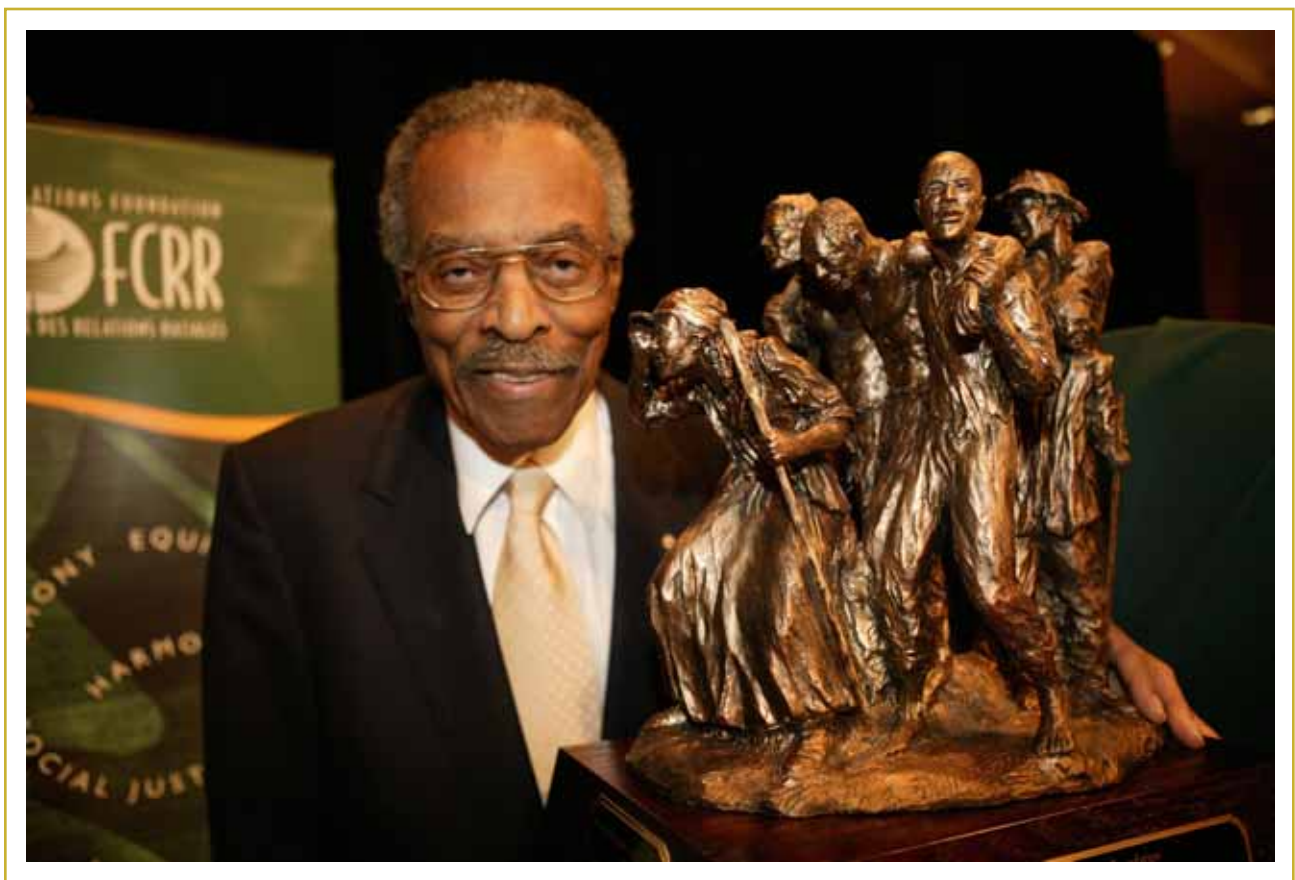




Annual Report

For the financial year ending March 31, 2013

Canadian Race Relations Foundation



Our First Chairperson

The Honourable Lincoln Alexander

1922 - 2012

In Memoriam



Canada 

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The Canadian Race Relations Foundation (CRRF)

Our History

Between 1942 and 1949, some 23,000 Japanese Canadians, labelled “enemy aliens”, were forcibly removed from their homes, dispossessed of their properties and placed in internment camps across the country.

In September 1988, after lengthy negotiations with the National Association of Japanese Canadians (NAJC), the Canadian Government apologized to the Japanese Canadian community on behalf of all Canadians, for the wrongs committed. Under the Japanese Canadian Redress Agreement, the Government provided compensation to the families who were affected by this racist policy.

In addition to the compensation, the NAJC also negotiated a contribution of \$12 million on behalf of the Japanese Canadian community, which was matched by the Federal Government, to create a onetime \$24 million endowment fund to establish the Canadian Race Relations Foundation (CRRF).



Community kitchen at Japanese Canadian internment camp, ca. 1943.

Legislation

The Canadian Race Relations Foundation Act was passed in 1990 and proclaimed in 1996 “... to facilitate throughout Canada the development, sharing and application of knowledge and expertise in order to contribute to the elimination of racism and all forms of racial discrimination in Canadian society ...”.

<http://laws-lois.justice.gc.ca/eng/acts/C-21.8/>



Message from the Chairperson

2012-13 has been a major transition year for us in a number of ways. We have moved our offices to the Japanese Canadian Cultural Centre which required outstanding effort from all our staff and particularly from our Director of Finance and Administration, Arsalan Tavassoli, as coordinator. They should be acknowledged for the tremendous challenge in carrying out this move without interfering with the ongoing operations or end of fiscal year deadlines.

We are in the middle year of our three-year Strategic Plan cycle, which has given us perspectives on how to adjust our programs and the articulation of our vision for the future. The Strategy continues to emphasize the importance of an inclusive Canada within a framework of rights and responsibilities of citizenship, puts at the fore CRRF's clearing-house function as a resource of record for anti-racist materials, and pursues the development and expansion of partnership and collaboration as a way of maximizing the impact and influence of our activities and perspectives, for the benefit of all Canadians. As a national entity encompassing such diverse regions, our local and regional partnerships will provide valuable complements to our relations with other national organizations.

Local, regional and national partners and participants were also key to the outstanding success of the CRRF National Symposium and Award of Excellence program, held in Halifax last October. The planning and organization of this conference was one of the flagship activities of the first half of our fiscal year, under the leadership of Dr. Ayman Al-Yassini, who agreed to stay on past the end of his tenure as Executive Director until the end of September 2012. He also returned in the month of October to oversee the implementation of all the planning and hard work he and the staff had previously developed. We are grateful for his valuable assistance, and wish him much success in his new endeavors.

During the year, Lyn Chow, Hakim Feerasta and Kenny Blacksmith completed their terms as members of the CRRF Board of Directors. We

thank them for their contributions to the Foundation, and wish them the best in the future.

In the same period, two new members, Rubin Friedman and Raoul Nembhard have joined our Board of Directors, ready to contribute their considerable experience, knowledge and expertise to the Foundation. In addition, two other Board members, Ashraf Ghanem and Toni Silberman, have been reappointed, and continue to contribute wise counsel and significant support to the work of the Foundation.

On October 22, 2012, the CRRF Board designated Rubin Friedman as Principal Operating Officer, to provide effective supervision and leadership in the critical areas of CRRF's functions and program activities. I wish to acknowledge the fact that not only has he capably fulfilled this vital role, but he has gone beyond the call of duty to benefit the Foundation with his knowledge of management, communications and the broad field of multiculturalism. His commitment and dedication have permitted the Foundation to continue in an effective and efficient way in dealing with staff, ongoing and new activities, and reaching out to new partners and media.

We are proud of the ongoing successes of the Foundation, as described in this Report. These could not have been realized without the determination and effort of management, staff and volunteers, as well as the support of stakeholders and partners. We offer them our appreciation, and look forward to continuing to work with them as we await the appointment of a new Executive Director.

This was sadly also the year that the Founding Chair of the Foundation, the Honourable Lincoln Alexander, passed away. It is to his memory that we dedicate this Report and hope to meet the challenge of his standard of achievement in the future.

Albert C. Lo
Chairperson



Message from the Principal Operating Officer

While it falls to me to report on the activities and successes of the Canadian Race Relations Foundation (CRRF) in 2012-13, it was actually Dr. Ayman Al-Yassini who was the lead professional of the Foundation for the first seven months of the fiscal year. I thank him for his invaluable assistance and advice in ensuring a smooth transition when I was designated as Principal Operating Officer.

The development, planning and organization of the Award of Excellence and National Symposium in Halifax had been done prior to my assuming this role. The groundwork for partnerships with the organizations that participated in and supported the Symposium had already been laid, due in large part to the development work in which the Foundation had been involved over the previous years. Thus CRRF's involvement with the Canadian Ethnocultural Council, the Canadian Ethnic Media Association, the Association for Canadian Studies, In Spirit Foundation, the Canadian Commission for UNESCO and Nova Scotia Human Rights Commission, to name but a few, simply carried forward into the Symposium and beyond.

Similarly, the framework established for the 3-year project funded by the Department of Citizenship and Immigration Canada (CIC), "Interfaith and Belonging: A Civic Education and Engagement Initiative" allowed the realization of key activities such as a national consultation with community and faith groups, the launching of a national video contest for young people, the signing of a major agreement with the National Film Board for the development of an interactive web site, the holding of a first consultative meeting with youth on interfaith issues, the engagement of key experts to author the first drafts of various components of a manual for national consultations on Interfaith and Belonging that will take place in the Fall, and the exploration of other important issues in support of the aims of this project. It is a privilege to be part of it.

The second phase of our project with the Ontario Ministry of Education, The Diversity and Equity Leadership Institute (DELI) was carried out successfully, and included two additional workshops in 2013-14. We are currently exploring ways to continue our partnership with Anima Leadership and the Ministry.

In bringing to fruition many of the activities begun under previous leadership, I was strongly supported first by the team work and co-operation of the staff, even during challenging circumstances of a change in leadership and a complete move of our offices. The role of Vice-Chair Toni Silberman in helping shepherd through a number of key portfolios must also be recognized both in the area of human resources and the move to our new location. The work on these areas could not have been carried out without her exceptional contributions.

I am grateful for the guidance and help of my colleagues on the Board of Directors under the leadership of the Chairperson, Albert Lo, who helped keep me focused on the mission and mandate of the Foundation. We are well positioned to move more strongly in our strategic directions guided by our values and by the goal, above all, to build the organization's capacity, reach and reputation.

As we develop our new strategic plan for 2014-17, we would do well to ensure that we have the best strategies possible to reach those goals in the future.

Rubin Friedman
Principal Operating Officer



Board of Directors

The CRRF's 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. An Executive Director, who serves as Chief Executive Officer and an ex-officio member of the Board, manages the CRRF's daily operations. The Governor-in-Council, acting on the recommendation of the Minister of Citizenship, Immigration and Multiculturalism, appoints all members of the Board and the Executive Director. The Act states that the Board of Directors must meet a minimum of twice a year. The Board tries to meet three times a year in a different province or Territory, where feasible.



Albert C. Lo
Chairperson
(Richmond, British Columbia)



Toni Silberman
Vice Chair
(Toronto, Ontario)



Paul Attia
(Ottawa, Ontario)



Kenny Blacksmith
(Gloucester, Ontario)
term ended March 19, 2013



Lyn Q. Chow
(Calgary, Alberta)
term ended January 25, 2013



Christine Douglass-Williams
(Ancaster, Ontario)



Hakim Feerasta
(Toronto, Ontario)
term ended March 19, 2013



Rubin Friedman
(Ottawa, Ontario)
appointed April 5, 2012



Ashraf Ghanem
(Fredericton, New Brunswick)



A. Raoul Nembhard*
(Ottawa, Ontario)
appointed May 31, 2012
**on temporary leave*

NAJC Representative/Board Secretary

Art Miki
(Winnipeg, Manitoba)





Committees of the Board

EXECUTIVE COMMITTEE may, between meetings of the Board, exercise all the powers of the Board that may be lawfully delegated to the Committee.

Members: Albert C. Lo (Chair), Toni Silberman (Vice Chair), Ashraf Ghanem

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

Members: Ashraf Ghanem (Chair), Lyn Chow*, Hakim Feerasta**, Albert C. Lo (ex-officio member)

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

Members: Albert C. Lo (Chair), Toni Silberman, Rubin Friedman***, Paul F. Attia***

NOMINATIONS COMMITTEE assists the Board in identifying suitable candidates for the positions of Executive Director, Chair of the Board, Directors, and Standing and Advisory Committee members, in accordance with the established Director competency profile and selection criteria for such positions.

