



Canadian  
Race Relations  
Foundation

Fondation  
canadienne des  
relations raciales

**Awards Dinner ❖ November 18, 2014**

# *Celebrating Excellence*

## **2014 Award Of Excellence Recipients**

*Aboriginal Peoples:* We Are All Treaty People, Office of the Treaty Commissioner, Saskatoon, Saskatchewan

*Community:* OCASI Accessibility Initiative, Ontario Council of Agencies Serving Immigrants, Toronto, Ontario

*Corporate:* B.O.L.D. (Broadening Opportunity Through Leadership Diversity), Diversity Advantage International, Toronto, Ontario

*Education:* Indigenous Blacks & Mi'kmaq Initiative, Schulich School of Law, Dalhousie University, Halifax, Nova Scotia

*Government/Public Sector:* Welcoming and Inclusive Communities, Alberta Urban Municipalities Association & Alberta Human Rights Commission, Edmonton, Alberta

*Youth:* Compassionate Leaders Project, Cowichan Intercultural Society, Duncan, British Columbia

## **2014 Honourable Mentions**

*Aboriginal Peoples:* Nurturing Capacity, Indspire, Toronto, Ontario

*Community:*

Anti-Racism Community Development, Abbotsford Community Services, Abbotsford, British Columbia  
Songs of Freedom, Overture with the Arts, Dorval, Québec

*Education:*

Designed Diversity, OCAD University, Toronto, Ontario  
Passages Canada, Historica Canada, Toronto, Ontario

*Government/Public Sector:* Diversity and Inclusion Strategy, York Regional Police, Aurora, Ontario

*Youth:*

Community Impact Program, Inspirit Foundation, Toronto, Ontario  
MOVE! Youth Ending Violence, Bringing Youth Towards Equality, Whitehorse, Yukon

## **Community Champion Special Award**

Rabbi Reuven P. Bulka

June Girvan

Nityanand 'Nitya' Varma



Canadian  
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## Board of Directors

The CRRF's strategic direction is vested in a Board of Directors consisting of a Chairperson and up to 11 additional members. Every effort is made to have a Board that includes members from across the country. The Board tries to meet three times a year in a different province or Territory, where feasible.

Albert Lo, Chairperson (Richmond, British Columbia)

Toni Silberman, Vice Chair (Toronto, Ontario)

Paul Attia (Ottawa, Ontario)

Jayashree Thatte Bhat (Calgary, Alberta)

Dr. Aslam Daud (Maple, Ontario)

Christine Douglass-Williams (Ancaster, Ontario)

Rubin Friedman (Ottawa, Ontario)

Ashraf Ghanem (Fredericton, New Brunswick)

A. Raoul Nembhard (Ottawa, Ontario)

National Association of Japanese Canadians Representative: Arthur K. Miki, CM,  
OM (Winnipeg, Manitoba)



Canadian  
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## *Message from the Chair, Jury Panel*

The Canadian Race Relations Foundation's Award of Excellence is our biennial flagship program that recognizes and pays tribute to the Best Practice initiatives of public, private and voluntary organizations, as well as individuals and agencies, in their efforts towards excellence and innovation in combating racism and hatred, and promoting positive race relations in Canada.

It was an honour to chair the Awards of Excellence Jury again this year. The Jury Panel consisted of Madeline Ziniak, the recently retired National Vice President of OMNI Television/Rogers Communications, and CRRF Board members Albert Lo, Christine Douglass-Williams and Rubin Friedman – all gifted individuals with well-established and acknowledged achievements in the field of social cohesion and race relations.

We are increasingly mindful of the exemplary work that is being done by all nominees as they strive, in word and deed, towards the fulfillment of the Canadian values of respect for equality, diversity, inclusivity and good citizenship.

On behalf of the Foundation, the Awards of Excellence Jury extends its sincere congratulations to the Award of Excellence recipients and to those who are receiving an Honourable Mention. Individually and collectively, they demonstrate the values, vision, social responsibility and passion, which contribute greatly towards creating the kind of Canada in which we all want to live.

The Jury also extends its heartfelt gratitude to Executive Director Anita Bromberg, Senior Strategic Advisor Cheryl May and the wonderful Canadian Race Relations Foundation staff.

And, as always, we extend our gratitude to you – our partners and colleagues – for your vigour, industry and dedication to the promotion of positive race relations in Canada.

**Toni Silberman**  
**Chair, Jury Panel**

# *The Award of Excellence*

The Canadian Race Relations Foundation Award of Excellence pays tribute to public, private and voluntary organizations whose efforts represent best practices in building an awareness and understanding of Canadian values and identity that are reflective of Canadian diversity and respectful race relations. The Award of Excellence puts positive race relations in the spotlight by featuring the best practices of forward-thinking and innovative companies, organizations and groups.

# *Keynote Speaker*

## **The Honourable Jason Kenney**

### **Minister of Employment and Social Development and Minister for Multiculturalism**

Jason Kenney was born in Ontario and raised in Saskatchewan, where he graduated from Notre Dame College. He did undergraduate studies in philosophy at the University of San Francisco.

Mr. Kenney served as President and Chief Executive Officer of the Canadian Taxpayers Federation, prior to his election to the House of Commons in 1997 as Member of Parliament for Calgary Southeast.

He has been re-elected five times, most recently with 76% of the vote.

He is a former Chairman of the House of Commons Subcommittee on International Human Rights, and served in several positions in Opposition, including as Finance Critic and Deputy House Leader.

