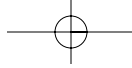
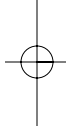
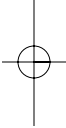
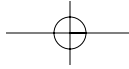


V10

2006 ANNUAL REPORT





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.

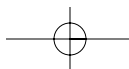
We will:

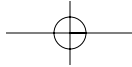
- Shed light on the causes and manifestations of racism,
- Provide independent, outspoken national leadership, and
- Serve as a resource and facilitator in the pursuit of equity, fairness and social justice

5 Acting Chair’s Message
 6 Interim Chief Operating Officer’s Message
 7 The Board of Directors
 8 Committees of the Board
 10 A Snapshot of the Environment 2005-2006

11 An Overview of the Strategic Objectives
 12 Reviewing the Year 2005-2006
 24 Financial Management Discussion and Analysis
 28 Management’s Responsibility for Financial Statements

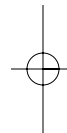
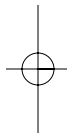
29 Auditors’ Report
 30 Financial Statements
 36 Notes to Financial Statements
 40 Appendices





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.



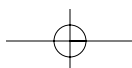
THE CANADIAN RACE RELATIONS

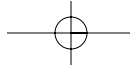
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MANDATE

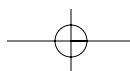
The Canadian Race Relations Foundation Act is very specific about the functions the Foundation is expected to perform in fulfilling its purpose.

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.

HISTORY

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. Attempts are made to have at least one representation on the Board from each province or territory. 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 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, the Board tries to meet three times a year in a city of a different province or territory.

HOW WE DO IT

In fulfilling its mandate of educating against racism, the Canadian Race Relations Foundation:

- Funds and publishes research through its CONTRACT RESEARCH PROGRAM on contemporary issues of racism in Canada. The Foundation issues a call for proposals every two years. The goal of the Contract Research Program is to create a body of research that addresses systemic racism in Canada. The CRRF's role and responsibility is to make the research findings and recommendations actionable and promote the results widely.
- Supports with sponsorship grants of up to \$7,500, to at least 40 community initiatives across Canada, through the INITIATIVES AGAINST RACISM (IAR) program, to raise awareness and combat racism. There are at least two application deadlines annually.
- Recognizes outstanding efforts and contributions to anti-racism every two years through its AWARD OF EXCELLENCE presentation. This year, the categories were expanded to six (the "Youth" category was subdivided into "Organization" and "Individual"). The awards presentation is accompanied by a symposium to share best practices.
- Recognizes the lifetime contributions of an individual through The AWARD FOR LIFETIME ACHIEVEMENT. A new award, which has been presented once, thus far, to the Honourable Lincoln Alexander. This award is currently designated for biannual presentations.
- Publishes: a newsletter – PERSPECTIVES, the FACTS ABOUT... series, annotated bibliographies in the CRITICAL READINGS series, the research journal DIRECTIONS among other timely information material.
- Conducts, promotes or sponsors FORUMS, WORKSHOPS AND CONFERENCES; takes part in PANEL DISCUSSIONS, DEVELOPS ANTI-RACISM EDUCATION AND TRAINING ACTIVITIES and conducts CONSULTATIONS across the country.
- Independently or in partnership with other organizations or community groups, works to develop anti-racism tools such as videos and public service announcements across Canada. The UNITE AGAINST RACISM was one such independent national anti-racism campaign.

ACTING CHAIR'S MESSAGE

The Canadian Race Relations Foundation (CRRF) was created through the vision of the negotiators of the Japanese Canadian Redress Agreement, in part, to be a resource in confronting racism and racial discrimination in all its forms.



Let us face it: no one likes to be branded as a racist and, in fact, most people may not be. What is at issue is the practice or norms of a particular institution which excludes, sometimes without realizing it. These are the manifestations of racism and racial discrimination that are systemic – ingrained in the normal daily activities but which can have a devastating impact on those on the receiving end.

It is within this framework, and in an atmosphere of elections and changing governments – with its contextual changes in agendas and priorities - that the Foundation tried to maintain a focus on issues of racism and racial discrimination.

The above “shifting sands” has had an effect on our board, whose members, as well as the executive director, are Governor-in-Council appointments. Thus, we were subject to delays in filling crucial vacancies, which of necessity affected some of our work.

It has therefore been a year of challenge and transition for the board of directors. In addition to the vacancies, we have begun an intensive review of our governance structure. On completion, we will have in place a comprehensive governance policy that will include, among other provisions, a process through which we recommend the appointment of new board members. We also revisited our strategic plan, originally drafted in the summer of 2004, with a view to streamlining our focus and objectives to be more manageable in view of our existing and anticipated resources.

All of these activities placed a heavy demand on a board whose membership had been significantly reduced as terms ended without immediate replacements. In addition, we are still awaiting the appointment of a new chairperson. Many thanks to the board for their work and patience over this period.

Patrick Case, the Foundation’s Chair stepped down before the conclusion of his term. On behalf of the Board, many thanks to Pat for his brief but valuable contributions. During the year, the term of Ajit Gautam, the representative of New Brunswick on the board, and its Secretary/Treasurer, expired. The terms of Ontario representative, Dr. Inez Elliston and Alberta representative, Dr. Mathew Zachariah also expired. All three have made significant contributions to the board and, on its and the staff behalf, I want them to know how very grateful we are for their contributions and advice. We wish them well and we know that they will always be friends of the CRRF.

We also said goodbye to the Foundation’s executive director, Dr. Karen Mock, who, after four years, decided not to seek reappointment at the end of her second term in October. The board and staff thank Karen for the enormous contributions she has made to the CRRF. We wish her every success in all her endeavours and we know that she will continue to be a close friend to the Foundation.

In the year ahead, we expect the confirmation of a new executive director as well as a new chairperson. On October 26, 2006 we will celebrate the 10th Anniversary of the “coming into force” of the Canadian Race Relations Act at a gala at which we will also honour the United Nations High Commissioner for Human Rights, Madame Louise Arbour. This will undoubtedly be our highlight event of the year, and we are hoping that it will be an opportunity to reunite friends and supporters of the Foundation.

Andrée Ménard

Andrée Ménard, M.S.M.
Acting Chair

INTERIM CHIEF OPERATING OFFICER'S MESSAGE

Last November, the CRRF awarded its biennial Award of Excellence to the Bus Riders' Union (BRU) of British Columbia. The Award recognizes efforts by an individual or organization in tackling racism and racial discrimination— particularly systemic racism and racial discrimination.



There will be more details later in this report about the work and background of the BRU, but it is a remarkable example of how the practice of systemic racism can affect a community. The transit authorities in the Vancouver area decided to save money by cutting back on services in some of the remote areas of the community. Who would be inconvenienced by this decision did not seem to matter. The fact is, the riders who could least afford it, most of them from racialized groups, were seriously affected. Many were forced to decline late night shifts or give up their jobs.

The BRU, through its advocacy, forced the public transportation body, TransLink, to restore some of the routes they had cut.

The recognition of excellence in anti-racism work is only a part of what the CRRF does. During the year, we released research reports through our publication DIRECTIONS on the practice of institutionalized racism – racial profiling, welfare fraud control and Aboriginal homelessness and Aboriginal Institutes of Higher Education. We have begun consultations to develop specific policy positions on racism, racial profiling, the integration of race and anti-racism in education and training and the collection of race-based statistics. Once these policies are in place they will establish clear guidelines which we hope will be adopted by institutions and corporations. This is part of the expertise we were established to provide.

To expand our work, the reliance solely on the income generated from the endowment fund has to change. We have therefore engaged a fulltime fundraiser to address this deficiency. In the upcoming fiscal year, the CRRF will celebrate

its 10th Anniversary with a Gala and the presentation of the Award for Lifetime Achievement to Madame Louise Arbour, the United Nations High Commissioner for Human Rights. The Gala is set for October 26, 2006.

The year under review has been a particularly challenging one in many respects. Nevertheless, we managed some significant successes, largely through a staff that is very dedicated to anti-racism work.

This is a field of work that is marked more by frustrations than successes. Canadians on the whole accept that racism exists but many refuse to accept, for example, that their actions may be racist. The CRRF's task is, in a sense, to bridge that gap, thus generating action to remove barriers. We cannot, and will not, give up pointing out racism where it exists while commending those who have made – and are making - the effort to eliminate it.

Paul A. Winn
Interim Chief Operating Officer

THE BOARD OF DIRECTORS



back row, left to right: Art Miki, Lillian Nakamura Maguire, Palinder Kamra, David Divine, Ashraf Ghanem, James Scharfstein.
front row, left to right: Sharad Chandra, Mathew Zachariah, Des Doran, Kristina Namiesniowski, Peter Taqtu Irniq, Andrée Ménard, Inez Elliston and Paul Winn

ANDRÉE MÉNARD, M.S.M.

Acting Chair
 Québec

SHARAD CHANDRA¹

Manitoba

DAVID DIVINE¹

Nova Scotia

DES DORAN¹

Ontario

INEZ N. ELLISTON, Ph.D.²

Ontario

AJIT GAUTAM²

New Brunswick

ASHRAF GHANEM¹

New Brunswick

PETER TAQTU IRNIQ¹

Nunavut

PALINDER KAMRA, M.D.¹

Newfoundland & Labrador

LILLIAN NAKAMURA MAGUIRE¹

Yukon

JAMES M. SCHARFSTEIN, Q.C.

Saskatchewan

PAUL A. WINN

(Vice Chair)
 British Columbia

MATHEW ZACHARIAH, Ph.D.²

Alberta

KAREN MOCK, Ph.D.²

(ex-officio), Executive Director

¹Indicates members who joined the Board during the year

²Indicates members whose term expired during the year

COMMITTEES OF THE BOARD

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: Paul Winn (Chair), Andrée Ménard, James Scharfstein, Inez Elliston and Ashraf Ghanem

THE AUDIT AND FINANCE COMMITTEE ensures the fiscal responsibility of the Foundation, oversees its financial activities, receives investment reports, advises the Board on financial policies and reviews, amends and recommends approval of budgets.

MEMBERS: Ashraf Ghanem (Chair), Paul Winn and Andrée Ménard.

THE HUMAN RESOURCES COMMITTEE ensures the maintenance of a high standard of human resources policies and procedures. It also addresses extraordinary personnel issues.

MEMBERS: Paul Winn (Chair), Andrée Ménard and James Scharfstein.

THE GOVERNANCE COMMITTEE ensures, inter alia, appropriate corporate governance, the proper delineation of roles and responsibilities and the duties and responsibilities of management, the Board and its committees.

MEMBERS: James Scharfstein (Chair), Andrée Ménard, Paul Winn, Lillian Nakamura Maguire and Mathew Zachariah.

THE RESOURCE DEVELOPMENT COMMITTEE provides strategic directions and advice on the Foundation's fundraising strategy and activities in order to raise the financial resources required for the Foundation to pursue its vision.

MEMBERS: Andrée Ménard (Chair), Paul Winn, Inez Elliston, David Divine and James Scharfstein.

THE NOMINATING COMMITTEE assists the Board in identifying suitable candidates for the positions of CEO, Chairperson and directors in accordance with established director profile and selection criteria for the CEO and Chairperson.