Members: Toni Silberman (Chair), Christine Douglass-Williams***, Art Miki (external member), Albert C. Lo (ex-officio member)

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

Members: Toni Silberman (Chair), Christine Douglass-Williams***, Rubin Friedman***, Paul F. Attia***, Albert C. Lo (ex-officio member)

INVESTMENT COMMITTEE keeps the Board informed of the investment performance of the endowment fund by liaising with, and submitting regular reports received from the Investment Advisor.

Members: Ashraf Ghanem (Chair), Lyn Chow* ***, Hakim Feerasta**, Albert C. Lo (ex-officio member)

NOTE: Ayman Al-Yassini, as Senior Executive Vice President, participated in all Committees until his term ended on September 30, 2012.

Rubin Friedman, as Principal Operating Officer, has been participating in all Committees since October 22, 2012.

* Until January 25, 2013

** Until March 19, 2013

*** As per May 23, 2012 Board teleconference



An Overview of the Strategic Objectives: 2011-2014

The Board of the CRRF, with staff input and under the guidance of a facilitator, determined the strategic objectives of the Foundation for the period 2011-2014.

There were a number of extenuating circumstances which formed the backdrop to the discussions. Revenues from our endowment investment had declined, as a result of the global economic downturn. Consequently, the CRRF's Board and senior management revisited the Foundation's priorities and realities. One of the key outcomes was the adoption of measures to focus on defined objectives to reduce expenditures and maximize impact, considering the organization's limited resources. This was especially necessary since the Foundation's full mandate, as defined in the *Canadian Race Relations Foundation Act 1991*, is extensive and requires financial resources beyond the Foundation's current capacity.

Throughout its deliberations regarding this Strategic Plan, the Board reaffirmed its commitment to position the CRRF as a national resource and facilitator to contribute to the strengthening of Canadian identity as it relates, among other things, to the principles of equality, social justice and the promotion of harmonious race and ethnic relations.

The adopted Strategic Plan highlights a number of fundamental points. These include the Foundation's focus on the promotion of effective and harmonious race relations, inclusion and belonging, outreach to youth, promotion of civic responsibility, and collaboration with all stakeholders such as government agencies, private sector and community organizations.

In the pursuit of the CRRF's Mission, Vision and Values, three Core Goals were identified:

1. Act as a clearing-house through activities and the electronic media with the objective of promoting national policies and public conversations, the establishment and dissemination of information databases, and the hosting of programs and initiatives that will facilitate and engage all sectors of Canadian society in the promotion of Canadian identity.
2. Develop strategic alliances with local, provincial and national institutions to leverage the CRRF's capacity to design and deliver anti-racism programs, and to act as a national facilitator by disseminating anti-racism information and encouraging discussion on best practices.
3. Inform public policy and discourse by promoting positive systemic anti-racist change through the dissemination of information, the development of strategic alliances, and the utilization of electronic media and collaborative projects.

To accomplish the Core Goals, the following Enabling Goals have been identified:

1. Maintain strong governance and organizational structure and capabilities.
2. Ensure long-term sustainability and development.

The Enabling Goals will enhance the organizational structure with clear understanding of the roles and responsibilities of the Board, staff and management, maintain the corporate governance systems and Board oversight, support regional representation on the Board, and facilitate recommendations for Board appointments. In addition, the Strategic Plan highlighted the CRRF's commitment to work toward long-term sustainability and development by exploring avenues to increase the financial resources of the organization.



Main Programs for Achieving our Aims

2012 Award of Excellence & Symposium

Recognizing outstanding initiatives, this symposium is designed to share information on best practices, and facilitate networking among organizations and agencies while highlighting the work of the Foundation and the nature of current and emerging issues.

The CRRF held its 7th Award of Excellence (AoE) program at The Westin Nova Scotian in Halifax on October 17-19, 2012. More than 200 participants from across Canada attended this biennial national event, representing a broad spectrum of public, government, not-for-profit and private organizations, and interested individuals. The program serves to recognize public, private and voluntary organizations whose efforts represent excellence and innovation in race relations and anti-racism practice in Canada.

The two major components of the AoE are the two-day symposium, and the Awards ceremony. These events provide a vibrant platform for stakeholders to present and exchange best practices in anti-racism, and to highlight the initiatives and achievements of organizations committed to and working towards the elimination of racism and racial discrimination in Canada.

The theme for the 2012 symposium was *"Race, Faith and Belonging: Strengthening Citizenship Engagement in Canada."* The opening prayer was made by Elder Ella Paul of Nova Scotia and the Miqmaq Nation, on whose territory the event was being held.

The opening and closing plenaries included, among others, Halifax Deputy Mayor Bill Karsten, Honourable Ramona Jennex – Minister of Education for Nova Scotia, Honourable Percy A. Paris – Minister of African Nova Scotian Affairs and Minister of Economic and Rural Development and Tourism, and Honourable Jean Augustine, PC, CM – Ontario’s Fairness Commissioner.

A broad range of key issues were addressed in the workshops and plenary sessions. The presenters included some of Canada's foremost experts representing the government at all levels including police, as well as community, academic and research institutions, ethno-cultural and faith-based groups.

Themes: Plenary Sessions & Workshops

Opening Plenary	Multiculturalism, Faith and Competing Human Rights
Armchair Discussion	Multiculturalism: From Celebrating Differences to Inclusive Citizenship
Closing Plenary	From Multiculturalism to Citizenship
Workshop 1	Comparative Perspectives on Inclusive Education Strategies
Workshop 2	Employment for All: Examples from CCMARD
Workshop 3	Multiculturalism, Faith and Competing Human Rights
Workshop 4	Facts About Treaty Rights, Aboriginal Citizenship and Education
Workshop 5	African Canadians: Racial Justice and Citizenship
Workshop 6	Best Practices in Youth Dialogue and Civic Engagement
Workshop 7	Policing and Cultural Competencies: Is There a Missing Link?
Additional Workshop	Employment and Belonging: The Experience of Racialized Employees in Halifax, Nova Scotia



The Award of Excellence Ceremony

The winners of the 2012 Award of Excellence were announced at an Awards Ceremony on October 18. Six winners and five honourable mentions were selected by the Jury in the following categories: Aboriginal, Community, Corporate, Education, Government and Youth.

The keynote address was presented by the Honourable Senator, Rev. Don Meredith and the Masters of Ceremonies for the evening were Charla Williams & Gilles Deveau. The ceremony also included entertaining performances by Bhowesa Nkazana (translated as You Go Girl) from Zimbabwe, who awed the audience with their energy and talent. The Awards were presented by Dr. Ayman Al-Yassini, former CRRF Executive Director, and Madeleine Ziniak, National Vice President at Rogers Communications and a member of the Jury.

2012 AoE Winners, Honourable Mentions & Best Practices

Winners	Category	Honourable Mentions
Strategic Alliance of Broadcasters for Aboriginal Reflection (SABAR)	<i>Aboriginal</i>	Anishnawbe Health Toronto
The Mosaic Institute	<i>Community</i>	Affiliation of Multicultural Societies and Services Agencies of B.C. (AMSSA)
Canada Safeway Limited	<i>Private</i>	N/A
Immigrant Sector Council of Calgary (ISCC)	<i>Education</i>	Osgoode Hall Law School & the Human Rights Legal Support Centre
B.C. Hate Crime Team (BCHCT)	<i>Government</i>	Victoria Police Department
Equitas-International Centre for Human Rights Education	<i>Youth</i>	Bringing Youth Towards Equality (BYTE)

The 2012 Award of Excellence & Symposium would not have been possible without the generous support of our partners and sponsors:

- **Citizenship and Immigration Canada**



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada



- The Inspirit Foundation



- RBC Dominion Securities



- The James Robinson Johnston Chair, Dalhousie University



- Atlantic Metropolis Centre



- Multicultural Association of Nova Scotia



- Nova Scotia Human Rights Commission





- Canadian Commission for UNESCO



CANADIAN COMMISSION FOR UNESCO
COMMISSION CANADIENNE POUR L'UNESCO

www.unesco.ca

- Canadian Coalition of Municipalities Against Racism and Discrimination



- Interfaith and Belonging



- OMNI Television



Award of Excellence Best Practices Reader 2012

Thirty-two organizations submitted applications for the 2012 Award of Excellence. Every nomination was unique, offering the background to how each best practice was created and the benefits to each community served by the program. The programs were offered by community-based, not-for profit organizations, private sector establishments or government sector organizations. All the nominations are featured in the **Best Practices Reader**.



Each organization included information about the following aspects of their program, namely: the Inspiration, the Focus, a Personal Story, the Program's Impact and how it makes a difference, Words of Praise, Sharing your Best Practice and Reaching Out, Overcoming Challenges, the Best Practice Tool, and Plans for the Future. This publication was distributed to all the attendees of the AoE and serves as a useful networking and information sharing tool. It also showcases the more comprehensive work of all the nominees.

AoE 2012 Nominees

Aboriginal Council of Lethbridge; Affiliation of Multicultural Societies and Service Agencies (AMSSA); Anishnawbe Health Toronto; BC Hate Crimes Team (BCHCT); Bringing Youth Towards Equality (BYTE); Canada Safeway Limited; Canadian Human Rights Commission; CARITAS School for Life; Canadian Ethnic Media Association (CEMA); Centre d'amitié autochtone de Val-d'Or; Collective Human Rights International Organization (CHRIO); Correctional Service Canada; County of Kings; Diversity Thunder Bay; Equitas; Immigrant and Multicultural Services Society of Prince George (IMSS); Intercultural Dialogue Institute; Jane-Finch.com; Jewish-Somali Mentorship Program; Lethbridge Coalition of Municipalities Against Racism and Discrimination; Lougheed Middle School; Multi-Faith SK; North Shore Multicultural Society (NSMS); Osgoode Hall Law School and the Human Rights Legal Support Centre; Roma Community Centre; SABAR; Service-Learning Program for Pre-Service Teachers; St. Stephen's Community House; The Mosaic Institute; Truro Equity & Diversity Advisory Committee; Ukrainian Canadian Congress; Victoria Police Department.

Roundtable Series and the Canada Lecture

Three Roundtable discussions are organized annually focusing on current issues and topics of direct relevance to the CRRF's strategic priorities. When resources permit, a Canada Lecture, featuring an expert speaker on similar topics, is organized. The Roundtable discussions and Lecture are intended to take place in different parts of the country with teleconferencing opportunities, as occasion permits, to encourage national participation. Target audiences include students, NGO communities, government representatives, media and Canadians at large. In 2012-13, these programs were integrated into other programs such as the Award of Excellence Symposium and Dinner, and the Interfaith and Belonging Initiative, to make the best use of our limited resources.

CRRF's Clearing-house and Knowledge Base, Library and Resource Centre

Since its establishment in 1997, the Foundation has built a collection of resources that is unique to work regarding racism within the Canadian context. There are close to 4,000 resources in the CRRF's ever-expanding collection and the goal is to create an electronic resource that will incorporate the entire collection. An extensive review of the collection resulted in the creation of an efficient, web-based resource. Presently there are different types of materials, including periodicals, reports, textbooks, organizational pamphlets, study guides, journals, audio-visual materials and the CRRF's 2003 Special Rapporteur consultation reports. The CRRF's clearing-house is accessible through the website and acts as a virtual library for excellent material on combating racism. It allows anyone across Canada to access information within the collection and obtain hard copies, if necessary, from local libraries, directly from the CRRF's website, or the publisher's website.



Over the past year the CRRF's clearing-house has made a major contribution to sustaining and expanding the information base around anti-racism and the elimination of racial discrimination in Canada. As stated in its mandate, the CRRF will act as a clearing-house, providing information about race relations resources and establishing links with public, private and educational institutions and libraries. By creating an efficient bibliographic search tool accessible through the CRRF's website, the CRRF has ensured that it enables the facilitation, consultation and exchange of information relating to race relations policies, programs and research in Canada. Information housed in the CRRF's clearing-house creates increased public awareness of the importance of eliminating racism and racial discrimination in Canada.

In 2012, the clearing-house database was switched to the Flexicontent platform. The database is now fully interactive and any search via the Internet, using any search engine and through the CRRF's website, will yield results. This is a positive step forward for the CRRF because all 4,000 resources in the library are now electronically accessible. The bibliographic search tool provides information that may be used to access a resource from any library or publisher across Canada. Some resources published by community-based organizations and non-governmental organizations (NGO's) are also available online. The CRRF's clearing-house is accessible through the website and acts as a virtual library for the resources that the CRRF has identified as excellent Canadian material. The collection also includes selected international reports that are relevant to combating racism. Active links to publishers' websites are also posted.

