



Introduction

"The Summary of Anti-Racism Practices" is a report developed by the Canadian Race Relations Foundation (CRRF), based on information submitted by organizations for the CRRF Award of Excellence Program. The program recognizes excellence and achievement in the area of race relations and anti-racism practice, and provides awards and a cash prize to the winners.

Launched at a public event in Montreal, Québec, in 1998, the Award of Excellence Ceremony took place in Ottawa, in 1999 at a national symposium of anti-racism practitioners sponsored by the CRRF. The winner of the 1999 Award of Excellence and cash prize was Media Awareness Network. The winners of the Awards of Distinction were the Harmony Movement, the British Columbia Teachers' Federation, the National Capital Alliance on Race Relations and Providence Health Care / Mount St. Joseph Site. Their summaries can be found in the report.

The report serves to highlight the work of many organizations in Canada, committed to combating racism and hatred. The reader will find an overview of the anti-racism initiatives or programs that the organizations submitted, and a description of outcomes and / or lessons learned. The work of the organization is described in the background/context section and information is provided to contact the people involved.

The report profiles a range of non-government organizations and government agencies from a variety of sectors. There are summaries from educational organizations, labour and health organizations, church groups, immigrant settlement agencies, human rights bodies, and others working to impact change at organizational and/or community levels. Strategies and initiatives include public awareness campaigns, educational and training initiatives, policy development and implementation efforts, combating hate on-line and in communities, youth projects and Aboriginal justice initiatives.

The "Summary of Anti-Racism Practices: 1999 Award of Excellence Program" provides a 'snapshot' of the many of anti-racism strategies that exist, and the range of organizations involved. The Summary is published as part of the Canadian Race Relations Foundation's mandate to share and promote information on practical strategies to combat racism. It is hoped that the reader will use this document as a reference and a resource.

This document can be downloaded, photocopied and circulated.

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Organization Name

Abbotsford Community Services

City

Abbotsford

Province

BC

Federal Region

Pacific

Background / Context

Since 1969, Abbotsford Community Services (ACS) has been the key immigrant serving agency in the Central Fraser Valley of B.C. Throughout the years, it has met the needs of the different waves of immigrants from different continents and has evolved from a settlement agency to one that promotes integration and fights racism. ACS has had an extensive history of promoting diversity, and fostering good race relations in the community. They provide a variety of multicultural, anti-racism programs in partnership with many organizations in the community. This includes schools, police, business and others.

Initiatives / Program Activities

Two main programs serve to improve race relations and combat racism. The "Youth for Racial Unity" program is a youth/adult partnership that addresses the needs of high school youth. Their work has been recognized by the BC Government in 1997 and in 1998, by the Bahai Council of Canada. The "Diversity Education and Resources Service" is a resource network that provides speakers, and helps to organize workshops for agencies interested in diversity issues. It has assisted in training and policy development in the health, police and the municipal government sectors. In collaboration with the Abbotsford Police Department and community partners, ACS is involved in the development of a Community Response Team Against Hate and Racism.

Outcomes / Lessons

ACS recognizes that racism is a problem that needs to be addressed effectively. They feel part of the problem are those individuals who deny and fail to recognize covert and value based racism. Racism is not exclusive to those that are avowed racists.

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Organization Name

Aboriginal Ganootamaage Justice Services of Winnipeg

City

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Province

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Federal Region

Prairies

Background / Context

The Aboriginal Community Rights Advocacy (ACRA) training program was created in 1997 to provide Aboriginal people intensive education and on-the-job training in the areas of human rights and justice. The program involves four partnership organizations: Manitoba Association for Rights and Liberties (NGO), Aboriginal Ganootamaage Justice Services of Winnipeg (NGO and sole Aboriginal partner and host organization), Manitoba Human Rights Commission (provincial government) and the Canadian Human Rights Commission (federal government). The program was born out of a recognition that a large proportion of Aboriginal people do not know or fully understand the rights and responsibilities accorded them within Canadian society.

Initiatives / Program Activities

The 73 week ACRA training program began in February 1998 and will end in June 1999. Four Aboriginal people have been selected to attend 4 weeks of classroom training (computers, conflict resolution skills, business writing, public speaking, etc.) followed by a 17 week internship at each partnership organization. The main goals and objective of ACRA are that the advocates-in-training gain an understanding of: the rights and responsibilities Aboriginal People share with other Canadians; the unique concerns of Aboriginal people; a knowledge of services available in the community; the ability to undertake the role of advocate for the Aboriginal communities and; to assist the partners in providing more culturally-sensitive services to Aboriginal people and enhance existing links with Aboriginal communities.

Outcomes / Lessons

The trainees have gained a wealth of knowledge about the inner workings of the organizations at which they have been placed, and about the various legislation, policies and processes which govern and guide these agencies. In turn, the partners have gained further understanding and awareness of the challenges facing Aboriginal people as well as the cultural differences which exists between Aboriginal people and mainstream society. This has led to a deeper understanding of the importance of the inclusion of cultural components into education and training. The ACRA training program is a model for the creation of healthy relationships between mainstream society and Aboriginal communities based on the principles of mutual respect, sharing, recognition and responsibility.

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Organization Name

Across Boundaries -- An Ethnoracial Mental Health Centre

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Province

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Federal Region

Ontario

Background / Context

Founded in 1995 Across Boundaries, as a grassroots ethnoracial community mental health agency, is the only organization in the Canadian health sector with a stated anti-racism mandate. The purpose of the Centre is to provide a range of services and supports to people of ethnoracial communities who are experiencing severe mental health problems. In doing so, Across Boundaries is committed to a community development approach and believe in the active participation of communities of colour in developing appropriate services within an anti-racism framework.

Initiatives / Program Activities

The anti-racism framework consists of three interrelated components: anti-racism education; anti-racism organizational change and anti-racist service delivery. Educational initiatives include two videos on racism in mental health; anti-racism workshops; a community research project documenting ethnoracial mental health knowledge and a resource centre. In promoting organizational change, Across Boundaries provides expertise and support to other agencies. It also provides a manual, "A Guide to Anti-Racism Organizational Change in the Health and Mental Health Sector and a workshop series in Anti-Racism Organization Change. The foundation of service delivery is a holistic anti-racist approach that takes care to create a safe space for people of colour.

Outcomes / Lessons

Across Boundaries has challenged the mental health system into new ways of thinking about racism and anti-racism. Through its educational practices, advocacy and numerous linkages with other organizations, a number of agencies have introduced anti-racism policies and practices. Inquiries about the service delivery model have come from other parts of Ontario, England, the United States and Australia. Across Boundaries has increased awareness in the mental health sector of the impact of racism on health and mental health and the specific needs of ethnoracial groups. And Across Boundaries, as the only organization of its kind, continues to be a safe place for people of colour to access mental health services.

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Organization Name

Artists Against Racism

City

Toronto

Province

ON

Federal Region

National

Background / Context

Formed in 1992 Artists Against Racism (AAR) is a non-profit organization which produces national and international education campaigns where renowned musicians, actors, writers and other artists serve as role models to youth. AAR began as an idea to reach the future of Canada, the youth. By 1995 75 top Canadian artists had signed on in order to reach youth nationwide and teach them about equity in an effort to combat the multitude of racist propaganda directed at youth. In addition to promoting AAR through the wearing of the AAR symbol, a violet Ribbon, AAR artists put the AAR logo and website on the backs of CD jackets. AAR artists include Leonard Cohen, Sarah McLachlan and Oscar Peterson.

Initiatives / Program Activities

AAR systematically makes most of their projects large public education campaigns. TV and radio PSA's run on donated air time on partnership stations such as CBC, CTV, Teletoon, Muchmusic, 102.1 The Edge and 99.9 The Mix. AAR has 30 radio PSA's which run daily and involve artists such as Phil Collins and the Tragically Hip. AAR subway posters and outdoor pillar ads are prominent on donated space from numerous community partners. Info tables featuring newsletters, postcards, stickers are also set up at nationwide concerts such as Lilith Fair. AAR's website and Action Packs (available for schools and community leaders) has also proven to be particularly useful in reaching youth. Also, artists involved with AAR add the AAR logo and web address to the back of their CD jackets.

Outcomes / Lessons

AAR focuses on putting its funds into hi-impact and proactive endeavors which are seen and/or heard by millions, particularly youth, on a daily basis through large communication channels and venues. The highly educational and interactive website has over 80,000 hits a month, and has won numerous awards including the prestigious Point Survey Award for one of the top 5% of websites. Pagepass, a new community partner, which sells pagers mostly to university students will be putting an AAR info card in the 2000 pager packages they sell monthly. These programs are creative and effective methods to help solve the problem of racism, use a systemic approach to change, involve community partners and have the capacity to teach and inspire others.

