



# Annual Report

For year ended March 31, 2005



Canadian Race Relations Foundation

## THE CANADIAN RACE RELATIONS FOUNDATION

### VISION

The Canadian Race Relations Foundation is dedicated to bringing about a more harmonious Canada, which acknowledges its racist past, recognizes the pervasiveness of racism today and is committed to a future in which all Canadians are treated equitably and fairly.

### MISSION

To build a national framework for the fight against racism in Canada and to contribute to Canada's voice (in the fight against racism) on the international stage. We will

- Shed light on the causes and manifestations of racism,
- Provide independent, outspoken national leadership, and
- Serve as a resource and facilitator in the pursuit of equity, fairness and social justice

### FOCUS

In fulfilling its mission, the CRRF focuses on eliminating racism against racialized groups and Aboriginal peoples, with a particular emphasis on education and employment.

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Canada

2004 - 2005

## What we do

### Contract Research Program:

The CRRF funds and publishes research reports on contemporary issues of racism in Canada. A call for proposals is issued every two years.

### Initiatives Against Racism:

Each year the CRRF funds over 20 community initiatives to raise awareness and combat racism. There are three application deadlines annually.

### Award of Excellence:

Every two years, The CRRF awards outstanding initiatives in anti-racism work throughout Canada. A symposium accompanies the biannual awards to share information and to facilitate networking among organizations and agencies doing anti-racism work.

### Publications:

The CRRF newsletter, Perspectives, the Facts About series, annotated bibliographies in the Critical Readings series and the research journal DIRECTIONS are some of the key publications regularly produced by the CRRF.

### Forums & Workshops:

The CRRF frequently hosts, sponsors or takes part in forums and panel discussions on racism and related issues across the country. Through its Education and Training Centre, the CRRF also conducts anti-racism workshops, presentations and consultations across the country.

### Unite Against Racism:

The CRRF has produced videos and public service announcements through its national campaign, Unite Against Racism.

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## Message from the Acting Chair



This past year, the Canadian Race Relations Foundation came to the end of its last planning cycle, and the Board of Directors took a detailed look at where the Foundation has been, where it is now and where we feel it should be going in the short and long term. However, in undertaking the strategic planning exercise to determine our direction for the next three years, it was also necessary to take into account the current manifestations of racism in Canada.

The first and major observation is that systemic racism continues to be the dominant form of discrimination in education and employment, two main areas of focus for the CRRF. The increasing evidence of systemic racism is one of the reasons why communities have begun to call for the collection of race-based statistics. Such data collection is a way of demonstrating the significant impact that systemic barriers have in preventing the equitable hiring, retention and promotion of racialized persons.

There were a number of judicial decisions, inquiries and policy initiatives that confirmed the existence of systemic discrimination. For example, courts in Ontario and Quebec dismissed charges against Black men because of racial profiling. A Saskatchewan Commission of Inquiry reported on the events surrounding the death of Neil Stonechild that implicated the local police. The inquiry into the shooting of Dudley George at Ipperwash Provincial Park has brought forward taped evidence of some distasteful comments by police. Increasing evidence that so-called 'safe school' policies appear to target racialized students has also resulted in a growing demand in several school boards for the collection of race-based statistics to lay to rest the allegation that it is only parents' perceptions that students of colour are differentially impacted by such policies. These were just a few examples of the concerns expressed across the country that racism was, and still is, a major problem in our country during the past year.

Towards the end of the year under review, the Federal Government introduced its national action plan against racism, a commitment following the outcome of the World Conference Against Racism in 2001. Titled **Canada's Action Plan Against Racism – A Canada for All**, the plan focuses on strengthening the anti-racism initiatives of four government ministries. The CRRF was acknowledged as providing a catalyst for the development of the Action Plan through our 2002 conference: **Strengthening the Agenda Against Racism in Canada**. We look forward to identifying a significant impact of the Action Plan in the coming year, and to working collegially with those who are charged with its implementation.

The lack of sufficient resources to meet the demand for our services continues to be the major challenge for the Foundation. Given its national mandate, as well as the need to address disturbing issues locally and regionally, we regret we are not always in a position to provide the on-the-ground intervention and help requested by our many stakeholders, particularly when the issues described above are indicative of systemic discrimination nationwide. However, investment yields from the one-time \$24 million endowment fund have not returned to the level of what now seems like the lucrative years in the mid-90s when the CRRF was established. The need to trim costs and to raise funds continues to place limits on the important work we must do.

Nevertheless, members of the board are thankful for the ongoing efforts of the dedicated staff who, in spite of the challenges of fiscal restraint, carry out the mandate of the Foundation. It is, after all, a field of work that does not readily produce discernible rewards. As you will see from this report, the CRRF continues to accomplish a great deal to further the cause of race relations in this country, as its reputation continues to grow nationally and internationally.

Finally, during the past fiscal year, the CRRF lost the valuable insights of some of its board members, either through the expiration of their terms or resignations for personal or professional reasons. Among them were Shirley Adamson of the Yukon; Benjamin Elms of Nova Scotia; Virginia Guiang of Manitoba; Andrew Hladyshevsky of Alberta; Chrystyna Holman; of Prince Edward Island; Dr. Myrna Lashley of Québec; and Patrick Case of Ontario. We thank them all for their service to the Foundation, and we wish them well. We hope that they will continue to be champions of the Foundation and, more importantly, champions of anti-racism in Canada.

Andrée Ménard, M.S.M.  
Acting Chair



## Message from the Executive Director



I am pleased to report on another year of solid programming by the CRRF and increased production and dissemination of current information on race relations, in spite of continued fiscal restraint and issues of governance reform that have challenged us during 2004/05. For the past four years, we have sought to enhance the planning process, increase the profile of the Foundation, and clarify our priorities within our very broad mandate, to set the standard and recognize excellence in race relations research, education and training.

We can now demonstrate confidently that although still a relatively young organization, open only since 1997, the CRRF has taken its place as a national resource and facilitator in the anti-racism struggle in Canada; and we now have a clearer focus and direction. Through an enhanced strategic planning process, combined with improved management accountability, we have begun to implement

changes to better equip us to face the ongoing challenges in achieving our mission of building a national framework for the fight against racism in Canada.

I am happy to report that we have successfully delivered on almost all aspects of our plan that culminated this year, and I am proud of many of our significant accomplishments to achieve our goals during the past year. We continued refining our research program and have produced several outstanding reports. We revamped our journal, *Directions*, to provide increased information on research and policy on eliminating racism, and we re-launched the journal with a special issue on Employment Equity to commemorate the 20th anniversary of that important policy that still has a long way to go for effective implementation. We revitalized our networks and increased outreach to and cooperation with stakeholder groups across the country, including Aboriginal Peoples and groups in Quebec. We improved our website and our various communications tools, including our e-bulletins and our newsletter, *Perspectives*, to boost our accessibility by stakeholders and our capacity to get current information on race relations in Canada more quickly and widely distributed nationally and internationally.

The awareness of the Foundation's work and its reputation continue to grow. Responses to our calls for research proposals and submissions to the *Initiatives against Racism* sponsorship program and the *Award of Excellence* program have increased significantly. We are asked to participate and/or make presentations at national and international conferences and to present briefs or submissions to parliamentary committees more often than ever before. Requests for media interviews and for information by students at all levels have increased exponentially. And we made several significant contributions to leadership in race relations Education and Training with excellent program initiatives:

- CRRF's course for teachers entitled *Anti-Racism and Equity in Education*, developed in collaboration with the TDSB, is being adapted for use across the country;
- CRRF's *Glossary of Terms* commonly used in multicultural/anti-racism/employment equity/diversity training, is being widely used by educators, media and policy makers;
- CRRF workshops on *Creating a Racism-Free Workplace – Putting Theory into Practice* were well received in eight cities as part of the HRSDC Engagement Strategy and continue to be requested in both the public and private sectors;
- CRRF expertise contributed to enhanced educational programming on racism for the Anti-racist Multicultural Educators Network of Ontario; the Saskatchewan Office of the Treaty Commissioner; Library Archives Canada; the Canadian, Ontario and Nova Scotia Human Rights Commissions; and the Law Enforcement Aboriginal and Diversity Network, to name a few;
- The *National Youth Antiracism Network (NYAN)* was launched this year, with assistance from the CRRF, culminating the 3-year development phase, to provide leadership and capacity building for anti-racism youth initiatives across Canada.

### Challenges Ahead

Even if the Canadian Race Relations Foundation has had a good year, including enhancing our capacity for policy work, measuring the impact of programming initiatives on eliminating racism remains a daunting and elusive task. Indeed, recent incidents, research and surveys indicate that racism, racial profiling, racial discrimination and hate/bias crime are on the rise. However, today's anti-racism scene is dominated by fragmented efforts, intense competition for resources, and government structures and interventions that continue to pit stakeholder groups against one another, rather than enhancing the solidarity that is so essential in our work. The needs for the services of the Canadian Race Relations Foundation are greater than ever. The CRRF's role is unique as a resource and facilitator and as an independent, outspoken voice in building the

national framework for the struggle against racism. It is a role that must be strengthened.

The fact is that racism continues to be very much a part of society, so the CRRF still has a significant – indeed, a vital – role to play in educating against racism and all forms of racial discrimination. Governments at all levels, and all large organizations which play a role in our everyday lives, must go well beyond “tolerance” to acceptance, and from celebrating or managing and valuing “diversity” to recognizing facing and naming racism, but in a skillful way that will diffuse any backlash and increase cooperation and effective implementation of existing and strengthened policies. Our research continues to show that racial profiling, the inadequacies in the recruitment, retention and promotion of racialized persons in the workplace, and the systemic discrimination still evident in the lack of recognition of internationally educated persons who make Canada their home are demonstrative of the systemic racism and discrimination which continues to dominate the Canadian scene. The task of the CRRF is formidable indeed. But in recent years our capacity has been weakened, rather than strengthened.

The CRRF is still a very small organization trying to do a big job. With an operating budget that relies on market conditions which produce the interest on the investment of the one-time \$24 million endowment fund, our ability to do our job effectively is diminishing. Initial efforts to work with the government to enhance the funding structure were regrettably aborted last year, and subsequently the CRRF has found itself in a ‘catch 22’ – not receiving any funding from the federal government because we are defined as a foundation with charitable status, but not able to access many other sources of funds because we are also defined as a crown corporation! Adequate funding remains an important challenge ahead. In addition, the concept of “arms length” status must be more clearly defined for the benefit of stakeholders, the government officials and the CRRF alike, to create better working relations amongst all partners and to enhance the Foundation’s ability to continue to be an independent source of expertise in a constructive way.

Finding an appropriate and significant role for the CRRF in assisting to implement and improve the long awaited Action Plan Against Racism is an important place to start. Appointing new members to the Board in a timely fashion to replace members whose terms have expired or who have resigned is another priority. At the time of the writing of this report, the number of sitting members had decreased from 16 to 5 because of the delays in the appointments process. We look forward to the successful implementation of the recommendations from the Treasury Board’s Governance Review of Crown Corporations to address some of the challenges currently faced by the Foundation.

I want to take this opportunity to thank the Board members for their dedication to our strategic directions and governance reform; and I want to thank every staff member for their daily contribution, often under difficult circumstances. The initiatives outlined in this report are a testimony to their commitment and dedication.