Mr. Kenney became Parliamentary Secretary to Prime Minister Harper in 2006, and Secretary of State for Multiculturalism and Canadian Identity in 2007.

As Canada's longest-serving Minister of Citizenship and Immigration from 2008 to 2013, Mr. Kenney implemented comprehensive reforms to Canada's immigration, refugee and citizenship programs, leading the *National Post* to call him "perhaps Canada's best immigration minister ever." In 2013 he was appointed Minister of Employment and Social Development and Minister for Multiculturalism, with a mandate to ensure that Canadians are well-prepared to participate fully in the labour market of the future. He chairs the Cabinet Committee on Operations, is the Regional Minister for Southern Alberta, and sits on the Cabinet Committees for Social Affairs and Planning and Priorities.

Mr. Kenney has been voted the "best overall" and "hardest working" MP by his colleagues in *Maclean's Magazine's* annual survey of parliamentarians.





THE GOVERNOR GENERAL · LE GOUVERNEUR GÉNÉRAL



It gives me great pleasure to extend my greetings to all those taking part in the Canada Race Relations Foundation's 2014 Symposium and Awards of Excellence, the theme of which is "Our Canada: Building on Citizenship, Building for Citizenship."

I believe that diversity is one of this country's greatest strengths. Everywhere I have been during my visits as governor general, I have witnessed the many ways in which new Canadians are enriching our collective identity and heritage. Regardless of our history, background or culture, we share a common vision, one that is based on developing a society in which equality of opportunity and excellence coexist. The democratic values that unite us allow us to learn from one another and to appreciate the contributions we each make to Canada's flourishing mosaic.

I am therefore delighted to congratulate the award laureates whose exceptional accomplishments are being recognized and celebrated during this event. I wish you all a productive symposium.

A handwritten signature in black ink, which reads "David Johnston".

David Johnston

November 2014

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OTTAWA • CANADA • K1A 0A1 • WWW.GG.CA



PRIME MINISTER · PREMIER MINISTRE



*I am pleased to extend my warmest greetings to everyone attending the Canadian Race Relations Foundation's (CRRF) 2014 Symposium and Awards of Excellence, being held in Ottawa.*

*Canada's pluralism is one of our greatest assets. Together, we have built a nation that offers unlimited opportunity, where people can take pride in their heritage while forging a common identity as Canadians. This biennial event is dedicated to advancing that vision. It recognizes innovation and excellence in combating racism and racial discrimination in Canada, while also providing a platform for community organizations and other stakeholders to share their ideas for building a stronger and more prosperous nation.*

*I would like to congratulate this year's award recipients for their commitment to creating a better Canada for us all. I am sure that participants will make the most of this opportunity to share their insights and experiences in a forum where ideas can flourish for the common good.*

*Please accept my best wishes for an enjoyable and productive symposium.*

*The Rt. Hon. Stephen Harper, P.C., M.P.*

OTTAWA  
2014

Minister for Multiculturalism



Ministre du Multiculturalisme

**Greetings from the Honourable Jason Kenney, PC, MP**

I am pleased to extend my warmest greetings to everyone attending the 2014 Symposium hosted by the Canadian Race Relations Foundation (CRRF) titled *Our Canada: Building on Citizenship, Building for Citizenship*. In particular, I would like to congratulate all recipients of this year's Awards of Excellence.

The Awards of Excellence are an excellent way to recognize individuals who have demonstrated their personal commitment to advancing the vision of unity in diversity that is at the heart of Canada's pluralism. As you know, the CRRF itself is uniquely positioned to deliberate on the challenges that we continue to face with regard to integration and tolerance, and to educate Canadians about these important matters.

Indeed, the Government of Canada is fortunate to have an active partner in the CRRF, which is dedicated to strengthening Canada's tradition of peaceful pluralism. As Prime Minister Stephen Harper has stated: "Canada today is an example of the world in our embrace of diversity, in the ability of Canadian federalism to preserve what distinguishes our communities while strengthening what unites us as a country."

As Minister for Multiculturalism, I thank CRRF for their continued contribution to the building of a better and stronger Canada, where all Canadians are able to realize their potential.

Once again, congratulations to all of the award recipients and best wishes for a successful event and symposium.

Sincerely,

A handwritten signature in black ink, appearing to read "Jason Kenney".

The Hon. Jason Kenney, PC, MP  
Minister of Employment and Social Development and  
Minister for Multiculturalism



**Canada**



Minister  
of Citizenship  
and Immigration



Ministre  
de la Citoyenneté  
et de l'Immigration

Ottawa, Canada K1A 1L1

### **Greetings from Canada's Citizenship and Immigration Minister**

On behalf of Prime Minister Stephen Harper and the Government of Canada, I would like to extend my warmest greetings to all those attending the Symposium & Awards of Excellence 2014, hosted by the Canadian Race Relations Foundation (CRRF). I would like to thank the organizers for your hard work and dedication in making this event possible.

This event is a reflection of our diversity – a celebration of our success as a welcoming nation that values the contributions of every individual and every community. Today, we are all reminded of the important role we can play in building a strong and inclusive Canada. When we support the organizations that serve Canadian communities, we contribute directly to the advancement of our diverse and prosperous society.

As Canada's Citizenship and Immigration Minister, I would like to congratulate this year's recipients for their contributions to Canada's success as a pluralistic democracy. Your actions contribute directly to strengthening the fabric of our communities, and our country as a whole. The energy and enthusiasm of the organizers, award recipients, participants, and volunteers is an inspiration to all Canadians.