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Organization Name

British Columbia Teachers' Federation

City

Vancouver

Province

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Federal Region

Pacific

Background / Context

In response to teacher concerns regarding the physical and verbal attacks on visible minority and immigrant children in B.C. schools the British Columbia Teachers' Federation (BCTF) established a Program Against Racism in 1982 (PAR). PAR includes a 7 member provincial Committee Against Racism, a provincial network of 80 teacher-activists in the area of anti-racism and a full time coordinator. The primary goal of the Program Against Racism is to identify and eliminate racism, both overt and institutional, in education.

Initiatives / Program Activities

PAR has created numerous videotapes, guides, handbooks and workshops to teach students, teachers, parents and other school staff about the past and present existence of racism in order to construct a strong, unified multicultural society. PAR also has 17 interlocking but issue specific Teachers Teaching Teachers: Anti-Racism workshops free to any public BC school that requests them. Another very popular initiative is Students Taking Action Against Racism (STAAR): a multicultural leadership conferences/camps where High school students learn skills to combat racism in their schools, and also provide leadership to elementary students. All programs involve collaboration with community and professional partners.

Outcomes / Lessons

THE BCTF PAR is a unique example of social responsibility in educational unionism, not only in North America but the world over. This program, fully funded through membership fees, has been cited in North American educational literature and has won national and provincial awards of recognition. Educators from as far as the UK, South Africa, and Australia have come to learn about the program. Through the success of PAR a comprehensive Social Justice Program of BCTF was created which includes all social issues pertaining to racism, sexism, homophobia, violence and child poverty.

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Organization Name

Canadian Alliance in Solidarity with Native Peoples

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Kahnawake Mohawk Territory	QC	National

Background / Context

CASNP is a grassroots movement that takes its direction from Aboriginal People. Incorporated in 1959, its mandate is to educate non-native Canadians about Indigenous People, to encourage co-operation and to act for justice on issues such as land rights, self-determination and the penal system. CASNP has intervened in Gustafsen Lake, Stoney Point and the League of Indigenous Sovereign Nations. It receives no government funding and is self-sufficient.

Initiatives / Program Activities

CASNP provides resources to educate the public on Native issues. It has published several works to assist teachers and runs a newsletter "Phoenix" for members. Its offers cross-cultural workshops for professionals, operates a resource centre, and has a Speaker's bureau to inform and educate people on current Indigenous issues. CASNP produces the "Resources Reading List - an annotated bibliography of recommended works by and about Native Peoples".

Outcomes / Lessons

CASNP has actively involved and educated individuals on issues facing Aboriginal Peoples in Canada, North America and around the world. It has acted as support group for Aboriginal and non-Aboriginal people and has been active in supporting specific Aboriginal struggles.

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Organization Name

Canadian Centre for Police-Race Relations

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Ottawa	ON	National

Background / Context

The main purpose of the Corporation is to advance and promote positive race relations within police forces and between the police and visible minority and Aboriginal persons and communities. Positive race relations are characterized by mutual understanding and respect. The main objective of the Corporation is to serve as a national centre of excellence for the collection, development, analysis, and dissemination of practical information, material, expert advice and other resources related to: bias-free standards, policies and procedures; anti-racism training for police officers and; effective liaison, consultation and outreach mechanisms between police and visible minorities and aboriginal communities.

Initiatives / Program Activities

The Centre has 14 publications such as Issues in Police Intercultural Race Relations Training in Canada (1994) by Charles S. Ungerleider and Evaluation Report: Youth and Police Against Racism, Toronto Police Service (1998) by Cynthia Lakkis. Six courses ranging from 1-15 days are currently offered by the Centre and include Aboriginal World Views and Conceptions (15 days), Program Training Standards and Course Design (10 days) and Race Relations and Diversity Training (1-3 days). It has also acted as consultants for police forces in 8 cities such as Cole Harbour and Winnipeg. Workshops and training have been given to the Yukon Territorial Gov't and RCMP Saskatchewan. The Centre also recognizes excellence practices through its Awards of Excellence and Certificates of Merit in police-race relations.

Outcomes / Lessons

The Centre's publications, evaluations of police forces across the country, conferences, preparing documents for other agencies, acts as community consultants, workshops/training, providing awards of excellence are continually in demand. All workshops, conferences, courses and projects by the Centre are evaluated to measure their success and shortcomings. Through these endeavors the Centre assists in the prevention of incidents characterized by racism and encourages a more appropriate and effective police response to cultural and racial diversity.

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Organization Name

Canadian Council for Christians and Jews

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Federal Region

National

Background / Context

The CCCJ is a non-religious membership organization dedicated to uncovering and eliminating prejudice and bigotry in Canadian society. Throughout its 50 year history, the CCCJ has undertaken research and public education initiatives to make Canadians aware of the negative effects of racism. With a staff of five workers reporting to a Board of Directors, the CCCJ is membership driven with funding from individuals, government and corporations. Over the years, it has worked in partnership with educational and community-based organizations. Its scope has been national, regional and local.

Initiatives / Program Activities

3 program areas: 1) Training and Education eg. Seminars, teaching tools, scholarships, etc. 2) Public Information eg. Research studies, public forums, etc. 3) Advocacy e.g. Submissions to government, etc. Recent and ongoing initiatives: Public service announcements; public education campaigns; management training programs; human relations awards; documentary; symposiums; youth exchanges; and internet based education programs.

Outcomes / Lessons

The CCCJ is one of the first organizations founded solely to promote goodwill and to eliminate prejudice. It believes that educating Canadians about intercultural understanding is the basis for eliminating racism. It has worked primarily with educational organizations and recently has focused its efforts in the post-secondary and business sectors. In 1992, the CCCJ received the federal Minister's Award for Excellence in Race Relations from the Department of Multiculturalism and Citizenship.

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Organization Name

Canadian Jewish Congress

City

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Province

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Federal Region

National

Background / Context

Since its inception in 1919, the Canadian Jewish Congress (CJC) has acted on behalf of Canadian Jewry on a myriad of issues and concerns affecting the community and Jews the world over. CJC is the democratic decision-making body within the Canadian Jewish community. A significant aspect of the mandate of CJC is also the development of relationships with other ethnospecific and faith specific entities to enhance the entirety of Canada's unique multicultural experience.

Initiatives / Program Activities

CJC initiatives include: a) an educational unit consisting of lessons in resisting hate co-produced with the Chinese Canadian National Council; b) partnership with the National Association of Japanese Canadians in honoring Senpo Sugihara through the Senpo Sugihara Humanitarian Award (as Japanese Consul in Kovno, Lithuania during WWII, he issued visas to Jews); c) "Who is Peter Iswolsky?", a videotape to educate against racism; d) compiled and published a comprehensive manual, "Race Relations and the Law" and; e) convened a national NGO conference in, "Social Cohesion through Social Justice". Also, CJC regularly intervenes in advocating for justice, e.g. supported Delwin Vriend's fight against discrimination based on sexual orientation.

Outcomes / Lessons

Throughout its history, CJC has fostered a dynamic interaction between the interests of the Jewish community in Canada and Canadian society at large, actively fulfilling its role as a vehicle for national advocacy on a broad range of political, humanitarian and social-justice issues. For example, "Who is Peter Iswolsky?" has become one of the pre-eminent tools used in the field of anti-racism and has been adopted in programs across the country and internationally.

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Organization Name

Canadian Red Cross Society (Ontario Zone)

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Mississauga	ON	Ontario

Background / Context

Founded in 1896, the Canada Red Cross is a volunteer-based organization. Within Ontario, it has 40 locations with 800 staff, 5800 visiting homemakers and 17,000 volunteers. In the early 1990s the Red Cross developed the Social Justice & Diversity Policy based on the fact that as a worldwide humanitarian organization, the Red Cross must be open and responsive to all members of society. In supporting, developing and implementing the Policy, the Ontario Zone is committed to addressing racism, as well as other forms of discrimination, in our mission, values, culture and workforce.

Initiatives / Program Activities

In full support of the Policy, the Ontario Zone hired a Diversity Development Coordinator and formed an Ontario Zone Social Justice & Diversity Committee. Three educational workshops available to staff and volunteers have been designed, developed and delivered: an 8 hour Investing in Diversity workshop; a two hour Social Justice and Diversity Policy orientation and ; an interactive session for visiting homemakers as part of a training course. The Ontario Zone has also produced a logo and a pamphlet. A Diversity Development resource section containing books, tapes and videos has also been added to the Ontario Zone Resource Center.

Outcomes / Lessons

32 Investing in Diversity workshops have been held throughout Ontario with over 500 staff and volunteers participating. 36 trained volunteers and staff are able to deliver the workshop. Hundreds of others have participated in other workshops. Staff is also now evaluated on their ability to deal with and show respect for diversity. A Social Justice & Diversity Internal Assessment Framework has also been developed. Less tangible, but equally important are the everyday evidence that the Diversity initiative has become part of the organization's consciousness and culture.

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Organization Name

Centre des femmes de Montréal

City

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Province

QC

Federal Region

Quebec

Background / Context

Founded in 1973, the Montreal Women's Centre is a charitable organization dedicated to serving the information and support needs of women of all origins. Over the years, the Centre has broadened its scope and developed projects, programs and services to help women help themselves, and has worked in partnership with other agencies to foster the development of professional and educational services for women. One of its fundamental operations is to inform the public about the concerns of women, in order to advance social change and to reduce inequalities in society.