We must continue to produce cutting-edge research, take our messages to centres of power and, most significantly, to foster better working relationships with antiracism advocates, and with the public and private sectors alike, to press more strongly for positive changes and outcomes. A renewed commitment by the decision makers to the original vision of the CRRF, conceived as part of the Japanese Canadian Redress Agreement as a legacy for all Canadians so there would be a permanent independent national organization to document the history of racism in this country and speak out against its current manifestations, will go a long way to fulfill the Canadian Race Relations Foundation’s promise to the Canadian public and to our nation’s future.

*Karen R. Mock*

Karen R. Mock, Ph. D., C.Psych.  
Executive Director and CEO



CRRF conducts a workshop on “Strategies for a Racism-free Workplace” for the Manitoba Federal Council Secretariat



Karen Mock, with former Minister of State (Multiculturalism) (Status of Women), the Hon. Jean

## Board of Directors: 2004-2005

**Chair**  
**Patrick Case, LL.B., LL.M.\***  
Ontario

**Vice-Chair/Acting Chair**  
**Andrée Ménard, M.S.M.**  
Québec

**Secretary/Treasurer**  
**Ajit Gautam**  
New Brunswick

**Executive Director**  
**Karen Mock, Ph.D., C. Psych.**  
Ontario

**Inez Elliston, Ph.D.**  
Ontario

**Benjamin Elms\***  
Nova Scotia

**Virginia Guiang\***  
Manitoba

**Chrystyna Holman\***  
Prince Edward Island

**Myrna Lashley, Ph.D.\***  
Québec

**James M. Scharfstein, Q.C.**  
Saskatchewan

**Paul A. Winn**  
British Columbia

**Mathew Zachariah, Ph.D.**  
Alberta

## Board Committees

*Note: The Chair of the Board of Directors of the CRRF and the Executive Director are ex-officio members of all Board committees.*

The **Executive Committee** may, between meetings of the Board, exercise all the powers of the Board, which may be lawfully delegated to the Committee.

**Members:** Andrée Ménard (Chair), Ajit Gautam, James Scharfstein and Paul Winn

The **Audit and Finance Committee** is responsible to ensure the fiscal responsibility of the Foundation, oversees its financial activities, receives investment reports, advises the Board on financial policies and reviews, amends and recommends approvals of budgets.

**Members:** Ajit Gautam (Chair), Myrna Lashley

The **Investment Committee** is mandated by the Canadian Race Relations Foundation Act. Its members are appointed by the Governor in Council. It advises the Board on the investment of the Foundation’s endowment fund.

**Board Members:** Andrée Ménard and Ajit Gautam.

**Non-Board members:** Lynrod Douglas (Chair) and Ralph Weekes. There is one vacancy.

The **Program Committee** provides advice on the overall direction of the Foundation and ensures the development of effective and responsive programs.

**Members:** Inez Elliston (Chair pro tem.), Mathew Zachariah, Myrna Lashley.

\* indicates members who left the Board during 2004-2005



Hon. Raymond Chan, Minister of State (Multiculturalism) meets with CRRF’s Chair, Patrick Case and Executive Director, Dr. Karen Mock



## Board Committees

The **Human Resource Committee** is responsible for ensuring the maintenance of a high standard of human resources policies and procedures. It is also responsible for addressing any extraordinary personnel issues.

**Members:** Paul Winn (Chair), Ajit Gautam, Myrna Lashley, Andrée Ménard, Virginia Guiang.

The **Governance Committee** is responsible for, inter alia, ensuring appropriate corporate governance and proper delineation of roles and responsibilities, duties and responsibilities of management, the Board and its committees

**Members:** Jim Scharfstein (Chair), Ajit Gautam, Myrna Lashley, Andrée Ménard, Virginia Guiang and Paul Winn.

The **Nominating Committee** shall assist Board in indentifying suitable candidates for the positions of CEO, chairperson and directors in accordance with established director profile and selection criteria for the CEO and chairperson.

**Board Members:** Myrna Lashley (Chair), Ajit Gautam, Paul Winn.  
**Non-Board member:** Art Miki.

The **Aboriginal Issues Committee** includes non-members of the Board, and advises the Board of Directors on key issues and concerns affecting First Nations and Aboriginal peoples in Canada.

**Board Members:** Mathew Zachariah (Acting Chair)  
**Non-Board Members:** Shirley Adamson (YK), Nahanni Fontaine (MB), Edith Cloutier (QC), Betty-Ann Lavallée (NB) Tim Thompson (ON).

The **Interim Committee on Anti-Black Racism** was established to advise the Board on issues of anti-Black racism.

**Members:** Patrick Case, Inez Elliston, Benjamin Elms, Myrna Lashley and Paul Winn.

The Resource Development ad hoc Committee was established to explore ways in which the Foundation may enlarge the endowment fund or increase support or sponsorship of CRRF activities.

**Members:** Andrée Ménard (Chair), Paul Winn, Inez Elliston, Virginia Guiang, Jim Scharfstein.

The **Research Advisory Panel** advises on the development of research in anti-racism for the Foundation. Its principal functions are to review proposals in response to requests or tenders for research, to make recommendations for funding and to evaluate completed research projects. It may also advise on publication format and dissemination of the final research reports.

**Members:** Dr. Agnes Calliste (NS), Dr. Jo-Anne Lee (BC), Jean Claude Icart (Que.), Sharon Venne (AB), Tim Thompson, (ON)

The **Award of Excellence Jury Panel** is appointed by the Chair of the Board for renewable one-year terms to provide leadership to the Foundation's Awards Program, primarily by independently adjudicating the competition and advising the Program Committee on future directions of the awards program.

**Members:** Mary-Woo Sims (B.C.)(Chair), Zanana Akande (ON), Idee Inyangudor (NB), and Darren Lund (AB)



Courtesy of AfroNews  
CRRF Board member, Paul Winn as M.C. at the opening of the John Braithwaite Community Centre in North Vancouver.

**Board Liaison:** in accordance with the CRRF Act, the Deputy Minister, "or a person designated by the Deputy, is entitled to receive notice of all meetings of the Board and of any committees thereof and to attend and take part in, but not to vote at, those meetings." Jacques Paquette, Director General of Multiculturalism & Human Rights, was the Deputy's designate, succeeded by Kristina Namiesniowski in November 2004.

The Board has also created similar observer status for the National Association of Japanese Canadians (NAJC). Art Miki is the current NAJC representative.

**Staff:** The Foundation's core staff is 12, including the executive director, and one part-time staff. Two positions became vacant during the year and have remained unfilled for financial considerations. Throughout the year we had several student placements with the Faculty of Education of York University and the Ontario Institute for Studies in Education, University of Toronto.

**Volunteers:** The Foundation has been fortunate to have, from time to time, a strong and devoted cadre of volunteers. Last fall, in line with one of our administrative goals, we began to actively recruit volunteer, and to keep record of those hours. Between October and March, in-office volunteers and unpaid students have volunteered for 825.6 hours. We value and appreciate very much their contributions to the CRRF.



Board members: Mathew Zachariah (l), James Scharfstein (c) and the Board's NAJC rep., Art Miki (r) with Karen Mock and Bev Oda,



Pat Case (r), former Chair and Karen Mock with Gail Asper and Moe Levy of the Asper Foundation and the Canadian Human Rights



Board Member, Inez Elliston with Alok Mukherjee (c) and Audi Dharmalingham at the Urban Alliance on Race Relations dinner



Members of staff of the CRRF



CRRF Communications Officer, Dominique Etienne explains the intricacies of the new website to Board member, Ajit



Board Member, Mathew Zachariah(l) with faculty members of the University of Calgary who hosted the launch of Directions

## History

### Founding

In 1988, The Canadian Government reached an agreement with the National Association of Japanese Canadians (NAJC), acting on behalf of Japanese Canadian families who were interned and otherwise stripped of their human and civil rights during and after the Second World War. Known as the *Japanese Canadian Redress Agreement*, the Government apologized on behalf of Canadians for those actions and provided compensation to those Japanese Canadian families who were wronged.

The NAJC also negotiated a contribution of \$12 million on behalf of its community, to be matched by an equal amount from the Government of Canada, to create a one-time \$24 million endowment fund to establish what is now known as the Canadian Race Relations Foundation (CRRF). The CRRF would, *inter alia*, assist all sectors, including communities, in understanding the true nature of racism and racial discrimination and to work towards its elimination.

### Legislation

The *Canadian Race Relations Foundation Act*, Bill C-63, was passed in 1990 and was proclaimed in 1996

“...to facilitate throughout Canada the development, sharing and application of knowledge and expertise in order to contribute to the elimination of racism and all forms of racial discrimination in Canadian society...”

The CRRF opened its doors in November 1997. A Crown Corporation and one of the portfolio agencies of Canadian Heritage, the CRRF operates at arm's length from the Government of Canada. The CRRF also has registered charitable status. Its operating income is derived from the interest on the investment of the endowment fund, private donations and cost recovery fees/honoraria for goods and services.

### Governance

The direction of the CRRF is vested in a board of directors consisting of a chairperson and up to 19 other members. An executive director, an *ex-officio* member of the board, manages the CRRF's day-to-day operations. The Governor-in-Council, on the recommendation of the Minister of State (Multiculturalism) and the Minister of Canadian Heritage, appoints all members of the board and the executive director who serves as chief executive officer. According to the Act, the Board of Directors must meet a minimum of twice a year. By practice, effort is made to ensure Board representation from every province and territory, and the Board tries to meet three times a

## Goals & Objectives

The Canadian Race Relations Foundation Act is very specific about the purpose of the Foundation. It is “to facilitate a better understanding throughout Canada of the causes of racism and racial discrimination.” The assumption is that Canadians, by understanding what racism is, will cooperate in its elimination.

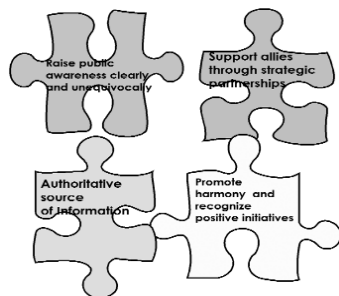
The Act is also very specific about the functions the Foundation is expected to perform in fulfilling its purpose.

They are as follows:

- Undertaking research and collecting data and developing a national information base;
- Acting as a clearinghouse, providing information about race relations resources and establishing links with public, private educational institutions and libraries;
- Facilitating consultation, and the exchange of information, relating to race relations policies, programs and research;
- Promoting effective race relations training and assisting in the development of professional standards;
- Increasing public awareness of the importance of eliminating racism and racial discrimination;
- Collaborating with all sectors of the economy in instituting and supporting programs and activities, and
- Supporting and promoting the development of effective policies and programs for the elimination of racism and racial discrimination.

### Strategic Focus

The Board of Directors determined to channel these multi-dimensional requirements into four strategic groups: Raise



## CRRF - 2004-2005: The Year in Review

### Attaining our Objective

#### Introduction & Context

The fiscal year 2004-2005 was the last year of the Canadian Race Relations Foundation's three-year strategic plan. It was a plan that was shaped in part by the events of September 11, 2001.