Sincerely,

A handwritten signature in black ink, appearing to read 'Chris Alexander'.

Chris Alexander  
Canada's Citizenship and Immigration Minister



Canada<sup>ca</sup>

Minister of Canadian Heritage  
and Official Languages



Ministre du Patrimoine canadien  
et des Langues officielles

Ottawa, Canada K1A 0M5



Canada is a welcoming country where people from all backgrounds live in peace and harmony. Our country's rich cultural and linguistic mosaic is something of which we can all be proud as we approach the 150<sup>th</sup> anniversary of Confederation.

On behalf of Prime Minister Stephen Harper and the Government of Canada, I would like to highlight the work accomplished by the Canadian Race Relations Foundation to promote diversity within Canadian society. The efforts put forth by the Foundation and its members help make Canada a strong, proud and free country. I would also like to congratulate the recipients of the Award of Excellence and wish everyone a productive symposium.

A stylized signature of Shelly Glover in blue ink, with a map of Canada in the background.

The Honourable Shelly Glover

Canada



**Jim Watson**  
Mayor / Maire



**Office of the Mayor  
City of Ottawa**

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Courriel : Jim.Watson@ottawa.ca

On behalf of Members of Ottawa City Council, it is my distinct pleasure to extend a warm welcome to all those participating in the biennial national **Symposium & Awards of Excellence 2014**, hosted by the **Canadian Race Relations Foundation**, and taking place at the Canadian Museum of Nature in the heart of our nation's capital, from November 17-19, 2014.

I am delighted to offer my moral support to the CRRF for providing a platform for race relations stakeholders and their community partners to convene under the theme *Our Canada: Building on Citizenship, Building for Citizenship*, to discuss Canadian values which shape and reflect Canadian identity, including diversity, equality, social justice, cross-cultural understanding, harmonious race relations, and the acceptance of democratic principles.

As Head of Council, I want to acknowledge the CRRF, keynote speakers, facilitators and sponsors for dedicating valuable efforts, expertise and resources to the successful organization of this important gathering of national scope.

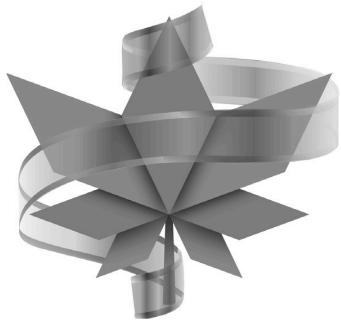
In addition, I want to take this opportunity to congratulate the 2014 Awards of Excellence recipients for their innovation and exceptional achievements in the campaign against racism.

Allow me to convey my best wishes to the participants for a productive and rewarding symposium.

Sincerely,

Jim Watson  
Mayor  
City of Ottawa





**2014**

**Aboriginal Peoples**

**AWARD OF**

*Excellence*

**Canadian Race Relations Foundation**

Congratulations!

**We Are All Treaty People**

Office of the Treaty Commissioner  
Saskatoon, Saskatchewan

*Honourable Mention*

**Nurturing Capacity**

Indspire  
Toronto, Ontario

# Aboriginal Peoples

## Office of the Treaty Commissioner



AWARD OF

*Excellence*

Canadian Race Relations Foundation

## We Are All Treaty People

The Government of Saskatchewan and the Office of the Treaty Commissioner (OTC) have established the *We Are All Treaty People* project to incorporate the teaching of Treaties from Kindergarten to Grade 12 in all provincial and First Nations schools in Saskatchewan.

### Description

The teaching of Treaties became mandatory in Saskatchewan schools in 2008; however, teachers had not been trained in this area and few educational resources existed at the time. In response, the Government of Saskatchewan and the OTC established a Teaching Treaties in the Classroom training program in which existing teachers receive training in First Nations Ways of Knowing and the History of Treaty Making. Furthermore, the OTC and the Saskatchewan Ministry of Education are working together to create a renewed curriculum for all subjects from Kindergarten to Grade 12.

The *We Are All Treaty People* Best Practice is a 'train the trainer' program in which practicing teachers volunteer to pilot the renewed curriculum and provide valuable feedback that has been vetted at several different tables. This army of trainers then takes the workshop formats back to their respective schools and school divisions to disseminate the information to their peers. This is an effective way to broaden capacity within educational systems.

### About the Office of the Treaty Commissioner

The OTC is mandated to advance the Treaty goal of establishing good relations amongst all people of Saskatchewan. The OTC continues to work with First Nations, provincial school systems and other educational institutions to raise awareness and understanding of Treaties and First Nations Peoples.



Best practices

*Honourable  
Mention*

2014

Canadian Race Relations Foundation

## Nurturing Capacity

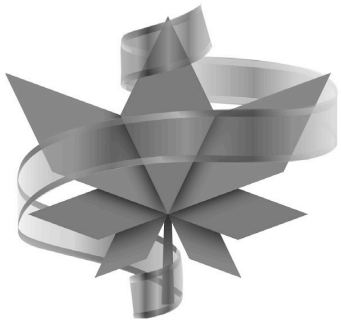
*Nurturing Capacity* is based on Indigenous values: sharing knowledge and helping each other succeed in a respectful way. Everyone is working together on the common goal of helping Indigenous students achieve success, thereby helping communities.