Initiatives / Program Activities

The Montreal Women's Centre has four main departments. The Front Line Services department provides women with direct assistance and information. The Immigrant Women's and Family Services department provides immigrant settlement, adaptation and integration services and activities for immigrant women. In the past year, this department responded to 6,815 inquiries by newcomers from 91 countries. The Option'Elle program is an employment service, and its module for immigrant women (FEMA) provides a unique employment service for immigrant women and employers. The Formation'Elle provides services to women interested in exploring non-traditional employment sectors.

Outcomes / Lessons

The Montreal Women's Centre sees its role to act as a catalyst, and to take action to reduce the social and economic inequalities faced by all women. The Centre is a strong advocate for newcomer's concerns and works in partnership with a range of social and government agencies. It is a unique organization attracting both immigrant and Quebecois women from the entire Montreal region to use the services, to work together, or to volunteer their time. In the past few years, it has been recognized for awards by the Quebec Department of Health and Social Services, the Quebec Department of International Affairs, Immigration and Cultural Communities, and the Council for Women's Access to Employment.

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Organization Name

City of Saskatoon

City

Saskatoon

Province

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Federal Region

Prairies

Background / Context

Since the 1970's, the City of Saskatoon has progressively become more involved in improving race relations in the city administration, its programs and within the city itself. Over the years, their emphasis has moved from community relations to improving race relations to equity and anti-racism. Staffing to meet these changes has gone from part-time to permanent. This has resulted in the development and implementation of policies and programs that have had impact on the administration and the delivery of service to the community. A wide range of strategies, programs and projects have been combined to foster positive change. Their efforts were recognized in 1996, when the Federation of Canadian Municipalities presented them with the first Wolf Award.

Initiatives / Program Activities

The success of the Saskatoon initiative in the 90's is attributed to the creation of the Race Relations Committee and a permanent race relations coordinator position. A comprehensive corporate strategy was developed. A cornerstone of this strategy is the implementation of mandatory cross-cultural education for all city employees and a Train the Trainers Program. A secondary component is the improved accessibility to municipal services by Aboriginal People, as a result of concerted outreach efforts and programming. The Race Relations Coordinator oversees many other initiatives in the areas of: publications and research; public awareness events; and civic policy and program reviews.

Outcomes / Lessons

It is noted that the outcomes and lessons have been difficult to evaluate. However, it appears that the initiatives have resulted in greater employee awareness and understanding of the issues of racism and better Aboriginal access to civic services and programs. There has been a sharp increase in the number of employees who stop by the Race Relations Office to borrow resource materials; the participants' reactions to the courses have been more positive and constructive; inter-agency cooperation and grass-roots participation from First Nations communities has risen. The greatest progress has been achieved through a multi-faceted approach combined with ongoing communication through the media, within the corporation and throughout the community network.

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Organization Name

Collectif des femmes immigrantes du Québec

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Montréal	QC	Quebec

Background / Context

The Collectif des femmes immigrantes du Quebec (Immigrant Women's Collective of Quebec) is a provincial, multiethnic non-profit organization made up of over forty member organizations and many individual members. The mission of the Collective is to promote closer ties between the immigrant population and the Canadian population, by developing harmonious intercultural relations and supporting immigrant women in their efforts at integration into Canada society and the labor market. The idea for the Collective originated in the early 1980s due to a conclusion arrived at by people working with immigrants that it was both possible and essential to act together as a group.

Initiatives / Program Activities

In 1990 the Collective held a conference which looked at racial inequality in educational and training institutions, the labor market, media and housing as well as relations between immigrant organizations in Quebec. The Collective also produced photographic exhibitions (e.g. "Metropolitan identities" which paid tribute to Montreal's immigrants) and a three series radio program entitled Crossings featuring immigrant women telling their own stories. Four Intercultural training workshops have been developed and include "I'm not a racist but..." and "Getting a Grasp on Canada". A 98 page book I'm not a racist, but... accompanies the training. Since 1993, working with over 200 businesses, the Collective has also offered an employment service adapted to the needs of immigrants.

Outcomes / Lessons

The Collective has become a model and a source of inspiration for community organizations working with a female immigrant clientele. In 1997 alone, 1,344 people (1,123 immigrants and 221 non-immigrants) attended the 60 Intercultural training sessions. The employment program has enabled more than 300 immigrants to find jobs since 1997. In addition, in 1996 the collective won the Award for Equality and Excellence of the Centre for Research and Action on Race Relations for the book I'm not a racist but....

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Organization Name

Community Dialogue on Racism, Inc.

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
St. Catharines	ON	Ontario

Background / Context

The Community Dialogue on Racism (CDR) was formed in 1994 following racially motivated arsons in St. Catharines. CDR actively challenges racism, ethnic or religious harassment and bias/hate crimes and works to develop cross cultural understanding and ethnocultural equity. CDR is a non-profit, non-partisan community coalition comprised of individuals, service organizations and representatives from various ethnocultural communities. Inclusivity and active participation of all CDR members and partners is crucial to CDR's underlying methodology and to achieving the goals of social justice, equity and access for all.

Initiatives / Program Activities

CDR's recent major public events were the second annual Youth Empowering Youth Conference and the Reject Racism Benefit Concert. Both serve to support, inform and develop skills which will enable youth to challenge racism. A significant change has been that both of these events are now "run by and for youth". The CDR Conference Planning Committee was comprised mainly of CDR youth members. CDR is also involved in public education through all forms of media; school board policy and program development; newcomer community development and countering white supremacist activity. In addition, CDR members spearheaded the founding of St. Catherines Mayor's Committee on Community and Race Relations.

Outcomes / Lessons

The Youth Empowering Youth Conference marked an exciting beginning of the CDR sponsored Niagara Region Youth Human Rights Council (NRYHRC). NRYHRC is composed of 7 multicultural, anti-racism and human rights committees in the Niagara Region, and 4 associate members across southwestern Ontario. The Conference and the Concert attracted 400 youth. These events increased education, increased the number of trained Youth Anti-Racism Leaders; increased co-ordination regarding anti-racism among youth, educators, and community across the Niagara Region, and increased awareness among educators of CDR resources.

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Organization Name

Doukhobor Cultural Society of Saskatchewan, Inc.

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Saskatoon	SK	Prairies

Background / Context

The Doukhobor faith involves a belief that God is love and that love is the most powerful tool in existence for the use of mankind. Thus the Doukhobors are a non-violent people, believe in universal brotherhood/sisterhood and work towards world peace and global harmony. The Doukhobors were persecuted for these beliefs in Russia and thus emigrated to Canada in 1899 with the promise that they would be exempt from military service and be free to live in communal villages working the land together and sharing the crops and revenues. Unfortunately the Canadian government reneged on its promises.

Initiatives / Program Activities

Although persecuted, the Doukhobor's continue to abide by the principles of "toil and peaceful life". We have gained the respect of those around us in part by becoming members in the Multicultural Council of Saskatchewan, Multifaith Chapter of Saskatoon and the Saskatchewan Intercultural Association. The Doukhobor Cultural Society of Saskatchewan publishes The Dove magazine quarterly. Also, the Doukhobor group of singers/actors has traveled across Canada, the United Nations and across Russia singing the songs of peace and brotherhood and telling the story of the Doukhobors. Another incredibly successful initiative was the play "The Spirit Wrestlers" a historical drama of the Doukhobors.

Outcomes / Lessons

The tour of the Doukhobor group of singers/actors opened up people's eyes and minds towards more exemplary living and respecting one another. "The Spirit Wrestlers" was held over in Saskatoon and played in Rosthern with a full house for three straight weeks. These performances really impressed the audience of how real people, in this day and age, could go through such suffering and upheaval to uphold their principles of brotherhood. In addition, in 1995 three Doukhobors of Saskatchewan, received Global Citizen awards from the Canadian Committee on the 50th Anniversary of the United Nations.

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Organization Name

Federation of Canadian Municipalities

City

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Federal Region

National

Background / Context

FCM is recognized as the national voice of municipal governments. Municipal leaders from all parts of Canada in conjunction with a National Board of Directors establish FCM policy. Over the past decade, the FCM Race Relations Program has consistently promoted initiatives among its over 600 municipal members to combat racism and bring about institutional change. FCM believes that municipalities, as the order of government most directly involved with the general public, are well-positioned to bring about change.

Initiatives / Program Activities

The Standing Committee on Race Relations- in cooperation with the Board, the Federal government, institutions, school boards, Native leaders, local organizations and police representatives - guides the work of the Race Relations Program. Initiatives and programs include: producing and disseminating educational materials, organizing national and regional conferences and symposiums, a national FCM Race Relations Award, encouraging municipalities to establish race relations committees, presenting briefs to Parliamentary Standing Committees and producing a national magazine (Forum).