Reaction to those events saw an expansion of racism, racial discrimination and hate activities leading to racial profiling of persons of Middle East or Arab descent. Many Muslim Canadians were the targets of racism and hate, as well as some non-Muslims. While blatantly overt racist attacks have subsided, the systemic impact lingers. Legislation to adopt new security measures exacerbated the situation, with the loss of some civil liberties; particularly among racialized groups as well as religious minorities.

The CRRF's priorities over the last few years have also been shaped by the reversal of several anti-racism and anti-discrimination laws and policies – for example, the repeal of employment equity legislation in Ontario, dismantling of the Human Rights Commission in British Columbia, introduction of the First Nations Governance Act and cutbacks in funding of positive-measures programs across the country.

Another influence on the Foundation's recent initiatives was the World Conference Against Racism (WCAR) in Durban, South Africa in 2001. WCAR provided the Durban Declaration and Programme of Action which our government, along with more than a hundred other national governments, had agreed to in principle by its presence at the conference. That agreement sets out the parameters which, if followed, can make significant advances in the struggle against racism, nationally and internationally.

#### Mandated Review

The process that guided our initiatives from 2001 up to and including 2004/05 also took into account the results of the review, as mandated by the Canadian Race Relations Foundation Act, of the Foundation's operation after its first four years of existence. The review was conducted by KPMG Consultants.

Among the recommendations which informed the planning period that has just ended was the need for both the CRRF and the Department of Canadian Heritage, principally, the Multiculturalism Program, to identify potential areas of cooperation, while respecting the arms-length relationship. Most importantly, as determined by the CRRF's Board, was that the Foundation move forward in consolidating its niche in the anti-racism field, further to its legislated mandate. Such a move would, by default, require increased visibility of the Foundation through its interaction with the community, its cutting-edge research, its enhanced role in education and training, and its outspokenness and leadership in anti-racism.

#### Focus

The year under review was one of relative stability, with the CRRF again doing more with less. To fulfil its mandate, the Board of Directors determined to focus the Foundation's attention on four critical areas: research, raising public awareness, supporting allies through strategic partnerships and promoting harmony and recognizing positive initiatives.

The CRRF is fortunate in that it has a steady source of income from the interest earned from the investment of the \$24 million one-time endowment. However, since the Act was passed in 1990 (when interest rates were close to 10 percent) and proclaimed in 1996, that source of income has been unreliable in generating the anticipated revenue for sufficient core operating funds to fulfil our mandate. This has been particularly problematic in the wake of September 11, 2001 and the subsequent international unrest over the last few years that has had a negative impact on the economy. The CRRF was therefore forced to limit some of our originally planned objectives, in spite of increased need and requests for our services.



Appreciation from the Women's Interfaith Dialogue Meeting



Fifteenth Dr. Bernie Vigod Memorial Lecture on Human Rights at the Atlantic Centre for Human Rights



## CRRF - 2004-2005: The Year in Review

### Setting the Scene

The fiscal year began with community organizations that have an interest in anti-racism and the CRRF absorbing the comments and recommendations of the UN Special Rapporteur on Racism, Doudou Diène's "Mission to Canada" report. For some, the recommendations helped to justify and reinforce their mission. For others, there was some disappointment that their issues were not given more weight in the report. For the Foundation, which had been designated by his office in Geneva to be the interlocutor for the civil society component of the Special Rapporteur's visit, it had a special significance. The success of the Special Rapporteur's visit, widely acknowledged as well coordinated, thorough and inclusive, demonstrated the Foundation's unique role as a resource and facilitator and signalled the CRRF's increasing reputation nationally and internationally.



Board member, Paul Winn (l) with Doudou Diène (c) and his assistant, Daniel Atcheboro

Also at the outset of the year, following the Rapporteur's report, the Federal Government indicated that it would shortly reveal its national action plan against racism. That announcement was to come a year later.

There were preparations for the upcoming federal election that effectively put the anti-racism agenda on hold; antisemitic vandalism increased; allegations and evidence of racial profiling continued unabated; and there was corroborated knowledge that racialized communities, growing through immigration, were continuing to be denied access to jobs that suited their qualifications. The following represents some of the ways the Foundation accomplished its goals during this fiscally and substantively challenging year.



**Be an authoritative source of information, providing perspectives and research data that will contribute to the elimination of racism.**

### Contract Research

The idea that racism exists in Canada at an alarming rate is not one that is easily accepted by the majority of Canadians. It therefore becomes necessary to illustrate with hard data, the complex ways in which racism exists and, more critically, its devastating impact on the lives of its victims.

In 2004-2005, four contract research projects, totalling \$100,000, were approved from the 2003-2004 research call. They are:

- **La déqualification des immigrantes minorités visibles sur le marché du travail québécois** by Marie Thérèse Chicha (Université de Montréal);
- **La force du préjugé et la force du préjugé et l'introspection de la communauté Arabe et Musulmane du Nouveau-Brunswick et de la Nouvelle-Ecosse aux lois sur la sécurité nationale** by Chedly Belkhodja, Evangelia Tastsoglou, Nasser Baccouche (Université de Moncton, St. Mary's Halifax, Okana-Solutions Marketing);
- **Multi-Barriers for Asian Immigrant Settlement and Integration - A comparative event analysis of post-911 and post SARS** by Jian Guan, Howard Lin, Reza Nakhaie, Jason Yu, Branka Malesvic (University of Windsor), and
- **Immigrant Women Negotiating Canadian Work Cultures** by Dr. S. Nombuso Dlamini, Dr. Uzo Anucha, Dr. Christopher J. Clovis, Dr. Usha George (University of Windsor).



## CRRF - 2004-2005: The Year in Review

We are grateful for the hard work and dedication of the members of the Research Advisory Panel, consisting of experts outside of the CRRF, who reviewed all of the submissions and had to make difficult choices.

Meanwhile, the reports of the four research projects awarded in the previous call were completed and dissemination has begun. They were:

- **Working Precariously: The impact of race and immigrant status on employment opportunities and outcomes in Canada** by Cheryl Teelucksingh, Ph.D. and Grace-Edward Galabuzi, Ph.D.
- **Implementing Accountability for Equity: Ending racial backlash in nursing** by Rebecca Hagey, Ph.D.; Merle Jacobs, Ph.D.; Jane Turrington, Ph.D.; Monica Purdy, M.N.; Ruth Lee, Ph.D.; Angela Cooper Brathwaite, Ph.D., and Maxine Chandler, C.H.R.P.
- **The Labour Market Experience of Social Work Graduates: Exploring the role of affirmative action in education** by Wanda Thomas Bernard, Ph.D.; Nancy MacDonald, M.S.W., and Fred Wien, Ph.D.
- **A Sociological Analysis of Aboriginal Homelessness in Sioux Lookout, Ontario** by Debra Sider, M.A.

### DIRECTIONS: Research and Policy on Eliminating Racism

Three of the above reports: Teelucksingh & Galabuzi; Hagey et al. and Bernard et al., were highlighted in the Foundation's research journal **DIRECTIONS: Research and Policy on Eliminating Racism**. The journal was re-launched with a special issue on **Employment Equity** in a new and enhanced format, to include not only CRRF funded research, but also timely articles, book reviews and announcements relevant to cutting-edge initiatives in race relations and anti-racism across the country. Also featured was an article on **Systemic Racism in Canada and its Economic Costs** by Senator Donald Oliver (Nova Scotia). The special re-launch issue of **DIRECTIONS** was guest-edited by CRRF Board member, Mathew Zachariah, Professor Emeritus at the University of Calgary, and was extremely well received, as evidenced by increasing subscriptions and requests for reprints.

### Clearinghouse Resource Materials

Racial profiling and racially biased policing continued to be significant issues. This year the racial profiling debate expanded, not only to customs and other border officials, but to schools in which there is evidence that "safe-schools" policies result in racialized students being targeted with harsher treatment.

- The CRRF created a widely disseminated brochure with information about racial profiling and policing including, updated information on recent developments.



Roundtable on racial profiling convened by Senator Mobina Jaffer

The Foundation was created as a result of the Government's redress agreement with the Japanese Canadian community. While the CRRF has been supportive of various communities' right to seek redress and reparations in a variety of forms, the absence of an articulated policy resulted in a lack of clarity of our position when communities approached the Foundation for assistance. That changed this year. The background paper and the policy adopted by the CRRF's Board are available on our website: [www.crrf.ca](http://www.crrf.ca). It concludes:

- The CRRF acknowledges the right of discriminated communities to seek redress, including reparations, among viable options of recourse and remedy for injustices committed against their groups, including historical injustices; and
- The CRRF will work with governments, communities and other actors within civil society to identify the ways and means to resolve claims for redress and reparations in ways that are mutually acceptable.

The Foundation continues to acquire and review anti-racism materials, as part of its clearinghouse function, for CRRF's resource centre. Work is ongoing to enhance this service, given current fiscal restraints, the need to make cost-efficient choices and emerging new technology



## CRRF - 2004-2005: The Year in Review



### Raise public awareness clearly and unequivocally

#### Public promotion & partnerships with local NGOs

We are pleased to report that over the past year it has become significantly easier to engage with a cross section of organizations, both from the community and broader public sector, as well as from the private sector. The CRRF is far more frequently invited to make submissions, to participate in events and to contribute its expertise in policy-making roles in various communities across the country. Correspondingly, if the CRRF seeks to intervene in public arenas or to partner with NGOs and other agencies, the response has increasingly been very positive and welcoming. Some of these interventions this past year were as follows:

- The CRRF was invited to deliver a brief to the Senate Standing Committee on Transportation and Communications last December. The committee was conducting hearings into diversity in the broadcasting media.
- By invitation, CRRF contributed on several occasions to Justice Patrick LaSage's review of the police complaints system in Ontario, at the request of the Ontario Attorney General; and the CRRF contributed to the special community diversity commemoration of the Attorney General of Saskatchewan, as well as round table consultations by the federal Attorney General.
- The Ministry of Foreign Affairs invited the CRRF to its annual NGO consultations.
- The CRRF was represented in Geneva, in collaboration with the African Canadian Legal Clinic, at the meeting of the UN Working Group of Experts on People of African Descent.
- The CRRF made an invited submission on antisemitism to the Senate Committee on Human Rights.
- Additional interventions are listed in Appendix "A".



Panel discussion on voting patterns among new Canadians hosted by the Association of Canadian Studies

#### Initiatives Against Racism

The Initiatives Against Racism (IAR) program provides modest grants (\$500 - \$5,000) for community-initiated anti-racism projects. Under normal conditions, there are three "calls" – invitations to submit proposals – in each fiscal year. However, it has become necessary to revise the schedule, and we issued only two calls in the past year. Meanwhile, we continue to explore other ways and means of supporting community anti-racism projects, and have increased the level of in-kind support for community-based public education initiatives through the provision of resource materials, speakers, workshops and consulting services. Review of the impact of the IAR program continues. Preliminary feedback indicates that for those who use the services of the CRRF, this remains a very popular program, providing assistance to groups who are promoting the anti-racism message and practical pro-active initiatives in less served communities across the country.