MEMBERS: Inez Elliston (Chair), Paul Winn, Andrée Ménard and Art Miki (external member, representing the National Association of Japanese Canadians [NAJC]).

THE ABORIGINAL ISSUES COMMITTEE includes non-members of the Board and advises the Board of Directors on key issues affecting First Nations, Aboriginal and Métis peoples.

MEMBERS: Mathew Zachariah (Acting Chair), Shirley Adamson (YT), Nahanni Fontaine (MB), Edith Cloutier (QC) and Betty-Ann Lavallée (NB).

THE INVESTMENT COMMITTEE is mandated by the Canadian Race Relations Foundation Act. Its members are appointed by Governor-in-Council to advise the Board on the investment of the Foundation's endowment fund.

MEMBERS: Chair is vacant, Ralph Weekes and Craig Holden. Ashraf Ghanem represents the Board.

THE INTERIM COMMITTEE ON ANTI-BLACK RACISM is currently developing a mandate and structure for the Advisory Committee on Anti-Black Racism. It has received African-Canadian community submissions on its development.

MEMBERS: Inez Elliston (interim Chair) and Paul Winn.



Award of Excellence presentation: Foreground, left to right: Zanana Akande, Paul Winn, Andr e M nard, Karen Mock, Toronto Councillor, Joe Mihevc, Pat Case & Mirlande Demers.

THE AWARD OF EXCELLENCE JURY

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 Board on future directions of the awards program.

MEMBERS: Mary Woo Sims (BC) (Chair), Zanana Akande (ON), Idee Inyangudor (NB) and Darren Lund (AB)

THE RESEARCH ADVISORY PANEL advises the Foundation on the development of research in anti-racism.

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.

MEMBERS: Agnes Calliste (NS), Jo-Anne Lee (BC), Jean-Claude Icart (QC), Sharon Venne (AB) and Tim Thompson (ON)

THE DEPUTY MINISTER, or a person designated by the Deputy, in accordance with the Canadian Race Relations Foundation Act, is entitled to receive notice of meetings of the Board or its committees and may attend and take part in those meetings, but not to vote at those meetings. The Deputy's designate is **KRISTINA NAMIESNIOWSKI**, Director General of Multiculturalism and Human Rights in the Department of Canadian Heritage.

The Board has also established a **LIAISON** with the National Association of Japanese Canadians (NAJC). The NAJC representative may attend meetings of the Board but may not vote. **ART MIKI** is the NAJC representative.

The core **STAFF** of the Foundation is 12, including the Executive Director. The year began with 10 members of staff. By year-end, our staff complement was nine plus the interim chief operating officer. Again, throughout the year, the Foundation's work was assisted by the generosity of several volunteers, including student placements from the Faculty of Education of York University and the Ontario Institute for Studies in Education (OISE)/University of Toronto.

The Board and staff of the Foundation are enormously grateful for the support of its cadre of volunteers.

A SNAPSHOT OF THE ENVIRONMENT 2005-2006

THE INTERNATIONAL: The shadow of September 11, 2001, and the subsequent developments which are related, directly or indirectly, to that event, continue to be highly influential in race relations, internationally and nationally. Some of the national effects include increased security initiatives which may target certain groups at border crossings, and influence attitudes about some groups.



Taikko Drumming with Yakudo Daiko

Far too frequently, over the past year, there were reports, particularly from Europe, of racially motivated incidents which developed into significant divisions along racial lines.

THE DOMESTIC: The following are only a few of the events across the country which had a direct or indirect effect on the Foundation's work, and which epitomizes some of the challenges or supports the CRRF receives in addressing racism.

- In June 2005, the Ontario Human Rights Commission (OHRC) released its **POLICY AND GUIDELINES ON RACISM AND RACIAL DISCRIMINATION**. The OHRC's policy recognizes that racism exists at a number of levels, "...in particular (1) individual, (2) institutional or systemic, and (3) societal (also described as cultural/ideological)." The Policy goes on to say "any effective response to racism must clearly acknowledge that it persists in Ontario."
- In 2005, the federal government introduced its national action plan against racism – "**A CANADA FOR ALL**". Canada's Action Plan Against Racism" which "outlines issues and approaches for the Government of Canada with the aim of eradicating racism and racial discrimination from society."
- The federal government reached agreements in principle with the Ukrainian Canadian and Italian Canadian communities in redressing past wrongs. An attempt to reach a similar agreement with the Chinese Community on the issue of the Head Tax and Exclusion Act was not resolved during the period under review.
- The Québec Government launched a Task Force on the Full Participation of Black Communities in Québec Society.
- Relations between the police and racialized and Aboriginal communities continued to be a highly sensitive issue across the country, as did national security issues and the racial impact they created, particularly among the Muslim and Arab communities.
- Within the African Canadian community, groups have organized in response to the gun violence. They have attributed the spate of gun violence, which has had a marked effect on their community, in part, on the socio-economic conditions caused by systemic racism.
- The barriers faced by foreign-trained professionals in accessing appropriate employment in their field continued to be a significant problem.
- The federal government signed an agreement with First Nations, dubbed the "Kelowna Accord", which would address many issues of poverty among Aboriginal communities, including health.
- The living conditions of First Nations, on reserve and in urban centres; the debate over the after-effects of residential schools, and lack of progress on treaty negotiations continued to cause tensions between the Aboriginal communities, government and people.
- The Black Cultural Centre in Dartmouth, Nova Scotia was firebombed, causing \$1,500 in damage, and the Black Loyalist Heritage site in Birchtown, Nova Scotia was destroyed by arson which also destroyed records and genealogical data collected by the Black Loyalist Society over the last 20 years.

AN OVERVIEW OF THE STRATEGIC OBJECTIVES

In the summer of 2004, the Board of Directors and senior members of staff gathered in Mississauga, Ontario and, with the aid of a facilitator, set about determining what should be the strategic objectives of the Foundation.

There were a number of environmental factors which formed the backdrop to the discussions. Among them were: an impending federal election; the mandated four-year review of the Foundation had been completed and tabled in the House of Commons, along with the Government's response; the racial and economic repercussions of post-September 11, 2001 and the World Conference Against Racism in Durban South Africa.

Following the two-day retreat, the Board of Directors determined the following to be the critical of Core Goals which the Foundation would strive to achieve over the next three years³:



left to right: Prof. Esmeralda Thornhill, Dalhousie Law School; Dr. Karen Mock (former CRRF Executive Director) and Sylvia Parris, Pres. Canadian Council for Multicultural and Intercultural Education

IMPROVE SERVICES AND ENHANCE STRATEGIC PARTNERSHIPS ACROSS THE COUNTRY. The CRRF will identify community needs, deliver effective programs and services and build a national framework in the fight against racism in Canada.

INFLUENCE PUBLIC POLICY AND PROMOTE POSITIVE SYSTEMIC CHANGE. The CRRF would be a leading voice and a collaborative voice in influencing responsive public policy and a powerful brand identified as a truly inclusive national organization in the matter of anti-racism.

STRENGTHEN CAPACITY OF THE ANTI-RACISM COMMUNITY NATIONALLY THROUGH BETTER AND MORE ACCESSIBLE TOOLS. The CRRF will be a leading agency for providing race relations education, training and resources.

It would be necessary to make some preparations which would enable the Foundation to achieve the desired targets. These, the Board identified as "Enabling Goals." They were:

- Enhance and maintain a strong governance and organizational structure,
- Ensure long-term sustainability and development, and
- Attain organizational autonomy and independence.

As this was the first year of the new strategic plan, the Foundation embarked on attaining the enabling goals as a primary focus.

³ In February, 2006 the Board met to revisit the Strategic Plan. Changes which were approved would take affect in ensuing years.

REVIEWING THE YEAR 2005-2006

GOAL: INFLUENCE PUBLIC POLICY AND PROMOTE SYSTEMIC CHANGE

The CRRF will be a leading voice and collaborative voice in influencing responsive public policy and a powerful brand identified as a truly inclusive national organization in the matter of anti-racism.

Research

The CRRF's **CONTRACT RESEARCH PROGRAM** is one of its most successful on-going programs. Every two years, the Foundation issues a call for research proposals that are relevant, leading-edged and addresses systemic racism, and which may provide recommendations for solutions. The proposals are assessed by an independent research advisory panel of scholars. Consistent with our mandate of identifying racism in all its forms and influencing change, research identifies areas where systemic racism exists. In 2005-6, the CRRF released six reports.

OBJECTIVE	ACTIVITY	EARLY RESPONSES
<ul style="list-style-type: none"> • Research Reports A number of reports from the CRRF's contract research program were released as a way of influencing public policy 	<ul style="list-style-type: none"> • Implementing Accountability for Equity: Ending Racial Backlash in Nursing • Working Precariously: The Impact of Race and Immigrant Status on Employment Opportunities and Outcomes in Canada • The Labour Market Experience of Social Work Graduates: Exploring the Role of Affirmative Action in Education • A Sociological Analysis of Aboriginal Homelessness in Sioux Lookout • Aboriginal Institutions of Higher Education: A Struggle for the Education of Aboriginal Students, Control of Indigenous Knowledge, and Recognition of Aboriginal Institutions – An Examination of Government Policy 	<ul style="list-style-type: none"> • The researchers have also presented their findings to the CERIS international conference and will publish a related article in POLICY MATTERS. They have also receive international inquiries. • The Federal and some provincial governments have latterly announced policy initiatives related to the subject matter of this research. • A traditional-land based site for traditional activities is close to approval. Also, a transition support program proposed in the research has been nominated as one of 20 "Promising Approaches" cross Canada by HRSDC. • Received inquiries from New Zealand • The province of Ontario has made some positive changes to processes. These come also following the postsecondary review conducted by Bob Rae. • The Ontario minister has established an Advisory Committee on Aboriginal Post-Secondary Education – comes also after the Rae review.