Due to the extensive amount of work required to ensure that the clearing-house would be fully operational, a library assistant joined the CRRF team to assist in the smooth migration of the collection to the new Flexicontent platform. Some of our accomplishments included:

1. Internal training sessions for new users and staff on Flexicontent.
2. A second review of the entire collection once the Flexicontent platform was in place.
3. Creating a new Library Resource Manual.
4. The Special Rapporteur Collection of documents gathered during the United Nations' Special Rapporteur's 2003 cross-Canada consultation has been digitized and is available in the clearing-house section of the CRRF website.
5. Re-organizing the library and shelving the books and reports separately.
6. Undertaking outreach to publishers for book donations. A list of donated resources is available at <http://www.crrf-fcrr.ca>

The entire collection in the library and clearing-house has been reviewed. This task was accomplished under the supervision of Anne Marrian, Program Director, Community Support and Knowledge Base. Involved in the review process were the YMCA intern Jessica Forcand, Library Assistant, Jeswyn Pinto and youth volunteer Zachary Goncalves.

Reviewed and revamped the Foundation's website to reflect the direction and content of the clearing-house.

The Foundation's website is an easily accessible resource providing information on racism and racial discrimination in Canada, keeping a broad national and international audience up to date on CRRF programs, initiatives and interventions.

The CRRF's website underwent further review and the new revamped site showcases the content of the clearing-house. The design and content was modified, adding a detailed section that includes a database for the CRRF's entire collection. This database provides active links via the Internet for all the selected



CRRF resources that are classified in the CRRF's unique subject-specific collection and includes categories and sub-categories created by the CRRF through various publication types. New subject material is added as new resources are acquired. Every item in the collection meets the selection criteria developed by the CRRF.

Engaging Youth through Volunteer and Intern Recruitment, Retention and Development

The Foundation places high importance on youth participation in social change. Occasionally, the CRRF recruits graduate students to work on small research projects on a voluntary basis to help advance their research, analytical and writing skills, and to add to our growing literature on anti-racism.

There is a continued interest in volunteering and opportunities for students to undertake an internship at the Foundation. Youth volunteer, Zachary Goncalves, a BA graduate (Criminology) has been with the CRRF since May 2012. Bachelor of Social Work student, Nasreen Husain is completing a six month placement at the CRRF. This is the first time that the CRRF has hosted a student from the Social Work faculty. Outreach initiatives to recruit interns were done through the YMCA's Federal Youth Internship Program and York University's Teacher Education ED1 Community Field Placement program. The CRRF hosted two interns from the YMCA (Jessica Forcand and Nadia Webster), a student from York University's Faculty of Education (Natasha Sidi), and Emily Hoyle (Glendon College) assisted with work on the French items in the collection. Sophie Mukono BA (Hons) graduate (Human Rights) also joined the CRRF as a volunteer, working primarily on the Foundation's Interfaith and Belonging Project.

Pro Bono Students Canada (PBSC)

Through the Pro Bono Students Canada program and as one of its initiatives to engage students in anti-racism work, the CRRF partnered with Osgoode Hall Law School to provide their students with the opportunity to conduct research on issues of interest to the Foundation.

The CRRF coordinated the research activities with the students, PBSC Coordinator and lawyer supervisors at OKT Law (Olthuis Kleer Townshend LLP). Four students were recruited on a voluntary basis to investigate the evolution of Aboriginal treaty rights and their implications for land claims from the legal and social justice perspectives. All participating students have successfully submitted their initial research and intend to work towards a publication during PBSC 2013-2014.



Note about PBSC

Pro Bono Students Canada is a multiple award-winning law student program that provides legal services without charge to organizations and individuals in need in Canada. PBSC is recognized as the only national law student program in Canada, the only national pro bono program in the country, and the only national pro bono service organization anywhere in the world. Each year, PBSC provides over a thousand law students with volunteer opportunities to develop their legal skills by serving over 400 organizations nationally. (from PBSC official website: www.probonostudents.ca)



Education and Training

The CRRF's Education and Training Centre (ETC) develops and delivers diversity, equity and human rights education and training programs within an anti-racism framework. These are delivered to both public and private sectors. The ETC provides facilitators, speakers and panelists with tools to bolster educational initiatives, and promotes partnerships with Ministries of Education and other experts in facilitation, diversity and combatting racism. All initiatives and presentations are tailored to specific audiences and needs.

Initiatives in the Education Sector in Ontario

In May 2012 the Ministry of Education of Ontario passed Bill C-13, "*The Accepting Schools Act*". This new legislation validated the CRRF's mandate that Social Service sectors, particularly School Boards, provide Anti-Racism and Anti-Discrimination Training to staff, administrators, educators and school board employee groups. To that end, Chris D'Souza organized and facilitated four Foundations of Anti-Racism programmes to school boards across the GTA on behalf of the CRRF. Last fall, the Durham District School Board encouraged over 30 administrators (Vice-Principals, Principals and Managers) to attend the six evening sessions. Pardeep Singh, Hiren Mistry and Tia Duke developed passionate workshops around inclusive educational strategies.

The York Region District School Board programme was postponed due to labour strife, but finally took place between February and April. They too, filled over 30 seats with teachers and administrators from across the region. Camille Logan, York Region's Principal of Equity was pleased with the format and content of the course, and indicated their desire for a subsequent programme for the 2013-2014 school year. Halton Catholic School Board also contracted for two sessions this school year, the first taking place in late fall 2012, and the second beginning mid-March 2013. There was very positive feedback from participants and the facilitator reported great ease and comfort in delivering the updated programme.

Diversity and Equity Leadership Institute

Guided by the "Ontario Leadership Framework" and the broader "Ontario Leadership Strategy", the Diversity and Equity Leadership Program for Ontario School System Leaders (DELI-SSL) focuses on the core leadership competencies of self-awareness, empathy, communication and conflict resolution skills. By combining equity work with emotional intelligence and conflict transformation, this program empowers school boards to become more effective, respectful and inclusive.

Background

After a year of successfully delivering DELI workshops, on March 5, 2012 the Ministry and the Canadian Race Relations Foundation renewed their commitment and extended the program to other parts of Ontario. With a total of nine workshops scheduled across the Province, the objective was to capture most, if not all, Ontario school boards and to achieve a wider impact.



Program Objective

The objective of the DELI-SSL is to guide leaders in implementing equity, and providing the space and opportunity to disentangle the complexity of competing interests. Ontario's Equity strategy is essentially asking leaders and teachers to take risks and to prevent discrimination. They learn to respectfully ask the right questions to ensure that all voices are heard and that all students and staff feel that they matter and belong. Participants go beyond identifying systems of inequity, and learn concrete strategies to critically examine how systems of exclusion function and are maintained, in order to develop truly equitable leadership and accountability.

Leaders had indicated a need for more support in this area, and a need to be empowered with more practical tools and strategies. The training sessions offer a balance between understanding systemic racism, emotional impact, social relationships, processes, and multiple layers of conflict that accompany transformative learning. They are designed to assist Ontario school system leaders in developing capacity for equity in all areas, and offer a safe space for discussion and conversation about equity, race and human rights, and how these affect change – personal, community and organizational. The sessions help participants navigate through difference, diversity, power relations and conflict.

Delivery

Between July 2012 and March 2013, the CRRF and Anima Leadership successfully delivered nine two-day workshops in the following locations: Orangeville (Greater Toronto Area), Ottawa, Thunder Bay, Kingston, Niagara Falls, Sudbury, Windsor and London. Some 180 participants representing 45 Ontario school boards attended the sessions.

The program was administered by the CRRF, and the facilitators were provided by Anima Leadership. The workshops have been positively received and highly rated by all school boards.

Participant Comments

“The DELI session was excellent for my professional development as a leader. It provided me with an opportunity to examine my own biases and beliefs and to extend this understanding to gain a deeper understanding of equity and inclusivity, particularly in creating safe, respectful and supportive working and learning environments for all students and staff. I highly recommend this leadership institute for supervisory officers and principals/vice-principals in school districts.”

- C.P., Assistant Superintendent, Hastings Prince Edward District School Board

“The workshop provided a welcoming and safe environment for me to share my experiences, thoughts and concerns with my peers and proved to be a thought-provoking experience from beginning to end. I left the workshop feeling much more aware of the commonality of experiences, with a heightened awareness of some of the specific needs and concerns of others. Fantastic workshop!”

- M.C., Vice Principal, Lambton Kent District School Board

“The facilitator was open, accepting and sensitive. He took time to create a space that was safe and set a tone that was inviting ... I am leaving this workshop with more understanding of equity, and with more energy and motivation to help make my school board a more inclusive, equitable place.”

- J.O., Superior-Greenstone District School Board



Anima Leadership



Anima Leadership is a leadership training and consulting company dedicated to “developing transformative leadership in service of a healthier, more equitable and interdependent world”. Anima specializes in emotional and social intelligence for leadership development; diversity, equity and anti-discrimination issues; conflict transformation and dialogue processes, and creating inclusive, dynamic and productive organizational environments.



Interfaith and Belonging: A Civic Education and Engagement Initiative

Since 2011, the CRRF, funded by Citizenship and Immigration Canada, has undertaken a series of activities designed to promote dialogue and civic engagement among and between faith-based communities. The objective is to enhance the civic participation and responsibility of these communities and to strengthen their sense of belonging to Canada. The project is intended to facilitate a national dialogue on interfaith cooperation and communications, and to promote civic education and engagement. The second year of this three-year project began with a focused plan for the project deliverables.

The spring and summer of the second year saw the Project Poster completed in both official languages, and mass produced. Copies were widely circulated and now hang in many schools, universities, government offices, community centres, religious organizations and youth centres across the country. The poster’s ability to capture the message of the project succinctly and its ability to promote thoughtful conversation is being described as invaluable by educators and community organizations alike.

The summer saw the development of a project website (www.ib-ia.ca) that gives details of the project and serves as a place where information on project events and meetings are made available.

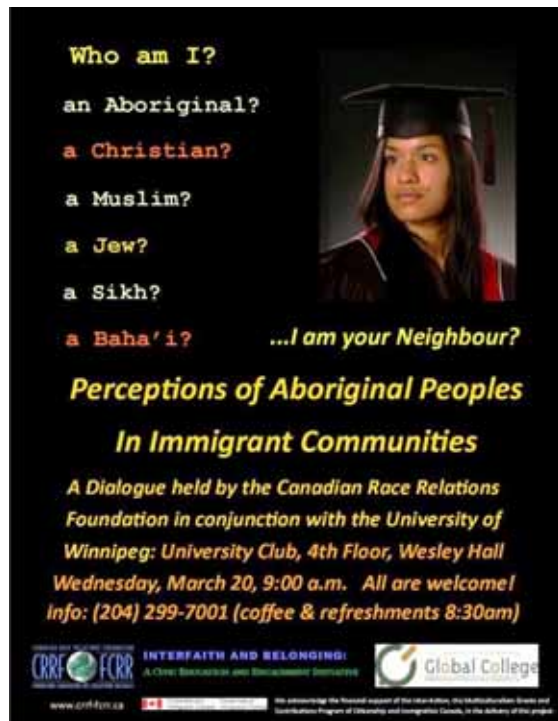


The Fall of the year saw the fourth major gathering of all project partners for a meeting in Halifax that coincided with the CRRF Award of Excellence Symposium. Partners in attendance included representatives from major religions in Canada including the Canadian Conference of Catholic Bishops, the Canadian Council of Imams, Centre for Israel and Jewish Affairs, the World Sikh Organization, and the Canadian Federation of Chabad Lubavitch to name a few. Present at the meeting were also senior representative from immigration- and diversity-related organizations such as the Canadian Centre for Diversity and the Canadian Ethnocultural Centre; youth organizations such as Youcan, and regional representatives from the Multicultural Associations in Saskatchewan and Nova Scotia. As well, two Ontario Human Rights Commissioners were in attendance as resource people. The meeting agenda included discourse regarding the growing number of incidents of discrimination and intolerance across Canada aimed at faith-based communities, and a presentation by the National Film Board of Canada on a joint CRRF-NFB multi-media product currently being created that will be hosted on the web, and serve as a forum for youth and young adults to facilitate interfaith and intra-faith dialogue. The gathering also saw a preliminary presentation of the Project website, and received details of the National Video Competition. Project partners in attendance stayed an extra few days in Halifax to contribute to the Award of Excellence Symposium. The Interfaith and Belonging Project sponsored one plenary session, and two workshops.