### Description

*Nurturing Capacity* helps communities document and share their successes with educational stakeholders across Canada. Regionally-based researchers who are well-versed in both Indigenous and Western research methodologies are hired by Indspire to assist communities in transforming their innovations into an action or applied research project. The researchers work throughout their regions to help communities demonstrate outcomes to the wider Indigenous educational community. This also builds capacity in local communities, as the researchers work with community members to articulate projects and measure success.

### About Indspire

Indspire is an Indigenous-led registered charity that invests in the education of Indigenous Peoples for the long-term benefit of the individuals, their families and communities, and Canada. With the support of funding partners, Indspire disburses financial awards, delivers programs and shares resources with the goal of closing the gap in Indigenous education. Through the Indspire Institute, it provides resources to educators, communities and other stakeholders who are committed to improving success for Indigenous youth from Kindergarten to Grade 12. Since its inception in 1985, Indspire has disbursed almost \$65 million through nearly 20,000 scholarships and bursaries to Indigenous students, making it the largest funder of Indigenous education outside the federal government. Each year, the organization presents its Indspire Awards, a gala celebration of the successes achieved by Indigenous Peoples, which is broadcast nationally.



**2014**

**Community**

**AWARD OF**

*Excellence*

**Canadian Race Relations Foundation**

**Congratulations!**

**OCASI Accessibility Initiative**

Ontario Council of Agencies Serving Immigrants  
Toronto, Ontario

*Honourable Mentions*

**Anti-Racism Community Development**

Abbotsford Community Services  
Abbotsford, British Columbia

**Songs of Freedom**

Overture with the Arts  
Dorval, Québec

# Community

## Ontario Council of Agencies Serving Immigrants



AWARD OF

*Excellence*

Canadian Race Relations Foundation

## OCASI Accessibility Initiative

This initiative of the Ontario Council of Agencies Serving Immigrants (OCASI) provides training for settlement sector employees on how to support the integration of newcomers with disabilities.

### Description

The *Accessibility Initiative* began in 2011 in partnership with the Ethno-Racial People with Disabilities Coalition of Ontario (ERDCO).

The initiative has produced several tools and resources for settlement workers, including an online webinar covering the *Accessibility for Ontarians with Disabilities Act* (AODA); online and in-person facilitator-directed training; numerous stories documenting the experiences of newcomers with disabilities; fact sheets; handout packages for frontline and management staff; other print and online material on issues directly affecting newcomers with disabilities, and tips and tools on how to support them.

These tools and resources have formed the basis of training sessions conducted among settlement service agencies across Ontario. Moreover, newcomers with disabilities may access culturally inclusive services with dignity, independence, equal opportunity and respect, and service providers can work free from discrimination based on (dis)ability and other forms of discrimination.

### About the Ontario Council of Agencies Serving Immigrants

The Ontario Council of Agencies Serving Immigrants was formed in 1978 and incorporated in 1981 to act as a collective voice for agencies serving immigrants, and to coordinate responses to shared needs and concerns. OCASI is a registered charity governed by a volunteer board of directors. Its membership is comprised of more than 230 community-based organizations in the Province of Ontario.

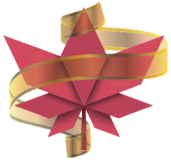
OCASI's mandate is to promote the full participation of immigrants and refugees in building a prosperous and harmonious Ontario, thereby fostering a society that recognizes, respects and reflects the diversity of cultures in Canada.

OCASI acts as an advisory and resource body in matters of immigrant and refugee services for its member agencies, other community and human service organizations, and governments. OCASI facilitates the exchange of information and training among its member agencies, reinforcing their common goals in developing active citizens with the capacity to participate and shape their communities in Canada.



# Community

## Abbotsford Community Services



Best practices

*Honourable  
Mention*

2014

Canadian Race Relations Foundation

## Anti-Racism Community Development

The Abbotsford Community Services *Diversity Education* program has led anti-racism community development in a myriad of ways in the cities of Abbotsford and Langley, on Stó:lō First Nation territory in British Columbia.

One highlight was the collaboration between community developers and nursing students at Kwantlen Polytechnic University on a project that combined holistic health theory with anti-racism practice. Together they hosted an Open Mic Night, where residents of different backgrounds came together in open dialogue for poetry, music and film.

### Description

The *Diversity Education* program convenes the Fraser Valley Human Dignity Coalition, a local citizens group that has supported victims of discrimination and proactively promoted equity for over 15 years. Staff members engage dozens of organizations and partners in public education, awareness activities and workshops, provide consultation to planning tables, and coordinate and support many events, cultural celebrations and youth initiatives.

### About Abbotsford Community Services

Abbotsford Community Services provides social services to almost 40,000 people of all ages and backgrounds every year. It has been operating for 45 years with multiple divisions and more than 350 employees. It offers youth and family support and services, addiction and recovery services, victim services and counselling, senior support, employment programs, immigrant settlement and integration, as well as the city-wide Food Bank and the region's Recycling Depot. Its mission and vision is to be an agency that fosters community well-being and social justice through positive action and leadership.



Best practices

*Honourable  
Mention*

2014

Canadian Race Relations Foundation

## Songs of Freedom

*Songs of Freedom* gives students an educational and entertaining insight into African Diaspora culture through an interactive presentation exploring the musical contributions that people of different faiths and cultures have contributed to Black history and social justice.