Table 1: Research reports released, with a view to influencing public policy, showing some preliminary results

REVIEWING THE YEAR 2005-2006

- **IMPLEMENTING ACCOUNTABILITY FOR EQUITY: ENDING RACIAL BACKLASH IN NURSING** was prepared by a seven-person team of researchers led by Dr. Rebecca Hagey, Associate Professor in community nursing at the University of Toronto. The researchers found that many racialized nurses face reprisals, up to and including job loss, if they complain of racial harassment or discrimination in hospitals in the Greater Toronto Area.
- **WORKING PRECARIOUSLY: THE IMPACT OF RACE AND IMMIGRANT STATUS ON EMPLOYMENT OPPORTUNITIES AND OUTCOMES IN CANADA** Prepared by Dr. Cheryl Teelucksingh and Dr. Grace-Edward Galabuzi, both assistant professors at Ryerson University, the report found that racial discrimination continues to deny access to meaningful employment and, in fact, affect the earnings of members of racialized groups and new immigrants. The researchers also presented their findings to an international audience at the Centre of Excellence for Research on Immigration and Settlement (CERIS) conference in Toronto.
- **THE LABOUR MARKET EXPERIENCE OF SOCIAL WORK GRADUATES: EXPLORING THE ROLE OF AFFIRMATIVE ACTION IN EDUCATION.** Prepared by a team of researchers at Dalhousie University: Dr. Wanda Thomas Bernard, Nancy MacDonald and Dr. Fred Wien, the report finds that affirmative action is not only a very useful tool for diversifying the student population, but also for diversifying the workforce. Additionally, they find that affirmative action “is still going to be needed.”
- **A SOCIOLOGICAL ANALYSIS OF ABORIGINAL HOMELESSNESS IN SIOUX LOOKOUT.** Debra Sider, project researcher for the Sioux Lookout Anti-racism Committee (SLARC) found that the overwhelming majority of the homeless population of this northern Ontario town is Aboriginal. Ms Sider research attributes a principal cause of the problem is directly linked to the experiences of federal policies and residential schools. The report was formally released at the Canadian Conference on Homelessness held at York University in the spring of 2005. The researcher reports that a traditional-land based site for traditional activities is close to approval, and a transition support program proposed in the research has been nominated as one of 20 “Promising Approaches” cross Canada by HRSDC.
- **ABORIGINAL INSTITUTIONS OF HIGHER EDUCATION: A STRUGGLE FOR THE EDUCATION OF ABORIGINAL STUDENTS, CONTROL OF INDIGENOUS KNOWLEDGE, AND RECOGNITION OF ABORIGINAL INSTITUTIONS – AN EXAMINATION OF GOVERNMENT POLICY.**

The Aboriginal Institutes’ Consortium looked at “the history and the development of Aboriginal-controlled post-secondary institutions and how the governments in Canada have responded to their development.” The report also compares this relationship to those of the provincial colleges and universities, and whether racism exists in Government’s policy and legislative support for Aboriginal-controlled post-secondary institutions.

In the latter case, the Consortium found: “The potential for Aboriginal institutions to be in an equitable position where government funding is available, where the transfer of credits is honoured, where faculty and infrastructure are established, is not available within current legislation or policy. This is systemic racism, and this must change.”

The researchers report two significant developments since the release of the report. One, the Ontario provincial government has made some positive changes to the process and, two; the Ontario minister has established an advisory committee on Aboriginal post-secondary education. Of note, both initiatives come following a report on post-secondary education by former Ontario Premier, Bob Rae.



left to right: Anne Marrian, CRRF; Terry Lynne Jewell, Sioux Lookout Anti-Racism Committee, Karen Mock and Debra Sider, "Aboriginal Homelessness" report author.

REVIEWING THE YEAR 2005-2006

- **THE RACIALIZED IMPACT OF WELFARE FRAUD CONTROL IN BRITISH COLUMBIA AND ONTARIO.** Prepared by Dr. Kiran Mirchandani, OISE/UT and Dr. Wendy Chan of Simon Fraser University, the research report presented findings that support the belief that the recent emphasis in welfare reforms enforcement has tended to be more punitive towards, and to criminalize, racialized persons who receive social assistance. The report concludes; “The public campaign against welfare fraud in Ontario is an example of how governments, in an era of neo-liberalism, no longer feel any discomfort in placing blame on targeted groups like immigrants and single mothers for their misfortune. Their poverty is blamed not on the structural inequalities of the new marketplace, but on their own personal shortcomings in being unable to overcome the racism and sexism of the marketplace.”

The CRRF expresses its gratitude to the researchers for their diligent work to meet stiff guidelines. We are also enormously grateful for the work of the research advisory panel which must review an increasingly large quantity of proposals and then ensure that the methodologies and results meet the most rigorous tests.

Award of Excellence

A fundamental principle by which the CRRF operates is that it not only identifies manifestations of racism and racial discrimination, it also identifies and rewards those who strive to eliminate them. Every two years, operating on an alternating basis with the Contract Research Program, the CRRF seeks nominations, from across Canada, of organizations that are making a mark in anti-racism. This year, to accommodate the growth in popularity of the **AWARD OF EXCELLENCE** program, and to reflect the many dimensions of the nominees, the categories were expanded to six. They were: Aboriginal, Community, Corporate, Education, Government/Public Sector, Youth (organization) and Youth (individual).

A distinguished panel of adjudicators, chaired this year by Mary Woo Sims (BC) and which included: Zanana Akande (ON), Idee Inyangudor (NB), and Darren Lund (AB) reviewed about 75 entries and decided on the winner and runner-ups as well as those to be acknowledged as “honourable mentions”.

The biannual **AWARD OF EXCELLENCE** was then presented at a celebratory evening event. The presentation is held in conjunction with a two-day symposium which includes an opportunity to share best practices. The CRRF is grateful for the sacrifices and hard work of the members of the Award of Excellence Jury and to those who took the time to submit nominations and to take part in the presentations and symposium.

The 2005 Award of Excellence was presented to the Bus Riders' Union (BRU) of Vancouver, taking home of cash prize of \$10,000. BRU which has a membership of over 800 bus riders was formed in 2001 to challenge service cutbacks and fare increases which affected mostly low-income workers of colour who rely on public transportation to get to and from work. Many transit dependent workers lost their jobs or were forced to refuse late night shifts because they were unable to get to work. Many of the Night Owl routes were restored in 2004 as a result of the BRU's efforts.

The winners for each category were:

ABORIGINAL SECTOR: THE CENTRE FOR ABORIGINAL MEDIA: IMAGINATIVE FILM AND VIDEO ARTS FESTIVAL [ON]

The Festival, held in Toronto every October, is a four-day international event that celebrates and programs film, video, television, radio, and new media by local, Ontarian, Canadian, and International Indigenous people. The Festival's mandate is to promote, advance, and foster emerging and established Canadian Aboriginal filmmakers and media artists in an international context.



Beth Grayer accepts the Award of Excellence on behalf of the Bus Riders' Union.

REVIEWING THE YEAR 2005-2006

EDUCATION SECTOR: THE ABORIGINAL CIRCLE OF EDUCATORS (ACE)

[MN] The Aboriginal Circle of Educators (ACE) is a group made up of concerned Aboriginal educators in the Winnipeg School Division, who meet monthly to address issues relating to Aboriginal teachers and students. Among its activities, ACE provides support for Aboriginal teachers in the classroom; makes the curriculum more meaningful to Aboriginal students, and integrates Aboriginal perspectives in the schools at all levels.

CORPORATE SECTOR: BMO FINANCIAL GROUP, BMO'S TASK FORCE REPORTS (TFR): 1991-2005 BMO took a leadership role, 14 years ago, to establish and sustain a diverse workforce and an equitable, supportive workplace by linking diversity to business strategy. The TFR are representative of a major lynchpin in BMO's diversity strategy - get the facts and engage employees in articulating the solutions.



Art Miki with representatives of the Aboriginal Circle of Educators

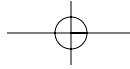
COMMUNITY SECTOR: THE BUS RIDERS' UNION (BC) The Bus Riders' Union activity is outlined above.

GOVERNMENT/PUBLIC SECTOR: OFFICE OF THE TREATY COMMISSIONER, PUBLIC EDUCATION PROGRAM (SK) The Office of the Treaty Commissioner (OTC) created its public education program (PEP) in 1999; its goal is to build greater racial harmony in Saskatchewan by improving public understanding of treaties signed by First Nations and the Crown. PEP has three main components: (1) Teaching treaties in the classroom, aimed at students in the formal education system; (2) Speakers Bureau, aimed at the general public and corporate world; and (3) Learning Centre, aimed at providing a treaty learning environment for the general public of all ages.

YOUTH SECTOR (ORGANIZATION): ACCESS TO MEDIA EDUCATION SOCIETY (AMES), PEER PERSPECTIVES (BC) Peer Perspectives is a youth-driven and arts-based program supported by AMES, an organization dedicated to enabling expressions from diverse communities often marginalized in society. Peer Perspectives began in 2000 when thirty-eight youth of colour, native youth, and queer youth shared ideas and learned film-making, producing twelve short videos that addressed racism, homophobia, and the impact of residential schools. Since 2002, Peer Perspectives' youth facilitators have used these videos in workshops for both youth and educators/parents.

YOUTH SECTOR (INDIVIDUAL): MIRLANDE DEMERS, COALITION AGAINST DISCRIMINATION (QC) A young Black woman of Haitian origin, Mirlande Demers instigated the Coalition after becoming cognizant of the many racial slurs and offensive comments disseminated on the radio station CHOI FM 98.1, exacerbated by the 9/11 tragedy and the dismantling of a prostitution ring in Québec City. The Coalition facilitates ongoing dialogue between members, resulting in amazing leverage against discrimination and toward the implementation of policies and values to counter discriminatory behaviours.

The complete list of those receiving honourable mention is in Appendix #1.



REVIEWING THE YEAR 2005-2006

GOAL: INFLUENCE PUBLIC POLICY AND PROMOTE SYSTEMIC CHANGE

The CRRF will be a leading voice and collaborative voice in influencing responsive public policy and a powerful brand identified as a truly inclusive national organization in the matter of anti-racism.

Initiatives Against Racism

One of the Foundation’s long-standing programs for assisting communities in raising awareness of and combating racism is the **INITIATIVES AGAINST RACISM** sponsorship support. Each year, the CRRF issues at least two calls for proposals from community groups across Canada. Selected proposals may receive up to \$7,500 to assist their project.

The Foundation issued two calls for proposals this year. A total of 22 projects all over Canada were funded through the IAR program this year. **A COMPLETE LISTING OF RECIPIENT ORGANIZATIONS AND THEIR PROJECTS IS IN APPENDIX #2.**

ALTERNATIVE MEANS OF STAKEHOLDER SUPPORT: From time to time, the Foundation receives requests from stakeholders or community organizations for assistance outside the standard IAR calls for proposals. Most often such assistance is provided through in-kind means. These in-kind contributions include taking part in the planning of and providing expertise contributions to conferences; participating in consultations; providing support letters in a variety of circumstances, including grant applications and public support, primarily through news releases and media interviews, for anti-racism activities by other organizations. This year the Foundation has provided in-kind organizational supports to several initiatives, including:

- Supported the Chinese Canadian community in its quest for redress of Head Tax and Exclusion Act;
- The second Law Enforcement Aboriginal and Diversity (LEAD) Conference;
- The Coalition of African Canadian Community Organization;
- Hosted a community news conference in support of the Kingston Police Services Board’s collection of race-based statistics on police stops;
- CAMH/Jean Talon project on Enslavement, Colonization, Racism, Identity and Mental Health
- The Indigenous Bar Association’s National Secretariat Against Racism and Hate.

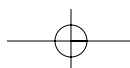
AN INITIATIVE AGAINST RACISM (IAR) FUNDED PROGRAM

<p>The 411 Initiative For Change’s (411) Black History Month School Tour uses contemporary popular arts and cultural role models and music in the Canadian mass media and print, online, television and radio media outlets.</p>	<p>The school tour presented a unique and targeted opportunity to engage and educate youth across Canada through entertainment and the use of youth roles models. The combined tools of music, entertainment and cutting-edge artistry create an excellent way to excite youth in social issues, and make them more aware of issues in their communities, more knowledgeable as citizens and, in turn, more proactive in cultural and civic participation</p>	<p>FEEDBACK In total, performance reach four high schools and one youth detention centre – reaching about 4,000 young people. February 2006 online hits exceeded 100,000. The program has attracted the interest of US school boards, the US federal department of education, the Ford Foundation and the Public Broadcasting Service (PBS).</p>
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Community Outreach

One of the key operational measures of the CRRF is establishing and maintaining strong contacts and working with community partners. To accomplish this, it is necessary for the Foundation to use every possible opportunity to establish a presence in those communities, frequently through some of their representative organizations.

