



Canadian  
Race Relations  
Foundation

Fondation  
canadienne des  
relations raciales



# Building Bridges across Canada 2013-2014 Annual Report

**2013-2014 Annual Report**

**The Canadian Race Relations Foundation**

6 Garamond Court, Suite 225 | Toronto, ON M3C 1Z5

Telephone: 416 441-1900 | 1 888 240-4936

Fax: 416 441-2752 | 1 888 399-0333

[info@crrf-fcrr.ca](mailto:info@crrf-fcrr.ca) | [www.crrf-fcrr.ca](http://www.crrf-fcrr.ca)

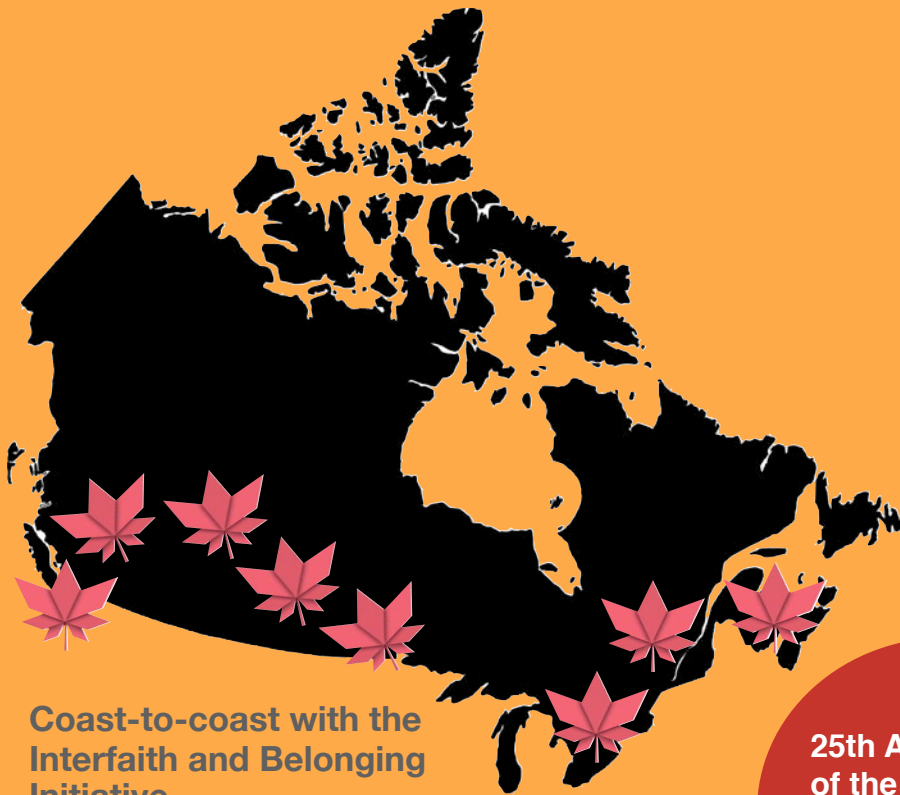


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# 2013-2014 Annual Report

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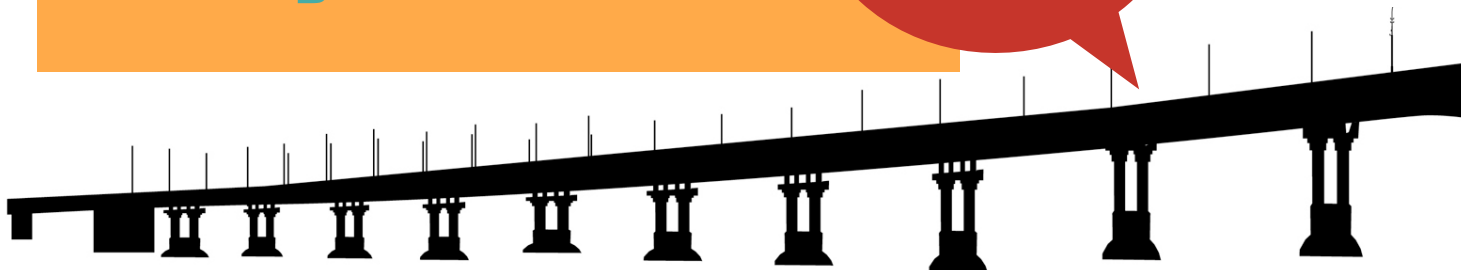
Coast-to-coast with the Interfaith and Belonging Initiative