In the winter, the Interfaith & Belonging Project was invited to attend the All-Party Interfaith Parliamentary Friendship Group held on Parliament Hill. The group, chaired by MP Mark Adler, included other parliamentarians, faith group leaders, and members representing interfaith organizations. A brief presentation of the project was made, and the Project Manager will remain as a resource to be called upon for advice by the steering committee.

A Roundtable Discussion on ‘Perceptions of Aboriginal Peoples in Immigrant Communities’ was held in Winnipeg in the winter of 2013, and brought together leaders of local Aboriginal communities, police representatives, ethnic immigrant representatives, religious leaders and community groups, to discuss the perceptions immigrant people gain about Aboriginal peoples upon their arrival in Canada. Of note was that people coming to Canada generally do not arrive with even the basic knowledge of the existence of Aboriginal people in the country. Therefore their perceptions are born and raised here. A valuable discussion on how people new to the country gain their knowledge of Aboriginal peoples, what level of actual contact versus contact through media and hearsay, and the importance of understanding the history behind the several nations that make up the Aboriginal peoples took place. It

was hoped that this meeting could serve as an important start to a long conversation and development of true understanding between the two communities. The CRRF was urged by all in attendance to follow up with a series of meaningful and productive meetings and events to achieve this goal in Winnipeg. The





event was covered by several news organizations including the Aboriginal Peoples Television Network (ATPN), and Rubin Friedman, the Principal Operating Officer of the CRRF, being interviewed by Global Television (Winnipeg). The media coverage of this event served to promote awareness of the issues locally and nationally.

The second year of the project also saw a National Video Competition promoted in high schools across Canada to stimulate dialogue within and among youth, on Canada as a multi-faith society. This 8-month long event has produced some wonderful and insightful videos from youth, but more importantly, has allowed teachers in schools to have discussions regarding Canada evolving from a multicultural to a more visibly multi-faith country. Students, using the project poster as a starting point, have been able to have deep and meaningful conversations as to what role a person's faith may have in his/her life, and how, no matter what their faith, they are still Canadian.

A major agreement was developed and signed with the National Film Board for the joint production of a multimedia product that will be hosted on the web. This \$150,000 contribution agreement was part of the original CIC funding plan. The CRRF and NFB also held several youth consultations to trial run different concepts. A consultation with web-based media personnel and web marketing firms was also held on youth use of web resources.

The content for a Project Reference Binder that could be used by volunteer facilitators to conduct workshops after the end of the project funding period, was planned. By the end of the year, contracts had been signed with several writers to begin work on the various sections that will comprise the binder.

The Project was also visible in the media, as the CRRF was quoted throughout the year in response to issues of religion in the public sphere, as well as incidents of religious prejudice and discrimination as they arose across the country. In addition to newspaper coverage across the country, there were radio and television interviews with several media outlets including the CBC, Global and OMNI .



Finally, as a direct result of the work of the Interfaith & Belonging Project, a scholarship bursary program titled “Canadian Federation of Bridge Builders” was initiated within the Winnipeg city school system. A bursary of \$500 will be awarded to a student who does exceptional work in promoting interfaith and intercultural relations within his/her school. There is currently one bursary available in each of the eight school divisions in Winnipeg. The initiator and original funder for this program, Dr. Farouk Chebib, is hoping to take the program province-wide next year, and nationally in the following years. The Interfaith & Belonging Project, with the help of the project partners, will assist him, where possible, in his efforts.



In its third and final year of funding, the project will focus on the three major deliverables:

1. The development and delivery of workshops across Canada along with the completion of a workshop reference binder.
2. The development and delivery of three public service announcements, resulting from the National Video Competition, and
3. The successful launch of a joint CRRF-NFB multi-media product that will be hosted on the web.

Capturing the Pulse of the Nation

One of the main challenges confronting the CRRF is to gauge the national pulse with regard to the state of race relations in the country. Under this initiative, and in cooperation with the Association for Canadian Studies, the CRRF has for the past few years supported an annual survey on issues related to race relations and human rights in Canada. This year's focus was on attitudes toward Aboriginal Canadians. Other means of gathering intelligence on emerging issues need to be explored for the future.

A Sampling of Media Relations and Stakeholders Communications Activities

The impact of the Foundation's efforts has been augmented by direct communication with our stakeholders and news coverage of our statements and events.

News Releases & Statements

- July 11, 2012: News release: "The Canadian Race Relations Foundation (CRRF) denounces recent Anti-Sikh Vandalism as hate crime."
- July 13, 2012: Announcement: "The CRRF launches its revitalized website and clearing-house."
- July 24, 2012: Distributed CRRF's News Bulletin in French and English.
- September 27, 2012: Distributed bilingual flyers: "Nominations and registrations are now open for the Canadian Race Relations Foundation's 2012 Award of Excellence & Symposium."
- October 20, 2012: News release: "The Passing of Honourable Lincoln Alexander."
- October 23, 2012: Announcement on behalf of Albert Lo, CRRF Board Chairperson, regarding the Canadian Race Relations Foundation's new Principal Operating Officer, Rubin Friedman.
- December 4, 2012: Announcement regarding the Paul Yuzyk Award for Multiculturalism.
- December 10, 2012: News release: "Let's celebrate Human Rights Day by practicing mutual respect and responsibility every day."
- December 21, 2012: News release: "Supreme Court Niqab ruling."
- January 18, 2013: News release: "Raoul Wallenberg Day underscores the importance of learning about Holocaust Education and all manifestations of racism in Canada."
- January 24, 2013: Statement pertaining to International Holocaust Remembrance Day.
- February 4, 2013: News release: "CRRF as a resource on Canadians of Black and African Heritage." It appeared in the purchased ad in the Halifax Chronicle Herald as part of African Heritage Day in Halifax, NS. As a result of the publication, the Program Director, Community Support & Knowledge Base received several phone calls requesting resources and assistance.
- February 10, 2013: News release: "Reconciliation Day", as part of Black History Month in Ottawa at St. Alban's Church.
- February 22, 2013: News release: "Comments on the appointment of Dr. Andrew Bennett as Ambassador to the Office of Religious Freedom."
- February 27, 2013: News release: "CRRF welcomes Supreme Court clarification on the promotion of hatred."
- March 15, 2013: News release: "Survey of attitudes towards Aboriginals shows need for more dialogue."
- March 18, 2013: News release: "How Aboriginal Peoples are perceived and what is to be done: Education? Training? Community Dialogue?"



Interviews, Panel Discussions and Media Conference

- April 27, 2012: Phone interview for “Talknowledgy”, a technology and social media talk show on News Talk Radio 580 CFRA Ottawa, regarding racism in hockey.
- June 1, 2012: Interview with CBC Radio Canada 10:40 (French), regarding racial profiling.
- July 12, 2012: Interview with CBC Radio Canada (French), concerning the racist incidents in Brampton and Sarnia.
- August 14, 2012: Interview with CBC Radio Canada International regarding the Interfaith and Belonging Project.
- August 21, 2012: Interview with CBC Radio Canada (French), concerning Canadian culture and multiculturalism.
- August 21, 2012: Interview with Touch Base, Halifax media, regarding the Award of Excellence & Symposium.
- September 11, 2012: Participated in general discussions with two other panelists regarding race relations in Canada for a CBC Radio Canada program in Toronto, ON.
- September 27, 2012: Media conference in cooperation with the Nova Scotia Human Rights Commission, in Halifax, NS.
- November 8, 2012: Interview with a French radio show called *La vie verte* on CKRH-FM in Halifax, NS, regarding a Canadian perspective on the issue of racism.
- December 17, 2012: Interview with Blacklock’s Reporter – *Webblog* on Parliamentary News regarding CRRF’s appearance at the House of Commons Standing Committee on Public Accounts on December 4, 2012. The article appeared in Blacklock’s Reporter regarding funding of organizations with an endowment fund, quoting the Principal Operating Officer on December 24, 2012.
- December 22, 2012: Interview with French Radio in Montreal, regarding Niqab decision.
- February 20, 2013: Interview with CBC regarding a comment on the racist remarks posted on twitter about TSN’s South Asian hosts: <http://ca.sports.yahoo.com/blogs/eh-game/gurdeep-ahluwalia-nabil-karim-hosted-sportscentre-backlash-appalling-134034332.html> and. The Principal Operating Officer’s comments were posted on the SportsCentre Tweets: <http://www.cbc.ca/strombo/sports-2/an-ugly-message-gurdeep-ahluwalia-and-nabil-karim-targeted-by-racist-tweets-while-hosting-sportscent.html>.
- Interviews with the following media regarding the news release: “*Survey of attitudes towards Aboriginals shows need for more dialogue*”:
 - March 15, 2013: CBC Radio Yellowknife
 - March 18, 2013: CBC Radio Thunder Bay; CBC Radio London; Northern Saskatchewan Aboriginal Media Network; Epoch Times newspaper
 - March 19, 2013: Interviews with CBC Radio Iqaluit and Winnipeg Free Press regarding the CRRF event, “National and Local Dialogue on Perceptions of Aboriginal Peoples in Immigrant Communities”, held in conjunction with the University of Winnipeg at the University Club, University of Winnipeg on March 20, 2013 to commemorate the International Day for the Elimination of Racial Discrimination.
 - March 20, 2013: Winnipeg local Global TV news and APTV. Three speakers from the Roundtable were interviewed and the event was covered as a news item. The CRRF has received numerous expressions of interest to follow up on this Roundtable, from British Columbia and Winnipeg, Manitoba.



Financial Management Discussion and Analysis 2012-13

Statement of Financial Position Discussion

	2013 March 31	2012 March 31	Changes	
	\$	\$	\$	%
Assets				
Cash and cash equivalent	3,091,432	393,368	2,698,064	686
Investments	21,739,880	24,074,986	(2,335,106)	(9.7)
Prepaid expenses, receivables and inventories	341,757	186,928	154,829	83
Capital assets	76,894	47,509	29,385	62
Total Assets	25,249,963	24,702,791	547,172	2.2
Liabilities and Net Assets				
Accounts payable and accrued liabilities	71,243	36,769	34,474	94
Accrued salaries and employees future benefits payable	25,588	34,493	(8,905)	(26)
Deferred contributions and deferred revenues	60,494	216,294	(155,800)	(72)
Obligation under capital lease	4,739	6,962	(2,223)	(32)
Net assets	25,087,899	24,408,273	679,626	3
Total Liabilities and Net Assets	25,249,963	24,702,791	547,172	2.2

Assets

Cash is composed of cash at banks, cash equivalent in saving accounts in the investment portfolio, cash balances held by the Foundation's investment managers, and cash for "the Diversity and Equity Leadership Institute (DELI) for Ontario School System Leaders" project in a restricted bank account. Total Cash increased \$2,698,064 from March 31, 2012 primarily due to reclassification of \$2,259,463 in the saving accounts as "cash and cash equivalent" in the Statement of Financial Position and uninvested cash in the investment manager's accounts. As at March 31, 2013 total cash and cash equivalent in the investment portfolio amounted to \$3,081,142.



Statement of Financial Position Discussion (continued)

Investments have decreased 9.7% (2012 – 2%) compared to the investment value at March 31, 2012 primarily due to the reclassification of the saving accounts as the “cash and cash equivalent” (investment have decreased 0.03% without the effect of the reclassification). For the year March 31, 2013, the combined portfolio returned 8% or \$1,522,580 (2012 - 2% negative or \$491,016 loss) after all fees, realized losses on sale of investments of \$828,239 (2012 - \$90,846 gains). The return rate excluding the remeasurement (unrealized) gains is -0.6% or \$134,795 losses (2012 - 3.6% or \$870,115 gains).

Prepaid expenses, receivables and inventories are mainly prepaid expenses, trade accounts receivable, refunds of Federal Government’s Goods and Services Tax (GST), Ontario Government’s Harmonized Sales Tax (HST), and the cost of inventories of the Foundation’s publications. The 2013 prepaid expenses, receivables and inventories increased \$154,829 compared to 2012. This is primary due to increase in account receivable from the Department of Citizenship and Immigration Canada for “the Interfaith and Belonging” project of \$75,113, increase in accrued dividend income of \$36,986, a receivable from Ontario Ministry of Education for “the DELI phase II” project of \$14,917, a receivable from the City of Toronto for the 2012 property tax rebate of \$12,632, and increases in the GST and HST receivable accounts of \$16,312. (Other items : inducement – \$11,316, rent deposit – \$6,584)

The **Capital assets** are the net book value of office furniture and equipment, computer hardware and software, artwork, and leasehold improvements. The net increase of \$29,385 in 2012-13 is for costs of the leasehold improvements of \$40,805 and computer software of \$920 reduced by the annual amortization of all assets of \$12,340.