OUTREACH TO QUÉBEC: In line with that mandate, the CRRF decided to make Québec a special focus of attention in building a more solid foundation, starting with Montréal and its environs. Although the CRRF has developed and maintained strong relationships with a number of community groups in Québec as well as to engage in activities there, this was to be a concerted effort to have more of a physical presence in Québec.



REVIEWING THE YEAR 2005-2006

To begin, the CRRF met with a number of racialized community organizations in the Montreal area, as a way of introducing the CRRF, hearing from them what were some of their most challenging difficulties and explore areas of working together on some of these issues. The CRRF also contributed to the Québec Government's **TASK FORCE ON THE FULL PARTICIPATION OF BLACK COMMUNITIES IN QUÉBEC SOCIETY**, and participated in **SEMAINE D' ACTIONS CONTRE LA RACISME** in March.

In addition to Québec, the Foundation has undertaken to revitalize its "community forum" program, a series of discussions with community partners across the country, as resources permit. These would not only identify issues in particular communities, in particular regions, but would identify areas in which the CRRF can provide assistance, if needed. One such meeting was held on Vancouver under the theme: **"THE MANY FACES OF RACISM"**.

The CRRF has also provided in-kind support to the Coalition of African Canadian Community Organizations, an organization of several well-established community-based, community-serving groups which came together in the Toronto area to develop an action plan to respond to the gun violence and its roots causes.

The CRRF partnered with the **CANADIAN COUNCIL FOR MULTICULTURAL AND INTERCULTURAL EDUCATION (CCMIE)** to host a pre-conference educator's forum, as part of the Award of Excellence symposium. The event provided educators, community leaders, service providers and students an opportunity to learn from the CCMIE's research on "Competencies for the Management of Diversity" and to share ideas, best practices and materials in the field. It was also an opportunity to publicly acknowledge two leading educators. **DR. DARREN E. LUND AND DR. R. PATRICK SOLOMON** received the CCMIE Exemplary Multicultural Education Award. Dr. Lund received the 2004 award for his **DIVERSITY TOOL KIT**. Dr. Solomon received the 2003 award for the **URBAN DIVERSITY TEACHER EDUCATION, BACHELOR OF EDUCATION PROGRAM**.

AN EVALUATION FRAMEWORK: With the voluntary guidance of consultant, Dorothy Aaron, the Foundation began a process of developing an evaluation framework. This framework would establish a formal process and would allow us, through feedback from our stakeholders, an opportunity to identify community needs and a chance to evaluate the CRRF's delivery of programs and services in responding to their needs. It would also allow us to establish a baseline by which we can assess periodically our relationship with stakeholders. The assessment process, though temporarily suspended due to resources constraints, will serve as a guide in developing a full-fledged evaluative strategy.

The Foundation has also supported or contributed to the activities of a number of organizations through consultations, guest speaking, and conducting workshops among other presentations. **SOME OF THESE ACTIVITIES ARE LISTED IN APPENDIX #3.**

Publications

The CRRF produces a number of publications each year, in addition to research reports, that seeks to increase available knowledge of racism and its effects.

- There were two issues of **PERSPECTIVES**, the Foundation's periodic newsletter.
- **DIRECTIONS** is the Foundation's journal on **RESEARCH AND POLICY ON ELIMINATING RACISM**. Volume 2, No.2, was subtitled "Facing Institutionalized Racism" and examined a number of issues in systemic racism, including racial profiling.
- The **"FACTS ABOUT..."** series of brief, factual information about various elements of racism and racial discrimination continued to be in high demand throughout the year. Several versions were reprinted to respond to requests across the country.
- **THE BEST PRACTICES READER** is a compilation of the projects which the top 20 finalists of the Award of Excellence entered. Each member of the audience at the award ceremony is given a copy of the reader at the end of the awards' presentation. Additional copies are available on request.
- **CRITICAL READINGS** is a series of annotated bibliographies which is produced annually. Typically, these are newly acquired books dealing with racism and racial discrimination.

REVIEWING THE YEAR 2005-2006

Influencing Public Policy

One of the most significant impacts that the Foundation can have is in influencing major public institutions to make positive systemic changes. This it can do through participation in conferences, speaking directly to policymakers, providing sound cutting-edge research and making submissions at appropriate fora.

OBJECTIVE	ACTIVITY	OUTCOME
<ul style="list-style-type: none"> Influencing public policy 	<p>Beginning a series of consultations, through “think tanks”, and small focus-group discussions, towards developing CRRF policy positions on:</p> <ul style="list-style-type: none"> A national anti-racism policy The collection of race-based statistics Racial profiling , and The integration of race and antiracism in education and training <ul style="list-style-type: none"> Participation in the planning of the Law Enforcement Aboriginal and Diversity [LEAD] Network conference <ul style="list-style-type: none"> Award of Excellence Symposium – “Effecting lasting systemic change”- learning from the programs and experiences of other anti-racism practitioners <ul style="list-style-type: none"> Hosting a community forum on “The Many Faces of Racism“ in Vancouver <ul style="list-style-type: none"> Facilitated a meeting between the federal Dept. of Multiculturalism and other federal representatives and the community on a number of issues including the national anti-racism policy: A Canada for All <ul style="list-style-type: none"> Post-LeSage report consultation with the Ontario Attorney General <ul style="list-style-type: none"> Supported the Scadding Court Community Centre to establish “The Community Education & Access to Police Complaints Demonstration Project”. It was created to assist in breaking down the barriers between the community and the police. <ul style="list-style-type: none"> Contributed to a Québec legislative committee consultations on the problems faced by the Black communities in Québec 	<ul style="list-style-type: none"> A very successful initial meeting with the participants bringing forward considerable expertise in their various disciplines. <ul style="list-style-type: none"> The Conference was scheduled for late April-early May, 2006. <ul style="list-style-type: none"> Plenaries and workshops were well attended and participants commented that they found the sessions instructive. <ul style="list-style-type: none"> A revealing discussion on the different levels of understanding of racism. <ul style="list-style-type: none"> The meeting was designed to provide a better understanding of the policy. Consultations on the policy were to follow. <ul style="list-style-type: none"> A subsequent letter sent to the Minister in early 2006 inquiring about the delay of legislation. The Bill has since been introduced. <ul style="list-style-type: none"> Acting as a support to community members in registering complaints. <ul style="list-style-type: none"> The Minister of Immigration and Cultural Communities has indicated she will heed the recommendations and put many of them into effect.

Table 2: A list of some initiatives undertaken with a view to influencing public policy and educating against racism

This year, the Foundation had and took the opportunity to make several contributions in this regard. Among them, the CRRF:

- Participated in the planning of the Law Enforcement Aboriginal and Diversity [LEAD] Network conference, as well as the conference itself. This is the second biannual conference promoting a “common professional approach by all Canadian law enforcement to relationships with Aboriginal and diverse communities.” The Conference was scheduled for late April-early May, 2006.

REVIEWING THE YEAR 2005-2006

- Hosted its biannual Award of Excellence Symposium: **“EFFECTING LASTING SYSTEMIC CHANGE”**. A CRRF original program which was attended by public sector and NGO communities. It presented an opportunity to learn from the programs and experiences of other anti-racism practitioners. Plenaries and workshops were well attended and participants commented that they found the sessions instructive.
- Hosted a CRRF original program, a community forum on **“THE MANY FACES OF RACISM”** in Vancouver. The audience included anti-racism practitioners and academics in the Vancouver area. It provided a revealing discussion on the different levels of understanding of racism.
- Facilitated a meeting with the federal Department of Multiculturalism between the community and the federal government on the Government’s national Action Plan Against Racism: **A CANADA FOR ALL**. The meeting was designed to provide a better understanding of the policy. Consultations on the plan were to follow.
- Participated, by invitation, in consultations with Mr. Justice Patrick LeSage while he prepared the **REPORT ON THE POLICE COMPLAINTS SYSTEM IN ONTARIO WHICH WAS SUBMITTED APRIL, 2005**. Prior to drafting legislation, the Attorney General of Ontario invited some interested parties from community, in June 2005, including the CRRF, to discuss elements of the recommendations from Mr. Justice Patrick LeSage on establishing new police complaints system. The CRRF sent a letter to the Ontario Attorney General in early 2006 inquiring about the delay of legislation. The Bill (107) the **INDEPENDENT POLICE REVIEW ACT, 2006** has since been introduced.
- Supported the Scadding Court Community Centre (Toronto) in **“THE COMMUNITY EDUCATION & ACCESS TO POLICE COMPLAINTS DEMONSTRATION PROJECT”**. It was created as a pilot program to assist in breaking down the barriers between the community and the police.
- Presented to the Québec Government’s **TASK FORCE ON THE FULL PARTICIPATION OF THE BLACK COMMUNITIES IN QUÉBEC SOCIETY**. The Task Force consulted Black communities, primarily in the Montréal area, and presented its report to the Québec Minister of Immigration and Cultural Communities, the Honourable Lise Thériault. The Minister of Immigration and Cultural Communities has indicated she will heed the recommendations and put many of them into effect.
- Endorsed the **COALITION OF MUNICIPALITIES AGAINST RACISM AND DISCRIMINATION**, an international network promoted by UNESCO. One of the objectives of the Coalition is that “it will help broaden and strengthen our society’s ability to protect and promote human rights through coordination and shared responsibility among local governments, civil society organizations and other democratic institutions.” [Coalition of Municipalities Against Racism and Discrimination brochure]

The Policy Dialogue

The Foundation, in an effort to establish clear comprehensive national standards in anti-racism, has begun a series of consultations with acknowledged experts in their field with a clear track record of sound anti-racism analysis.

THE POLICY DIALOGUE represents the next step in the progress of actions the Foundation has taken in the lead-up to and after the UN World Conference Against Racism (WCAR) held in Durban, South Africa in 2001. Some of these actions include preparation of a compilation document on the manifestation of racism in Canada and the proposals for action in 2000; CRRF’s Post-Durban Symposium in Edmonton: “Strengthening the Agenda” held in 2002; and acting as interlocutor for the NGO component of the UN Special Rapporteur’s visit to Canada in 2003.

The policy work in the CRRF will provide a vehicle through which the Foundation can further engage with Canadians from all sectors, work with anti-racist partners both domestically and internationally to root out racism and to be a catalyst to drive anti-racist change through policy development.



Panel discussion on the collection of race-based statistics at the Policy Dialogue

REVIEWING THE YEAR 2005-2006

For the purpose of this phase of the policy dialogue, four areas were identified for development. They are: **A NATIONAL ANTI-RACISM POLICY; THE INTEGRATION OF RACE AND ANTI-RACISM IN EDUCATION AND TRAINING; THE COLLECTION OF RACE BASED STATISTICS AND RACIAL PROFILING.**

The CRRF policy work is guided by the following principles:

- The need to name racism in all its forms and manifestations.
- That “diversity” and “multiculturalism” must not be a substitute for naming race, racism and anti-racism.
- That racism exists and continues to grow even in the presence of legislation and policies on multiculturalism and diversity.
- Even with multiculturalism, fundamental changes to transform the situation of Aboriginal and racialized peoples and their communities remain elusive.