### Description

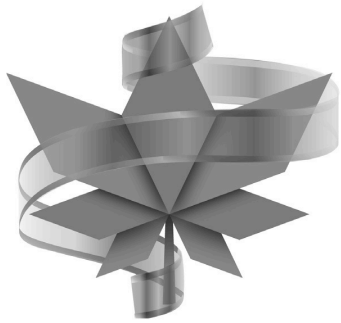
An initiative of Overture with the Arts (OWTA), *Songs of Freedom* presents a linear narrative that explores the history of injustice and the history of music. The presentation compares and contrasts the injustices of the past with those of the present, as well as the development of musical genres through the eras. It delves into concepts of the human condition throughout history and their evolution along with music.

The program conveys that there is only one human race; there are different skin colours, hair textures and cultures. Black history is a part of the collective human history and collective heritage: the one human history.

### About Overture with the Arts

OWTA is a non-profit organization based in Montreal that offers education in music, dance, drama and vocal training. Its free and low-cost training enables young people with limited financial resources to pursue their passion for the performing arts. Through after-school programs and school tours, OWTA youth find a creative outlet for self-expression that helps build their confidence and poise.

OWTA has been giving youth in Montreal and Toronto access to the arts for five years. It received the 2014 Montreal Community Cares Award in the Community Organization Category in recognition of its work.



**2014**

**Corporate**

**AWARD OF**

*Excellence*

**Canadian Race Relations Foundation**

**Congratulations!**

**B.O.L.D.**

**Broadening Opportunity  
Through Leadership Diversity**

**Diversity Advantage International  
Toronto, Ontario**

# Corporate

## Diversity Advantage International



AWARD OF

*Excellence*

Canadian Race Relations Foundation

## B.O.L.D.

*Broadening Opportunity through Leadership Diversity (B.O.L.D.)* is a unique integrated leadership coaching program for culturally diverse executives and senior managers, particularly visible minorities, internationally trained professionals and Aboriginal Peoples.

### Description

*B.O.L.D.* was developed by Diversity Advantage International (DAI) in response to research, consultation and the needs of clients to meet long-term objectives. The *B.O.L.D.* program is distinctive in its approach to building leadership diversity as a sustainable Best Practice.

*B.O.L.D.* equips high-potential, culturally diverse managers and executives, internationally trained professionals and Aboriginal Peoples with powerful insights, tools and strategies to skillfully advance their careers to the next level, while firmly grounding their value in the organization's bottom line. Participants are intentionally drawn from various industries, sectors and job functions.

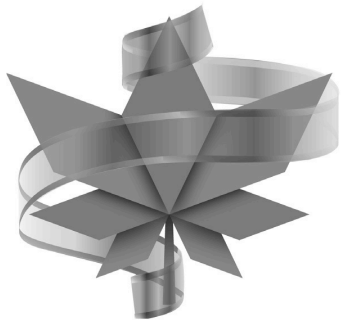
The eight-month, nine-session program is delivered with a customized, high-engagement leadership coaching platform to support real-time action-learning and practice. *B.O.L.D.* leaders are tracked for a five-year period. An employer-sponsor component facilitates the sharing of learnings and the incubation of ideas between *B.O.L.D.* leaders and their immediate superiors and/or executive team.

What makes *B.O.L.D.* successful is that it is more than a program.

- It engages multiple stakeholders - talent, employer, organization - in a commitment to achieve and sustain leadership diversity in the corridors of power.
- It breaks down silos (internally and externally) and creates new types of engagement and awareness around leadership, diversity and inclusion.

### About Diversity Advantage International

Diversity Advantage International specializes in diversity and inclusion management, providing evidence-based human capital and workplace solutions. The comprehensive DAI approach integrates best practices, communications, and diversity and inclusion strategies, together with executive coaching, talent and leadership development.



**2014**

**Education**

**AWARD OF**

*Excellence*

**Canadian Race Relations Foundation**

**Congratulations!**

**Indigenous Blacks & Mi'kmaq Initiative**

Schulich School of Law, Dalhousie University  
Halifax, Nova Scotia

*Honourable Mentions*

**Designed Diversity**

OCAD University  
Toronto, Ontario

**Passages Canada**

Historica Canada  
Toronto, Ontario

# Education

## Schulich School of Law, Dalhousie University



AWARD OF

*Excellence*

Canadian Race Relations Foundation

## Indigenous Blacks & Mi'kmaq Initiative

The *Indigenous Blacks & Mi'kmaq (IB&M) Initiative* at the Schulich School of Law, Dalhousie University is a program that ensures access to legal education and access to justice for African Nova Scotian and Mi'kmaq communities, and other Black and Aboriginal applicants. Its mandate is to reduce discrimination by increasing the representation of Black and Aboriginal lawyers.

### Description

This Best Practice reduces structural and systemic discrimination by increasing the representation of African Nova Scotian and Mi'kmaq, and other Black and Aboriginal lawyers, through an affirmative law school admission and support program that targets Black and Aboriginal students.

The work of the *IB&M Initiative* involves community outreach and recruiting; providing a range of student support; developing scholarship in the areas of Aboriginal law and African Canadian legal perspectives; providing career placement support, and working with partners to reduce discrimination by addressing the legal and related needs of African Nova Scotians and Mi'kmaq, both on and off reserve.

### About the Indigenous Blacks & Mi'kmaq Initiative

The *Indigenous Blacks & Mi'kmaq Initiative* was developed and launched in 1989 in response to a number of factors, including the report of the Royal Commission of the Donald Marshall Jr. Prosecution (Marshall Report). It serves Mi'kmaq and African Nova Scotian communities in particular, and African Canadians and Aboriginal Peoples more generally, thereby focusing on historically disadvantaged and underserved groups.