Liabilities

Accounts payable and accrued liabilities represent amounts payable to suppliers and year end expense accruals. There is an increase in accounts payable and accrued liabilities of \$34,474 at March 31, 2013. This is the net result of a decrease of \$1,013 in accounts payable offset by an increase of \$35,487 in accrued expenses and liabilities.

Salaries and employees future benefits payable are vacation and severance pay accruals owed to employees. It is made up of accruals in current liabilities of \$25,588. There is a decrease in salaries payable of \$8,905 in 2012-13 compared to 2011-12. This is mainly due to a decrease in accrual for severance pay in 2012-13.

Deferred contributions and deferred revenues is made up of participants registration fees received by the Foundation for the Ontario Ministry of Education “DELI” project of \$9,129, deferred revenues for training workshops on “the Foundations of Equity and Anti-Racism in Education program” for the Ontario School Boards of \$10,750, deferred lease improvements allowance of \$6,000, and Education and Training Center Fund of \$34,615. There is a decrease of \$155,800 in 2012-13 for deferred contributions and deferred revenues compared to 2011-12. This is mainly due to exhaustion of the advanced contributions received for the “DELI” project of \$165,000 in 2012.



Statement of Financial Position Discussion (continued)

Obligation under capital lease is the balance of capital repayment owed for the office equipment under lease of \$4,739. This is for the printer/copier lease which started at the end of 2009-10. The \$2,223 decrease represents the current year lease obligation payments.

Net Assets increased 3% in 2012-13 (2011-12, 1% decrease) mainly due to remeasurement (unrealized) gain on investments portfolio of \$1,657,374 offset by the deficiency of revenues over expenses of \$977,748 for the year.

Statement of Operations Discussion

	2013 March 31	2012 March 31	Changes	
	\$	\$	\$	%
Revenues				
Funded projects	512,764	283,171	229,593	81
Sponsorships, donations and contributions, honoraria and fundraising gala	27,220	7,025	20,195	287
Publications, in-kind and Miscellaneous Revenues	22,877	29,215	(6,338)	(22)
Total Revenues	562,861	319,411	243,450	76
Net investment gain (loss)				
Investment income earned	693,444	779,219	(85,775)	(95)
Changes in fair value - realized	(828,239)	90,896	(919,135)	(209)
Net investment gain (loss)	(134,795)	870,115	(1,004,910)	(115)

Revenues from **Funded projects** represent payments received by the Foundation from the Department of Citizenship and Immigration Canada for “the Interfaith and Belonging” project of \$256,063, from the Ontario Ministry of Education for phase II of “the Diversity and Equity Leadership Institute (DELI) for Ontario School System Leaders” project of \$216,117, and from the Ontario School Boards for 35 training workshops on “the Foundations of Equity and Anti-Racism in Education program” of \$40,584.

Revenues from **Sponsorships, donations and contributions, honoraria and fundraising gala** relate to honoraria received from public speaking engagements, donations and revenues from sponsorships and fundraising gala. This year revenues is made up of \$1,720 donations (2012 - \$6,025) and \$25,500 sponsorship for the 2012 Award of Excellence symposium.



Statement of Operations Discussion (continued)

Publications, in-kind and Miscellaneous revenues are sale proceeds of the CRRF publications and conferences registration fees. This year revenues includes \$1,658 from publications, \$4,050 from conferences registration fees, and \$16,943 from in-kind contributions.

Net investment income earned: The Foundation's primary source of income is derived from the investment income earned on the investment of the original contribution of \$24 million. Investment income earned includes interest, dividends, and distributions from pooled fund units, after portfolio management fees. Investment income earned for 2012-13 is \$693,444 (2012 - \$779,219) a decrease of \$85,775 from 2011-12. This is mainly due to the change of the composition of the portfolio.

Changes in fair value realized of investments include realized loss on sales of investments of \$828,239 compared with realized gain of \$90,896 in 2011-2012, a decrease of \$919,135. This is mainly due to losses on the disposition of impaired foreign equities offset by gains on sales of the Canadian securities in the investment portfolio.

Unrealized gains on investments measured at fair value are recognized in the Statement of Remeasurement Gains and Losses. Unrealized changes in fair value of the investments in 2012-13 were \$1,657,374 (2012 - \$379,099 loss).

	2013 March 31	2012 March 31	Changes	
Expenses	\$	\$	\$	%
Salaries and benefits	500,980	452,393	48,587	11
Funded projects	503,140	279,692	223,448	80
Rent	178,989	160,728	18,261	11
Award of Excellence symposium and fundraising gala	88,768	-	88,768	n/a
Office and general, conferences, symposia and others	46,680	62,306	(15,626)	(25)
Board of Directors honoraria and travel	43,104	67,394	(24,290)	(36)
Communication	23,280	25,223	(1,943)	(8)
Professional fees	20,873	65,884	(45,011)	(68)
Total Expenses	1,405,814	1,113,620	292,194	26



Statement of Operations Discussion (continued)

The Foundation's total expenses were \$1,405,814 for the 2012-2013 year (2012 - \$1,113,620) with the three main uses of funds being salaries and benefits, funded projects and rent expenses, totaling \$500,979, \$503,140 and \$178,989 respectively.

There was \$48,587 increase in **Salaries and benefits** expenses compared to 2011-12, mainly due to the changes in the staff employment status. The 2012-13 salaries and benefits expenses include in-kind value of internship and volunteer programs at the Foundation of \$16,943 (2012, \$18,402).

Rent expense for the office space increased by \$18,261 mainly due to the annual rent increase of \$2,935, the CRRF new office relocation moving expenses of \$9,151, and accounting for the new office rent free of \$5,375.

The **Award of Excellence symposium and financing gala** is an event held every two years. The 2012-13 expenses were for travel, meals and hotel accommodations, subsidies for winners, trainers and panelists, room rental for the symposium and gala, printed materials, audio and simultaneous interpretation expenses for October 2012 event in Halifax. These expenses were higher compared to the expenses for May 2010 event held in Montreal of \$64,163 because, the rental of conference/meeting rooms at University of Quebec (Montreal) paid at a reduced rate, the event was held at a university and not in a hotel, no food served at the award presentation, and staff travel expenses was less, because the venue was in Montreal as opposed to Halifax. The foundation received \$25,500 sponsorship for the October 2012 Award of Excellence symposium which is reported as the 2012-13 revenue.

Office and general, conference, symposium and others expenses decreased by \$15,626, mainly due to the Foundation's administration fees of \$24,800 (2012 - \$15,576) received from the funded projects and credited to these expenses.

Board of Directors Honoraria and expenses have decreased by \$24,290. The 2012-13 expenses include one Directors' face to face meeting in October (Halifax) 2012, in addition to teleconferences meetings throughout the year. The value of in-kind contributions from the board members has not been included in the expenses.

Professional fees are for legal, accounting and corporate services fees. The decrease of \$45,011 in professional fees is the net result of an increase in legal fees of \$5,942, offset by a decrease in accounting fees of \$50,953. The prior year accounting fees were for the Foundation's internal audit of \$25,703 and for the consultation in the conversion of the Foundation's financial reporting to PSAS of \$29,358. The 2012-13 accounting fee is also for the consultation in the conversion to PSAS. The legal fees were increased because of there were more employment related legal consultations in 2012-13. There was no corporate services fees expense in 2012-2013.

Communications are public and media relations expenses. There were no significant changes to these expenses in 2012-13.



Outlook for the Future

Fiscal Year 2013-2014

The Canadian Race Relations Foundation continues to fund its operations through the investment income. In 2013-2014 the Foundation will continue the implementation of “the Interfaith and Belonging” project, funded by the Department of Citizenship and Immigration Canada. The Foundation, in partnership with Anima Leadership, will also continue delivery of Phase II of the “Diversity and Equity Leadership Institute for Ontario School System Leaders” project, funded by the Ontario Ministry of Education, which will be delivered in two different locations in Ontario. .

The Foundation has an approved operating revenues budget of \$1,194,200 and expenditures budget of \$1,209,700 for 2013-14. The approved budget for the year is closely monitored by senior management and the Board of Directors. We review and monitor budget variance reports on regular basis. Adjustments are made as required, and expenditures are consistent with the approved budget and are according to Board resolutions and guidelines of the Treasury Board. Quarterly financial statements and related notes are also prepared in accordance with the Treasury Board standards and are posted in the Foundation website.

In 2013 the Foundation will develop a new Strategic Plan for 2014-15 to 2016-17 fiscal years and the budget has been assigned for this purpose.

The Foundation’s programs and activities are designed in accordance with the Foundation’s Strategic Plan for 2011 to 2014. A key component in the Plan is the development and implementation of the Foundation’s role as a clearing house. We are committed to the strengthening of strategic alliances with sister Crown corporations, federal and provincial government departments and agencies, community groups, and relevant sectors of Canadian society. Our outlook for 2013-2014 is premised on cooperation with our partners and stakeholders with the objective of fulfilling the Foundation’s business plan and priorities.



MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The preparation of the financial statements of the Canadian Race Relations Foundation in accordance with Canadian public sector accounting standards is the responsibility of management. These financial statements have been approved by the Board of Directors. An external auditor conducts an audit of the financial statements and reports to the Minister of Citizenship, Immigration and Multiculturalism on an annual basis. The financial statements include some amounts that are necessarily based on management's best estimates and judgment. Financial information presented elsewhere in the annual report is consistent with that contained in the financial statements.

Management is also responsible for the financial reporting process that produces the financial statements. In support of its responsibility, management has developed and maintained books of accounts, records, financial and management controls and information systems. These are designed to provide reasonable assurance that the Foundation's resources are managed prudently, that its assets are safeguarded and controlled, and that its financial information is reliable and to ensure that transactions are in accordance with subsection 105(2) and sections 113.1, 131 to 148 and 154.01 of Part X of the *Financial Administration Act* and regulations, the *Canadian Race Relations Foundation Act*, and the articles and by-laws of the Foundation.

The Board of Directors is responsible for ensuring that management fulfills its responsibilities for financial reporting as stated above. The Board carries out its responsibilities mainly through the Finance and Audit Committee. The Committee meets with management and the external auditor to review internal controls, financial reports, and other relevant financial matters. The Auditor General of Canada conducts an independent audit, in accordance with Canadian generally accepted auditing standards, and expresses his opinion on the financial statements. His report is presented on the following page.

Arsalan Tavassoli MA, CGA
Finance and Administration Director

July 17, 2013



INDEPENDENT AUDITOR'S REPORT

To the Minister of Citizenship, Immigration and Multiculturalism

Report on the Financial Statements

I have audited the accompanying financial statements of the Canadian Race Relations Foundation, which comprise the statement of financial position as at 31 March 2013, and the statement of operations, statement of remeasurement gains and losses, statement of changes in net assets and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

.../2



- 2 -

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Canadian Race Relations Foundation as at 31 March 2013, and the results of its operations, its remeasurement gains and losses, and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Report on Other Legal and Regulatory Requirements

As required by the *Financial Administration Act*, I report that, in my opinion, the accounting principles in Canadian public sector accounting standards have been applied on a basis consistent with that of the preceding year.

Further, in my opinion, the transactions of the Canadian Race Relations Foundation that have come to my notice during my audit of the financial statements have, in all significant respects, been in accordance with the applicable provisions of Part X of the *Financial Administration Act* and regulations, the *Canadian Race Relations Foundation Act*, and the articles and by-laws of the Canadian Race Relations Foundation.