Toronto Children's Choir and Drummers

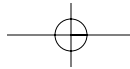
The policy dialogue in October was preceded by a planning consultation in June. This preliminary planning meeting provided an opportunity to elaborate on the discussion framework that would shape the October 2005 Think Tank. It was also the first opportunity to discuss initial reactions to **CANADA'S ACTION PLAN AGAINST RACISM**, which was announced in March 2005, and its strategic implications for the elimination of racism in Canada.

An outline of the two-day program for the Policy Dialogue is provided in Appendix #4

Anti-Racism Education and Training

One of the key goals of the CRRF has been to consolidate our work in anti-racism education and training. This has been accomplished through the ongoing development of educational models, enhancing internal capacity to deliver, and strengthening the Education and Training Centre's infrastructure.

- The “**ANTI-RACISM AND EQUITY IN EDUCATION**” course for educators is being offered again in the coming year. Piloted with the Toronto District School Board in 2004, the course was presented again in 2005. It is also being adapted for use in Hamilton, Ontario. Through the engagement of these activities, as well as organizing our own educational and training events, the CRRF was able to reach out to well over 1000 people.
- Based on the successful public awareness campaign “**SEE PEOPLE FOR WHO THEY REALLY ARE**”, the ‘**UNITE AGAINST RACISM**’ study guide for teachers is being finalized and plans are underway to pilot the program.
- The “**MANY FACES OF RACISM IN BRITISH COLUMBIA**” forum in Vancouver, serves as a model to engage the public to speak out against racism.
- The CRRF's **EDUCATION AND TRAINING CENTRE** addresses the need for quality educational programs and resources about the issues of race and racism in Canada. There continues to be ongoing requests for presentations / consultations / representation from the CRRF at various conferences and institutions across Canada. Among the agencies that have invited the CRRF include the Nova Scotia Human Rights Commissions, Office of the Treaty Commissioner (Saskatchewan), Law Society of Upper Canada, Aboriginal Youth Circle (Manitoba), McGill University (Quebec).



REVIEWING THE YEAR 2005-2006

Website

The Foundation's website, www.crr.ca, continues to be one of our principal instruments in the dissemination of information and continues to grow in usage. The unique visitors have increased by almost 75 % (May 2005 compared to May 2006). Most used search engines to find our website: Google, MSN, Yahoo. A few of the top external links used to access our website: New Brunswick Gov. website: www.gnb.ca; <http://canada.gc.ca/>; Canadian Heritage: <http://www.pch.gc.ca>; The Netherlands Magenta Foundation Website. Visitors are in order of importance from: Canada, USA, United Kingdom, France, Netherlands, Australia, Belgium, Germany, Italy, Morocco, Switzerland, Mexico, Poland, and Brazil.

In Sum

The Canadian Race Relations Foundation has made significant strides in pursuing its **CORE GOALS**. It has made considerable progress in its outreach to Québec and has established a credible foundation on which to build.

In addition to its burgeoning research file, it has begun the process of formulating key anti-racism policies. It has also begun the process of developing and diversifying alternative sources of income.

It continues to receive very significant requests from the media for interviews, and organizations and individuals for information and resources, as well as a sought-after partner in anti-racism activities. Overall, notwithstanding our constraints, the Foundation has made satisfactory progress in most areas.

A self-critical appraisal of where the CRRF stands, along with input garnered from informal consultations, identified three key issues which must be addressed if the Foundation is to move forward on its agenda. These are, in fact the **ENABLING GOALS** which the CRRF is well on its way to meeting.

- That the CRRF must enhance and maintain a strong governance and organizational structure.
- That measures must be put in place to ensure long-term sustainability and development, and
- That the CRRF must seek to act in an autonomous manner, in concert with the original intentions and vision of the Japanese Canadian community, within the parameters of the Canadian Race Relations Foundation Act.



Youth (individual) Award of Excellence, Mirlande Demers

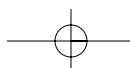
Governance

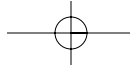
The Board has completed a detailed review of the Foundation's governance structure and policy. The policy is being updated and strengthened, and is expected to be approved by the Board in the coming year.

The Foundation is critically understaffed when measured against its mandate. The fact is that the interest from the endowment fund, which provides the major operating funds, is inadequate to meet the demands of an organization that has a national mandate.

Ensure long-term sustainability and development

The Foundation has engaged a full-time fundraiser and event planner whose major task will be to lay the groundwork for developing additional sources of income for the work that the Foundation must do to achieve its targets. The immediate task of the director of fundraising is the preparation and successful staging of the CRRF's 10th anniversary gala and the presentation of the Award for Lifetime Achievement to Madame Louise Arbour, the United Nations High Commissioner for Human Rights.





REVIEWING THE YEAR 2005-2006

Attain organizational autonomy and independence

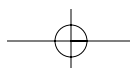
Combating racism requires, among other things, speaking out forcefully, without fear of reprisals. This requires challenging norms, actions, policies and beliefs which perpetuate, in particular, systemic racism in all sectors. In a society which continues, for the most part, to deny the existence of racism, it is necessary to have champions, be it individuals, organizations or institutions, who are prepared to, and will, take up that challenge to exercise its mandate, without restraint, in identifying racism and articulating the need for action to effect change. The last four years have seen a tremendous growth in the Foundation's relevance and visibility. Much of this has been demonstrated by the extent to which the Foundation exercised autonomy and independence by taking public positions on issues of racism within Canada. Communities look to the Foundation to play this visible and leading role.

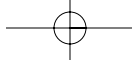
A Final Note

The former Executive Director, Dr. Karen Mock made it a priority to raise the Foundation's profile nationally, thus establishing it as a "go-to" resource for information and reference on anti-racism. Media and anti-racism activists, alike, sought the Foundation's input, support or clarification, thus recognizing the expertise of this organization. That recognition has come through the tremendous efforts of the Board and staff "to put the Foundation on the map".

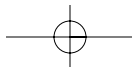
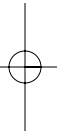
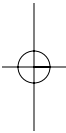
The increased attention is nevertheless a double-edged sword. On one edge is the fact that the CRRF is being recognized for its considerable expertise in the area of racism and racial discrimination. On the other, the new recognition places considerable demands on its resources. Those demands are beginning to test the CRRF's limits.

Addressing the adequacy of resources, both human and financial, must be a priority if the CRRF is to maintain and build on its successes. The Foundation must also be able to speak out forcefully and freely on issues when necessary without fear of reprisals.





FINANCIAL MANAGEMENT DISCUSSION AND ANALYSIS



FINANCIAL MANAGEMENT DISCUSSION AND ANALYSIS

STATEMENT OF FINANCIAL POSITION DISCUSSION

	2006-05 (Actual \$)	2005-04 (Actual \$)	Change (%)
Assets			
Current assets	1,607,482	1,475,381	8.95
Investments	24,000,000	24,000,000	0.00
Capital assets	38,908	26,978	44.22
Total Assets	25,646,390	25,502,359	0.56
Liabilities	39,840	142,491	-72.04
Fund Balances	25,606,550	25,359,868	0.57

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, 2006, they totaled \$1,607,482. This was an increase of \$132,101 from March 2005 and is mainly attributable to the gain on sale increase of investments.

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

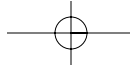
THE CAPITAL ASSETS consist of office furniture and equipment, computer hardware and computer software and artwork. The purchase of a server and four laptops accounted for the increase in capital assets. This year's amortization amounted to \$10,914.

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 2006, the accounts payable and accrued liabilities totaled \$39,840, down \$102,651 from March 2005. It is mainly due to the timing of the payment of payables.

Fund Balances

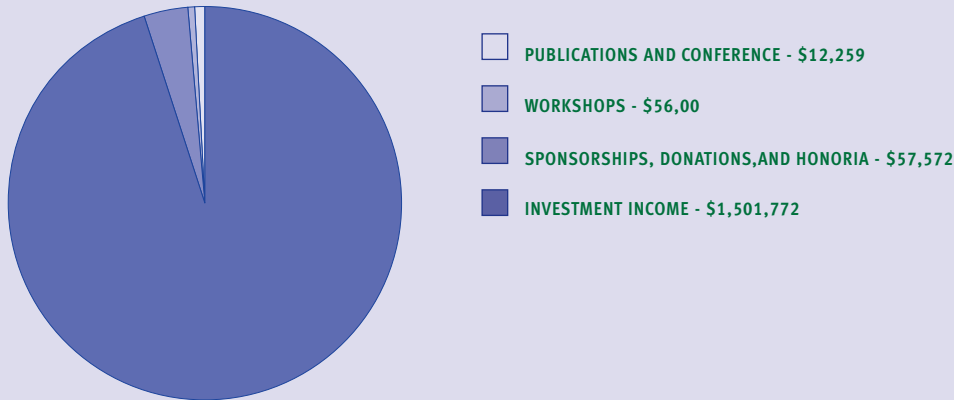
The Foundation follows the restricted method of accounting for contributions. Only the Operating Fund is considered unrestricted, other funds are restricted either internally or externally for specific purposes. The fund balance as at March 31, 2006 was \$25,606,550, up \$246,682 from March 2005.



FINANCIAL MANAGEMENT DISCUSSION AND ANALYSIS

STATEMENT OF OPERATIONS DISCUSSION

	2006-05 (Actual \$)	2005-04 (Actual \$)
Revenues		
Investment Income	1,501,772	1,313,136
Sponsorships, Donations and Honoraria	57,572	55,282
Workshops	5,600	30,650
Publications and conferences	12,259	4,412

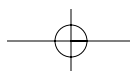


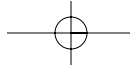
The Foundation’s primary source of income is derived from the **INVESTMENT INCOME** earned from the endowment contribution. It includes interest, dividends, capital gain/loss and foreign exchange gain/loss. For the 2006 fiscal year, the investment income amounted to \$1,501,772, up \$188,636 from March 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 marginally higher than the previous year.

Revenues from **WORKSHOPS** represent consulting fees received by the Foundation for conducting education and training workshops. In 2005, a major contract was awarded to the Foundation and this was a one-time contract. As a result, revenues for the current year decreased by \$25,050.

Revenues from **PUBLICATIONS AND CONFERENCES** have increased over the previous year because of increase in the sales of reports and publications and the re-issuance of the publication **DIRECTIONS**.





FINANCIAL MANAGEMENT DISCUSSION AND ANALYSIS

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 attention to the following:

The larger **AWARD OF EXCELLENCE** presentation and symposium is a bi-annual program and was held in 2006 fiscal year, resulting in higher expenses in this category for the current year.

The expenses under **EDUCATION AND TRAINING CENTRE** reflect the direct costs associated with conducting workshops and training sessions. In 2005, the Foundation provided seed money and hired a Youth Coordinator to create the National Youth Anti-Racism Network. It was anticipated that this program would be self-funded. The Foundation continues to provide in-kind support to continue the efforts of the Youth Network.

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 \$12,769 decrease is attributed to consistent outreach to publishers for book donations and making more resources available on-line.