Best practices

*Honourable  
Mention*

2014

Canadian Race Relations Foundation

## Designed Diversity

*Designed Diversity* (DD) is an approach for selecting employees, team members, or partners based primarily on their contribution to the diversity of the collective. *DD* also encompasses assessing the ability of individuals or groups to collaborate in a collective setting. At its core, *DD* elevates the importance of contribution to diversity in the criteria for selecting candidates.

### Description

Recognizing that diversity is a critical ingredient of innovation, it is important to shift the diversity discourse from serving altruistic purposes to directly serving the strategic interests of teams and organizations seeking to innovate.

The practice makes diversity an essential design component for teams or groups looking at increasing their capacity for innovation and their efficacy for solving complex problems, and can be applied systematically at any level of an organization.

*DD* has been practiced in the selection of candidates for the OCAD University Master of Design in Strategic Foresight and Innovation (SFI) for five years. The results have yielded consistently impressive cohorts of adult learners demonstrating a superior ability to address complex problems in innovative ways.

The program is now the largest graduate program at OCAD University with over 100 students enrolled. Program faculty are assisting other academic institutions in applying *DD* to their own programs.

### About OCAD University

OCADU, university of the imagination, is Canada's largest art and design school, and is at the leading edge of innovation in the higher education sector. A dedicated Office of Diversity, Equity and Sustainability Initiatives reflects OCAD University's institutional commitment to developing and advancing a vision of 'just sustainability' that foregrounds equity and creates new ways of understanding and acting that strengthen communities, build social capacity and economic strength, and promote positive transformation and change. Incorporating sustainability into an office that is arms-length from the administration and reports to the president will enhance the profile of sustainability and will assist in meeting the strategic priority of developing and implementing an institution-wide sustainability plan that promotes constituent engagement.



2014

**Best practices**

*Honourable  
Mention*

Canadian Race Relations Foundation

## Passages Canada

*Passages Canada* is a storytelling initiative of Historica Canada, in which volunteers share personal accounts of cultural identity and heritage online in a multimedia Story Archive and in person with schools and community groups.

### **Description**

This Best Practice harnesses the power of personal storytelling to combat racism and foster cross-cultural understanding in Canada. It provides a platform for speakers of diverse backgrounds to share their stories of culture, heritage and identity with groups of all ages.

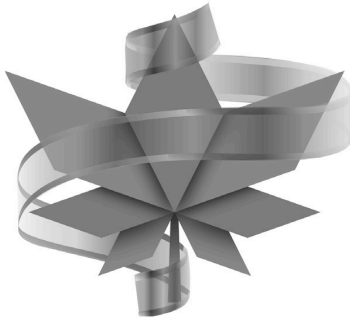
The program's goal is to make Canadian society more inclusive and equitable. Passionate, dynamic and committed volunteer speakers are the key to its success. The program has ensured this success by committing resources to volunteer engagement, including hosting a series of storytelling workshops across Canada in 2012 and 2013.

The program's nationwide educator engagement has also added to its success. Its free, turn-key resources and lesson plans encourage and support teachers who wish to introduce these issues. Its bilingual DVD *beCOMING Canada*, a series of short video interviews with *Passages Canada* speakers, has been used in hundreds of classrooms and settlement organizations across Canada since its 2013 launch.

### **About Historica Canada**

Historica Canada is the largest charitable organization dedicated to Canadian history, identity and citizenship. Its mandate is to build active and informed citizens through a greater knowledge and appreciation of the history, heritage and stories of Canada.





**2014**

**Government/Public Sector**

**AWARD OF**

*Excellence*

**Canadian Race Relations Foundation**

**Congratulations!**  
**Welcoming and Inclusive  
Communities**

Alberta Urban Municipalities Association  
& Alberta Human Rights Commission  
Edmonton, Alberta

*Honourable Mention*

**Diversity and Inclusion Strategy**

York Regional Police  
Aurora, Ontario



AWARD OF  
*Excellence*

Canadian Race Relations Foundation

## Welcoming and Inclusive Communities

The *Welcoming and Inclusive Communities* (WIC) initiative is a partnership between the Alberta Urban Municipalities Association (AUMA) and the Alberta Human Rights Commission (AHRC) to create communities with positive reputations, where diversity adds to the social and economic vibrancy of the community and the quality of life enjoyed by all residents.

### Description

This Best Practice is a multi-faceted, collaborative, social change initiative that has enhanced the capacity of municipalities to build welcoming and inclusive communities working to address racism and discrimination.

The *WIC* initiative has been carried out in close collaboration with the Come Together Alberta (CTA) initiative, which is a partnership between the AUMA and the Ministry of Jobs, Skills, Training and Labour to provide resources to improve outcomes for newcomers and engage marginalized populations in the workforce.

A 2014 evaluation report identified four key elements that have contributed to *WIC*'s success: the shared commitment and capacity of the AUMA and AHRC to provide support through the allocation of human and financial resources; strong communication and trust between project partners and with municipalities and other stakeholders; a shared vision for the project, and an emphasis on collaboration and flexibility.

### About the Alberta Urban Municipalities Association and the Alberta Human Rights Commission

The Alberta Urban Municipalities Association represents Alberta's 271 urban municipalities, as well as associate and affiliate members, to the provincial and federal governments and to other provincial and federal organizations.

The Alberta Human Rights Commission is an independent commission created by the Government of Alberta. The Commission has a two-fold mandate to foster equality and reduce discrimination.