A notable increase in applications from Quebec and francophone organizations across Canada is an encouraging aspect of the IAR program when compared to the number of project submissions received during the 2003-2004 fiscal year. Outreach to the francophone community by CRRF Board and staff members has resulted in greater awareness of the CRRF. Recent IAR calls have been dominated by innovative youth-centered proposals (including one from Labrador). During the 2004-2005 fiscal year the CRRF has offered in-kind support coupled with partial funding for a total of 21 projects. Even though full funding for a project is becoming increasingly challenging, feedback from all the organizations is very positive and they appreciate the contribution from the CRRF.

A listing of the Initiatives Against Racism may be found in Appendix "B".

## CRRF - 2004-2005: The Year in Review

#### Responding to issues in a timely manner

The CRRF communications department, once staffed with four people, now operates with two. However, it helped to keep up the visibility of the Foundation. Throughout the year, the CRRF issued several news releases, most of which were responding to issues in a timely fashion as they broke, including among others:

- The appointment of Justice Patrick LaSage in Ontario to consult on improving the police complaints system;
- The courts dismissal of charges against accused African Canadians because of racial profiling in Toronto and Montreal;
- The announcement in Calgary of the winner of the Award of Excellence in the youth category;
- The launch conference, also in Calgary, of the National Youth Anti-Racism Network (NYAN);
- The British Columbia Government's refusal to apologize for the confinement of the Sons of Freedom Doukhobor Children in a New Denver facility.
- The case of racial discrimination at a nightclub in Calgary during the Stampede.



Presentation to the Senate Committee on Human Rights

#### Improving internal & external communication

In 2002, the CRRF began sharing its daily scan of news articles dealing with racism from primarily the mainstream print media with stakeholders who expressed an interest in receiving it. In so doing the Foundation wanted to keep its stakeholders informed as to events which may or do have an impact on issues dealing with racism. Many of the online editions now require paid subscriptions. Remarkably, although somewhat restricted by the subscription requirements, we continue to receive compliments for the service. We will continue to share this information as much as we can.



Panel discussion hosted by the Nova Scotia Human Rights Commission

In much the same manner as above, we have improved the frequency with which we communicate with stakeholders. Our website has been upgraded and will enhance access to information about racism, the Foundation and its work. It will also support the activities of stakeholders through upcoming events and links to their websites where appropriate and possible. In addition to the postings on our website, news releases and other appropriate news are communicated through e-mails to our stakeholders. During the period under review, some 2,000 names have been added or updated in our stakeholder database.

The media now seeks out and quotes CRRF sources more often on issues as they develop. There have been approximately 40 interviews or pickups from news releases which we have been able to track, ranging from the Whitehorse to Halifax covering a spectrum of racism issues. There has also been significant coverage of research reports which the CRRF released. Media outlets have increasingly reflected the opinions of the CRRF in their reportage. As a result, we are continuing to develop and cement contacts in the media.

Because of the location of the CRRF's office (as legislated in the Act), the relationship with the media is more substantial in the Greater Toronto Area than in other parts of the country. The fact that Toronto is the largest media centre in the country makes it a considerable asset. However, the Toronto media, as well as the media in other cities, do ignore many of the "local" events and activities which may not be newsworthy by their standards but which, nevertheless, can have significant impact on race relations. We are working to develop a greater level of media response in other regions of the country. Although we continue to scan the news daily, as noted above, our ability to address local but highly important issues with national implications is somewhat reduced with present fiscal restraints. We therefore rely on board members, community and other partners to alert us to regional issues so that we may disseminate them nationally.





## CRRF - 2004-2005: The Year in Review



### Support allies through strategic partnerships

#### Developing a framework for the implementation of the WCAR Program of Action

The development of a framework for the implementation the WCAR Program of Action remains a work in progress. A year after the World Conference Against Racism, held in Durban South Africa in 2001, the CRRF hosted a conference – Strengthening the Agenda against Racism - in Edmonton, to develop specific actionable items for a national action plan against racism for Canada. These were presented to the then Secretary of State (Multiculturalism) (Status of Women), the Honourable Jean Augustine. Officials in the Multiculturalism Program then embarked in earnest on the preparation of an action plan and spearheaded the initiative, including other departments highlighted in the recommendations from the CRRF's 2002 Edmonton Conference.

Delayed by the federal election in 2004, the new Minister of State for Multiculturalism, the Honourable Raymond Chan, announced A Canada for All: Canada's Action Plan Against Racism, in March 2005, acknowledging the CRRF's role as a catalyst for its development. The Government also set aside \$56 million over five years in its budget to implement the Plan.

The CRRF will work with communities to monitor the implementation and the achievements of the Plan, and will also work in a constructive way with officials in the various ministries with areas of responsibility for the Plan to enhance its implementation where appropriate.

#### Consulting NGOs and other stakeholders across the country

The Foundation emerged from the visit to Canada of the United Nations Special Rapporteur on Racism with renewed confidence and vigour. Acting as interlocutor with civil society during the visit allowed the Foundation to fully play its role as a resource and facilitator, with much acclaim from stakeholders and government officials alike. We have stayed in touch with all those who made representations to Mr. Diène; and this has led to ongoing cooperation with those civil society groups on other issues such as racial profiling, redress, anti-Black racism, Aboriginal issues, and hate/bias crime.

The CRRF was invited to participate in the consultations by the Ontario Human Rights Commission to develop the first race policy in Canada. The Foundation was also involved in a conference hosted by the Association of Graduate Studies which was examining voting patterns as they relate to new Canadian populations, and many other conferences across the country. (See Appendix "a")

#### Consulting stakeholders to strengthen work with underserved areas

In an effort to better assess where the Foundation is meeting the needs of the community and what needs to be improved (also further to the KPMG report), the CRRF has consulted some of its stakeholders and individuals to begin the process of developing an evaluation framework. Through the pilot phase, the CRRF has been told, among other priorities, to continue and to expand its role as a facilitator among NGOs and between civil society and the government. This evaluation framework process is expected to develop further during the fall of the new fiscal year, thereby informing the CRRF of the impact of its programming and interventions, with a view to improving our services and increasing that impact.



Race Relations conference hosted by the Professional Institute of the Public Service of Canada



Karen Mock named an Everyday Freedom Hero by the National Underground Railroad Freedom Center in Ohio.



T. Sher Singh and Karen Mock who received the Civil Liberties Advocacy Award from the Sikh Centennial Foundation

#### Documenting testimonials

One of the more obviously important, yet honestly (and regretfully) ignored activities is recording the compliments which the CRRF receives from time to time from our stakeholders. For example, various human rights commissions across the country consulted us on a number of occasions throughout the year and expressed gratitude for our assistance.

The Foundation has also established sound working and consultative relationships with many public sector and non-governmental agencies including, but not limited to, the Office of the Treaty Commissioner, Saskatchewan; the Ontario Provincial Police; the Canadian Association of Chiefs of Police (LEAD Network); Nova Scotia Human Rights Commission; the Underground Railroad Freedom Center (Ohio, USA); the Jacob Blaustein Human Rights Institute; the Global African Congress; the Chinese Canadian National Council; the Assembly of First Nations; the Ontario Federation of Chiefs; the Toronto District School Board; the Antiracist Multicultural Educators Network of Ontario (AMENO); the Quebec Teachers Federation, and the Centre for Research-Action on Race Relations (CRARR), to name a few.

"We are so grateful for the support of the CRRF! Thank you all and God Bless you!"  
The New Denver Survivors Collective

"Thank you and the CRRF for all your hard work and good cooperation. Your body of knowledge and network across the country have been much appreciated. It has been a great pleasure working with the CRRF."  
Labour program, HRSDC.

"We received confirmation of CRRF IAR funds today. Thanks so much for your efforts and the CRRF's support for our project! Hope you're doing well."  
Community worker, North Vancouver, B.C.

"I want to thank you for all of your support during the research and writing of the study on our affirmative action program. It will make a substantial contribution to our understanding of these issues."  
Professor, Dalhousie University, Nova Scotia

"Thank for your leadership in our conference and for your commitment to human rights in our world."  
Harrietsfield Elementary School, Nova Scotia

"Your valuable contribution to our program on 'Racism in the 21st Century' has received incredible positive feedback. Many thanks."



## CRRF - 2004-2005: The Year in Review



### Promote harmony and recognize positive initiatives

#### The Education and Training Centre

One of the key goals of the CRRF over the past few years has been to enhance our role in providing leadership in anti-racism education and training, in keeping with our legislated mandate. Through the Education and Training Centre, launched at the 2003 Award of Excellence Gala, this year the CRRF has developed a course for educators – “Antiracism and Equity in Education” – in partnership with the Toronto District School Board. It was piloted with the TDSB, is being offered again in the coming year, and will be adapted for use by other jurisdictions. It serves as a prototype for school boards across Canada.

The Education and Training Centre also provided a series of anti-racism workshops as part of the “Engagement Strategy for a Racism Free Workplace” for the department of Human Resources and Skills Development Canada (HRSDC), in collaboration with John Samuels and Associates. Several other agencies invited the CRRF to present related workshops to their staff, including, among others: Library Archives Canada; Assembly of First Nations; Canadian Pacific Railway; Durham Board of Education, and Justice Canada (Ontario Region).

See Appendix “A” for the complete list of offerings under the auspices of the Education and Training Centre.

#### The National Youth Antiracism Network (NYAN)

The National Youth Antiracism Network (NYAN) was launched in March 2005 in Calgary, Alberta, with 100 youth from across the country. Key resolutions of the conference were: resolve to obtain funding to further develop and strengthen the structure of NYAN; ensure the integration of a strong anti-oppression analysis into all organizing efforts; build a common foundation and unity among NYAN members and provide more spaces for group-building and sharing; strengthen and support regional networks of NYAN and continue to ensure that NYAN remains a youth-driven space for action and dialogue.

A new steering committee is now in place and work continues in earnest to obtain more assured funding to enable the growth of NYAN. The members of the Steering Committee are: Shezeen Suleman (ON); Rubina Sidhu (BC); Azmina Ladha (BC); Sulaimon (“Sol”) Olawale Giwa (ON); Terry Young (NB); Maryam Nabavi (AB); Mirlande Demers (QC); Terrance Sunshine (SK), and Christine Li (ON).

The website (www.nyan.ca) is in a testing phase. All of the essential interactive features of the website have been developed. Information and resources are being compiled on an ongoing basis.



Karen Mock presents a copy of the Education & Training manual to the Saskatchewan Treaty Commissioner, Judge David Arnott, following an anti-racism workshop



Winners of the Award of Excellence, Youth Category, announced at the NYAN launch conference in March, pictured with Youth Coordinator, Beenash Jafri (2nd from right)

## CRRF - 2004-2005: The Year in Review

Some comments from the NYAN conference participants:

*“Wonderful to finally see a national youth network established to provide a forum/space for youth to address anti-racism strategies and networking.”*

*“Amazing! Best minds in the country- inspiring. I often feel so isolated in my work so this conference was so needed. Thank you!”*

*“Thank you CRRF & NYAN for making this all possible!”*

*“Thank you to everyone who took part in organizing this network conference. I’ve learned so much and I’m amazed by all the amazing work that’s being done!! I feel privileged to be around so many amazing people doing amazing work. I applaud everyone’s courage to speak out this weekend and share their stories.”*

In order to respond effectively to the changing environment and the demands of the dealing with anti-racism issue across the country, while challenged by insufficient resources, the CRRF needed to make some critical changes. We refer to these as administrative goals, a summary of which follows:



### Restructure and reallocate resources more effectively to deliver priority programs and activities

#### Review job descriptions

To address the specific objectives set for the past fiscal year, a restructuring of the CRRF has begun. The Foundation moved away from a two-department structure (Programs and Communications) to a more team-oriented approach, with various managers responsible for overseeing the teams responsible for delivering on programming objectives. A staff person was engaged to enhance the policy capacity and special projects work of the Foundation; and job descriptions of several staff members were adjusted to take on additional responsibilities and/or to put them more in line with achieving program objectives.