Outcomes / Lessons

Networking with about 30 municipal race relations committees FCM has made race relations a national municipal priority. FCM provides incentives to effect municipal action e.g. Rossland (BC) with FCM's assistance, passed a by-law/policy to combat hate. FCM's March 21 Campaign has resulted in 140 municipal governments (compared to 50 five years ago) annual commemoration of the UN declared day. Overall, FCM has stimulated municipal leadership to combat racism. The FCM network uses public education combined with a grassroots sense to help bring about real and long-lasting institutional change.

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Organization Name

Halton Multicultural Council

City

Oakville

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Federal Region

Ontario

Background / Context

Formed in 1979, the Halton Multicultural Council (HMC) is dedicated to enabling individuals regardless of racial/ethnic origin, to participate fully in the community by fostering mutual respect and understanding. HMC's focus is to deliver settlement and integration services and multicultural and anti-racism education. HMC's Race Relations Advisory Committee works in partnership with individuals from diverse ethno-racial communities, organizations and the community at large in order to challenge racism and undertake affirmative measures to eliminate all forms of social oppression through public education and advocacy.

Initiatives / Program Activities

As part of HMC's Multicultural and Anti-racism Education program HMC, in partnership with the Halton Violence Prevention Council, recently organized a Cultural Sensitivity Training Conference. The purpose of the conference was to increase awareness and understanding about Halton's cultural diversity and to assist social service agencies in identifying and working towards the removal of barriers to equitable access to services. 150 front line workers attended the conference. Recent workshops organized by HMC's Race Relations Advisory Committee include workshops on anti-hate, facilitated by the Canadian Jewish Congress, and on discrimination in the workplace. HMC also conducts anti-racist workshops in schools.

Outcomes / Lessons

Last year HMC provided settlement services to 4764 people. The Cultural Sensitivity Conference and the initiatives organized by the Race Relations Advisory Committee were well attended by various individuals, organizations and institutional representatives of the Halton region. In the conference participants were asked to share all the information gained at the workshops with their colleagues that were unable to attend. They were also asked to review their policies and procedures and try to make their services more accessible. In this way HMC, in cooperation with others, attempts to foster increased awareness and understanding that will lead to a more just world.

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Organization Name

Harmony Movement

City

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Province

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Federal Region

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Background / Context

Founded in 1994 the Harmony Movement is an independent, non-partisan, non-profit national organization dedicated to fostering mutual respect among all people and promoting diversity in Canada. The Harmony Movement works closely with corporations and community groups in delivering its education, cultural and social programs. The Harmony Movement believes that the themes of anti-racism and race relations should be incorporated into everyday "mainstream" life in Canada. It is also the Harmony Movement's belief that words like "harmony" and "diversity" could be used interchangeably with "anti-racism" and "race relations" thus fostering greater acceptance of the mainstream society.

Initiatives / Program Activities

In 1997 the Harmony Movement commissioned 24 Canadian photographers to explore the textures and complexity of life in Canada. The result is a collection of personal stories, both of their own and their subjects, which reflect the facets of harmony within Canada's cultural diversity. The project spawned four projects: a national exhibition of original photography entitled Them=Us; a bilingual photography book containing the exhibition photographs alongside the writings of 24 Canadian writers; an educational resource kit to be distributed to various educational institutions and; a video documenting the making of the national project. Other programs include a scholarship, award, banquet and newsletter.

Outcomes / Lessons

The exhibition has traveled to more than 35 cities and smaller communities across Canada. A version of the exhibition will open at Toronto's Royal Ontario Museum in 1999 for a six-month run. Through the national project, Many Faces, Once Voice, the Harmony Movement was able to create and nurture a network of organizations in race relations, anti-racism, immigrant aid and multiculturalism. The project itself is based on a belief that a picture speaks a thousand words. The Harmony Movement has been very successful in delivering an anti-racism message in a medium that is highly accessible and equally powerful.

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Organization Name

Hospice Association of Ontario

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Federal Region

Ontario

Background / Context

In response to the multicultural makeup of Ontario, the Hospice Association of Ontario (HAO) began to examine how to attract members of diverse communities both as clients and volunteers. It was found that a significant number of HAO members had developed successful initiatives to reach their local multicultural communities. HAO embarked on a project which would provide an in-depth exploration of already running successful hospice programs to increase multicultural access and participation.

Initiatives / Program Activities

HAO's manual is composed of four major projects and 38 activities designed to help hospices increase/improve their multicultural awareness, contacts, or profile. All projects and activities are related to the key elements of the overall multicultural strategy: reaching into the cultural community; developing cultural competence and supporting contextual factors. Examples of specific activities are: recruiting candidates from diverse communities for staff and board positions; building cross-cultural relationships; recognizing and addressing prejudice; and developing skills for cultural competence.

Outcomes / Lessons

As a result of external and internal research, province-wide interviews with Hospice Association of Ontario members and intensive workshops involving the staff, volunteers, community members and clients of 10 hospices throughout Ontario, HAO has produced a comprehensive manual to combat racism by suggesting concrete, already up-and-running and successful projects and activities. A literature review determined that no such material existing in both Canada and the United States prior to this initiative.

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Organization Name

Immigrant and Multicultural Services Society of Prince George

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Prince George	BC	Pacific

Background / Context

Since its inception 23 years ago, IMSS has promoted racial harmony and the elimination of racism. IMSS does so by focusing on youth. IMSS believes that when youth grow up with a mutual respect for other cultures and understand the effects of racism they create a society based on equality, fairness and social justice. IMSS works in conjunction with local ethno-cultural groups, service organizations, the media, theatre groups, the city of Prince George, school districts, colleges and universities.

Initiatives / Program Activities

The IMSS youth groups since it started in 1980 has organized several local and regional youth conferences. Racism is one of the main concerns dealt with at the conferences. Since 1985 IMSS has worked on racism in schools and the community through the use of video tapes about intercultural intergenerational conflict as well as offering educational programs in schools and the community.

Outcomes / Lessons

IMSS has been successful in getting the school board to adopt a multicultural policy. The school district has also formed a committee on racism in cooperation with IMSS. The IMSS Youth Group started a drama group called "Diversity in Action". The drama group developed an innovative play, performed at schools and community events. In 1997 the group received the Provincial award "BC Eliminates Racism Together" in recognition of their performance and their efforts to eliminate racism. During the 1997-1998 year the youth have performed more than 25 times in the community.

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Organization Name

Institute for Indigenous Government

City

Vancouver

Province

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Federal Region

Pacific

Background / Context

Canada's first autonomous, degree-granting, indigenous-controlled post-secondary institution opened in 1995. Its mission is to "provide an accredited specialized program of post-secondary education, skills-training and research to empower Indigenous People to exercise effectively their right of self-determination...which reflect indigenous philosophy, values and experience throughout the world". It delivers culturally relevant curriculum on Indigenous Government studies, in a learning environment that supports Aboriginal students that have not been met in mainstream schools.

Initiatives / Program Activities

The Institute for Indigenous Government has been pro-active in developing curriculum that will build bridges toward positive race relations between Nations. Several program activities have been initiated: 1. Courses offered by the Institute constitute the major program activities. For example, "The Nature of Racism and Indigenous Experience" and "Colonization and Resistance". 2. Leadership Training for Aboriginal learners in management and governance. 3. Anti-racism Theatre Workshops. 4. Cross-cultural workshops on-site and through video-conferencing. 5. Elder's House for cross-cultural learning between Elders and learners.

Outcomes / Lessons

Provides students with a greater understanding of historical and current indigenous / race relations with the social -political forces in Canadian society that have affected their lives. Other outcomes: 1. Community awareness on racism through "Theatre of Transformation", 2. Workshops to community and corporate organizations dealing with race relations and cross-cultural understanding, 3. Research and curriculum development on cross-cultural issues, 4. New policies for Canadian Development Agencies, 5. Qualitative research dealing with race issues that have enhanced attitudes and understanding.

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Organization Name

London Multicultural Youth Association

City

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Federal Region

Ontario

Background / Context

The main objective of the London Multicultural Youth Association (LMYA) is to assist youth of all cultures, through the provision of education programs, community participation and development, in order to promote better understanding among all races within Canadian society. LMYA has been instrumental in orienting multicultural youth between the ages of 15-25 to the community and has been responding to their social, education, and employment needs.

Initiatives / Program Activities

LMYA programs include the in-school service program, the Multicultural Summer Camp and special events. The in-school service program involves the development of multicultural clubs, panel presentations and training for peer mediation. LMYA in partnership with minority communities, held the Multicultural Summer Camp. The camp fostered cultural awareness, civic justice and social responsibility. Activities included workshops on anti-racism and children's rights and visits to local nursing homes to take residents for walks. Special events include the Essay/Poetry Writing Contest and the Anti-Racism/Cross Cultural Education Conference for youth and adults.