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Together with the National Association of Japanese Canadians, the CRRF commemorated the signing of the historic Agreement between the Government of Canada and the Japanese-Canadian community 25 years ago.

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25th Anniversary of the Japanese Canadian Redress Agreement



Jayashree Thatte Bhat of Calgary, Alberta appointed to CRRF Board of Directors

April 2013



Hillcrest High School, Ottawa, wins National Youth Video Competition

June 2013



Japanese-Canadian Redress Agreement anniversary event held at the Japanese Canadian Cultural Centre

Sept 2013





**In Conversation**

“Two generations of children have grown into adulthood since the birth of the Universal Declaration of Human Rights.”  
– Toni Silberman

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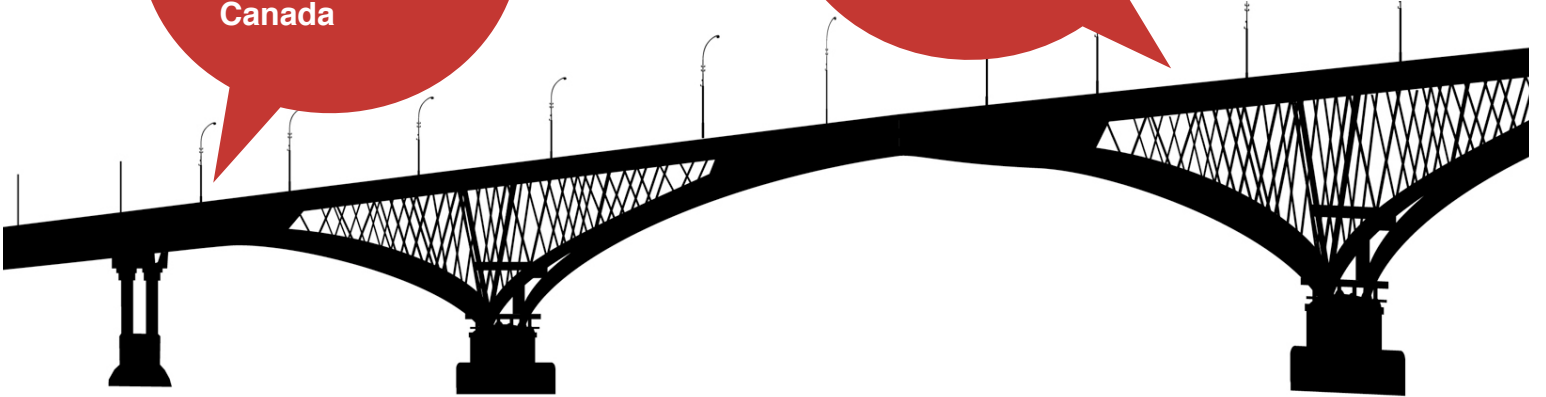
**Award for Lifetime Achievement and Community Champion Special Awards**

“Art Miki and our other honorees inspire and inform our work.”  
– Albert C. Lo

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**Roundtable:  
Competing  
Interests in a  
Multicultural  
Canada**

**Building Bridges  
for Canada:  
Awards Dinner  
and Conference**



Christine Douglass-Williams moderates Roundtable on International Human Rights Day

**Dec 2013**



The CRRF launches strategic planning, website and digital library upgrades, and logo development

**Feb 2014**



Arthur K. Miki, CM, OM, receives the CRRF Lifetime Achievement Award

**Mar 2014**



# History



Butchart Gardens, Vancouver Island, BC.