Through the preliminary realignment of staff and some reallocation of resources, there has been a focus on priority areas and a more efficient use of resources, to accomplish more with less, as it were. The restructuring will continue to channel more institutional energy towards resource development in order to enhance the capacity of the Foundation to deliver on all the areas of its mandate.

#### Create a committee and infrastructure for initiating fundraising

A Resource Development ad hoc committee was inaugurated during this fiscal year. A preliminary plan was developed, with the assistance of fundraising consultants, and some fundraising initiatives have built on the first fundraising gala held in 2003. However due to budget constraints and some changes in the boards and staff, the creation of a resource development office was postponed and more intensive fundraising initiatives held over to the new fiscal year.

#### Conclusion

In sum, the CRRF has continued to maintain its presence in and relevance to the struggle against racism in Canada. Where the CRRF has had the most impact has been in providing current information, support for public education and awareness, and facilitating cooperation between non-governmental organizations to work in concert to whatever extent possible on common areas of anti-racism. This past fiscal year has furthered the CRRF’s efforts build a framework through which the Foundation can build sound strategic partnerships in order to

- Conduct and/or support research to provide hard data on the existence of systemic racism and racial discrimination, along with suggestions for policy changes to eliminate racism and racial discrimination;

## CRRF - 2004-2005: The Year in Review

- Assist in providing civil society access to governments and international institutions;
- Demonstrate leadership and outspokenness in urging institutions' attention to systemic discrimination within their organizations, and
- Determine ways to illustrate the impact of racism and racial discrimination that will serve to educate and inform the decision-makers.



Zarqa Nawaz, Karen Mock and Tammy Robertson honoured as Women of Influence by the University of Saskatchewan



Saskatchewan Treaty Commissioner, Judge David Arnot (l), CRRF Board member, Jim Scharfstein (2nd from left), Hon. Frank Quennell, Attorney General of Saskatchewan and Karen Mock, keynote speaker, at a March 21st commemorative event hosted by the AG.



Racism-free workplace workshop at Canadian Pacific in Calgary



Durham School Board anti-racism education forum



With Dr. Wesley Critchlow's class at the University of Ontario Institute of Technology



Sen. Donald Oliver, Anne Golden and Prem Benimadhu at the Conference Board's forum on visible minorities

## Financial Management Discussion and Analysis 2004/2005

### Statement of financial position discussion

	2004/2005 actual	2003/2004 actual	% change actual
<b>Assets</b>			
Currents assets	\$1,475,381	\$1,359,302	8.54%
Investments	\$24,000,000	\$24,000,000	0.00%
Capital assets	\$26,978	\$37,161	-27.40%
<b>Total Assets</b>	<b>\$25,502,359</b>	<b>\$25,396,463</b>	<b>0.42%</b>
<b>Liabilities</b>	<b>\$142,491</b>	<b>\$56,701</b>	<b>151.30%</b>
<b>Fund Balances</b>	<b>\$25,359,868</b>	<b>\$25,339,762</b>	<b>0.08%</b>

#### Assets

**Current assets** are composed of cash, the cost amount of the investment portfolio in excess of the net assets restricted for endowment of \$24,000,000, investment income receivables, prepaid expenses and sundry receivables. As at March 31, 2005, they total \$1,475,381. The slight increase of \$116,079 from March 2004 is mainly attributable to the increase in sundry receivables. A workshop and a youth conference were held in February and March 2005, and, as a result, some conference registration fees and consulting fees were not received before the year end.

The **investments** represent a non-current asset as the endowment contribution of \$24,000,000 is to be maintained permanently by the Foundation and is not available to fund the activities of the Foundation.

The **Capital Assets** are consisted of office furniture and equipment, computer hardware and computer software and artwork. The only capital investment during the year was the purchase of a laptop. This year's amortization amounts to \$12,630.

#### Liabilities

**Accounts payable and accrued liabilities** are part of the regular operations of the Foundation and represent such things as payments to suppliers, grants payable to recipients and vacation accruals owed to employees. At the end of March 2005, the accounts payable and accrued liabilities total \$142,491, up \$85,790 from March 2004. This is mainly attributable to grants payable to researchers. Contract negotiations delayed the distribution of the grant payments.

#### Fund Balances

The Foundation follows the restricted method of accounting for contributions. Only the Operating Fund is considered unrestricted, other funds are restricted either internally or externally for specific purposes. The fund balance as at March 31, 2005 is \$25,502,359, up \$20,106 from March 2004.



## Financial Management Discussion and Analysis 2004/2005

### Statement of Operations Discussion

	2004/2005 actual	2003/2004 actual
<b>Revenues</b>		
Investment Income	\$1,313,136	\$892,668
Sponsorships, Donations and Honoraria	\$55,282	\$8,978
Workshops	\$30,650	\$0
Publications and conferences	\$4,412	\$12,020
Fundraising	\$0	\$4,800



#### Revenues

The Foundation's primary source of income is derived from the investment income earned from the endowment contribution. It includes interest, dividends, capital gain/loss and foreign exchange gain/loss. For 2004/2005, the investment income amounts to \$1,313,136, up \$420,468 from March 2004.

## Financial Management Discussion and Analysis 2004/2005

Revenues from **Sponsorships, donations and honoraria** relate to financial support received from stakeholders for our services including speech delivery, panel discussion and conference facilitation. This year's revenue is considerably higher than 2003/2004. It is explained by the recovery of a grant of \$15,000 for an event held in 2002/2003 which is a non-recurring item. A sponsorship outreach for *Directions*, the Foundation's research journal, began towards the end of the fiscal year and a total of \$8,200 was received. A youth conference held in March 2005 received sponsorships and donations totalling \$16,200.

The revenue from **workshops** represents the consulting fee received by the Foundation for conducting education and training workshops. In the past, the Foundation accepted small honoraria for providing the service and was recorded as honoraria revenue. In 2004/2005 the Foundation formalized the operation and began to offer the services to wider audiences. In order to provide greater access to the Foundation's publications, most are now available from the Foundation's website at no charge. This explains the decrease in this year's revenue from **publications and conferences**.

The Foundation did not convene a **fundraising gala** in 2004/2005. The next fundraising gala will be held in 2006.

#### Expenses

The Foundation operates with the most cost-effective approach when it accounts for expenses. As a result, most of the expenses are consistent with or lower than the previous year. The Foundation would like to draw the reader's attention to the following:

The portion of the **Award of Excellence** related to the youth category presentation was held in March 2005. The larger Award of Excellence presentation and symposium will be in October 2005. For the next fiscal year, it is anticipated that the expenses will be considerably higher.

The expenses under **Education and Training Centre** reflect the direct costs associated with conducting workshops and training sessions, capacity building for the youth across the country and developing the National Youth Anti-racism Network (NYAN).

**Library and publications** represents the costs of developing the Foundation's knowledge base including acquisition of resource materials and publication of research reports and journals. The \$25,539 increase is attributed to the re-launch of *Directions* which was not published in the previous year.

The \$32,110 increase in **salaries and benefits** is attributed to the cost of living adjustments, some moderate merit increases and retro-active payments to the Executive Director.

### Outlook for the future

#### Fiscal Year 2005/2006

In light of a volatile market, unstable investment income and without any Parliamentary appropriations, the Foundation will continue its effort to secure funding from other sources, including corporate sponsorships for the upcoming Award of Excellence presentation and symposium. In addition to the registration fees, the Foundation hopes to reach its target of \$110,000. The total **revenues** are budgeted at \$1,459,500, only a slight increase of \$77,000 from 2004/2005.

The Foundation will further explore the preliminary framework developed for a long-term fundraising campaign and to lay the groundwork for a major fundraising gala scheduled for October 2006.

For 2005/2006, the Foundation's total **expenditures** are set at \$1,459,500 with the purpose of achieving a balanced budget. The approved budget will be closely monitored by the management. Quarterly variance reports will be reviewed by the Audit and Finance Committee and adjustments will be recommended accordingly.

## Management's Responsibility for Financial Statements

## Auditors' Report

### Management's Responsibility for Financial Statements

The financial statements of the Canadian Race Relations Foundation are the responsibility of management and have been approved by the board of directors. These financial statements have been prepared in accordance with Canadian generally accepted accounting principles. An external auditor conducts an audit of the complete financial statements and reports to the Board of Directors through the Finance Committee on an annual basis. The auditor also reports on the fair presentation of the accompanying summarized financial statements.

In support of its responsibility, management has developed and maintained books of accounts, records, financial and management controls and information systems. These are designed to provide reasonable assurance that the Foundation's resources are managed prudently, that its assets are safeguarded and controlled, and that its financial information is reliable.

The Board of Directors is responsible for ensuring that management fulfils its responsibilities for financial reporting as stated above. The Board carries out its responsibilities mainly through the Finance Committee. The Committee meets with management to review internal controls, financial reports and other relevant financial matters.



Karen R. Mock, Ph.D., C. Psych.  
Executive Director



Teresa Lo  
Finance and Administration director

June 2005



Hilborn Ellis Grant LLP  
Chartered Accountants

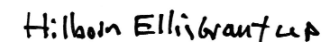
### Auditors' Report

To the Directors of the  
Canadian Race Relations Foundation

We have audited the statement of financial position of the Canadian Race Relations Foundation as at March 31, 2005 and the statements of operations, changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Foundation as at March 31, 2005 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



Toronto, Ontario  
May 31, 2005

Chartered Accountants



## CANADIAN RACE RELATIONS FOUNDATION

## Statement of Financial Position

March 31, 2005	Capital Asset Fund \$	Education and Training Centre Fund \$	Endowment Fund \$
<b>ASSETS</b>			
Current Assets			
Cash	-	-	-
Investments (note 3)	-	8,781	-
Income receivable	-	-	-
Prepaid expenses and sundry receivables	-	10,125	-
	-	18,906	-
Investments (note 3)	-	-	24,000,000
Capital assets (note 4)	26,978	-	-
	26,978	18,906	24,000,000
<b>LIABILITIES</b>			
Current Liabilities			
Accounts payable and accrued liabilities	-	-	-
Inter-fund payable (receivable)	-	-	-
	-	-	-
<b>FUND BALANCES</b>			
Invested in capital assets	26,978	-	-
Externally restricted for Education and Training Centre (note 5)	-	18,906	-
Externally restricted for endowment (note 6)	-	-	24,000,000
Internally restricted for capital preservation (note 7)	-	-	-
Internally restricted for reserve (note 8)	-	-	-
Unrestricted	-	-	-
	26,978	18,906	24,000,000
	26,978	18,906	24,000,000

Approved on behalf of the Board:

Director

Director

## CANADIAN RACE RELATIONS FOUNDATION

Capital Preservation Fund \$	Reserve Fund \$	Operating Fund \$	2005 Total \$	2004 Total \$
-	-	20,487	20,487	29,563
1,023,894	213,461	-	1,246,136	1,161,368
-	-	125,701	125,701	134,115
-	-	72,932	83,057	34,256
1,023,894	213,461	219,120	1,475,381	1,359,302
-	-	-	24,000,000	24,000,000
-	-	-	26,978	37,161
1,023,894	213,461	219,120	25,502,359	25,396,463
<b>LIABILITIES</b>				
Current Liabilities				
-	-	142,491	142,491	56,701
-	(76,629)	76,629	-	-
-	(76,629)	219,120	142,491	56,701
<b>FUND BALANCES</b>				
-	-	-	26,978	37,161
-	-	-	18,906	54,814
-	-	-	24,000,000	24,000,000
1,023,894	-	-	1,023,894	923,894
-	290,090	-	290,090	323,893
-	-	-	-	-
1,023,894	290,090	-	25,359,868	25,339,762
1,023,894	213,461	219,120	25,502,359	25,396,463



## CANADIAN RACE RELATIONS FOUNDATION

## Statement of Operations

Year ended March 31, 2005

	Capital Asset Fund \$	Education and Training Centre Fund \$
<b>Revenues</b>		
Interest and dividends (note 3)	-	-
Gain on sale of investments	-	-
Loss on foreign exchange	-	-
Sponsorships, donations and honoraria	-	30,975
Workshops	-	-
Publications and conferences	-	-
Fundraising gala	-	-
	-	30,975
<b>Expenses</b>		
Amortization	12,630	-
Award of Excellence symposium (note 9)	-	-
Fundraising gala	-	-
Communication	-	-
Conferences, symposia and consultations	-	-
Board of directors' honoraria and travel	-	-
Education and training centre (note 5)	-	66,883
Information systems and development	-	-
Library and publications	-	-
Office and general	-	-
Professional fees	-	-
Public education (note 10)	-	-
Rent	-	-
Research	-	-
Salaries and benefits	-	-
Staff recruitment and development	-	-
	12,630	66,883
Excess of revenues over expenses (expenses over revenues) before the following	(12,630)	(35,908)
Recovery of decline in value of investments to market value	-	-
Excess of revenues over expenses (expenses over revenues) for year	(12,630)	(35,908)



## CANADIAN RACE RELATIONS FOUNDATION

Operating Fund \$	2005 Total \$	2004 Total \$
1,010,886	<b>1,010,886</b>	1,037,876
354,001	<b>354,001</b>	524,969
(51,751)	<b>(51,751)</b>	(670,177)
24,307	<b>55,282</b>	8,978
30,650	<b>30,650</b>	-
4,412	<b>4,412</b>	12,020
-	-	4,800
1,372,505	<b>1,403,480</b>	918,466
-	<b>12,630</b>	15,999
20,450	<b>20,450</b>	3,301
-	-	2,250
59,948	<b>59,948</b>	75,591
26,928	<b>26,928</b>	30,102
100,141	<b>100,141</b>	108,158
-	<b>66,883</b>	5,673
1,809	<b>1,809</b>	180
27,489	<b>27,489</b>	1,950
40,069	<b>40,069</b>	43,978
23,134	<b>23,134</b>	22,606
57,430	<b>57,430</b>	61,804
139,879	<b>139,897</b>	126,285
60,846	<b>60,846</b>	74,261
741,665	<b>741,665</b>	709,555
4,073	<b>4,073</b>	1,368
1,303,861	<b>1,383,374</b>	1,283,061
68,644	<b>20,106</b>	(364,595)
-	-	1,933,381
68,644	<b>20,106</b>	1,568,786



CANADIAN RACE RELATIONS FOUNDATION

Statement of Changes in Fund Balances

Year ended March 31, 2005	Capital Asset Fund \$	Education and Training Centre Fund \$	Endowment Fund \$
Fund balance, beginning of year	37,161	(note 5) 54,814	(note 6) 24,000,000
Excess of revenues over expenses (expenses over revenues) for year	(12,630)	(35,908)	-
Net investment in capital assets	2,447	-	-
Internally imposed restrictions	-	-	-
Fund balance, end of year	26,978	18,906	24,000,000



CANADIAN RACE RELATIONS FOUNDATION

Capital Preservation Fund \$	Reserve Fund \$	Operating Fund \$	2005 Total \$	2004 Total \$
(note 7) 923,894	(note 8) 323,893	-	25,339,762	23,770,976
-	-	68,644	20,106	1,568,786
-	-	(2,447)	-	-
100,000	(33,803)	(66,197)	-	-
1,023,894	290,090	-	25,359,868	25,339,762





## CANADIAN RACE RELATIONS FOUNDATION

## Statement of Cash Flows

Year ended March 31, 2005	2005 \$	2004 \$
<b>Cash flows from operating activities</b>		
Excess of revenues over expenses (expenses over revenues) for year	20,106	1,568,786
Items not requiring a current cash payment		
Amortization	12,630	15,999
Gain on sale of investments	(354,001)	(524,969)
Loss on foreign exchange	51,751	670,177
Recovery of decline in value of investments to market value	-	(1,933,381)
	(269,514)	(203,388)
Changes in non-cash working capital		
Decrease (increase) in income receivable	8,414	(22,068)
Decrease (increase) in prepaid expenses and other receivables	(48,801)	78,139
Increase (decrease) in accounts payable and accrued liabilities	85,790	(110,504)
	(224,111)	(257,821)
<b>Cash flows from investing activities</b>		
Proceeds from sale of investments	10,045,684	35,716,813
Purchase of investments	(9,828,202)	(35,541,558)
Net additions to capital assets	(2,447)	(1,717)
	215,035	173,538
Net decrease in cash during year	(9,076)	(84,283)
Cash, beginning of year	29,563	113,846
Cash, end of year	20,487	29,563
	2005 \$	2004 \$
<b>Supplementary Disclosure of Cash Flow Information</b>		
Interest paid	-	-
Income taxes paid	-	-



## CANADIAN RACE RELATIONS FOUNDATION

## Notes to Financial Statements

March 31, 2005

## 1. Description of Organization

The Canadian Race Relations Foundation ("the Foundation") was established by way of federal government legislation (Bill C-63 - "The Canadian Race Relations Foundation Act", 1991).

The purpose of the Foundation is to facilitate, throughout Canada, the development, sharing and application of knowledge and expertise in order to contribute to the elimination of racism and all forms of racial discrimination in Canadian society.

The Foundation is a registered charity under the Income Tax Act and, as such, is not subject to income tax.

## 2. Significant Accounting Policies

## a) Fund accounting

The Foundation follows the restricted fund method of accounting for contributions.

The Operating Fund accounts for the Foundation's program delivery and administrative activities.

The Capital Asset Fund reports the assets, liabilities, revenues and expenses related to the Foundation's capital assets.

## b) Revenue recognition

Restricted contributions are recognized as revenue of the appropriate fund when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Endowment contributions are recognized as revenue of the Endowment Fund.

Unrestricted contributions are recognized as revenue of the Operating Fund when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Unrestricted investment income earned on the Endowment Fund resources is recognized as revenue of the Operating Fund.

## c) Investments

Investments are recorded at the lower of average cost and market value.



## CANADIAN RACE RELATIONS FOUNDATION

## Notes to Financial Statements (continued)

March 31, 2005

## 2. Significant Accounting Policies (continued)

## d) Investment transactions and income recognition

Investment transactions are accounted for on the trade date. Income from investments is recognized on the accrual basis. Interest is accrued based on the number of days the investment is held during the year. Dividends are accrued as of the ex-dividend date. Realized gains and losses from investment transactions and the unrealized appreciation or depreciation in the value of investments are computed on an average cost basis.

## e) Capital assets

Capital assets are recorded at acquisition cost. Amortization is provided for over the estimated useful life of the assets on a straight-line basis as follows:

Office furniture and equipment	- 5 years
Computer hardware	- 3 years
Computer software	- 3 years
Artwork	- no amortization is provided for

## f) Foreign currency translation

Transactions in a foreign currency have been translated to Canadian dollars at the rate of exchange prevailing at the transaction date. The market value of investments quoted in a foreign currency and accounts denominated in a foreign currency have been translated to Canadian dollars at the rates of exchange prevailing at the year end. Gains and losses are taken into the current year's income.

## g) Financial instruments

The Foundation's financial instruments consist of cash, investments, income receivable, sundry receivables and accounts payable and accrued liabilities. The fair values of these financial instruments approximate their carrying values, unless otherwise noted. It is management's opinion that the Foundation is not exposed to significant interest rate, currency or credit risks arising from these financial instruments.

## h) Management estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from these estimates.



## CANADIAN RACE RELATIONS FOUNDATION

## Notes to Financial Statements (continued)

March 31, 2005

## 3. Investments

	Average Cost \$	Market Value \$
Investment portfolio	25,246,136	26,285,605

A portion of the investment portfolio, related to the net assets restricted for endowment of \$24,000,000, is presented as a non-current asset as the underlying endowment contribution is to be maintained permanently by the Foundation and is not available to fund the activities of the Foundation (note 6). The cost amount of the investment portfolio in excess of the net assets restricted for endowment of \$24,000,000 is presented as a current asset, as it is available to fund the activities of the Foundation.

At March 31, 2005, of the \$25,246,136 investment portfolio cost, \$1,246,136 is presented as a current asset representing the cost amount of the investment portfolio in excess of the net assets restricted for endowment of \$24,000,000. The excess of the market value of the investment portfolio in relation to the cost amount of the investment portfolio, \$1,039,469, is not recognized for accounting purposes.

Investment counsel fees paid by the Foundation are offset against interest and dividend income. During the year, these fees amounted to \$151,639 (2004 - \$138,890).

The average cost and market value of the investment portfolio at March 31, 2004 was \$25,161,368 and \$26,263,981, respectively.

## 4. Capital Assets

	Cost \$	Accumulated Amortization \$	2005 Net Book Value \$	2004 Net Book Value \$
Office furniture and equipment	106,972	101,628	5,344	10,631
Computer hardware	120,975	116,302	4,673	8,095
Computer software	21,903	21,167	736	2,210
Artwork	16,225	-	16,225	16,225
	266,075	239,097	26,978	37,161



## CANADIAN RACE RELATIONS FOUNDATION

## Notes to Financial Statements (continued)

March 31, 2005

5. **Education and Training Centre Fund**

The purpose of the centre is the development and delivery of race relations education and training programs and materials to public and private sector groups. Revenue of the fund consists of sponsorships, donations and honoraria and the fundraising gala. Proceeds from the fundraising gala in excess of expenses represent restricted contributions that are designated for the purpose of the centre. The next fundraising gala will be in October 2006.

6. **Endowment Fund**

The Foundation received an endowment contribution of \$24,000,000 at the date of establishment. The endowment contribution was comprised of \$12,000,000, which was part of the Redress Agreement with the National Association of Japanese Canadians, and \$12,000,000 from the federal government.

The Canadian Race Relations Foundation Act stipulates that this endowment contribution is to be used only for investment and is not available to fund the Foundation's activities. Investment income earned from the endowment contribution is available to fund the Foundation's activities.

7. **Capital Preservation Fund**

The Foundation has established a capital preservation policy to facilitate the recognition of inflation in order to preserve the earnings capability of the fund balance externally restricted for endowment.