Outcomes / Lessons

The number of individuals reached by LMYA exceeded 6,000 through participation in the above stated programs. In addition schools gained a more active student body with the formation of multicultural clubs. Once the peer mediation structure is in place there will be an effective means to diffuse conflict situations. Through the summer camps youth of diverse racial and cultural backgrounds are brought together and form lasting friendships. Youth involved with LMYA also become more knowledgeable about the resources in the community that they can access to gain support.

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Organization Name

Media Awareness Network / Réseau éducation-médias

City

Nepean

Province

ON

Federal Region

National

Background / Context

The Media Awareness Network is a national, non-profit educational organization, whose mandate is to promote media education and public awareness of media issues, especially those affecting children and youth. Through their bilingual web site and multi-media productions, they provide media literacy programming designed for teachers, parents, community leaders, students, academics and journalists. Mnet's anti-racism educational initiatives are designed to counter children's exposure to racist material on television, films, video games and the internet. They are demonstrating leadership in web-based resource development and have been innovative in their use of technology for their anti-racism program.

Initiatives / Program Activities

The Media Awareness Network has addressed the issue of racism through four key educational initiatives. These activities demonstrate the use of new technologies for public and school-based media education. The "Portrayal of Diversity" section on the Mnet site, is a collection of educational materials and information on the issue of stereotyping and racism in the media. "CyberSense and Nonsense: The Second Adventure of the Three CyberPigs" is an animated multimedia game designed for children, and tackles the issue of online hate. The Mnet site offers online anti-racism teaching modules and media education resources for school and community. The research has begun for a new section to Mnet, "Challenging Hate Online".

Outcomes / Lessons

The Media Awareness Network considers anti-racism education as a central component of its programming. Mnet measures its success in terms of who they reach. Currently, they receive half a million "hits" to their web site on a monthly basis. In particular, the "Portrayal of Diversity" section has been consistently the most requested page on their site, and is a recommended resource by a number of university professors. Their anti-racism materials have been profiled at more than 25 education events in the last year. Mnet is supported by a solid list of honorary members, corporate sponsors, community partners and federal government departments. Within the last year, they have won four awards for their work.

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Organization Name

Multicultural Association of Nova Scotia

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Halifax	NS	Atlantic

Background / Context

The Youth Against Racism - Train the Trainer initiative started in 1996 and has been supported by schools across Nova Scotia. This is a youth run project; students receive anti-racism & leadership training. Developed by the Multicultural Association of Nova Scotia, MANS identified the need for youth to talk to youth about racism. This organization has been in existence since 1975 and has spearheaded a number of multicultural and diversity related projects. MANS was the driving force behind Bill 9, The Act to Promote and Preserve Multiculturalism in Nova Scotia.

Initiatives / Program Activities

The program is into its third phase of activities. In Phase I, a series of regional planning workshops were held to conceive and implement the plan. In Phase II, a Multicultural youth group was formed, educational tools and exercises were developed, and anti-racism training workshops were held. In phase III, a new group of students will be trained, while expertise and support is enhanced for members of the first two groups.

Outcomes / Lessons

Over 30 schools in the province have participated, resulting in the training of 126 youth from across Nova Scotia. As a result, a number of youth-driven initiatives have been developed in the schools: e.g. Peer mentoring, anti-racism groups, workshops, multicultural fairs, etc. MANS seeks to maintain the network and program. A Youth Against Racism web-site and newsletter have been developed. Youth have received information, knowledge and skills to take action against racism in schools. Phase III will allow another 120 youth to be trained.

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Organization Name

Multicultural Society of Kelowna

City

Kelowna

Province

BC

Federal Region

Pacific

Background / Context

Founded in 1976 the Multicultural Society of Kelowna (MSK) has moved from promoting cultural understanding through food, entertainment and cultural presentations to an agency with a reputation of being experts on issues of racial harmony and combating hate. MSK works to pave the way for a future free from racism by examining the past and present racial activities of the city of Kelowna. As an immigrant and community serving agency MSK also aims to assist different cultures to integrate into and enrich Canadian society, while encouraging the maintenance of their cultural identity.

Initiatives / Program Activities

In 1998 MSK hosted the first annual Human Dignity Symposium and was the coordinator of the regional conference Breaking Ground: Responding to Hate Conference. Both events created a platform to address the issue of human rights, and on how to work towards a racism free community. MSK has an Interpretive Theatre group that utilizes art as a voice to address racism. The production "White Picket Fences" presents a powerful statement on the isolation which is experienced when one is made to feel different. Other councils include an MSK Interfaith Council and a Youth Council named SPARK (Students Participating Against Racism in Kelowna). Also, MSK provides diversity training to mainstream agencies, businesses, schools and colleges.

Outcomes / Lessons

The MSK is an integral player in the delivery of multicultural and immigration programs in Kelowna and indeed, through inter-agency cooperation, the entire Okanagan Valley. The Society delivers a myriad of programs and services to newcomers, outreaches to isolated individuals, identifies new and emerging community needs, and participates on community committees and in community development activities. The programs are designed to be accessible, user friendly, inclusive, and to support the equitable participation of all into Canadian Society.

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Organization Name

National Capital Alliance on Race Relations

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Ottawa	ON	Ontario

Background / Context

In existence since 1981, the primary function of the National Capital Alliance on Race Relations (NCARR) is to promote harmonious race relations throughout society, as provided under the Canadian Charter of Rights. NCARR is committed to the elimination of racism, building links between communities and institutions; increasing public awareness; providing anti-racist education programs and encouraging the participation of visible minority youth. The two greatest achievements of NCARR are the Police Minority Youth Program (PYMP) and the successes of NCARR in representing visible minorities regarding claims of systemic discrimination particularly employment equity.

Initiatives / Program Activities

Created in 1990, in partnerships with the Ottawa-Carleton Police Services and the Ontario Provincial Police, PMYP places minority youth with area police services. Youth also attend weekly workshops provided by NCARR. The objectives of the program are to facilitate understanding between police and minority youth and to encourage youth to consider policing as a career. In recent years NCARR has vigorously pursued employment equity issues concerning visible minorities. In 1997, the Canadian Human Rights Tribunal (CHRT) found in favor of NCARR in stating that the federal department of Health Canada has unjustly discriminated against its employees who are members of visible minorities.

Outcomes / Lessons

Ninety minority youth have participated in PMYP. Police officers are receiving race relations training, seven minority youth have gone on to become police officers and the relationship between the police and the ethno-cultural-racial communities have improved. In the case put forward by NCARR, CHRT took decisive measures in eliminating discriminatory barriers for visible minorities and instituted corrective measures. One effect is that the Tribunal has clarified a number of principles and guidelines that other employers should adopt in making employment equity happen within their own organizations.

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Organization Name

New Brunswick Human Rights Commission

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Fredericton	NB	Atlantic

Background / Context

The Education and Development Branch is responsible for developing quality programs and products which promote equality and compliance with the Human Rights Act. These objectives are met using a variety of proactive, creative and innovative promotional and educational approaches to combat racism and discrimination. Much of the focus of programming has been on activities involving young people and emphasis has been placed on cooperating with community partners. The overall goal is to create positive opportunities and environments for change and to teach and inspire others by providing the tools to prevent and combat discrimination and racism.

Initiatives / Program Activities

A selection of initiatives undertaken surrounding the Commissions' 30th anniversary in 1997 indicates the variety and extent of initiatives the Branch undertakes. The Foundations for Fairness series consists of: a three part video series, a workbook, a study guide and a facilitators guide. The Vision for Equality series, produced in cooperation with Fundy Communications Inc., is a four part television series promoting human rights issues which was broadcast on cable system province-wide. Other initiatives include: a Celebrating Diversity jamboree and poster contest in conjunction with the Boys & Girls Clubs, participation on initiatives regarding hate crimes on the internet, National Aboriginal Day, diversity workshops, and youth forums.

Outcomes / Lessons

Both the video and television series were produced for a wide audience. They have been well received in the public and private sectors. The Foundations for Fairness series is recommended as a resource for educators by the Department of Education of N.B. It has proven to be an effective tool to stimulate both discussion and action regarding the ever pressing need to work towards racial harmony. In promoting human rights and racial harmony it is also significant that most of the efforts of the Branch have been done in cooperation with other organizations.

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Organization Name

Newfoundland-Labrador Human Rights Association

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Federal Region

Atlantic

Background / Context

The Newfoundland-Labrador Human Rights Association (NLHRA) is a non-governmental agency formed in 1968. Its basic mandate is to promote awareness of and to defend human rights. It does so through research, education and advocacy. The Association's work in the field of racism is based on developing and implementing activities that: promote knowledge on racism; use the most appropriate technological means and educational resources; and are appropriate for a particular region or target group, yet easily adaptable for use elsewhere or with a different target group.

Initiatives / Program Activities

Most programs of NLHRA are educational and are conducted in partnership with the Department of Education. NLHRA is heavily involved in developing educational resources, tools, guidelines, teacher's aids and methods in the area of human rights. For the past 8 years they have distributed educational kits to all junior and senior high schools in the province (a different kit every year) that focus on respect and understanding. Three resource readers-cross cultural education, human rights, and economic rights- have been produced. NLHRA also has an educational web site, an Internet and Young Writers Competition and gives numerous presentations to educational, community and professional institutions.