Sylvain Ricard, CPA, CA
Assistant Auditor General
for the Auditor General of Canada

17 July 2013
Ottawa, Canada



CANADIAN RACE RELATIONS FOUNDATION Statement of Financial Position As at March 31, 2013

	2013	2012
	\$	\$
Assets		
Current Assets		
Cash and cash equivalent (note 2)	3,091,432	393,368
Prepaid expenses	10,279	7,361
Receivables and inventories (note 3)	331,478	179,567
Investments (note 4)	440,127	292,926
	<u>3,873,316</u>	<u>873,222</u>
Investments (note 4)	21,299,753	23,782,060
Capital assets (note 7)	76,894	47,509
	<u>25,249,963</u>	<u>24,702,791</u>
Liabilities and Net Assets		
Current liabilities		
Accounts payable and accrued liabilities	71,243	36,769
Accrued salaries	25,588	21,652
Deferred contributions and deferred revenues (note 9)	60,494	216,294
	<u>157,325</u>	<u>274,715</u>
Obligation under capital lease (note 8)	4,739	6,962
Employees future benefits (note 10)	-	12,841
	<u>162,064</u>	<u>294,518</u>
Net assets:		
Unrestricted	(262,531)	746,825
Invested in capital assets (note 14)	72,155	40,547
Accumulated remeasurement gains (losses)	1,278,275	(379,099)
Restricted for endowment purposes (note 11)	24,000,000	24,000,000
	<u>25,087,899</u>	<u>24,408,273</u>
	<u>25,249,963</u>	<u>24,702,791</u>
Contractual obligations (note 12)		

The accompanying notes are an integral part of the financial statements.

Albert Lo, Director

Ashraf Ghanem, Director



CANADIAN RACE RELATIONS FOUNDATION

Statement of Operations

For the year ended March 31, 2013

	2013	2012
Revenues	\$	\$
Funded projects	512,764	283,171
Sponsorships, donations and contributions, honoraria and fundraising gala	27,220	7,025
Project - competencies for the management of diversity	-	2,431
Publications, in-kind & Miscellaneous revenue	22,877	26,784
	<u>562,861</u>	<u>319,411</u>
Expenses (note 18)		
Programs expenses	510,702	463,946
Funded projects	503,140	279,692
Administration expense	192,547	174,398
Award of Excellence symposium and fundraising gala	88,768	-
Operating expenses	44,765	94,485
Board of Directors meetings	43,104	67,394
Conferences, symposia and consultations	16,682	19,912
Information systems and development	4,741	8,030
Staff recruitment and development	1,096	1,262
Finance cost	269	809
Public Education and training	-	3,692
	<u>1,405,814</u>	<u>1,113,620</u>
Deficiency of revenues over expenses before net investment gain (loss)	<u>(842,953)</u>	<u>(794,209)</u>
Net investment income gain (loss) (note 13)	(134,795)	870,115
Excess (deficiency) of revenues over expenses	<u>(977,748)</u>	<u>75,906</u>

The accompanying notes are an integral part of the financial statements.



CANADIAN RACE RELATIONS FOUNDATION
Statement of Remeasurement Gains and Losses
For the year ended March 31, 2013

	2013	2012
	\$	\$
Accumulated remeasurement gains (losses), beginning of year	(379,099)	-
Unrealized gains (losses) attributable to:		
Portfolio investment in equity instruments quoted in an active market	1,430,395	(631,319)
Financial instruments designated to the fair value category	163,918	139,328
Amounts reclassified to the statement of operations:		
Portfolio investment in equity instruments quoted in an active market	175,993	246,839
Financial instruments designated to the fair value category	(112,932)	(133,947)
Accumulated Remeasurement gains (losses), end of year	1,278,275	(379,099)

The accompanying notes are an integral part of the financial statements.



CANADIAN RACE RELATIONS FOUNDATION

Statement of Changes in Net Assets

For the year ended March 31

2013	Unrestricted	Invested in capital assets	Accumulated remeasurement gains (losses)	Endowment	2013
	\$	\$	\$	\$	\$
Net assets, beginning of year	746,825	40,547	(379,099)	24,000,000	24,408,273
Deficiency of revenues over expenses	(977,748)	-	-	-	(977,748)
Remeasurement gains	-	-	1,657,374	-	1,657,374
Net changes in invested in capital assets (note 14)	(31,608)	31,608	-	-	-
Net assets, end of year	(262,531)	72,155	1,278,275	24,000,000	25,087,899

2012	Unrestricted	Invested in capital assets	Accumulated remeasurement gains (losses)	Endowment	2012
	\$	\$	\$	\$	\$
Net assets, beginning of year	685,339	26,127	-	24,000,000	24,711,466
Excess of revenues over expenses	75,906	-	-	-	75,905
Remeasurement losses	-	-	(379,099)	-	(379,099)
Net changes in invested in capital assets (note 14)	(14,420)	14,420	-	-	-
Net assets, end of year	746,825	40,547	(379,099)	24,000,000	24,408,273

The accompanying notes are an integral part of the financial statements.



CANADIAN RACE RELATIONS FOUNDATION

Statement of Cash Flows

For the year ended March 31, 2013

	2013	2012
	\$	\$
Operating activities:		
Excess (deficiency) of revenue over expenses	(977,748)	75,906
Items not affecting cash:		
Amortization	12,340	9,512
Realized (gains) losses on sale of investments (note 13)	828,239	(90,896)
	(137,169)	(5,478)
Changes in non-cash operating assets and liabilities:		
(Increase) decrease in prepaid expenses	(2,918)	956
(Increase) in receivables and inventories	(151,911)	(125,343)
Increase in accounts payable and accrued liabilities, accrued salaries and employees future benefits	25,569	8,976
Increase (decrease) in deferred contributions and deferred revenues	(155,800)	117,262
Net cash used in operating activities	(422,229)	(3,627)
Capital activities:		
Addition to capital assets	(41,725)	(21,801)
Repayment of capital lease obligations	(2,223)	(2,131)
Net cash used in capital activities	(43,948)	(23,932)
Investing activities:		
Proceeds from sale of investments	30,339,403	5,705,432
Purchase of investments	(27,175,162)	(5,491,341)
Net cash provided by investing activities	3,164,241	214,091
Increase in cash and cash equivalent	2,698,064	186,532
Cash and cash equivalent, beginning of year	393,368	206,836
Cash and cash equivalent, end of year	3,091,432	393,368

Note 1: \$410,573 interest received is included in the net cash flow from operating activities (2012 - \$474,545)

Note 2: There is no gain or loss on disposal of capital assets.

The accompanying notes are an integral part of the financial statements.



THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2013

1. Description of organization:

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

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

The Foundation’s Education and Training Centre develops and delivers diversity, equity and human rights education and training as it relates to harmonious race relations.

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

2. Significant accounting policies:

(a) Basis of presentation:

The Foundation has prepared the financial statements applying the Section 4200 series of Canadian public sector accounting standards applicable to government not-for-profit organizations.

The Foundation applies the deferral method of accounting for contributions for not-for-profit organizations.

(b) Revenue recognition:

(i) Donations and contributions:

Donations and contributions are comprised of contributions received from non-government entities that are not part of the federal government reporting entity, such as individuals and foundations.

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

Donations and contributions externally restricted for specific purposes are deferred on the Statement of Financial Position and recognized as revenue on the Statement of Operations in the period in which the related expenditures are recognized. Restricted investment income from invested donations and contributions, if any, is recognized as income in the Statement of Operations in the year that the related expenditures are recognized.

Endowment is a restricted contribution subject to externally imposed stipulations specifying that the resources contributed are to be maintained permanently as specified.



2. Significant accounting policies (continued):

(ii) Net investment income:

Investment transactions are accounted for on a trade-date basis. Trade-date accounting refers to the recognition of an asset to be received and the liability to pay for it on the trade date; and the derecognition of an asset that is sold, recognition of any gain or loss on disposal, and the recognition of a receivable from the buyer for payment on the trade date.

Investment income includes interest from cash and cash equivalent, interest from fixed income investments, dividends, distributions from pooled funds and realized gains and losses on sale of investments classified in the fair value category. Unrealized changes in the fair value of investments classified in the fair value category are recognized by the Foundation in the Statement of Remeasurement Gains and Losses.

Interest from cash and cash equivalent and fixed income investments are recognized as revenue when earned. Dividends are recognized as revenue on the ex-dividend date. Distributions are recognized as revenue on the date the distribution is declared.

Transaction costs, such as brokerage commissions incurred in the purchase and sale of investments are expensed as incurred and charged to investment income for investments recorded in the fair value category.

Investment counsel fees are expensed as incurred and charged to investment income.

(iii) Sponsorships:

Unrestricted sponsorships are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Externally restricted sponsorships are deferred and recognized as revenue in the year in which the related obligations are fulfilled. Revenues and offsetting expenses from goods and services received in-kind are recorded at fair market value upon receipt.

(iv) Donation in kind:

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

(v) Volunteer services:

The Foundation records the fair value of revenue and offsetting expenses of volunteer services in its financial statements if the fair value of volunteer services can be reasonably estimated. If the fair value cannot be estimated, a footnote disclosure is provided in the notes to financial statements.

(vi) Other revenues:

Revenues from honoraria, fundraising gala, publications, workshops and funded projects are recognized in the year in which the services or events relating thereto take place. Externally restricted funds received in return for future services or events are deferred.



2. Significant accounting policies (continued):

(c) Cash and cash equivalent, receivables and accounts payable and accrued liabilities

Cash and cash equivalent is recorded by the Foundation at cost. Cash equivalent includes saving accounts and any related interest income is recorded in net investment income. Receivables, and accounts payable and accrued liabilities are classified in the cost category.

Any gains, losses or interest expense related to accounts payable and accrued liabilities are recorded in the excess of revenues over expenses depending on the nature of the financial liability that gave rise to the gain, loss or expense.

(d) Financial assets and financial liabilities

The Foundation's financial assets and financial liabilities consist of cash and cash equivalent, investments, receivables, accounts payable and accrued liabilities and accrued salaries. Investments have been classified in the fair value category based on the policies described below. Other financial assets and financial liabilities are carried at cost.

Investments consist of fixed income investments, equities and pooled funds. All investments have been classified in the fair value category and are recorded at fair value as active management of the investment portfolio including capitalizing on short-term pricing opportunities is integral to generating funding for the Foundation. These investments are recognized at fair value through the Statement of Remeasurement Gains and Losses at each period end. Gains and losses on these investments are recognized in the Statement of Operations when the financial asset is derecognized due to disposal or impairment.

(e) Determination of fair values:

The fair value of the Foundation's assets and liabilities accounted for are based on market measurement on March 31. Fair values of investments are determined by reference to published price of the most recent transaction in an active market at year end representing by the full price for fixed income investments and the closing price for equities and by reference to transactional net asset values for pooled funds.

The transactional net asset value per unit of a pooled fund is calculated by dividing the net assets of the fund (based on closing market prices) by the total number of units outstanding.

Portfolio investments are reported at fair value. Unrealized changes in the fair value of portfolio investments are recognized in the Statement of Remeasurement Gains and Losses. Once realized, the cumulative gains or losses previously recognized in the Statement of Remeasurement Gains and Losses are recorded in net investment income. Purchases and dispositions of portfolio investments are recorded on the trade date. Management fees paid are expensed in the year.



2. Significant accounting policies (continued):

(f) Inventories:

The Foundation records its inventories of publications for resale at the lower of cost or net realizable value at the year-end date. The Foundation uses the “specific identification of cost method” of assigning costs to its ending inventories. This method requires the amount of specific inventory on hand be multiplied by its actual production cost to calculate the amount of ending inventory cost.

(g) Capital assets:

Capital assets are recorded at acquisition cost. Assets under capital lease are recorded at the present value of the minimum lease payments and are amortized over the term of the lease. Except for the assets under capital lease, amortization is provided for over the estimated useful lives of the assets on a straight-line basis as follows:

Assets	Estimated Useful Lives
Office furniture and equipment	5 years
Office equipment under capital lease	Over the term of the lease
Computer hardware	3 years
Artwork	No amortization is provided
Computer software	3 years
Database development	3 years
Leasehold improvements	Over the term of the lease

(h) Foreign currency translation:

Transactions in a foreign currency are translated to Canadian dollars at the rate of exchange prevailing at the transaction date and included in the Statement of Operations. The fair value of investments quoted in a foreign currency and accounts denominated in a foreign currency are translated into Canadian dollars at the rates prevailing at the end of the year. Foreign exchange gains or losses prior to the derecognition of a financial asset or the settlement of a financial liability are recognized in the Statement of Remeasurement Gains and Losses. Foreign exchange gains or losses are recognized on the Statement of Operations in net investment income upon derecognition of a financial asset or the settlement of a financial liability.

(i) Employees future benefits:

The Foundation does not have any obligations for retirement benefits (pensions and other retirement benefits, such as extended health care and life insurance benefits, or any other form of compensation offered for services rendered) to its employees or a promise to provide these benefits to employees because of retirement in return for their services.