Best practices

*Honourable  
Mention*

2014

Canadian Race Relations Foundation

## Diversity and Inclusion Strategy

The York Regional Police (YRP) *Diversity and Inclusion Strategy* celebrates Canada's diversity, democratic principles and commitment to multiculturalism through programs and initiatives which embrace, showcase and celebrate the richness of the area's cultural, ethnic, religious and linguistic diversity.

### Description

The *Diversity and Inclusion Strategy* engages community and police members, many of whom trace their ancestry to numerous regions of the world, and provides unprecedented opportunities for YRP to join with community partners in reaffirming its commitment to the safeguarding and protection of human rights, and the eradication of all forms of discrimination, hatred and social injustice.

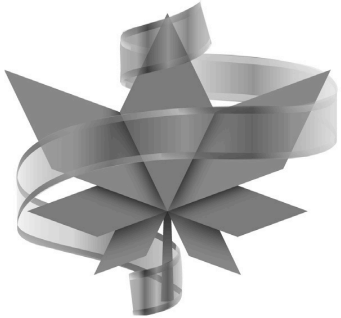
The strategy incorporates a continued learning approach for the enhancement and maintenance of strong police-community partnerships.

In this regard, the learning organizational model, in which the organizational environment interacts with the external environment, serves as an efficient method for learning about and understanding the global village. With rapidly changing demographics in a region that prides itself on its diversity, York Region's communities have come to expect that the police service understands the communities it serves and is responsive to their diverse needs. The strategy's successful, multifaceted approach acknowledges the unique service needs within respective communities, including racialized minorities and Aboriginal Peoples, while working towards making positive differences and improving the quality of lives.

### About the York Regional Police

York Regional Police is a municipal police service, which serves a regional population of 1.1 million people, and is considered the fourth largest police service in Ontario. The seven values of YRP include leadership, accountability, competence, teamwork, integrity, community, and its people. The YRP's motto is "Deeds Speak," which is interpreted to mean, actions speak louder than words.

# Youth



**2014**

**Youth**

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**Congratulations!**

**Compassionate Leaders Project**

Cowichan Intercultural Society  
Duncan, British Columbia

*Honourable Mentions*

**Community Impact Program**

Inspirit Foundation  
Toronto, Ontario

**MOVE! Youth Ending Violence**

Bringing Youth Towards Equality  
Whitehorse, Yukon

# Youth

## Cowichan Intercultural Society



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## Compassionate Leaders Project

The Cowichan Intercultural Society's (CIS) *Compassionate Leaders Project* provides full-day leadership workshops at schools, a two-and-a-half day residential leadership camp, and ongoing support for students and teachers with the aim of increasing cultural awareness and building skills to stand up for diversity.

### Description

To date, nearly 400 students and teachers have attended leadership workshops in all five schools in School District 79 in Cowichan Valley, British Columbia.

The workshops give students and teachers an opportunity to examine their perceptions and assumptions – the root causes of discrimination – about their peers, and help foster empathy and curiosity for differences.

Workshop participants who are inspired to deepen their learning are invited to the main phase of the project: an intensive, two-and-a-half day residential leadership camp, which teaches skills that can be applied in personal relationships, families, schools and communities.

At the end of the camp, participants form school diversity teams and begin to create action plans for youth-led projects. CIS works closely with participants over the rest of the school year to help them complete their action plans and implement their projects.

### About the Cowichan Intercultural Society

The Cowichan Intercultural Society is a non-profit organization that offers seamless settlement services including one-on-one settlement and employment counselling, English as a Second Language classes, mentorship and youth programs. It is a regional leader in diversity education to local government, businesses, schools and the community towards co-creating a Cowichan Region of inclusion and belonging.



Best practices

*Honourable  
Mention*

2014

Canadian Race Relations Foundation

## Community Impact Program

The Inspirit Foundation's *Community Impact Program* provides grants to activities that support young adults (aged 18-30) of different backgrounds to develop as knowledgeable, inclusive, emerging community leaders and take action together to achieve positive outcomes for their communities.

### Description

The *Community Impact Program* inspires young people to encounter, learn about and develop positive relationships with others of different cultural and religious backgrounds through collaborative action.

Projects supported through the program intentionally facilitate relationship-building and knowledge-sharing between youth of different backgrounds and beliefs, create opportunities for young adults to learn about and appreciate the diversity of their own communities, develop skills to help find commonalities and bridge differences, and build experience in leading collaborative community projects.

Inspirit has learned from its community partners that project success is directly influenced by three factors:

- creating a safe space for dialogue and relationship-building: space to ask awkward or difficult questions and tell personal stories that help locate common experiences;
- increasing participants' knowledge about the diversity of their communities through visiting places of worship, meeting Elders and leaders of faith and cultural communities, and creating opportunities to make personal connections, and
- creating opportunities for young people of different backgrounds and beliefs to take action together. Collaboration around a common goal builds skills, learning opportunities and the motivation to build bridges that last.

### About the Inspirit Foundation

The Inspirit Foundation is a national, grant-making organization that supports young people in building a more inclusive and pluralist Canada. One way it does this is by funding projects that foster engagement and exchange between young people of different spiritual, religious and secular backgrounds.

Inspirit supports, convenes and champions powerful ideas – media products and platforms, activities, programs and events, research projects and publications – that foster learning, inclusion and collaboration.