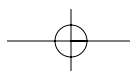
SALARIES AND BENEFITS decreased by a net amount of \$73,233 and are attributed to the departure of Executive Director and the position not filled by the fiscal year end, the cost of living adjustments, and some moderate merit increases for staff.

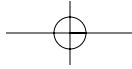
OUTLOOK FOR THE FUTURE

Fiscal Year 2007/2006

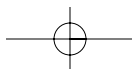
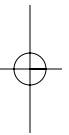
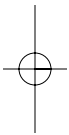
In light of a volatile market, unstable investment income and without any Parliamentary appropriations, the Foundation will continue its effort to secure funding from other sources, including corporate sponsorships for the upcoming Award Gala Dinner. The Foundation hopes to reach its target of \$352,000. The total **REVENUES** are budgeted at \$1,680,500, an increase of about \$103,000 from 2004/2005.

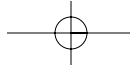
For 2006/2007, the Foundation's total **EXPENDITURES** are set at \$1,680,500 with the purpose of achieving a balanced budget. The approved budget will be closely monitored by the management. Quarterly variance reports will be reviewed by the Audit and Finance Committee and adjustments will be recommended accordingly.





FINANCIAL STATEMENTS





MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

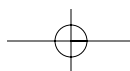
The financial statements of the Canadian Race Relations Foundation are the responsibility of management and have been approved by the Board of Directors. These financial statements have been prepared in accordance with Canadian generally accepted accounting principles. An external auditor conducts an 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 Audit and Finance Committee. The Committee meets with management to review internal controls, financial reports and other relevant financial matters.

Paul A. Winn
Interim Chief Operating Officer

Teresa Lo
Finance & Administration Director



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, 2006 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, 2006 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Hilborn Ellingraaf CPA

Toronto, Ontario
May 31, 2006

Chartered Accountants

STATEMENT OF FINANCIAL POSITION

March 31, 2006

	Capital Asset Fund \$	Education and Training Centre Fund \$	Endowment Fund \$
ASSETS			
Current Assets			
Cash	-	-	-
Investments (note 3)	-	30,007	-
Income receivable	-	-	-
Prepaid expenses and sundry receivables	-	7,000	-
	-	37,007	-
Investments (note 3)	-	-	24,000,000
Capital assets (note 4)	38,908	-	-
	38,908	37,007	24,000,000
LIABILITIES			
Current Liabilities			
Accounts payable and accrued liabilities	-	-	-
Inter-fund payable (receivable)	-	-	-
	-	-	-
FUND BALANCES			
Invested in capital assets	38,908	-	-
Externally restricted for Education and Training Centre (note 5)	-	37,007	-
Externally restricted for endowment (note 6)	-	-	24,000,000
Internally restricted for capital preservation (note 7)	-	-	-
Internally restricted for reserve (note 8)	-	-	-
Unrestricted	-	-	-
	38,908	37,007	24,000,000
	38,908	37,007	24,000,000

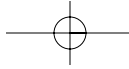
Approved on behalf of the board:



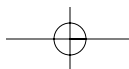
Andrée Ménard
Director



Ashraf Ghanem
Director



Capital Preservation Fund \$	Reserve Fund \$	Operating Fund \$	2006 Total \$	2005 Total \$
-	-	14,153	14,153	20,487
1,182,219	213,646	-	1,425,872	1,246,136
-	-	116,755	116,755	125,701
-	-	43,702	50,702	83,057
1,182,219	213,646	174,610	1,607,482	1,475,381
-	-	-	24,000,000	24,000,000
-	-	-	38,908	26,978
1,182,219	213,646	174,610	25,646,390	25,502,359
-	-	39,840	39,840	142,491
-	(134,770)	134,770	-	-
-	(134,770)	174,610	39,840	142,491
-	-	-	38,908	26,978
-	-	-	37,007	18,906
-	-	-	24,000,000	24,000,000
1,182,219	-	-	1,182,219	1,023,894
-	348,416	-	348,416	290,090
-	-	-	-	-
1,182,219	348,416	-	25,606,550	25,359,868
1,182,219	213,646	174,610	25,646,390	25,502,359



STATEMENT OF OPERATIONS

Year ended March 31, 2006

	Capital Asset Fund \$	Education and Training Centre Fund \$	Operating Fund \$	2006 Total \$	2005 Total \$
Revenues		(note 5)			
Interest and dividends (note 3)	-	-	998,743	998,743	1,010,886
Gain on sale of investments	-	-	535,096	535,096	354,001
Loss on foreign exchange	-	-	(32,067)	(32,067)	(51,751)
Sponsorships, donations, honoraria and fundraising gala	-	50,972	6,600	57,572	55,282
Workshops	-	-	5,600	5,600	30,650
Publications and conferences	-	-	12,259	12,259	4,412
	-	50,972	1,526,231	1,577,203	1,403,480
Expenses					
Amortization	10,914	-	-	10,914	12,630
Award of Excellence symposium (note 9)	-	-	93,571	93,571	20,450
Fundraising gala and other	-	23,322	-	23,322	-
Communication	-	-	42,937	42,937	59,948
Conferences, symposia and consultations	-	-	33,934	33,934	26,928
Board of directors' honoraria and travel	-	-	93,589	93,589	100,141
Education and training centre	-	9,549	-	9,549	66,883
Information systems and development	-	-	7,179	7,179	1,809
Library and publications	-	-	14,720	14,720	27,489
Office and general	-	-	37,724	37,724	40,069
Professional fees	-	-	14,888	14,888	23,134
Public education (note 10)	-	-	71,485	71,485	57,430
Rent	-	-	145,996	145,996	139,879
Research	-	-	44,205	44,205	60,846
Resource development	-	-	6,171	6,171	-
Salaries and benefits	-	-	668,432	668,432	741,665
Staff recruitment and development	-	-	11,905	11,905	4,073
	10,914	32,871	1,286,736	1,330,521	1,383,374
Excess of revenues over expenses (expenses over revenues) for year	(10,914)	18,101	239,495	246,682	20,106

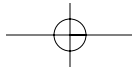
STATEMENT OF CASH FLOWS

Year ended March 31, 2006	2006 \$	2005 \$
Cash flows from operating activities		
Excess of revenues over expenses for year	246,682	20,106
Items not requiring a current cash payment (receipt)		
Amortization	10,914	12,630
Gain on sale of investments	(535,096)	(354,001)
Loss on foreign exchange	32,067	51,751
	(245,433)	(269,514)
Changes in non-cash working capital		
Decrease in income receivable	8,946	8,414
Decrease (increase) in prepaid expenses and sundry receivables	32,355	(48,801)
Increase (decrease) in accounts payable and accrued liabilities	(102,651)	85,790
	(306,783)	(224,111)
Cash flows from investing activities		
Proceeds from sale of investments	7,600,817	10,045,684
Purchase of investments	(7,277,524)	(9,828,202)
Net additions to capital assets	(22,844)	(2,447)
	300,449	215,035
Net decrease in cash during year	(6,334)	(9,076)
Cash, beginning of year	20,487	29,563
Cash, end of year	14,153	20,487
	2006 \$	2005 \$
Supplementary Disclosure of Cash Flow Information		
Interest paid	-	-
Income taxes paid	-	-

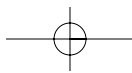
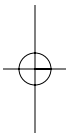
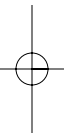
STATEMENT OF CHANGES IN FUND BALANCES

Year ended March 31, 2006

	Capital Asset Fund \$	Education and Training Centre Fund \$	Endowment Fund \$
		(note 5)	(note 6)
Fund balance, beginning of year	26,978	18,906	24,000,000
Excess of revenues over expenses (expenses over revenues) for year	(10,914)	18,101	-
Net investment in capital assets	22,844	-	-
Internally imposed restrictions	-	-	-
Fund balance, end of year	38,908	37,007	24,000,000



Capital Preservation Fund \$	Reserve Fund \$	Operating Fund \$	2006 Total \$	2005 Total \$
(note 7) 1,023,894	(note 8) 290,090	-	25,359,868	25,339,762
-	-	239,495	246,682	20,106
-	-	(22,844)	-	-
158,325	58,326	(216,651)	-	-
1,182,219	348,416	-	25,606,550	25,359,868



NOTES TO FINANCIAL STATEMENTS

March 31, 2006

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.

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 lives 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

NOTES TO FINANCIAL STATEMENTS

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) DONATED MATERIALS AND SERVICES

Donated materials and services are recognized in these financial statements when a fair value can be reasonably estimated, the materials and services are used in the normal course of the Foundation's operations and would otherwise have been purchased.

H) 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.

I) 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.

3. INVESTMENTS

	Average Cost \$	Market Value \$
Investment portfolio	25,425,872	26,885,878

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, 2006, of the \$25,425,872 investment portfolio cost, \$1,425,872 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, \$1,460,006, 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 \$154,448 (2005 - \$151,639).

The average cost and market value of the investment portfolio at March 31, 2005 was \$25,246,136 and \$26,285,605, respectively.

NOTES TO FINANCIAL STATEMENTS

March 31, 2006

4. CAPITAL ASSETS

	Cost \$	2006 Accumulated Amortization \$	2005 Net Book Value \$	Net Book Value \$
Office furniture and equipment	106,972	104,340	2,632	5,344
Computer hardware	142,378	123,526	18,852	4,673
Computer software	23,343	22,144	1,199	736
Artwork	16,225	-	16,225	16,225
	288,918	250,010	38,908	26,978

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.

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, 2006, the internal restriction for capital preservation is \$1,182,219 (2005 - \$1,023,894).

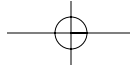
This internal restriction is subject to variances based upon the growth in the value of investments at any point in time and direction given by the Board of the Foundation upon the recommendation of the Audit and Finance Committee.

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, 2006, the internal restriction for reserve is \$348,416 (2005 - \$290,090).

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 Audit and Finance Committee.



NOTES TO FINANCIAL STATEMENTS

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. Sponsorship of the Award of Excellence symposium and reception are recorded as revenue of the Education and Training Centre Fund. The next Award of Excellence symposium will be in October 2007.

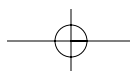
10. PUBLIC EDUCATION

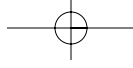
Public education during the year included grants awarded in connection with Initiatives Against Racism and public education initiatives undertaken by the Foundation on the issue of racial profiling and related issues.

The Foundation received donated television and radio airtime valued at approximately \$nil (2005 - \$143,000) during the year. The value of the donated television and radio airtime has not been recognized in these financial statements.

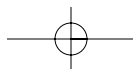
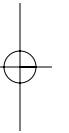
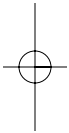
11. COMMITMENTS

- 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, 2006 the Foundation is committed to fund approximately \$39,500 (2005 - \$82,500) in research and public education grants during the fiscal year ending March 31, 2007.





APPENDICES



APPENDICES

APPENDIX 1: AWARD OF EXCELLENCE “HONOURABLE MENTIONS” BY SECTOR

While the Award of Excellence program identifies a single winner in each category, the panel of adjudicators selected a number of entries as honourable mentions partly because of the instructive nature of these projects. More details on these projects may be obtained from the CRRF publication Best Practices Reader 2005.