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 one-time \$24 million endowment fund to establish the Canadian Race Relations Foundation.



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# Leadership Report

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/>



“The achievements are a reflection of the professionalism, resiliency and reach of the CRRF”

Above from left: Albert Lo, Chairperson; flag on the back of the Wenonah II of the Muskoka Boat Lines, ON. Bridge: Mount Rundle, Banff National Park, AB.



# Message from the Chairperson

## **It is my honor to present to you the Canadian Race Relations Foundation Annual Report for 2013-2014.**

During the year, the Foundation reached another significant milestone with the successful completion of the Interfaith & Belonging: A Civic Education and Engagement Initiative – a three-year project that was started in 2011 with financial support from Citizenship and Immigration Canada.

The remarkable achievements of this Initiative are covered in detail in this report. However, I cannot overemphasize the importance of this Initiative in advancing the Foundation's work, particularly in furthering the understanding of ethno-religious issues among diaspora communities, and their connection to multiculturalism, Canadian values, competing rights and interests, belonging and identity.

This year marked the 25th anniversary of the Japanese Canadian Redress Agreement – a seminal and precedential document which acknowledged the historical injustices suffered by Japanese Canadians during and after World War II, and resulted in the creation of the Canadian Race Relations Foundation as a Crown corporation.

The process of redress mobilized communities and individuals to commit themselves and subsequent governments to rid Canada of all forms of racism, racial and ethnic discrimination, and hate – as a social harmony imperative.

We were pleased to join the National Association of Japanese Canadians (NAJC) in Toronto this past September 21 to commemorate the anniversary of the signing of the historic Agreement between the Government of Canada and the NAJC twenty-five years ago.

Of the many program initiatives and outstanding accomplishments presented herein, I wish to highlight a landmark two-day event that took place on March 2 and 3, 2014. Entitled “Building Bridges for Canada”, the event commenced with the Canadian Race Relations Foundation's Lifetime Achievement Award and Community Champion Special Awards dinner.

It was indeed an honour to present this Lifetime Achievement Award to a most deserving recipient – Arthur K. Miki – signatory to the aforementioned Redress Agreement as NAJC's then President. Not only had he played a pivotal role in the arduous drive that led to the successful conclusion of the Japanese Canadian Redress, he has continued to work ceaselessly for a better Canada through community service, civil discourse, education and other practical means that benefit all Canadians.

The second day of the above event saw the fruition of a full-day conference on the state of multiculturalism in Metro Vancouver – a region recognized for its deep ethnocultural diversity. It was gratifying to witness the diverse segments of society being represented at the event, where individuals came together for civil discourse, to review the successes of multiculturalism, and to explore ways to address the issues of hate-mongering in disguise, imported conflicts and other emerging challenges.

## 10 | Leadership Report

Moreover, the consensus and recognition among conference participants that the Foundation's role in facilitating honest and strategic dialogue and co-operation is important to strengthening positive race relations in Canada, was particularly encouraging.

In April 2013, we welcomed Jayashree Thatte Bhat of Calgary, Alberta, who was appointed to our Board of Directors. We were also pleased that Kenny Blacksmith was reappointed as a Board member last June. For personal reasons, however, he resigned near the end of this fiscal year. We were sorry to see him leave, and wish him the best in his new endeavours.

As a result of the indefatigable efforts of our team and assistance of our partners and stakeholders, the CRRF Board of Directors made Martin Grzadka an external member of our Investment Committee last December. His particular knowledge and expertise in this area is expected to benefit the Foundation's work.

At the end of May 2013, Rubin Friedman stepped down as Principal Operating Officer for health reasons. The CRRF owes a debt of gratitude for his expertise, his wise counsel and his dedication in fulfilling the role. Since that time, Toni Silberman, Chair, Human Resources Committee, has provided critical on-the-ground assistance and supervision, while Rubin, in co-operation with the Board's Executive Committee, has shared oversight responsibility for the CRRF's business requirements, as well as serving as a designated spokesperson.