2. Significant accounting policies (continued) :

(j) Measurement uncertainty:

The preparation of financial statements in accordance with Canadian public sector accounting standards applicable for government not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of income and expenses for the year. Fair value of investments and estimated useful lives of capital assets are the most significant items where estimates are used. Actual results could differ significantly from those estimated.

(k) Contingent liabilities:

In the normal course of its operations, the Foundation becomes involved in various claims or legal actions. Some of these potential liabilities may become actual liabilities when one or more future events occur or fail to occur. To the extent that the future event is likely to occur or fail to occur, and a reasonable estimate of the loss can be made, a liability will be accrued and an expense recorded in the Foundations' financial statements. No amount has been included in the Statement of Financial Position for contingent liabilities. At March 31, 2013, there are no outstanding claims.

(l) Functional allocation of expenses:

The Foundation's operations are performed by functional areas that provide integrated services to its various programs. Expenses are reported by function or major program and in total on the accompanying Statement of Operations and are disclosed by the detail of expenses by object and in total in the schedule in note 18 to financial statements. This schedule outlines the major types of expenses incurred.

Allocations of expenses are made to other functions based on the Foundation's activities and programs. The rates adopted for the allocation of expenses among functions, the nature of the expenses being allocated and the basis on which such allocations have been made are as follows:



2. Significant accounting policies (continued):

(I) Functional allocation of expenses (continued):

2013 Expenses	Amount (\$)	Allocation Rate (%)	Function	Amount (\$)
Funded projects	503,140	100%	Funded projects	503,140
Salaries and benefits	500,980	75% 25%	Program expenses Administration expenses	375,735 125,245
Rent	178,989	65% 35%	Program expenses Administration expenses	116,343 62,646
Award of Excellence symposium and fundraising gala	88,768	100%	Award of Excellence symposium and fundraising gala	88,768
Board of Directors honorary and travel	43,104	100%	Board of Directors meetings	43,104
Communication	23,280	80% 20%	Program expenses Administration expenses	18,624 4,656
Professional fees	20,873	100%	Operating expenses	20,873
Conferences, symposia and consultations	16,682	100%	Conferences, symposia and consultations	16,682
Amortization	12,340	100%	Operating expenses	12,340
Office and general	11,552	100%	Operating expenses	11,552
Information systems and development	4,741	100%	Information systems and development	4,741
Staff recruitment and development	1,096	100%	Staff recruitment and development	1,096
Interest expenses	269	100%	Finance cost	269
	1,405,814			1,405,814



2. Significant accounting policies (continued):

(l) Functional allocation of expenses (continued):

2012

Expenses	Amount (\$)	Allocation Rate (%)	Function	Amount (\$)
Salaries and benefits	452,393	75%	Program expenses	339,295
		25%	Administration expenses	113,098
Funded projects	279,692	100%	Funded projects	279,692
Rent	160,728	65%	Program expenses	104,473
		35%	Administration expenses	56,255
Board of Directors honoraria and travel	67,394	100%	Board of Directors meetings	67,394
Professional fees	65,884	100%	Operating expenses	65,884
Communication	25,223	80%	Program expenses	20,178
		20%	Administration expenses	5,045
Conferences, symposia and consultations	19,912	100%	Conferences, symposia and consultations	19,912
Office and general	19,089	100%	Operating expenses	19,089
Amortization	9,512	100%	Operating expenses	9,512
Information systems and development	8,030	100%	Information systems and development	8,030
Public education and Training Centre	3,692	100%	Education and training	3,692
Staff recruitment and development	1,262	100%	Staff recruitment and development	1,262
Interest expenses	809	100%	Finance cost	809
	1,113,620			1,113,620



3. Inventories:

The inventories on hand consist of the Foundation's publications in hardcopy and DVD format package intended for resale. At March 31, 2013 the cost of inventories is \$3,445 (2012 - \$3,445).

4. Investments:

March 31, 2013	Fair Value
Fixed income investments - Canadian	\$ 10,849,041
Equity securities- Canadian	3,832,456
Equity securities- Foreign	7,058,383
	\$ 21,739,880

March 31, 2012	Fair Value
Fixed income investments - Canadian	\$ 8,259,287
Fixed income investments - Foreign	142,731
Equity securities- Canadian	2,150,505
Equity securities- Foreign	9,291,468
Pooled fund units	4,230,995
	\$ 24,074,986

Canadian fixed income investments have effective interest rates (yields to maturity) ranging from 1.50% to 6.93% (2012 – 1.43% to 10.95%), with maturity dates ranging from June 2, 2013 to June 1, 2032 (2012 - April 10, 2012 to December 14, 2105).

5. Financial risk management:

In the normal course of business, the Foundation is exposed to a variety of financial risks: credit risk, interest rate risk, currency risk, other price risk and liquidity risk. The value of investments within the Foundation's portfolio can fluctuate on a daily basis as a result of changes in interest rates, economic conditions and market news related to specific securities within the Foundation's portfolio. The level of risk depends on the Foundation's investment objectives and the types of securities in which it invests.

The Foundation manages these risks by following a diversified investment strategy which is defined and set out in its Investment Policy Statement. The portfolio is diversified according to asset class by combining different types of asset classes such as money market, fixed income and equities within



5. Financial risk management (continued):

the portfolio. The percentage of the portfolio allocated to each asset class is defined within a specific range and the allocations are reviewed at least every quarter to ensure that they remain within the target range or the portfolio is rebalanced to the target range.

(a) Asset Mix:

As of March 31, 2013, the Foundation's investment portfolio investment asset mix was as follows:

- 56.0% in Cash and cash equivalent and Fixed Income (2012 - 46%)
- 15.5% in Canadian Equities (2012 - 9%)
- 15.3% in US Equities (2012 - 22%)
- 13.2% in International (Global) Equities (2012 - 23%)

Within each asset class, the Foundation also holds investments with different risk-return characteristics. For example, equities are diversified across industry sectors and by company size (market capitalization) while bonds are diversified by credit ratings, term to maturity, as well as across the government and corporate bond sectors. In addition, the Foundation employs investment managers with different investment styles such as value, growth and growth at a reasonable price (GARP). Diversification also occurs at the individual security selection level whereby securities are selected based on either top-down analysis or bottom-up analysis. The Foundation is also diversified across geographic regions by investing in Canadian, US and international securities.

(b) Credit risk:

Credit risk is the risk that the counterparty to a financial asset will fail to discharge an obligation or commitment that it has entered into with the Foundation.

(i) Fixed income securities:

The Foundation's investments in fixed income securities represent the main concentration of credit risk. The market value of fixed income securities includes consideration of the credit worthiness of the issuer, and accordingly, represents the maximum credit risk exposure of the Foundation.

As at March 31, 2013 the Foundation was invested in fixed income securities with the following credit ratings:

Debt instrument by credit rating	Percentage of Value	
	2013	2012
AAA (+ R1 rated short-term)	31.0%	24.0%
AA	21.5%	26.9%
A	36.9%	33.8%
BBB	10.6%	7.0%
BB or less	-	8.3%

Credit ratings are obtained from a number of reputable rating agencies (e.g. Standard & Poor's, Moody's, Fitch or Dominion Bond Rating Services). Where more than one rating is obtained for a security, the lowest rating has been used.



5. Financial risk management (continued):

(ii) Accounts receivable:

The Foundation's exposure to credit risk associated with accounts receivable is assessed as being low mainly due to the type of the Foundation's debtors which are mainly from Government of Canada and related parties. All accounts receivables are less than 3 months.

The maximum exposure to credit risk for accounts receivable by type of customer as at March 31 is as follows:

	2013	2012
Government of Canada	\$ 223,334	\$ 133,078
Other organizations	104,699	43,044
	\$ 328,033	\$ 176,122

(c) Interest rate risk:

Interest rate risk arises from the possibility that changes in interest rates will affect future cash flows or fair values of financial assets. Interest rate risk arises when the Foundation invests in interest-bearing financial assets. The Foundation is exposed to the risk that the value of such financial assets will fluctuate due to changes in the prevailing levels of market interest rates. Typically longer maturity instruments have greater interest rate risk; however a more sophisticated measure of interest rate risk taking into account the interest (or coupon) received is the duration of the securities. Duration is a measure of the sensitivity of a fixed income security's price to changes in interest rates and is based on the relative size and the time to maturity of expected cash flows. Duration is measured in years and will range between 0 years and the time to maturity of the fixed income security. The Foundation has divided its portfolio to be managed by several independent investment managers. The duration of the Foundation's fixed income portfolio is calculated based on the weighted average of the individual investment manager durations. Individual investment manager durations are computed based on the weighted average of the durations of individual securities (e.g. bonds) within each manager's fixed income portfolio.



5. Financial risk management (continued):

The Foundation's fixed income fair value investments comprise:

	2013	2012
Fixed income investments – Canadian	\$ 10,849,041	\$ 8,259,287
Fixed income investments – Foreign	-	142,731
Fixed income investments included in Pooled fund units	-	2,614,961
	\$ 10,849,041	\$ 11,016,979

As at March 31, 2013 the Foundation's exposure to debt instruments by maturity and the impact on operating results and net assets had the yield curve shifted in parallel by 25 basis points with all other variables held constant ("sensitivity analysis"), is as follows:

Fixed income securities fair value by maturity date:

	2013	2012
Less than 1 year	\$ 440,127	\$ 342,075
1-3 years	1,529,307	2,681,070
3-5 years	2,864,923	2,576,822
Greater than 5 years	6,014,684	5,417,012
	\$ 10,849,041	\$ 11,016,979

<u>Sensitivity</u>	1.59%	1.30%
	\$ 172,138	\$ 143,698

The Foundation's overall portfolio duration is 6.35 years (2012 - 5.22 years). If the yield curve experiences a parallel shift of 25 basis points, the value of the Foundation's fixed income allocation would shift by approximately 1.59% or \$172,138 (2012 - 1.30% or \$143,698). In practice actual trading results may differ from the above sensitivity analysis and the difference could be material.

(d) Currency risk:

Currency risk is the risk that the fair value or future cash flows of financial assets and financial liabilities will fluctuate due to changes in foreign exchange rates. Currency risk arises from financial assets and financial liabilities that are denominated in a currency other than Canadian dollars, which represents the functional currency of the Foundation.



5. Financial risk management (continued):

The Foundation is exposed to currency risk on its investment portfolio from the following currencies:

2013	USD (\$)	GBP (\$)	Euro (\$)	Yen (\$)	Others (\$)
Market Value	\$7,058,383	-	-	-	-
% of Portfolio	32.50%	-	-	-	-

2012	USD (\$)	GBP (\$)	Euro (\$)	Yen (\$)	Others (\$)
Market Value	\$5,479,818	\$473,978	\$2,255,944	\$659,477	\$1,237,953
% of Portfolio	22.77%	1.97%	9.37%	2.74%	5.14%

These amounts are based on the fair value of the Foundation's investments. Other financial assets and financial liabilities that are denominated in foreign currencies do not expose the Foundation to significant currency risk.

As at March 31, 2013, if the Canadian dollar strengthened or weakened by 1% in relation to other currencies, with all other variables held constant, operating results and net assets would have an increase or decrease, respectively, by approximately:

	2013 Increase in value	2013 Decrease in value	2012 Increase in value	2012 Decrease in value
US dollars	70,584	(70,584)	54,798	(54,798)
British pound			4,740	(4,740)
Euro			22,559	(22,559)
Japanese yen			6,595	(6,595)
Others			12,380	(12,380)

In practice actual results may differ from the above sensitivity analysis and the difference could be material.



5. Financial risk management (continued):

(e) Other price risk:

Other price risk is the risk that the fair value or future cash flows of financial assets and financial liabilities will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk). All investments represent a risk of loss of capital. The investment managers of the portfolio contracted by the Foundation moderate this risk through a careful selection and diversification of securities and other financial assets and financial liabilities within the limits of specified statements of investment policy and guidelines (SIPGs) which are negotiated and agreed upon with each investment manager. The maximum risk resulting from financial assets and financial liabilities is determined by the market value of the financial assets and financial liabilities. The Foundation's overall market positions are monitored on a daily basis by the portfolio managers. Financial assets held by the Foundation are susceptible to market price risk arising from uncertainties about future prices of the instruments.