At March 31, 2005, the internal restriction for capital preservation is \$1,023,894 (2004 - \$923,894).

This internal restriction is subject to variances based upon the growth in the value of investments at any point in time and direction given by the Board of the Foundation upon the recommendation of the Finance Committee.

8. **Reserve Fund**

The Foundation has established a reserve policy to provide stability to the operations of the Foundation from year to year in the event of a shortfall in investment income.

At March 31, 2005, the internal restriction for reserve is \$290,090 (2004 - \$323,893).

This internal restriction is subject to variances based upon the operational surplus of the Foundation in excess of any transfer to the fund balance internally restricted for capital preservation and direction given by the Board of the Foundation upon the recommendation of the Finance Committee.



## CANADIAN RACE RELATIONS FOUNDATION

## Notes to Financial Statements (continued)

March 31, 2005

9. **Award of Excellence Symposium**

The Foundation recognizes positive initiatives in the elimination of racism and the promotion of harmonious race relations through an Award of Excellence symposium. The portion of the symposium related to the youth category presentation was held in March 2005. The next Award of Excellence symposium will be in October 2005.

10. **Public Education**

Public education during the year included grants awarded in connection with Initiatives Against Racism and public education initiatives undertaken by the Foundation on the issue of racial profiling and related issues.

The Foundation received donated television and radio airtime valued at approximately \$143,000 (2004 - \$269,000) during the year.

11. **Commitments**

a) The Foundation entered into a lease agreement for office premises commencing April 1, 2003 and expiring March 31, 2008. The approximate annual payments of rent, business taxes and operating costs pursuant to the lease agreement are \$160,000 per year.

b) As at March 31, 2005 the Foundation is committed to fund approximately \$82,500 (2004 - \$48,500) in research and public education grants during the fiscal year ending March 31, 2006.

## Appendix 'a'

Canadian Race Relations Foundation  
Education and Training, Networking, Consulting,  
Communications Outreach and Speaking Engagements

## 1. Education &amp; Training Engagements

- Panel on Community Responses to Racism and Hate Crime – Indigenous Bar Association/Native Women's Association Conference, Montreal
- Consensus Conference on Racial Profiling
- "Countering Racism and Hate in Canada Today: Why aren't the Isms WASMs?" Workshop at RISE Conference, York Region Board of Education
- 'Race Relations in Canada Today: The Power of One, the Power of Women, the Power of Words' – Women's League; and Women's Intercultural Network
- Equity and Diversity in our Schools – Pineway School, Toronto District School Board
- "Preventing and Countering Antisemitism and Islamophobia – An Anti-racist Approach" – Anti-Racist Multicultural Educators Network of Ontario (AMENO)
- "Help Halt Hate" Panel for the Women's Federation, Montreal
- Community Forum on Hate Crimes – Markham Race Relations Committee
- Ontario Provincial Police – Aboriginal Awareness Training – participation and evaluation; Union of Ontario Indians – consultation and networking
- Saskatchewan Attorney General' diversity dinner – keynote address
- Panel presentation at a professional development institute for DFAIT officers on Lessons Learned from the Durban World Conference Against Racism;
- Ongoing planning and implementation of an Anti-Racism and Equity course for teachers with the TDSB
- Ongoing development of Human Rights and Race Relations in the Workplace training program for Library Archives Canada
- University of Guelph – "Being an Ally: Understanding Antisemitism and Islamophobia – an Antiracist Approach"
- Countering Racism in Canada, Lessons of the Holocaust, sponsored by Yad Vashem
- Vigod Lecturer in Human Rights, Atlantic Centre for Human Rights, Fredericton NB
- Challenges in the Anti-Racism Movement Today, Limmud Conference, York Univ.
- UOIT Anti-racism and Human Rights Conference, Keynote address;
- Durham Board of Education, All day program for students and teachers
- Race Relations in Canada Today, Neptune Seniors Residence
- National Summit on Inclusive Education, CACL, Ottawa – plenary panel
- Ontario Institute for Studies in Education, Peace Education speaker on anti-racism
- OPP all day training program, OPP headquarters, Orillia
- TDSB Equity Seminar for Principals and VPs, Scarborough Region
- Ontario Institute for Studies in Education, Teach-in on Racism in Schools
- Creating a Racism Free Workplace – CHRC, Prairie and Nunavut Region, Winnipeg
- Strategies for a Racism Free Workplace – Library Archives Canada, Ottawa
- From Policies to Practice – Realities to Remedies – Department of Justice, Toronto
- University of Western Ontario, Kings College – Keynote and public forum
- "Diversity in Canadian Politics: recent outcomes and future trends": Conference arranged by the Association for Canadian Studies.

## 2. Networking &amp; Communications Outreach

- Submission and presentation to the hearings on antisemitism by the Senate Committee on Human Rights;
- Participation in a community roundtable chaired by the Deputy Prime Minister one week prior to the release of the National Security Policy Framework, and attendance at a lock-up immediately prior to the release;
- Discussions with Library Archives Canada, Corrections Canada, the OPP and the Ministry of the Attorney General on ways the CRRF can partner with these departments to achieve common goals
- Indigenous Bar Association/Quebec Native Women's Association Conference on Hate and Racism: Seeking Solutions – ongoing consultations;
- Racial Profiling Working Group;
- Surete du Quebec (Hate Crimes Unit);
- Ontario Crown Law Office, Criminal (expert testimony on CD ROM hate propaganda case)

- Corrections Canada – national and district office;
- Collaborative partnership with the Centre for Addiction and Mental Health (Toronto) and Jean Talon Hospital (Montreal) for the development of a symposium on Enslavement of Africans, Colonization, Identity, Racism and Mental Health
- Participation in and Resource for the Leaders Summit on Visible Minorities by the Conference Board of Canada
- Ongoing Consultations on Community Responses to Racism and Hate Crime – further to the Indigenous Bar Association/Native Women's Association Conference in Montreal – CRRF represented on Advisory Committee for the creation of a secretariat to coordinate further efforts among various groups working on similar issues – initiated and to be funded by PCH
- Women's Intercultural Network – assisted with organizing meetings
- Global African Congress (Canadian Chapter)
- Media Awareness Network – Consultation on new resource materials
- Professional Institute of the Public Service of Canada, Conference on Race Relations
- Panel moderator at Civil Discourse Conference sponsored by CJC, Ottawa
- Harmony Movement Dinner, Community Partner
- CCNC – W5at25 Commemorative event
- Human Rights Watch Inaugural Dinner
- Meeting with the Asper Foundation re Human Rights Museum and CRRF
- Urban Alliance on Race Relations, Awards Dinner - community partner
- Canadian Council of Christians and Jews Annual Dinner, Community Partner
- International Human Rights Conference, Osgoode Hall and Dept of Justice
- Black History Month Launch, Ontario Black History Society
- Toronto Police Service Consultation on Selection of the Chief
- SSHRC Multiculturalism Grants Peer Reviewer
- Managing and Valuing Diversity: An Anti-racism Approach, CPR Calgary;
- RBC Investments Diversity Day

## Appendix 'b'

## Contract Research

In keeping with its mandate to provide cutting-edge research to better inform Canadians about racism in Canada, the following research projects have been approved:

- **La déqualification des immigrantes des minorités visibles sur le marché du travail québécois.**
  - Researcher: Marie-Thérèse Chicha of the Université de Montréal

The purpose of this project is to review the current situation facing skilled immigrants of visible minorities within the context of Quebec's labour market. Specifically, this research will examine how discriminatory factors like place of origin, race and gender influence whether foreign credentials are recognized within normative hiring practices.
- **La force du préjugé et la force du préjugé et l'introspection de la communauté Arabe et Musulmane du Nouveau-Brunswick et de la Nouvelle-Ecosse aux lois sur la sécurité nationale.**
  - Researchers: Chedly Belkhdja, Evangelia Tastsoglou and Nasser Baccouche of Université de Moncton, St. Mary's Halifax and Okana-Solutions Marketing.

Focusing on the new immigration and security policies formulated in the aftermath of the September 11th attacks, this research proposal will examine the impacts of these policy developments on Arab and Muslim communities in New Brunswick and Nova Scotia. While Canada showcases itself as a multicultural society, the proposed research will demonstrate that these communities have not enjoyed the benefits of an open and diverse society as they have increasingly been targets of racism and discrimination, particularly as a result of the public perception that links Arabs and Muslims with terrorism.
- **Multi-Barriers for Asian Immigrant Settlement and Integration - A comparative event analysis of post-911 and post SARS.**
  - Researchers: Jian Guan, Howard Lin, Reza Nakhaie, Jason Yu and Branka Malesvic of the University of Windsor

With particular emphasis on the repercussions of September 11th and SARS, this research project will investigate systemic barriers, such as communication/language, licensing, credentials certification and discriminatory



## Appendix 'b'

practices, which act to hinder the full social and economic integration of Asian immigrants in Canadian society. By drawing on theoretical concepts of democratic racism and diversity, the proposed research will explain intersecting consequences of race, gender, class, country of origin, religion and immigration status. In this way, the project will outline guidelines for policy initiatives, service reform and more immigration services to facilitate settlement and integration.

- Immigrant Women Negotiating Canadian Work Cultures
- Researchers: Dr. S. Nombuso Dlamini, Dr. Uzo Anucha, Dr. Christopher J. Clovis and Dr. Usha George of the University of Windsor

In recognition of the rapidly changing demographics of Canadian society as a result of significant increases in immigrants and refugees entering the country, this research proposes to critically examine existing barriers that limit access to social, cultural and economic opportunities by these newcomers. In particular, the study will seek to unveil how issues of race, gender, and foreign credentials influence employment opportunities for immigrant women.

### Initiatives Against Racism (IAR)

The objectives of the IAR program are to:

- Increase critical understanding of racism and racial discrimination in Canada;
- Expose the causes and manifestations of racism;
- Inform the general public of the facts about groups affected by racism and racial discrimination, and
- Highlight the contributions of groups affected by racism and racial discrimination, notably Aboriginal peoples and racialized groups.

The following were supported through IAR contributions;

June 2004

#### Amities Canada

##### Rwanda Project Radio Jeunesse

This is a youth-driven project that aims to remove social barriers faced by young Rwandan immigrants as a result of racist and discriminatory attitudes and behaviors. A group of 10-12 youth aged between 14 to 17 will produce a radio show series that will be aired on community radio stations, as a means to explore current issues of discrimination, integration, rights and freedoms, and social problems in schools and families. In this way, the project will instill a better understanding of racial discrimination and its consequences, encourage self-expression among youth, promote inter-cultural and intergenerational communication, discourage school drop-outs and offer a stimulating, challenging educational action-oriented activity.

#### Ontario Workers Arts & Heritage Centre Inc. o/a Workers Arts and Heritage Centre, Hamilton, Ontario "Pieces of the Dream...Creating a Legacy for the Future"

A youth initiative that is an extension of the successful "Pieces of the Dream" traveling exhibit and conference highlighting the contributions of Black Canadian workers to the struggle for human rights in Canada. Responding to the enthusiasm and interest engendered from past events, the project will provide further opportunities to raise awareness, stimulate dialogue among the African-Canadian community and the general public, and promote concrete strategies and active participation in civic action to combat racism and foster healthy workplaces. Youth participants will have the chance to gain a historical and contemporary perspective of African-Canadian social and economic realities. Activities will include conducting focus group sessions, hosting a second youth conference and develop empowering anti-racist strategies. Main issues to be addressed are reparations, economic apartheid/economic racism, women and the new economy, and economic self-determination.

