The following is a summary of this report, which identifies the needs as well as some short and long-term recommendations. The University of Manitoba is interested in creating a dialogue with the Province regarding childcare and ways in which to support parents who are members of the University of Manitoba.

The University of Manitoba Working Group on Childcare undertook an analysis of the University of Manitoba's childcare needs. Although the University of Manitoba does not track the family needs of its community members, we were able to rely on national and other data to extrapolate local numbers. See Table 1 for estimates

Table 1 Estimated Student, Staff and Faculty Needs

	Population	Parent
Student	29,181	3,210
Indigenous (#)	(2087)	(667)
Faculty	1,088	348
Staff	2,318	1,101
Total	32,587	4,650

Many students are parents - Student parents comprise about 14% of all post-secondary students and 11% of all university students in Canada nation-wide.ⁱ Assuming the University of Manitoba is representative of Canadian universities, we calculate that 11% of the University of Manitoba's 29,181 students are parents, meaning 3,204 students. Indigenous and international graduate student success is closely connected to meeting family needs.

"Currently, I have no childcare and I am missing classes and my grades are reflecting this."

"I have missed classes while waiting for the daycare centre to open. ...stresses of daycare has caused my marks to fall. I have also dropped classes to work with my daycare schedule."

Many Indigenous students are parents - Almost one-third of Indigenous university students have children.ⁱⁱ Of the University of Manitoba's 2,087 students who report Aboriginal status, we extrapolate that 667 are parents. Undoubtedly there are more Indigenous students who are parents who do not opt to self-declare.

"I couldn't afford childcare, so my son went to live with my mom."

*“A few times I had to bring my child to class and am very thankful I had nice professors”
 “My partner had to lower their course load and periodically takes a term off, as we have no childcare.”*

Many faculty members are parents - The University of Manitoba has 1,088 faculty members among its professors and teaching staff. Available national data indicate that the percentage of university teachers with children is 49.5% (19% have children under 6, 13% have children both under and over 6 years old, and 68% have children 6 years or older)ⁱⁱⁱ. It is reasonable to assume that the University of Manitoba faculty have a similar profile. We extrapolate that at least 348 members of the University of Manitoba teaching staff are parents of children below the age of school, and for whom childcare arrangements must be a concern.

Female faculty members have a particular need for childcare. According to recent research, family or community responsibilities function as a major barrier for women researchers, and are the second most commonly identified barrier (after barriers related to social capital and social schemas).

Many staff members are parents - The University of Manitoba has 2,318 continuing/permanent support staff, many of whom are women. A recent informal survey conducted by AESSES revealed that 47.5% of the survey participants identified childcare needs. It is reasonable to assume that a similar proportion of University of Manitoba staff from other employment groups would have similar childcare needs. We therefore assume that 1,101 University of Manitoba staff are parents with childcare needs. Recruitment and retention of staff and faculty is compromised when family-friendly policies are inaccessible or unavailable.

*“I fully believe that a lack of access to appropriate childcare could result in the necessity for me to resign from my position at the end of my maternity leave”
 “it is astonishing that a workplace of this size provides little or no support for parents with children”*

The University of Manitoba has few childcare services - For all four campuses of the University of Manitoba, there are 128 spaces in 3 facilities. See Table 2. These three centres have waiting lists with well over 700 names. There is no childcare on the Thompson or Bannatyne campuses. The University of Manitoba offers no infant care, no extended hours or weekend care, and little part-time care. Childcare fees are high, and often out of reach for student parents.

Table 2 University of Manitoba Childcare Facilities and Spaces

	Childcare Spaces
PlayCare (Fort Garry campus)	16
Campus Day Care (Fort Garry Campus)	60
Makoonsag (Selkirk Avenue campus)	52

Bannatyne Campus	0
Thompson Campus	0
Total	128

Recommendations -The following are recommendations that identify ways that the University of Manitoba can integrate early learning and care services into our campus developments. Concurrently, we urge that Manitoba’s childcare services be expanded, to ensure access for University of Manitoba parents off-campus.

Short term:

- UM should collect data on the family care needs of its students, staff and faculty, as this data is essential for long-term planning
- UM should consult with the three existing campus childcare programs to find out how to support their current operations and possibilities for expansion.
- The Campus planning process underway for Bannatyne and Southwood Lands should integrate new childcare facilities into the respective plans.
- Explore identified under-utilized buildings close to the Bannatyne campus that could serve as future childcare sites.
- UM should explore opportunities to increase childcare capacity at all of its campuses (Fort Garry, Bannatyne, William Norrie and Thompson).
- UM should develop a ‘family-friendly’ policy statement, linking it to the institutional priorities of promoting Indigenous achievement, an exceptional student experience and an outstanding workplace.

Long-term

- UM should explore opportunities to integrate family needs into all future student housing.
- UM should explore how to integrate childcare services into all future capital and building plans.
- UM should undertake a study of how to support the childcare needs of students, staff and faculty who require or prefer off-campus childcare, as well as of those who prefer on-campus services.

ⁱ Van Rhijn, T, Smit Quosai, T, & Lero, Donna. (2011). A Profile of Undergraduate Student Parents in Canada. *Canadian Journal of Higher Education*, Vol 41, no. 2, pp. 589 – 80.

ⁱⁱ Canadian Millennium Scholarships Foundation. (2005). *Changing Course: Improving Aboriginal Access to Post-Secondary Education in Canada: Millennium Research Note #2*. Ottawa: Canadian Millennium Scholarships Foundation, p. 5

ⁱⁱⁱ Canadian Association of University Teachers. "2.15 Labour Force Participation of University Teachers by Presence of Children and Sex, 2006" in *CAUT Almanac of Post-Secondary Education in Canada 2011-2012*, p 20 <http://www.caut.ca/docs/default-source/almanac/almanac-2011-2012.pdf?sfvrsn=0>