Community Sector

- Ottawa Community Immigrant Services Organization (OCISO): Reconnection with Diversity (Ottawa, ON) Website: www.ociso.org
- Settlement and Integration Services Organization (SISO): The Community Coalition for Immigrants, Refugees and Visible Minorities (Hamilton, ON) Website: www.siso-ham.org
- Central Vancouver Island Multicultural Society (CVIMS): Safe Harbour Program (Nanaimo, BC) website: www.cvims.org
- Hip Hop Initiative Project(HIP): Deconstruction 2005: Tearing down the walls of darkness (Edmonton, AB)
- Abbotsford Community Services: Students Taking Action Against Racism (STAAR) (Abbotsford, BC) website: www.abbotsfordcommunityservices.com
- United Nations Association in Canada (UNAC): Integration and Belonging – Community Capacity building: From dialogue to action planning. Website: www.belonging-appartenance.org
- Chinese Christians in Action (CCIA): Canadians for Reconciliation (Vancouver, BC).

Aboriginal Sector

- Anishinabek Nation – Union of Ontario Indians: Nijiji Circle Pages (North Bay, ON): website: www.anishinabek.ca/uoi
- Clean is Cool Community Services: repREZentin’ Aboriginal Youth Media Empowerment Program (Toronto, ON) website: www.bigsoul.net
- First Nations University of Canada: Aboriginal Cultural Awareness Program (Regina, SK) website: www.firstnationsuniversity.ca

Educator Sector

- Université du Québec à Montréal – Département d’éducation et formation spécialisées: Apprendre à travailler et à vivre ensemble sans discrimination raciale (Montréal, Que) website: www.uqam.ca
- Université du Québec à Montréal – Département d’éducation et formation spécialisées: Apprendre à travailler et à vivre ensemble sans discrimination raciale (Montréal, Que) website: www.uqam.ca
- La fondation de la tolérance: La caravane de la tolerance (Montréal, Que) website: www.fondationtolerance.com
- Elementary Teachers’ Federation of Ontario: Leaders for Tomorrow (Toronto, ON) website: www.etfo.ca
- The 411 Initiative for Change: Youth Teaching Youth Using Music as an Educational Tool to Empower Youth(Toronto, ON) website: www.whatshe411.ca

Public/Government Sector

- SaskTel: Representative Workforce Strategy (Regina, SK): website: www.sasktel.com
- Sherbourne Health Centre: Supporting Our Youth Program: - Black Queer Youth Initiative (Toronto, ON) website: www.soytoronto.org

Youth Sector (organization)

- Youth Restorative Action Project (YRAP) (Edmonton, AB) website: www.yrap.org

Youth Sector (individual)

- Mahmoud Kaabour – “Being Osama” (Montreal, QC)
- Saron Gebresellassie – Black Youth United (BYU)(Toronto, ON)
- Chris Benjamin – Environmental Volunteer Network (EVN) (Toronto, ON) website: www.trca.on.ca/events/volunteer

APPENDIX 2: INITIATIVES AGAINST RACISM FUNDED PROJECTS, JUNE 2005

Indigenous Bar Association/National Secretariat Against Hate and Racism Canada, Toronto, ON: National Secretariat Against Hate and Racism Canada - In March, 2004, a conference was held in Montreal titled Hate and Racism: Seeking Solutions Conference. These recommendations include the establishment of a secretariat to provide input and advice on follow up activities, and adopting terms of reference to guide the conference follow up actions. A conference will be planned to continue the dialogue begun in March 2004. Seed money in support of the planning process was provided.

Vidéo Femmes: Quebec, QC :Québec, lieu de passage des cultures - Quebec, lieu de passage" ... is a 53 minutes video documentary that will reveal the experience of people coming from diverse cultural communities of the region of Quebec. The producers create a sensitive portrait of the plight of immigrations. The documentary utilizes imagery associated with the different races that characterize Canada. The producers will

APPENDICES

engage in discussion of immigration issues as experienced on a day to day basis between the welcoming society and the ethno cultural minorities. The documentary will be used as an education tool, to inform the population facing intercultural and interracial problems and work towards demystifying the notion among Quebec population who believe that immigrants should integrate seamlessly and increase their awareness of the importance of positive intercultural and interracial relations.

Actions Interculturelles de développement et d'éducation, Sherbrooke, QC : Vers une meilleure implication citoyenne des immigrant(e)s -

This project aims to create a beneficial exchange between different communities of racial minorities and the majority community in the region of Sherbrooke while encouraging the members of the all cultural communities to participate in municipal elections. It will draw attention to the issues in the region and to make a positive contribution to racial minority community engagement in Sherbrooke where there are problems of xenophobic behaviour. Through information meetings, members of the different cultural communities will be encouraged to exercise their civic rights. The creation of an open and frank forum will take the form of orientation workshops that will create an understanding about the causes and manifestations of racism.

Caribbean Tales, Toronto, ON: Urban Life Skillz - This play is the organization's inaugural venture in producing live theatre and it draws on its multicultural Canadian roots. It reveals how racism has become the core metaphor of violence within the Caribbean-Canadian community. Drawing from facts gleaned from community-based research that explored the inner worlds of Black men living in Toronto, the play presents the stories told by men from different generations. The vision for the project is to contribute to and encourage community healing and growth. Ten Performances will be staged in January 2006.

The Youth Connection Association for Academic Excellence Inc., Windsor, ON: P.R.I.D.E. Program - The Youth Connection Association has, through its program assisted at risk youth in making better choices for their life. The Peer Race Relations Initiative Developed to Educate (PRIDE) program is designed to develop peer to peer anti-racism materials that will be circulated throughout the community via their newsletters and communications pieces. Prior to developing the materials youth engage in anti-racism workshops that assists them in their understanding of the causes of racism. Through their T-Shirt Campaign messaging about anti-racism is developed. A series of activities are planned between August 2005 and January 2006 to raise awareness, participate in workshops and work towards the launch of the T-Shirt Campaign.

The 411 Initiative for Change, Toronto, ON: The Barbershop Show - Increased interest in and a positive response from Ontario schools provided the impetus for expanding the outreach for The Barbershop Show. This is a youth engagement project utilizing music as a means to motivate and inform. Through media sensitivity training, youth gain awareness about ways to decode negative images, stereotypes and the portrayal of racialized groups by the media. Through key messaging the project sheds light on how to combat racism, build self-esteem and become empowered. An activity toolkit and a full curriculum package is provided for teachers. This initiative will be staged throughout Black History Month 2006. The anticipated reach is 20,000 youth from 13 to 19 years of age. The production exposes youth to many social issues it encourages them to discover ways to express themselves and engage in social change.

University of Ontario Institute for Technology, Oshawa, ON: Critical Race Theory & Human Rights Conference - A conference planned for October 2005 to examine how to research and 'live' human rights and what a human rights theorist and social justice agenda and culture might look like. Also, ways to strategize about creating closer research links and a culture movement between researcher theorists and government and policy makers. A legal intersectionality analysis will be adopted in order to understand the assumptions of privilege. Narrative and storytelling methodology will be applied thus enabling lawyers to reveal the stories of their client's Black experience of racism and subordination.

James Robinson Johnston Chair in Black Canadian Studies Halifax NS: Multiple Lenses: Voices of the Diaspora Located in Canada - A unique conference that will provide a space for researchers, scholars, community representatives, artists, politicians, youth and activists from across Canada to discuss issues around what it means to be Black and Canadian. An additional outcome will be a book to be published and edited by the James Robinson Johnston Chair at Dalhousie University. The conference will provide among other outcomes an extensive understanding of multiculturalism and racism. A direct result of the event in October 2005 will be the creation of a platform for community action, public education and areas for further research.

Arts in Action Society/Purple Thistle Community Society, Vancouver, BC: The Colouring Book Project - A youth driven initiative, using art as a medium, The Coloring Book project will provide real, arts-based tools and safe spaces for young people to acknowledge the effects of racism in their own life, its pervasiveness and take ownership of it by giving voice to their experiences. A book and a documentary video will offer insight on the effect of racism, raise awareness of the experiences of racism encountered by youth in the Lower Mainland of BC. The outcome will be a call for change.

APPENDICES

Cooper Institute, Charlottetown, PEI: Engaging the Community in Diversity and Inclusion Action - PEI, 2005-2007 - Utilizing a community development and capacity building model the project will focus on engaging citizens to learn about Aboriginal peoples and visible minorities in PEI. The project is designed to provide a community-animator-training program that encourages short and long term participant involvement in relation to diversity and inclusion issues in PEI. The goal is to engage a wide range of citizens in PEI in a process of information gathering, awareness raising and action to improve community attitudes and public policy relating to diversity and inclusion. Acting on a recent racist incident in PEI, this project will address the various forms of racism and engage PEI residents to find ways to ensure that these racist acts do not continue.

Vancouver Status of Women, Vancouver, BC: The Deepening of the Feminization and Racialization of Poverty - Aboriginal, immigrant and refugee women of color are the target population for this project that will examine and analyze the current status of racialized women in relation to their economic status. An anti-racism framework will examine policy and legislation that have caused low income, high unemployment. The consistent erosion of support programs thus heightening the fears experienced by these groups and contributes to economic insecurity. The anticipated outcomes will include a review of past and current provincial and federal social policies, research based on feminist analysis and a survey tool that will measure the impact of the racialization of poverty among women in the target group.

Centre R.I.R.E 2000, Québec, QC : Jumelage Entre Les Modèles des Minorités Visible et le Jeunes des Écoles Secondaires de la Ville de Québec - Working in the field of race relations since 1996, R.I.R.E, a Quebec-based organization develops programs that target high school youth. One of the projects will feature through the creation of a website, accomplishments of Black Canadians both past and present. All activities planned centre around the challenges of racism, xenophobia and exclusion of visible minorities from the job market in Quebec. Another program planned for the next school year is an awareness campaign that shows the achievements of the Black community. A website, awareness campaign and a 'mini' conference are planned between June 2005 and March 2006. Consultations with teachers and the school Boards are factored into the conceptualization of all their projects.

New Brunswick Multicultural Council, INC, Fredericton, NB: Leadership Development and Needs Assessment in Multicultural Youth in New Brunswick - This program is youth centered and will explore the incidences of racism encountered by minority youth 15-29 and identify practical solutions to counter it. A conference in February 2006 will bring a diverse group of youth together to engage in dialogue with the goal of achieving a mutual understanding across cultures. A key component of this program is the identification of barriers; to employment, continuing education, and full participation confronting youth today and identifying strategies to overcome them. This program will also implement the development of the Multicultural Youth Network in New Brunswick and a Youth Mentorship Program.

INITIATIVES AGAINST RACISM FUNDED PROJECTS, FEBRUARY 2006

Services éducatifs du Conseil de bande de Listuguj (Listuguj, QC) - The video aims to show how the project Harmonie Inter-communities makes it possible for young people of the two communities to better know and appreciate themselves in their everyday life. With all the crises that these two communities have experienced over the years (war on salmon, war for the rights of forest cut, etc), it has left them with angry and racist behavior between each other. The video will also show that a harmony can exist between both communities, based on bonds of confidence and constructive exchanges which resulted from the recently implemented project Harmonie Inter-communities. Another aim of the video is to present the challenges that continue to arise in learning to respect and appreciate the richness of our cultural differences.