Outcomes / Lessons

NLHRA's work is widespread and has reached thousands of people and dozens of institutions. In the past year and a half alone NLHRA has made more than 40 presentations in 24 schools; thirty in 18 other educational institutions and 18 presentations with community groups. After 30 years of activities the association is still a vibrant participant in promoting harmony and understanding. The major lessons learned by the Association is that partnerships with other organizations and with those persons which will be using the resource is crucial.

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Organization Name

Nova Scotia Mass Choir

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Federal Region

Atlantic

Background / Context

The Nova Scotia Mass Choir is a non-profit community based mixed race (60% Black and 40% White) choir that spreads the word of God through the singing of Gospel Music. Intrinsic to this is the Choir's work in promoting anti-racism. The objectives of the Choir include: teaching Black history and culture through music and performing arts; developing skills of the members and others through workshops and; teaching about the many cultures of the Province of Nova Scotia. The Choir does so in partnerships with schools in the Maritimes, CBC, United Way and Symphony Nova Scotia.

Initiatives / Program Activities

The formation and existence of the Choir, the promotion of Black music, and the educational performances are creative, innovative and effective methods of addressing the problems of racism, in particular in Nova Scotia. The Choir gowns are burgundy with African cloth and an eracism T-shirt. Funds are raised in part through selling eracism T-shirts. In addition to television performances, contributing to soundtracks, performing at festivals through the Maritimes, the rest of Canada as well the U.S., the Choir did a school tour which included its Eracism Play and regularly gives free performances at schools.

Outcomes / Lessons

For its musical talent, the Choir won the East Coast Music Award in 1997 for best Blues/Gospel Artists. This was one of the first awards given by the Association to a predominately Black Group and led the way for the increasing of music categories to include Black musicians, and the appointment of a Black member (also a Choir member) to the Board of the Association. Thus the Choir attempts to address racism in Nova Scotia, in the wider society as well as within the music industry.

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Organization Name

Nova Scotia School Boards Association (NSSBA)

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Halifax	NS	Atlantic

Background / Context

The Nova Scotia School Boards Association (NSSBA) is a non-profit organization dedicated to excellence in public education by providing leadership and services for school boards. NSSBA is the provincial voice for Nova Scotia's seven school boards that serve over 164,000 students. In 1996, NSSBA launched an initiative to provide assistance to school boards in the area of employment equity. Employment Equity and Good Education: Planning Now For the Future, consisted of three phases designed to help school boards move forward to include employment equity in their hiring policies and practices. The project was seen as a means of linking the employment equity resources that were developed by the Canadian School Boards Association.

Initiatives / Program Activities

Phase I, held in December 1996, provided the province's newly amalgamated school boards with an orientation to the principles and practices of employment equity. Phase II examined the readiness of boards to embrace employment equity, examined barriers to equity, and identified some strategies to overcome these barriers. It was held regionally throughout the province in April 1997. Phase III, held in February 1998, focused on implementation of employment equity. It involved individual board visits with the six anglophone school boards in the province (plans are in progress to provide a French component of the project for the 7th remaining Francophone board). Working groups from each board met to develop individualized action plans.

Outcomes / Lessons

The project has contributed to the establishment of new policies which in turn has led to an increase in hiring that will ensure more diversity in the school system. A diverse system will enable students to see persons from under-represented groups in a variety of roles throughout the system, and therefore would develop values that are free from prejudice. By the end of Phase III, three of the six anglophone school boards had adopted or passed an Employment Equity Policy compared with none prior to the NSSBA initiative. With the assistance of NSSBA these policies will be implemented.

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Organization Name

Ontario Federation of Labour / Fédération du Travail de

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Federal Region

Ontario

Background / Context

During the early 1980s OFL solidified its historical commitment to human rights and anti-racism work with its launching of the "Racism Hurts Everyone" campaign and the subsequent adoption of an anti-racism policy statement. This action stemmed from a belief that to combat racism in all its manifestations, the labour movement must exert a massive sustained effort and the necessary time and resources. Since that time, OFL has been in the forefront of anti-racism work which has been adopted by other labour federations in Canada and the Canadian Labour Congress.

Initiatives / Program Activities

In 1986 the OFL established a Human Rights/Race Relations Department. Activities of this department are primarily the production of educational material such as: production of prime time TV ads broadcast in cities across Ontario; production and distribution of posters, flyers, fact sheets, courses, slide tapes, videos and booklets on racism and discrimination made available to affiliates and community groups. OFL also organizes anti-racism forums and workshops and has a Human Rights Award.

Outcomes / Lessons

The anti-racism campaign has encouraged affiliates to develop programs and policies against racism and discrimination - Canadian Autoworkers, United Food and Commercial Workers International Union, United Steelworkers of America, Canadian Union of Public Employees to name a few. Several unions have also established Human Rights Committees. Within OFL structural changes have been made. It is the first labour central in Canada to establish affirmative action seats for visible minorities on its executive board. Also, the current staff of the Federation now reflects the diversity of the people of Ontario.

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Organization Name

Providence Health Care / Mount Saint Joseph Hospital

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Vancouver	BC	Pacific

Background / Context

In response to the many new immigrants whose health care needs were not being met, the Sisters of the Immaculate Conception opened their first dispensary in 1921. The service grew over the years, into a small hospital in 1928, to a large general hospital in 1948 serving, not only the immigrant population, but the population at large. In 1991/92, the hospital reconfirmed its commitment of service to the multicultural community by creating two positions and allocating funds to further develop programs/projects to serve the multicultural community. The organization has merged several hospitals and health care facilities into one entity and became the Providence Health Care Society in 1997.

Initiatives / Program Activities

There have been many programs, projects and activities that have been undertaken to promote accessible and culturally sensitive care. Current actions taking place within the Providence Health Care Structure include the development and implementation of policy statements; interpretation and translation services; in-house diversity training and awareness campaigns; policies and procedures reviews to ensure access and fairness. Community partnerships have been developed with a range of health and social service providers to reduce cultural and linguistic barriers, and to affect organizational and systems change. Resources such as newsletters and conferences have been developed to educate providers and the public.

Outcomes / Lessons

The "Multicultural Change in Health Services Delivery" project has had the greatest impact throughout the BC mainland. Twenty-two health care agencies committed themselves to initiate change within their own organizations resulting in a number of resources being developed, and the development of an initiative to share information using technology ("Translated Materials In Health Care"). Other outcomes include: meeting unmet needs; culturally sensitive and appropriate care; progress in other organizations; cost effectiveness; standards developed; and resources produced. Their efforts have been recognized by the City of Vancouver's "Cultural Harmony Award"(1997) and the Vancouver Multicultural Society's Award of Excellence (1998).

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Organization Name

Race Relations Education Association (PEI), Inc.

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Charlottetown	PE	Atlantic

Background / Context

The Race Relations Education Association (PEI), Inc. (RREA) was formed in 1993 as a response to the changing demographics of PEI. The goals of the Association are to: provide anti-racist and ethnocultural education materials to schools and the community; act as a link between education bodies and the ethnic community; work diligently to create a society free of racism and discrimination and; increase cross-cultural awareness, understanding and sensitivity among teachers and students concerning racism and discrimination. In doing so, the Association works closely with the Department of Education.

Initiatives / Program Activities

RREA's major focus is the youth of PEI. RREA's major projects include: a research project on Race Relations Education Providers; "The Armchair Travel", a 12 week library program promoting interests in different cultures in partnership with Frontier College in Toronto; organizing the drama, "Racist? Who? Me?" shown to senior high schools in PEI and co-sponsored by the RCMP, PEI Multicultural Council and Ron Irving's Theatre PEI and; organizing a cultural diversity conference "Our Island Home...Creating Community Together". Also, RREA is active in giving presentations in schools and raising public awareness about racism by featuring RREA displays, brochures and materials at community activities, conferences and festivals.

Outcomes / Lessons

The Association recognizes that not only is PEI's demographics changing but that many PEI residents will move to urban Canada where they may have to confront their racist attitudes. The time to deal with any prejudices they have is now. The Association believes that truthful information and healthy debate will help develop a tolerant, diverse and harmonious Canada. RREA is working towards its goals by providing PEI communities information, materials, human resources and programs which promote harmony, tolerance and understanding of multicultural issues and relevant government policies.

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Organization Name

Saskatchewan Intercultural Association, Inc.

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Saskatoon	SK	Prairies

Background / Context

The Saskatchewan Intercultural Association (SIA) is a non-profit organization dedicated and committed to the promotion of fair and equal access to opportunities for all people. SIA has been working with governments, businesses, educational institutions, organizations and communities in Saskatchewan for the past 32 years. Its memberships comprises 70 cultural groups representing 15,000 individuals. SIA has three major program areas: the Saskatoon Multilingual School, Performing Arts and Equity and Anti-Racism.