The portfolio's actual return is compared to the benchmark return as a measure of relative performance. The benchmark return is based on the index returns for each asset class and the long-term target allocation of each asset class in the portfolio. The portfolio's long-term target asset allocation is specified in the Foundation's Investment Policy Statement. The revised Investment Policy Statement which was approved in 2009-2010 fiscal year was in force during the current year. As a result, the Foundation's long-term target asset allocation and individual asset class indices in effect as at March 31, 2013 is as follows:

Target Asset Allocation	Asset Class Index
50% Fixed Income (including cash and cash equivalent)	DEX Universe Bond Index (DEX 91-day T-Bill Index for cash)
15% Canadian equities	S&P TSX Composite Index
17.5% US equities	S&P 500 Index (C\$)
17.5% International equities	MSCI EAFE Index (C\$)

The historical correlation between the Foundation's investment returns and the combined benchmark returns for the fiscal year is 1.38% (2012 - 0.96%). The impact on the operating results and net assets of the Foundation due to a 1 percent change in the benchmark, using historical correlation for the fiscal year ended March 31, 2013 between the Foundation's return as compared to the return of the combined benchmarks, with all other variables held constant, as at March 31, 2013 is estimated to be approximately 1.38% or \$342,658 (2012 - 0.96% or \$232,349).

The historical correlation may not be representative of the future correlation, and accordingly the impact on operating results and net assets could be materially different.



5. Financial risk management (continued):

(f) Liquidity risk:

Liquidity risk is defined as the risk that the Foundation may not be able to settle or meet its obligations on time or at a reasonable price. The Foundation is exposed to liquidity risk as the Foundation is only able to utilize the investment income earned on the Endowment Fund to settle its obligations and such investment income fluctuates with the market conditions relating to the Foundation investment portfolio. The Foundation manages liquidity risk by continually monitoring actual and forecasted cash flows from operations and anticipated investing and financing activities. The Foundation manages its investments by maintaining capital management policies.

At March 31, 2013 the Foundation has an unrestricted cash balance of \$812,941 (2012 - \$238,682), which is in excess of the total liabilities recorded at March 31, 2013 of \$126,874 (2012 - \$294,518).

As at March 31, 2013, the Foundation's liabilities have contractual maturities as follows:

	Less than 3 months \$	3 to 12 months \$	Over 1 year \$	Total \$
Accounts payable and accrued liabilities	50,407	6,046	14,790	71,243
Salaries and benefits payable	25,588	-	-	25,588
Obligation under capital lease	571	1,749	2,419	4,739

As at March 31, 2012, the Foundation's liabilities have contractual maturities as follows:

	Less than 3 months \$	3 to 12 months \$	Over 1 year \$	Total \$
Accounts payable and accrued liabilities	35,772	-	997	36,769
Salaries and benefits payable	6,614	15,038	12,841	34,493
Obligation under capital lease	547	1,676	4,739	6,962



6. Financial assets and financial liabilities – disclosure

All Financial assets and financial liabilities measured at fair value must be classified in fair value hierarchy levels, which are as follows:

- Level 1 Inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities.
- Level 2 Inputs that are based on quoted prices for similar assets or liabilities and inputs other than quoted prices that are observable for the asset or liability either directly or indirectly, including inputs in markets that are not considered to be active.
- Level 3 Fair value determination requiring significant management judgment or estimation and at least one significant model assumption or input that is unobservable.

Financial Assets at fair value as at March 31, 2013:

	Level 1	Level 2	Level 3	Total
Fixed income investment	\$ 2,683,676	\$ 8,165,365	\$ -	\$ 10,849,041
Equity securities	10,890,839	-	-	10,890,839
Total investments	\$ 13,574,515	\$ 8,165,365	\$ -	\$ 21,739,880

During the year ended March 31, 2013, there were no significant transfers between Level 1 and Level 2 of the fair value hierarchy.

Financial Assets at fair value as at March 31, 2012:

	Level 1	Level 2	Level 3	Total
Fixed income investment	\$ 676,345	\$ 7,725,673	\$ -	\$ 8,402,018
Equity securities	11,441,973	-	-	11,441,973
Pooled fund units	-	4,230,995	-	4,230,995
Total investments	\$ 12,118,318	\$ 11,956,668	\$ -	\$24,074,986

During the year ended March 31, 2012, there were no significant transfers between Level 1 and Level 2 of the fair value hierarchy.



7. Capital assets:

Capital Assets at net book value as at March 31, 2013:

	Cost	Accumulated amortization	2013 Net book value
Office furniture and equipment	\$ 116,725	\$ 113,771	\$ 2,954
Computer hardware	167,906	160,166	7,740
Leasehold improvements	40,805	-	40,805
Computer software	32,277	28,734	3,543
Database development	5,539	5,539	-
Artwork	16,225	-	16,225
Equipment under capital lease	11,254	5,627	5,627
	\$ 390,731	\$ 313,837	\$ 76,894

Amortization of capital assets expense is \$12,340 (2012 - \$9,512).

Capital Assets at net book value as at March 31, 2012:

	Cost	Accumulated amortization	2012 Net book value
Office furniture and equipment	\$ 116,725	\$ 112,239	\$ 4,486
Computer hardware	167,906	154,433	13,473
Computer software	31,357	25,910	5,447
Database development	5,539	5,539	-
Artwork	16,225	-	16,225
Equipment under capital lease	11,254	3,376	7,878
	\$ 349,006	\$ 301,497	\$ 47,509

8. Obligation under capital lease:

The Foundation entered into an agreement to rent office equipment under capital lease in March 2010. The obligation under capital lease, repayable in blended quarterly installments of \$621, including principal and interest at 4.25% with maturing date of March 31, 2015, is secured by related equipment.



8. Obligation under capital lease (continued):

	2013	2012
Obligation under capital lease	\$ 4,739	\$ 6,962
Future minimum lease payments as at March 31 are as follows:		
2013	\$ -	\$ 2,484
2014	2,484	2,484
2015	2,484	2,484
	4,968	7,452
Less amount representing interest	(229)	(490)
Total obligation under capital lease	\$ 4,739	\$ 6,962

9. Deferred contributions and deferred revenues:

Contributions received from non-government entities that are restricted for funded projects, training workshops and programs are deferred, and recognized as revenue in the period that the related expenses are incurred.

Funds received by the Foundation through projects or subscriptions, that are not yet earned through the provision of goods or services, are deferred by the Foundation, and recognized as revenue in the period that the earnings process is culminated.

Deferred contributions and deferred revenues recorded by the Foundation at March 31, 2013 are as follows:

	2013	2012
Deferred contributions from non-government sources	\$ 40,615	\$ 201,774
Deferred revenues – goods and services	19,879	14,520
Balance, end of the year	\$ 60,494	\$ 216,294



9. Deferred contributions and deferred revenues (continued):

Changes in the deferred contributions and deferred revenues balance during the fiscal year were as follows:

	2013	2012
Balance, beginning of the year	\$ 216,294	\$ 99,032
Add: restricted contributions received from non-government sources	83,720	202,327
Less: amounts recognized as revenue	(239,520)	(85,065)
Balance, end of the year	\$ 60,494	\$ 216,294

10. Employees future benefits:

Severance benefits liability:

The Foundation provided severance benefits to its employees based on years of service and salary upon termination. This benefit plan was not pre-funded and thus had no assets, resulting in a plan deficit equal to the accrued benefit obligation. Information about the plan, measured as at the year-end date, is as follows:

	2013	2012
Accrued benefits obligation, beginning of the year	\$ 12,841	\$ 10,023
Benefits accrued during the year	-	2,818
Benefits paid during the year	(12,841)	-
Accrued benefit obligation, end of the year	\$ -	\$ 12,841

11. Endowment:

The net assets of the Foundation include an Endowment Fund of \$24,000,000, which is considered restricted funds. The original contribution which was part of the Redress Agreement included \$12,000,000 from the National Association of Japanese Canadians, and \$12,000,000 from the Government of Canada.

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

The Foundation has established two policies for the allocation of operating surplus. The Capital Preservation Fund policy is intended to recognize inflation in order to preserve the capital endowment fund of \$24,000,000. The Reserve Fund policy is used for the accumulation of unallocated operating surplus.



12. Contractual obligations:

In addition to contractual obligations disclosed in note 15, the Foundation entered into a lease agreement for office premises commencing March 1, 2013 and expiring February 28, 2018. The Foundation is also committed to one office equipment lease.

The contractual obligations for the next five years are related to the operating leases and as at March 31, 2013 amounted to \$384,153 (2012 - \$ 203,000).

The following table summarizes the Foundation's contractual obligations as of March 31, 2013:

	2013/14	2014/15	2015/16	2016/17	2017/18	Total
Office premises	\$ 68,176	\$ 76,643	\$ 77,943	\$ 79,242	\$ 76,535	\$ 378,539
Office equipment	2,807	2,807	-	-	-	5,614
	\$ 70,983	\$ 79,450	\$ 77,943	\$ 79,242	\$ 76,535	\$ 384,153

13. Net investment income:

	2013	2012
	\$	\$
Realized gains (losses) on sale of investments	(828,239)	90,896
Interest from cash and cash equivalent and fixed income investments, dividends, distributions from pooled fund units	842,058	928,334
Less: transaction costs and investment counsel fees	(148,614)	(149,115)
Net investment income	(134,795)	870,115



13. Net investment income (continued):

Net investment income earned on resources held for endowment

	2013	2012
	\$	\$
Realized gains (losses) on sale of investments recognized in the Statement of Operations in the year	(828,239)	90,896
Changes in fair value of investments recognized as direct increase (decrease) in net assets in the year	1,657,374	(379,099)
Total net investment income earned on resources held for endowment in the year	829,135	(288,203)

14. Invested in capital assets:

(a) The investment in capital assets consists of the following:

	2013	2012
Capital assets	\$ 76,894	\$ 47,509
Less obligation under capital lease	(4,739)	(6,962)
	\$ 72,155	\$ 40,547

(b) The net change in investment in capital assets is calculated as follows:

	2013	2012
Capital asset additions	\$ 41,725	\$ 21,801
Capital assets purchased with Foundation funds	41,725	21,801
Amortization of capital assets	(12,340)	(9,512)
Repayment of capital lease obligation	2,223	2,131
Net change in investment in capital assets	\$ 31,608	\$ 14,420



15. Related party transactions:

The Foundation is related to all Government of Canada departments, agencies, Crown corporations and anybody related to persons fulfilling senior management functions. The Foundation enters into transactions with these entities in the normal course of business. These transactions are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties. During the year, the Foundation incurred expenses totaling \$256,063 (2012 - \$195,321) and recorded revenue of \$218,583 (2012 - \$ 152,721) with the Interfaith and Belonging project, funded by Citizenship and Immigration Canada.

The Foundation has \$347,272 contractual obligations with Citizenship and Immigration Canada for the Interfaith and Belonging project as at March 31, 2013 (2012- \$600,136).

The Foundation also has \$100,000 contractual obligations with National Film Board of Canada for the Interfaith and Belonging project as at March 31, 2013 (2012- \$ nil).

As at March 31, the Foundation had the following balance on the Statement of Financial Position related to the Interfaith and Belonging project, funded by Citizenship and Immigration Canada (CIC):

	2013	2012
Accounts receivable from CIC	\$ 178,119	\$ 103,006
Accounts Payable to CIC	\$ 19,839	-

16. Donations in-kind:

During this fiscal year the fair value of donated services and materials included as revenue “in-kind” in the financial statements was \$54,423 (2012 - \$79,909) and the corresponding cost classification were “CIC Interfaith project and volunteer & interns” expenses. The Foundation has not received any pledges or bequest in this year. The donations in-kind are included in the line Funded project and publications, in-kind & Miscellaneous revenue in the Statement of Operations.

17. Donated capital assets:

The Foundation received no “capital assets donation” in the year (2012- nil).



18. Schedule of expenses by object:

Expenses:

Salaries and benefits	\$ 500,980	\$ 452,393
Funded projects	503,140	279,692
Rent	178,989	160,728
Award of Excellence symposium and fundraising gala	88,768	-
Board of Directors honoraria and travel	43,104	67,394
Communication	23,280	25,223
Professional fees	20,873	65,884
Conferences, symposia and consultations	16,682	19,912
Amortization	12,340	9,512
Office and general	11,552	19,089
Information systems and development	4,741	8,030
Staff recruitment and development	1,096	1,262
Interest expenses	269	809
Public education and training center	-	3,692
	\$ 1,405,814	\$ 1,113,620

19. Comparative figures:

Certain 2012 figures have been reclassified to conform to the presentation adopted in 2013. The changes do not affect prior year earnings.