Projets Autochtones du Quebec (Montreal, PQ) - Managed entirely by Aboriginals, the coordinator of Center PAQ and the traditional artisan in charge, a mobile kiosk of craft products focusing on the Aboriginal cultures, named PAQ-Aitun, is used as a platform for the Aboriginals willing to undertake active steps of social and professional rehabilitation. By various activities of diffusion of the aboriginal culture, the participants wish to join the non-Aboriginal community of Montreal and the area in the Agoras of the university and collegial institutions of Quebec, the grass-roots round tables, the Community centers, the cultural events (festivals) and within the framework of significant social and media events (conference, seminars, others). The participants can thus actively contribute by addressing the problems of racism and situations of victimization from which they suffer and find some solutions.

Aboriginal Circle of Educators (Winnipeg, MB) - The Aboriginal Education Awards banquet will honour and celebrate the achievements of educators who have worked hard to promote Aboriginal Education in mainstream education. This initiative will strengthen the Aboriginal Circle of Educators objective of encouraging the continuation of working towards an Aboriginal system which will be inclusive of Aboriginal Peoples, Cultures and Language.

APPENDICES

Inanna Publications and Education Inc., operating as Canadian Woman Studies. (Toronto, ON) - The outcome of the project is the publication of a journal in the Fall focusing on Indigenous women's empowerment. Through the issue public awareness of Indigenous women's organizations and activities they are undertaking to improve first Nations Peoples lives will be featured. Articles will be broad in nature and reveal issues of gendered discrimination, poverty and economic inequalities experienced by Indigenous women. A dedicated section will deal with violence against Aboriginal women, documenting the NWAC's Sisters in Spirit campaign. This issue will be by Indigenous women writing in their own 'voice'.

Breaking Barriers Resource Centre (Bass River, NB) - Opening Community Dialogues on Youth Wellness initiative will examine human rights issues and the needs of vulnerable youth in the rural areas of Kent County in New Brunswick starting with building relationships among the three original cultures in this area viz.: the Mi'kmaq People, the Acadian population and the English settlers. Creating an awareness and respect for the contributions that each of these cultural groups has made to life in this region will result in broader understanding between the communities and positive social change. The project will raise awareness of the common experience of neglect, oppression, racism and the potential for breaking down the barriers caused by these negative experiences.

Chinese Canadian Nation Council (CCNC) (Toronto, ON) - The objective of the CCNC, Toronto is to educate Chinese youth who are not completely aware of certain racism and equity issues that Chinese Canadians once faced such as the Chinese Head Tax and Chinese Exclusion Act. Through the development of an equity guidebook called Chinese Canadian Youth Against Racism Handbook, the CCNC will bring a better understanding of discrimination and racism to Chinese youth. This booklet will cover racism, power, discrimination, prejudice, diversity, stereotypes, and systemic discrimination.

First Nations Education Steering Committee Society (FNESC) (Vancouver, BC) - The train-the-trainer project will address systemic racism encountered by Aboriginal Peoples in the education system. It is anticipated that the training sessions will result in the formation of a network of almost 20 anti-racism leaders and educators of aboriginal and Métis backgrounds, including several First Nations educators. To support these leaders FNESC will develop workshop protocols, evaluation and monitoring strategies. There will be on-going training opportunities for leaders in their quest to raise awareness of systemic racism and address its elimination at all levels. The FNESC is committed to addressing systemic racism experienced by Aboriginal people in the education system. The participants will be asked to deliver two workshops locally before March 2007, and also act as contacts that FNESC can recommend for anti-racism projects and networking.

The Out On Screen Film & Video Society (Vancouver, BC) - Out On Screen will hold the second annual Seeing Colour Queerly Community Forum which aims to address the lack of racial analysis and representation in much of queer cinema. The forum will include a public discussion of race and racism in this community and media. The objective is to urge the queer community to fight latent and overt racism. The forum will involve five components: 1. Panelist discussion of the intersection of race and queerness in queer media, 2. Exhibition of four short videos addressing racialized queers, 3. Video documentation, 4. Writer's essay: Overview of the points addressed and, 5. The Cin-City Out On Screen Script Competition.

3T Program (Scarborough, ON) - The purpose of the 3T program is to address the causes of youth disengagement through the exploration of negative stereotypes, racial intolerances and their related impacts on self-esteem. The program hopes to reduce gang activity and related violence. It will initiate the development of workshops and events for 25 teens, on the topics of racism, hate and bias towards youth. The 2-3 hour forum will allow for interaction, discussion, idea generation and development, and participative decision making on anti-racism education.

APPENDIX 3: A LIST OF SOME OF THE CRRF'S INTERACTIONS WITH STAKEHOLDERS

The following are some of the community outreach/consultations and/or presentations in which CRRF staff was directly involved:

- Managing and Valuing Diversity: An Anti-racism Approach, CPR Calgary
- Creating a Racism Free Workplace – CHRC, Winnipeg
- Strategies for a Racism Free Workplace – Library Archives Canada, Ottawa
- From Policies to Practice, Realities to Remedies – Department of Justice
- Antiracism and Equity – March 21st Address and Seminar – University of Western Ontario, Kings College
- Countering Racism in the Workplace – Assembly of First Nations, Ottawa
- Forum on Racism and Holocaust Denial – Law Society of Upper Canada
- Consultation on Antisemitism and Racism – UN, New York - (hosted and funded by the UN Foundation and JBI Human Rights Institute)
- Consultation with the UNESCO Commission in Canada, Ottawa
- Racism – a Public Forum by the Nova Scotia Human Rights Commission, Halifax

APPENDICES

- Race and Racism in Canada – Migration Dialogue, University of Toronto
- 60 Years After the War – Race Relations in Canada Then and Now – HBT Seniors
- The Dynamics of Racism and What to do about it? – Black Creek Community Centre
- Countering Racism and Hate: Lessons of the Holocaust – Hamilton School Board
- Canadian Association of Statutory Human Rights Agencies – Saskatoon
- Recognizing, Naming and Countering Racism – Office of the Treaty Commissioner, Saskatchewan.
- Historical Overview -Summit on Antiracist Education- AMENO
- “Bollywood Cowboy” partnership with Hindu Community for raising awareness on importance of inclusive planning to counter stereotypes and insensitivity
- CASHRA conference – Saskatoon – panel on systemic organizational change
- Naming and Confronting Racism” – workshop for educators of the Office of the Treaty Commissioner, Saskatchewan
- A History of Anti-Racist Education in Ontario” – Anti-Racist Multicultural Educators’ Network
- US Homeland Security consultation – Toronto
- Markham Race Relations Committee – facilitator for strategic planning and community update
- Community Policing Update and Orientation – lead facilitator – Scadding Court
- Hate Crimes – Where Are We?” – National Perspectives – BC Justice Department
- Race Relations in Canada” – Guest Lecture at University of New South Wales
- Countering Racism, Antisemitism and Hate in Canada Today: the Challenge of Putting Theory into Practice” – Faculty of Social Work, University of Toronto
- Anti-Racism and Equity in Education: Why aren’t the Isms WASms?” – a 6 part course – Toronto District School Board
- Workplace Diversity – Visible Minorities Hitting the Glass Ceiling” – Metropolis Conference, Toronto In addition, the CRRF was involved in relationships which were more ongoing. For example:
 - UNESCO Coalition of Cities Against Racism project
 - Toronto District School Board Equity Advisory Committee
 - National Secretariat on Racism and Hate, Indigenous Bar Association
 - Advisory Committee to the Law Society and Judicial Education Conference on Racism, Antisemitism and Hate
 - Scadding Court Police Complaints Community Project
 - Planning Committee for the Law Enforcement Aboriginal and Diversity (LEAD) national conference
 - Managing and Valuing Diversity: An Anti-racism Approach, CPR Calgary
 - Creating a Racism Free Workplace – CHRC, Winnipeg
 - Strategies for a Racism Free Workplace – Library Archives Canada, Ottawa
 - From Policies to Practice, Realities to Remedies – Department of Justice
 - Antiracism and Equity – March 21st Address and Seminar – University of Western Ontario, Kings College
 - Countering Racism in the Workplace – Assembly of First Nations, Ottawa
 - Forum on Racism and Holocaust Denial – Law Society of Upper Canada
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 - 60 Years After the War – Race Relations in Canada Then and Now – HBT Seniors
 - The Dynamics of Racism and What to do about it? – Black Creek Community Centre
 - Countering Racism and Hate: Lessons of the Holocaust – Hamilton School Board
 - Canadian Association of Statutory Human Rights Agencies – Saskatoon
 - Recognizing, Naming and Countering Racism – Office of the Treaty Commissioner, Saskatchewan.
 - Historical Overview -Summit on Antiracist Education- AMENO

POLICY DIALOGUE

PROGRAM AGENDA: DAY 1

- Welcome, Andrée Ménard, Acting Chair, CRRF Board of Directors
- Opening Remarks, Karen Mock, Former Executive Director, CRRF
- Context For the Policy Dialogue, Sandra Carnegie-Douglas, Program Director, Policy & Special Projects

Panel Discussion: **A NATIONAL ANTI-RACISM POLICY**

Moderator: Mary-Woo Sims, B.C. Human Rights Defenders

Panelists:

- Shaheen Azim, Ontario Human Rights Commission (OHRC)
- Dr. Akua Benjamin, Director, School of Social Work, Ryerson University
- Mirlande Demers, Coalition Against Discrimination, Québec
- Dr. Susan Dion, Assistant Professor, Faculty of Education, York University
- Avvy Go, Executive Director, Metro Toronto Chinese & South East Asian Legal Clinic
- Christine Nassrallah, Policy & Research Director, Canadian Heritage
- Dr. Esmeralda Thornhill, Professor of Law, Dalhousie Law School

Panel Discussion: **THE INTEGRATION OF RACE AND ANTI-RACISM IN EDUCATION & TRAINING**

Moderator: Kirk Mark, Coordinator, Race & Ethnic Relations, Toronto Catholic District School Board (TCDSB)

Panelists:

- Dr. Carl James, Professor, Faculty of Education, York University
- Zubeda Vahed, Educator and Consultant
- Eric Wong, Educator and Consultant

PROGRAM AGENDA: DAY 2

Panel Discussion: **THE COLLECTION OF RACE-BASED STATISTICS**

Moderator: Shaheen Azim, OHRC

Panelists:

- Dr. George Sefa Dei, Chair, Dept of Sociology, OISE/UT, Ontario
- Bethan Lloyd, National Racism, Violence & Health Project, Nova Scotia
- Lloyd McKell, Executive Officer, Student and Community Equity, Toronto District School Board, Ontario
- Prof. Scot Wortley, Centre for Criminology, U of T, Ontario

Panel Discussion: **RACIAL PROFILING**

Moderator: Margaret Parsons, Executive Director, African Canadian Legal Clinic

Panelists:

- Zanita Akande, Educator, Ontario
- Nahanni Fontaine, Director of Justice, Southern Chiefs Organization, Manitoba
- Keith Forde, Deputy Chief, Toronto Police Service
- Fo Niemi, Executive Director, Centre for Research-Action in Race Relations, Quebec
- Amina Sherazee, Staff Lawyer, Downtown Legal Services, Ontario

Next Steps

Wrap-up/Closure