# Youth

## Bringing Youth Towards Equality



2014

Best practices

*Honourable  
Mention*

Canadian Race Relations Foundation

## MOVE! Youth Ending Violence

*MOVE! Youth Ending Violence* promotes leadership skills, media analysis and healthy relationships, examines racial and gender stereotypes, and identifies causes and acts of violence, by holding workshops for Yukon youth on topics including: Anti-Oppression and Leadership; Critical Media Literacy; Gender and (in)Equality; Sexuality and Consent, and Healthy Relationships.

It is run by Bringing Youth Towards Equality (BYTE), an organization that sees youth as leaders of a non-violent generation.

### Description

*MOVE!* is a 12-hour workshop (at minimum), usually completed over the course of multiple sessions, which explores the roots of systematic violence through the discussion of gender and racial stereotyping and oppression. The program includes the positive effects that bystander intervention, healthy relationships and peaceful conflict resolution can have on a community.

### About Bringing Youth Towards Equality (BYTE)

Bringing Youth Towards Equality is a 'by youth, for youth' organization that focuses on empowering and promoting youth throughout the Yukon and Canada's north.

Its mission is to unite youth to strengthen their voice, take action and bring about positive change for the well-being of everyone. BYTE's facilitation team travels to communities throughout the Yukon, Northern BC and the Northwest Territories to deliver innovative and relevant programming to youth. It also hosts events and workshops in Whitehorse that foster creativity, culture and sport. Everything BYTE does is about helping youth to develop confidence, skills, openness and a sense of belonging.

*Community Champion*  
*Special Award*

The CRRF proudly recognizes Community Champion Special Award recipients who have made exceptional contributions to their communities, and in so doing, to the benefit of all Canadians.





## *Rabbi Reuven P. Bulka*

Rabbi Reuven P. Bulka has served as the Spiritual Leader of Congregation Machzikei Hadas in Ottawa since 1967. He is also a Chaplain with the Dominion Command of the Royal Canadian Legion and a member of the Interfaith Committee on Canadian Military Chaplaincy.

Rabbi Bulka has been a dedicated community volunteer and leader for many years. Some of his current voluntary positions include: Chair, Trillium Gift of Life Network; Chair, Bert Loeb Organ and Tissue Donation Institute; Board Member, Shepherds of Good Hope Foundation; Vice Chair, Pallium Foundation; Honourary Chair, Ottawa Regional Cancer Centre Courage Campaign, and Honourary Member, Board of Trustees, Children's Hospital of Eastern Ontario.

He has hosted *Sunday Night with Rabbi Bulka*, a weekly radio call-in program on CFRA, since 1994; he penned a regular column for the *Ottawa Citizen* from 1995-2014, and he has written and/or edited more than 35 books. In addition, Rabbi Bulka has contributed over 100 scholarly and popular articles to numerous well-respected journals. He was the founder and editor of the *Journal of Psychology and Judaism* (1976 - 2003) and is a member of the editorial boards of *Tradition*, *Journal of Religion and Health*, *International Forum for Logotherapy* and *Pastoral Psychology*.



## *June Girvan*

June Girvan has devoted her life to nurturing, protecting, affirming, and giving voice to children and young people.

Since moving to Canada from Jamaica in the 1950s, Ms. Girvan has invested her talents and resources in bettering the lives of newly arrived Canadians, vulnerable children in the school system and at-risk youth. Her career included positions in teaching and curriculum development, and she also served as an Education Officer with the Ontario Ministry of Education.

After her retirement, Ms. Girvan founded the J’Nikira Dinqinesh Education Centre (JDEC) in Ottawa, where she is the Volunteer-in-Chief.

The JDEC’s community work is based on honouring and celebrating the moral compass of fellow Canadians, both historic and contemporary, for their efforts in fighting against slavery and championing human rights and social justice in Canada.

The JDEC’s main initiatives, held annually in Ottawa, include: Every Child is Sacred and Every Child is Sacred Day; The Era 21 Networking Breakfasts for Young Canadians; History-in-the-Street, and Reconciliation Day.

Ms. Girvan also started a program at Carleton University to expand students’ experience and understanding of inclusive citizenship in multicultural societies. The June Girvan Bursary is awarded annually to a graduate student at Carleton who is researching a topic related to reconciliation.



## *Nityanand 'Nitya' Varma*

Nityanand 'Nitya' Varma has had a distinguished professional career spanning 45 years that has included consulting, university teaching, research, manufacturing, design, construction projects, management and international telecom assignments.

He retired from Bell Canada in 1996 as Director of Corporate Planning and Analysis, and he is currently the President and CEO of ANASA Group Inc., a management consulting and real estate development company.

Mr. Varma has been a committed volunteer throughout his life and has served on the Board of Directors of numerous professional, social, cultural, religious and charitable organizations. He is currently a member of the Advisory Committee to the President of Carleton University.

He has been involved with the Board of Directors of the Multifaith Housing Initiative (MHI) of Ottawa since 2006, including stints as Vice President and President. He has been an MHI Patron since 2006 and has also served on its membership and development committees. MHI provides affordable housing in Ottawa and offers counselling services to help its tenants improve their futures.

Mr. Varma has also been a Member of the Board of Directors of the Social Planning Council of Ottawa (SPCO) since 2008, where he served as Vice President from 2011-2012. The SPCO does research on social issues and provides services to the community at large.



## Our Canada: Exploring Canadian values through culture, faith and identity

The Canadian Race Relations Foundation's *Our Canada* project is dedicated to constructing a national framework for dialogue on Canadian values, and to strengthening our understanding and acceptance of Canadian values. It promotes Canadian identity, and recognizes the responsibilities of good citizenship.



Canadian  
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