Montreal, Quebec



## Appendix 'b'

#### Guelph & District Multicultural Centre, Inc.

##### Nexus

The goal of this project is to create public awareness about hate crime and racism, build cooperative network and empower victims of hate crimes through the development of a multicultural youth group. Youth will have the opportunity to participate in leadership training allowing them to conduct anti-racism workshops in their communities that will provide tools and resources for victims and ethno-cultural communities to actively address problems of hate and racism, as well as to contribute to social and community development, which encompasses settlement, language and employment programs.

Guelph, Ontario

#### Phoenix Community Works Foundation

##### ARCfest - Art for Real Change

Through a human rights arts festival, this project aims to use art as a vehicle for social change. The festival will host art exhibitions, theatre, music and spoken word performances along side of keynote speakers and panel discussions on human rights issues relevant to Canada. These include economic justice, racial profiling, discrimination, Aboriginal, women, youth, children and refugee rights. The festival is based on collaboration between artists and human rights organizations to foster a culture of human rights and build capacity and partnerships for popular mobilization and activism.

Toronto, Ontario

#### University of Ontario Institute of Technology,

##### Unlearning Racism: Changing Curricular & Locating Resources

As a newly established institution for higher learning, there is an absence of identifiable anti-racist practices at the University of Ontario Institute for Technology. The purpose of this project is thus to develop and put in place anti-racist policies, curriculum and resources. This has become increasingly imperative as racial tensions are rife on campus, most notably evidenced by the racialized gun shooting at the campus pub last year. By establishing anti-racist school policies, a resource centre and a website, as well as conduct a workshop and produce a student journal, the project is focused on ensuring that policies, behaviours and pedagogy at UOIT are reflective of an anti-racist ideology and a racially inclusive vision.

Oshawa, Ontario

#### Mission Community Services Society

##### Connecting Our Multicultural Society

The purpose of this project is to expose and understand the racism and racial discrimination experienced by different ethnic and racial groups living in Mission, BC. Particular emphasis is placed on creating an opportunity for affected individuals to be directly involved in anti-racist work in the community. This would be achieved through the following activities: participating in community interviews for newspaper articles; creating an information bank of resources related to racism; and training individuals interested in providing anti-racist education.

Mission, BC

#### Ligue des droits et libertés - section de Québec

##### Citoyenneté et Immigration

This project seeks to examine and improve the social and economic realities which confront new immigrants in the city of Quebec within the school environment. Roughly twenty-five groups of secondary students and their teachers will benefit from participating in a conference and workshops that are designed to create awareness about racial discrimination, demystify pre-conceived notions about immigrants and develop an appreciation for the attributes brought forth from a multicultural society. In addition, new citizens of Quebec will gain familiarity with social and institutional arrangements, as well as with their legal rights and freedoms.

Québec City, Québec

#### Women in the Arts

##### Georgina Beyer: A Testament To The Power and Potential of Aboriginal Women

During a week long conference, this project will create multiple forums for community members to investigate critical issues pertaining to Aboriginal people, specifically women, locally, nationally and globally. The various components of the project will include a film screening, community speaking engagements, and a leadership development workshop. Through these activities, the project will empower Aboriginal women to reclaim their unique identities and take a lead role in political processes, as well as on stimulating community dialogue, for the purpose of achieving equitable treatment and advancement of Aboriginal women.

Toronto, ON



## Appendix 'b'

February 2005

## 3T Program

Toronto, Ontario

**The S.T.Y.L.E Project (Success Through Youth Leadership and Empowerment)**

This project will recognize the cultural roots of teenage behaviour. Youth will participate in the planned workshops and shape the agendas for the project that addresses racism, hate and bias and its relation to self-esteem of youth

**Battlefords Tribal Council Training "Inner Circle Cultural Development"**

North Battleford, Saskatchewan

The Battlefords Tribal Council aims to initiate the Healing & Employment Centre process before the initial training for employment begins. Cultural trainers will facilitate an ongoing cultural awareness program in 6-week intervals. During the program, they will explore the roadblocks and multiple issues that First Nations Peoples face through the systematic and generational issues of abuse, racism, self-esteem and negative life patterns which are not addressed in conventional employment training programs. The program curriculum teaches cultural aspects of Canadian, Saskatchewan and local First Nations identity in order to assist in personal development during the pre-employment phase, allowing participants to reach their full career training and employment potential.

**Centre de Développement Économique et Social (C.E.D.E.S)**

Toronto, Ontario

**<Forum sur le développement économique des membres des minorités visibles de Toronto>**

A small organization in Toronto comprising of Black francophone youth create opportunities for youth to improve their social and economic development. The organization assists its members in capacity building mainly in the area of commerce. The project focuses on planning a series of workshops and a seminar to assist Black youth in succeeding as entrepreneurs. The outcome of the project is to put strategies in place for successful business development so that Black youth can compete fairly when applying to e.g. malls to rent space for a business. The project will assist in creating awareness that Black youth are serious entrepreneurs and that they have the ability to enter mainstream economic sectors as owners and not only as employees. Work on dispelling myths and stereotypes are among the objectives for this project.

**Centre for Aboriginal Media (CAM)**

Toronto, Ontario

**ImagineNATIVE Festival 2005**

This festival will take place October 19-23 in Toronto. It is a forum to promote the work of Aboriginal film and new media artists. It serves both Native and non-Native audiences in Canadian society. The films and new media dispels stereotypes and myths about Aboriginal people. As well, it provides an opportunity to celebrate the work of Aboriginal artists in an area where they are grossly underrepresented. The festival also provides opportunities to encourage the development of new works by emerging young Aboriginal media artists.

**Centre for Addiction and Mental Health**

Toronto, Ontario

**Developing and Implementing a Clinical Model to Address the Impact of Enslavement, Colonization, Racism & Identity on the Mental Health of African-Canadians**

This project aims to examine the effects of enslavement and colonization on the identity and mental health of African-Canadians, and determine whether the services offered to this population are currently adequate. The funds requested would be applied to preliminary research. Focus groups in the community will be conducted. As well, a broad range of experts across related disciplines on mental health issues will be consulted. The project will address gaps and suggest appropriate responses to enhance the delivery of culturally-sensitive mental health care to African-Canadians in public institutions.

**Chinese Military Museum**

Vancouver, BC

**Chinese Canadian Veterans' Oral History Project**

The Canadian Veteran's Oral History Project hopes to create a collection of oral histories for display purposes at the museum, and for use by the History department at the University of British Columbia and the Institute of Asian Research's searchable database for researchers, and curriculum products for classroom use.

**CRARR (Centre for Research Action on Race Relations)**

Montreal, Quebec

**Information Campaign on Civil Rights for Victims of Racism in Employment**

The Centre for Research Action on Race Relations is planning a project consisting of two components. A day-long conference would feature 75 representatives of civil rights groups who would speak about the problems faced by victims of racism in employment. The conference, which would be held in Quebec, will assess the current state of accessibility to civil rights resources for victims of discrimination, and identify strategies to help people overcome such barriers. Following the conference an information campaign would be launched and designed to

attract media coverage, benefiting from the information derived from the conference.

**For You Telecare Family Service**

Toronto, Ontario

**Connecting Community by Achieving Public Awareness**

The purpose of this project is to increase awareness of racism issues and anti-racist strategies within the Korean-Canadian community in the Greater Toronto Area (GTA). In order to educate the Korean-Canadian population in the GTA, the organization would like to develop a booklet on anti-racism that will be distributed in the Korean-Canadian community. They would also hold numerous sessions and community events, such as monthly Youth Group sessions beginning in September, 2005, Korean-speaking volunteer training, Korean Foundation day in August 2005, and Korean Thanksgiving in September, 2005, among many others. Through these events, they aim to create a sense of ownership and responsibility in the community.

**Labrador West Young People's Association**

Labrador, Newfoundland

**It is NOT just Words!**

The purpose of this project is to challenge the community in Labrador to reconsider using racially charged language and become aware of the impact it has on perpetuating racist beliefs. Four different approaches will be used. First, focus groups would be held with young people to identify and confirm the key issues to be addressed. Second, several campaign designs would be created based on what was generated in the focus groups. Several posters and pamphlets will be developed, as well as web campaigns and awareness workshops for teenagers. A series of articles will also be published in Youth Truth, a local youth publication and 53 North, a local weekly newspaper.

**North Shore Multicultural Society (NSMS)**

Vancouver, BC

**Youth Diversity Network Project**

The Youth Diversity Network Project is ready for their next phase, which would focus on four areas. The plan is to create an E-news group which would inform and motivate 100 young people and 25 organizations/teachers, by providing information on upcoming events in the North Shore. A conference on March 21 would be targeted towards secondary schools in the North Shore Region. Twenty youth-facilitated workshops would be offered to secondary schools and community groups as well as groups working in anti-racism and diversity. Finally, they hope to develop an anti-racism curriculum for Capilano College and the North Vancouver School District.

**PRUDE Inc. Pride of Race, Unity, Dignity through Education**

St. John, New Brunswick

**"Eliminating Racial Discrimination and Diversifying in the Workplace through Education Inc. Conference"**

PRUDE aims to hold a conference workshop discussion to expose the possible responsive actions that could be taken to enforce more equitable policies, practices and programs to increase minority and immigrant representation in employment in New Brunswick. Many immigrant groups leave New Brunswick in search of employment elsewhere, such as in larger urban centers, because there is a lack of employment opportunities for them in New Brunswick. During the conference, PRUDE Inc. hopes to address and share practical approaches to alleviate and eliminate ethnic and systemic discrimination in New Brunswick workplaces. The conference is scheduled for June 2005.

**Saskatoon Anne Frank Committee**

Saskatoon, Saskatchewan

**"The Anne Frank in the World Exhibit"**

The Saskatoon Anne Frank Exhibit Committee hopes to bring the Anne Frank in the World Exhibit to Saskatoon to help the community address intolerance. The exhibit conveys the message that proactive measures are needed, individually and collectively, to confront racism and prevent further hate crimes. The exhibit would inform visitors about the holocaust, show how diversity enriches and strengthens society, and encourage visitors to learn about current events and take an active role in their community. Thousands of students from around the province would be invited to the exhibit, which would also be open to the general public.

**The Self-Help Resource Association (SHRA)**

Vancouver, BC

**United Earth: Youth Take Action**

A youth-centered project for youth by youth that builds youth capacity to take action against racism in their schools. Barriers facing immigrant and refugee youth is the focus. They aim to build a sustainable network and obtain commitment from school boards for their peer support campaign.

**Women's Art Resource Centre**

Toronto, Ontario

**Cultural Time Zones**

A Black History month initiative, Cultural Time Zones provides an exploration into the portrayal of "African Diaspora History". The focus is placed on the metropolitan cities of Toronto and Berlin. The project that includes film screenings and symposia is aimed to generate discourse and exchange critical understanding of race issues and increase the awareness of the historic connections between the African Diaspora, Germany in particular."