Initiatives / Program Activities

The aim of the Equity and Anti-Racism program of SIA is to effect institutional change by increasing awareness of equity and anti-racism issues. SIA has a 6 member expert team which provides workshops and consultant services to institutions, businesses and individuals. SIA also has the March 21st Project where educational activities take place in cooperation with partner organizations to bring forth issues of racism. In doing so, SIA also attempts to better the lives of immigrants and racialized minorities by providing a computerized employment referral service, a Multilingual School program, and a service which publicizes community performing groups.

Outcomes / Lessons

The Saskatoon Multilingual School Program teaches classes to over 900 students in over 25 languages. The School also has a certificate program in teaching in conjunction with the University of Saskatchewan. 45 performing groups participate in the Performing Arts Program and are booked for a wide variety of events. The success of the Equity and Anti-racism program is evidenced in: an increase in public awareness, facilitation of partnerships between groups and in the formation of closer relations between employment equity practitioners and members of racialized minorities seeking employment.

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Organization Name

Sioux Lookout Anti-Racism Committee

City Sioux Lookout *Province* ON *Federal Region* Ontario

Background / Context

The Sioux Lookout Anti-Racism Committee is a community-based body of concerned citizens. It was formed in 1989, in response to the increasing number of native residents moving off northern reserves to live in the town. Its mandate is: "To identify and eliminate racism...to develop and support initiatives that promote respect..." It has strong community support, excellent profile and solid liaisons with native and non-native organizations. It endeavours to organize and initiate projects that strengthen networks, and will result in positive and long lasting change in the community. It is the key race relations organization in the town promoting organizational change, working in the educational and youth sectors and handling issues and cases of discrimination and conflict.

Initiatives / Program Activities

Their programs and initiatives focus in three areas: 1) Youth initiatives - expansion of School Inclusion Program; increased cross-cultural activities in Multicultural Youth Centre; activities that increase mutual appreciation between youth and eliminate segregation; 2) Equal Access to Opportunity and Fair Treatment in Business initiatives - Training Package for Chamber of Commerce for better cross-cultural business practices; initiatives that enhance native representation, equal access and treatment of native people in education, employment, business and recreational programs; 3) Increased Community Awareness and Involvement - Community forums on contentious issues.

Outcomes / Lessons

After ten years, the committee has worked extremely hard to promote a better understanding and appreciation of cultural diversity in the town of Sioux Lookout. Its achievements have been numerous and include: persuading local government to acknowledge the existence of racism (1988); assisting Dryden Board of Education with Race Relations Policy (1990); organizing cross cultural activities "Annual Bannock Bake-off", "Race Relations Week (1993)"; workshops "Conflict Resolution (1994)"; creating the Sioux Lookout Multicultural Youth Centre(1995); researching the issue of affordable housing (1997). The committee has had impact in many sectors and has collaborated and developed partnerships with a cross-section of organizations in the community.

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Organization Name

Social Development Council of Ajax-Pickering

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Ajax	ON	Ontario

Background / Context

For 28 years the Social Development Council of Ajax-Pickering (SDCAP) has endeavored to act as a catalyst for the development of caring, inclusive communities which supports the full participation of all citizens. Since the early 1990s, as a result of identified needs and issues, the agency has been working in the areas of multiculturalism and race relations. The work of SDCAP includes education, counseling, referrals, outreach and provision of resources for systemic and/or individual change.

Initiatives / Program Activities

Successful initiatives in the area of race relations undertaken by SDCAP include: a student forum designed to promote a better understanding of human rights issues at an OAC/Gr. 13 level involving 7 area high schools and 170 students and; community wide educational programs designed to promote long-term systemic anti-racism change. Workshops and kits developed from the programs include anti-racism policy writing, a guide to talking to children about race and a video on racism created by youth for youth. Currently, SDCAP is the lead agency in the "the Critical Path: Defining a Race Relations Strategy for Ajax-Pickering". The goal of the project is to provide opportunities for an increased level of community commitment to identifying and resolving race relations issues.

Outcomes / Lessons

SDCAP is recognized as a key if not the key agency working in Durham region in the area of race relations and immigrant settlement. SDCAP focuses on long-term solutions by developing innovative initiatives that provide tools for organizations to work within their own structures to make systemic changes. SDCAP through its advocacy work played a key role in getting the Town of Ajax to form a municipal race relations committee and approve a Race Relations Policy. Durham Region Department of Child Care has distributed the children's toolkit to all of their child care facilities.

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Organization Name

Sudbury Multicultural Folk Arts Association

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Sudbury	ON	Ontario

Background / Context

The Sudbury Multicultural Folk Arts Association (SMFAA) has taken the lead in several initiatives for anti-racism work in northeastern Ontario. The organization is committed to the fight against racism, and takes an active role in that fight at all times. The SMFAA addresses the specific race relations needs of northern Ontario such as isolation due to the distances between northern communities. Many in the area of anti-racism have identified the need to establish a coordinated, comprehensive approach to combating racism.

Initiatives / Program Activities

SMFAA coordinated an Anti-racism consultation weekend sponsored by the SMFAA's Anti-racism Advisory Committee (ARAC). 25 persons from the community working towards the elimination of racial discrimination attended a series of sessions looking into developing an assessment tool to evaluate the effect of various anti-racism educational approaches.

Outcomes / Lessons

An assessment tool for assessing the usefulness of various anti racism educational approaches was developed by the participants. Working group members will review the documentation and apply the assessment tool to educational approaches. Educational approaches could include films, theatre, presentations, workshops etc. Revisions to the tool will be incorporated into a final package to be released to the community. The launching of the assessment tool provides a means by which anti racist practitioners in northern Ontario can work together to eliminate racism.

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Organization Name

The Nizkor Project

City

Nanaimo

Province

BC

Federal Region

National

Background / Context

The Nizkor Project is an Internet-based educational resource which seeks to archive, for worldwide electronic access, materials that deal with the phenomenon of the history of hate, particularly regarding Nazis and the Holocaust. Established in 1995, the Project is based on the work conducted by Mr. Ken McVay since 1991. The Nizkor Project through the acquisition and storage of material relating to organized racism in Canada, past and present, and in educating Canadians by displaying and distributing this material endeavours to bring forth a more racially just Canada.

Initiatives / Program Activities

In addition to the library located on the internet Ken McVay, working closely with the League for Human Rights of B'nai Brith Canada, engages in extensive speaking tours and public appearances. Mr. McVay also shares expertise with and partners with provincial and federal government organizations, religious organizations and human rights advocacy groups. The Project conducts workshops and training sessions for these groups.

Outcomes / Lessons

The Nizkor project stores and delivers millions of pages of educational material to Internet users worldwide. By April 1998 Nizkor was receiving 12,000 visitors a day to the web site (in 1995 it was around 100 a day). The number of requests for documents from the general public, government, academics and social organizations continue to rise. In addition, Ken McVay received the Order of British Columbia in 1995 and a Media Human Rights Award from B'nai Brith Canada in 1996 in recognition of his work.

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Organization Name
The Wolf Project

City Flin Flon *Province* MB *Federal Region* Prairies

Background / Context

Founded in 1995, the Wolf Project is a grassroots initiative that honours people, organizations and communities that demonstrate excellence in race relations activities by awarding them a statue of a howling wolf. This stems from the belief that there is a need in our society to draw greater attention to the successful and positive events that support inter-cultural and inter-racial understanding and respect. In so doing, the Project networks with a variety of organizations including the Federation of Canadian Municipalities and the Association of Canada Community Colleges.

Initiatives / Program Activities

The awards ceremonies serve as an excellent opportunity to learn about racism. Speakers are invited to these event to address the problems of racism and offer solutions. Many of these events have received local, national and international press. In addition to the awarding of wolves, the Wolf Project engages in public education through media interviews and presentations at schools.

Outcomes / Lessons

By 1998 over 20 wolves have been presented in the United States, South Africa and Canada. Nelson Mandela was presented with a wolf in South Africa by a delegation of Manitoba First Nations Chiefs. Other recipients include children's entertainer Kevin Locke, the community of Surrey, B.C. and organizations such as the Nunavut Working Group on Human Resources and Training. In all of these activities, the emphasis of the Project is to get as many individuals, of all ages, involved in working together to promote racial harmony.

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Organization Name

Town of Ajax Race Relations Advisory Committee

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Ajax	ON	Ontario

Background / Context

The Town of Ajax Race Relations Advisory Committee was formed in 1996 and confirmed in Council in 1997. The 20 member Committee includes one member from Town Council, two Town staff members, two youth members representing both the public and separate school boards and concerned residents of Ajax. The Mayor is an ex-officio member. The objectives of the Committee include: to safeguard and promote the fundamental rights guaranteed by the Canadian Charter of Rights and Freedoms, the Ontario Human Rights code, and other governmental laws and policies which promote positive race relations.

Initiatives / Program Activities

In 1998 the Committee started "Civic Plus School" program between the Committee and the school boards. The goals of the program are to promote ethnocultural equity, positive race relations activities and human rights awareness in the Town. Elements of the program include the Committee partaking in the Boards summer camps. The Boards are also involved in the Committee's annual Multicultural Festival which was attended by 6,000 people in 1998. The Committee recently launched a Race Relations Policy for the Town which has been distributed to households and is displayed in all Town operated buildings. The Policy is a community blueprint for action. Most recently, the Committee has been involved in Diversity Management training workshops for senior staff of the Town.

Outcomes / Lessons

The Multicultural Festivals have promoted the value of diversity to all Ajax residents, youth, children, business', and the social service sector. Committee member, Hussam El Khazen, a youth representative, has been awarded the provincial Lincoln Alexander Race Relations Award. The Race Relations Advisory Committee also received an award from the Town for its race relations community work. In addition, The Federation of Canadian Municipalities has noted that out of the 30 odd municipal race relations committees across the country, the Town of Ajax's committee appears to be one of the most active.

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Organization Name

Under A Northern Sky: Aboriginal Circle of Peacemaking

City

Winnipeg

Province

MB

Federal Region

Prairies

Background / Context

Under a Northern Sky is a newly formed circle of individuals and groups guided by Aboriginal values and traditions that is committed to peace, justice and well-being for Aboriginal peoples. The circle works in four areas: restorative justice, healing and reconciliation; education and conflict prevention; peacekeeping and conflict resolution and; non-violent direct action. When invited, members of the circle support, guide, encourage, witness, share and educate in peacemaking, justice and conflict resolution involving or affecting Aboriginal people, working alongside and within First Nations and other Aboriginal groups.

Initiatives / Program Activities

The work of the circle is to train and educate; network and communicate; organize and facilitate gatherings and forums; sponsor projects and proposals and offer support and advocacy for individuals and groups. Numerous requests have been made to the circle over the past two years for consultations, training and intervention in First Nations communities and organization as well as from government and non-Aboriginal groups who interact with Aboriginal people. To name a couple, members of the circle acted as consultants and trainers for the Ojibways of Onegaming First Nation in support of their efforts at community-building and conflict resolution and the organization co-sponsored a series of personal development seminars for 70 participants.

Outcomes / Lessons

Under a Northern Sky offers educators, facilitators, leaders, activists, mediators, and service providers a forum in which to share information, ideas and resources. The circle is a diverse team (Aboriginal and non-Aboriginal instructors) which acts toward rebuilding the skills and capacities of Aboriginal individuals, communities and institutions.

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Organization Name

United Way of the Lower Mainland

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Burnaby	BC	Pacific

Background / Context

The United Way of the Lower Mainland (UWLM) is mandated to serve the 1.8 million population (31% of whom are visible minorities) of the 19 municipalities which make up the Lower Mainland of B.C. United Way's three primary roles are as Fundraiser, Fund Distributor and Community Leader. Through internal practices of not tolerating racism, the requirement that all newly funded agencies have stated action plans for inclusion, and through its community leadership role in supporting and strengthening ethno-specific communities, all UWLM operations are based upon the principles of fairness and equity for all.

Initiatives / Program Activities

In 1992 UWLM embarked on the 3 year Agency Access Development Project (AADP). AADP gave United Way and 53 member and affiliated agencies the opportunity, and the resources to undergo deliberate and systematic anti-racist organizational change. The United Way also set in motion a number of ongoing, complementary strategies to ensure sustainability. The Community Harmony Program secured three years of new and additional funding whereby ongoing training and support could be offered to previously participating agencies and others who were seeking to become anti-racist. As a Fund Distributor, the United Way seeks to promote anti-racism practices and ensure that funding is made available for multi-cultural initiatives within the voluntary sector.

Outcomes / Lessons

The 54 AADP participation agencies translates to 2,852 staff, 18,760 volunteers and over 589,000 clients. Multiple community contacts have been facilitated and continue to flourish. In addition, through AADP and the programs undertaken to continue its goals, a vast spectrum of services representing health, immigrants, youth, persons with disabilities, information & referral, voluntarism, crisis and emergency, neighborhood services and multi-service agencies have developed and apply the principles of fairness and equity for all.

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Organization Name

Vancouver Youth Theatre

City

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Province

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Federal Region

Pacific

Background / Context

Incorporated as a non-profit society in 1983, Vancouver Youth Theatre (VYT) gives young people between the ages of five and twenty-five a venue in which to explore issues and experiences that are important to them. In turn, these plays, produced in partnership with adult theatre professionals, mainly aim to reach youth and promote discussion and examination of issues and behavior. VYT's principal community partners are B.C. Lower Mainland schools which support its work through tour bookings and attendance at Teacher Workshops.

Initiatives / Program Activities

VYT plays are intended to be educational for all concerned. VYT touring shows explore issues such as racism, bullying, sexual responsibility and violence. CANADIAN STORIES looks at the lives of immigrant youth, OH CANADA! is based on interviews conducted with ESL students which explores the challenges they face in Canada. In promoting issues of diversity VYT also encourages the participation of young people from all socio-economic and ethnic communities and provides bursaries for those in financial need. In order to further enable the efficacy of its plays VYT also provides a teachers guide for the show OH CANADA! which outlines activities that can be done before and after the show.

Outcomes / Lessons

VYT has won numerous awards such as: three awards at the Toyama International Theatre Festival in Japan in 1989, The Minister of State Award for Excellence in the Field of Race Relations in 1991 and a B.C. Eliminates Racism Together award in 1998. The awards are evidence of the powerful impact the plays have on youth performing as well as watching the plays. The bonding experience of bringing youth differing in gender, age, class and cultural background, and exposing them to the common experience of creating a show and performing it before a variety of audiences is powerful. The power of peer influence in tackling racism also cannot be underestimated.

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Organization Name

Westcoast Coalition for Human Dignity

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Vancouver	BC	Pacific

Background / Context

The Westcoast Coalition for Human Dignity (WCHD) was formed in 1994. It is a registered non-profit organization in B.C. dedicated to fighting bigotry through community-based research and education on anti-democratic, bigoted and hate-motivated movements. Their goal is to compliment the efforts of individuals and groups that respond to bigotry and hate and to assist them in their responses. Their community-based research has been used by a number organizations and they have developed a strong network of community supporters. The WCHD does not have any permanent staff; much of the work is done by the twelve volunteer board members.

Initiatives / Program Activities

Research provides the underpinning for many of their initiatives. These include public education, training and the publication of educational materials. "Choose Dignity: A Kit for Fighting Hate" has been the WCHD's most successful tool in fulfilling their mandate to provide quality research and public education. It is up-to-date, well-designed, and relevant. This resource tool has been used in training high school students and educators in the B.C. area. They also produce a newsletter "On the Right Track" and research reports. The WCHD has connected with a range of groups at local, regional, national and international levels on issues of hate groups/white supremacy and the broader issues of bigotry (anti-gay, anti-semitism).

Outcomes / Lessons

"Choose Dignity" is one of the few resources on hate available with Canadian content. The demand is higher than supply and it is in its second run. Many workshops have been given, based on the kit, and thousands of youths, educators have been educated. It provides provides information and resources for individuals to plan their own responses. WCHD is exploring the development of a website where information could be easily updated and available. Also, there appears to be a need for a related teacher's package, to prepare the class prior to any training workshop.

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Organization name

World Interfaith Education Association

<i>City</i>	<i>Province</i>	<i>Federal Region</i>
Edmonton	AB	Prairies

Background / Context

The World Interfaith Education Association was created in 1991. One of its main goals is "To enhance the role of the family in contemporary society through interfaith celebration....." Throughout its development, WIEA has sought to bring various faith communities together to promote dialogue, and to sponsor and organize interfaith activities. In partnership with the World Council on Religion for Peace, in 1993 it organized a series of "Peace Bus Camps" that were held on a native reserves. This initiative gave them the impetus to promote the creation of chapter organizations in other parts of the country, and to organize "The Youth Interfaith Festival of the Family".

Initiatives / Program Activities

WIEA has been main force behind the development of the annual Youth Interfaith Festival of the Family held in Edmonton, Alberta. Initiated in 1995, WIEA brings a minimum of thirteen religions together to share each others' faith. They discuss how faith can help develop a sense mutual respect and understanding in order to overcome society's problems including racism. They support other organizations and events with similar goals locally, nationally and internationally on an ongoing basis.. E.g. The North American Interfaith Network Conference, Canadians for Interfaith Awareness and Harmony.

Outcomes / Lessons

Throughout it's many activities and events, WIEA has sought to broaden the "Path to World Peace". It has initiated the creation of other chapters of World Interfaith Education in cities across Canada, and has promoted interfaith education in the school systems, in particular, Alberta. The Youth Interfaith Festival of the Family is currently an annual event held at City Hall, in Edmonton, Alberta over the Family Day weekend. A booklet: "Teaching and Learning Interfaith Guide" has been developed for youth and teachers to improve their understanding and ability to promote the interfaith experience.

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