In addition, the Foundation was fortunate to welcome Cheryl May to the CRRF team, as Senior Strategic Advisor. Cheryl has provided extraordinary service to the Board and staff on emerging issues, systems management, strategic planning and assessment, impact and innovation.

Together with our small team of dedicated staff and volunteers, they have enabled the Canadian Race Relations Foundation to accomplish so much with so little in the midst of many challenges, including the Executive Director's vacant position. The achievements are a reflection of the professionalism, resiliency and reach of the CRRF, as well as the significance of its mission to all Canadians.

I am proud of these extraordinary individuals that make up the CRRF. I commend them for their commitment and dedication to fulfilling the Foundation's vision and mission. I also thank our many supporters, partners and stakeholders for their extraordinary support and assistance.

Together, we can look forward to more exciting progress in the years to come.

A handwritten signature in black ink, appearing to read 'Albert C. Lo', with a long horizontal flourish extending to the left.

**Albert C. Lo**  
**Chairperson**

# Message from the Principal Operating Officer and the Chair, Human Resources Committee

**The 2013-2014 period of this Annual Report was one marked by remembrance, tremendous achievements and both programmatic and technological advances on one level, and by significant human resources challenges on another.**

In addition to the successes and celebratory occasions as highlighted elsewhere in this Report, it was also a time of great sadness, as we mourn the loss of our dear colleague and friend, Anne Marrian – Program Director, Community Support and Knowledge Base. Anne’s passionate dedication to developing and enhancing the ground-breaking Library and Clearinghouse has positioned the Foundation as a leading Canadian interactive resource in the areas of multiculturalism and race relations. We are committed to honouring and continuing her legacy.

Throughout the year, Management and members of the Board met with individuals and representatives of a number of agencies and organizations to develop strategic alliances, consolidate co-operation and identify program development opportunities.

## **Interfaith and Belonging: A Civic Education and Engagement Initiative**

During the final year of this CIC-funded project, through a series of cross-Canada consultations and workshops, youth and people in diaspora communities were encouraged to engage and participate more extensively in civic matters relating to the larger whole that makes up Canada.

The National Youth Video Competition on the theme: “Who am I? I am Canadian”, represented extensive outreach to young people, and resulted in video entries from 18 high schools across Canada. The CRRF was delighted to celebrate the achievement in Ottawa with the students who developed the winning entry, and presented the other top four winners with certificates of recognition. Two of the top entries were subsequently converted into broadcast-standard Public Service Announcements that aired across Canada. The winning videos, as well as links to the top 30-second films, are posted on the CRRF website.

An integral part of the Initiative was the development of a Resource Manual to assist communities in understanding their rights and responsibilities as citizens of Canada. The Resource Manual/ Handbook includes chapters on Faith and Spirituality, Interfaith Dialogue, Identity, Belonging, Human Rights, Values and Civic Engagement as they pertain to the promotion of religious and racial harmony in Canada. Authored by subject experts involved with the project’s Leadership Circle, the Handbook forms part of a larger Toolkit of resources.



“Remembrance, tremendous achievements and both programmatic and technological advances”



Board members: Ruben Friedman, Principal Operating Officer (until May 2013) and Toni Silberman, Chair of the Human Resources Committee.  
Bridges: Alexandra Bridge, Ottawa, ON, Old Mill Bridge, Toronto, ON.

A joint venture between the Foundation and the National Film Board saw the launch of a multi-media product designed for use as an app on tablets and smart phones, as well as hosted on the web. The app takes the form of an interactive documentary that tells the stories of Canadian university-aged youth whose religious identities encounter the possibilities and limitations inherent in a pluralistic society.

Throughout its three-year duration, the Interfaith and Belonging project regularly received queries with respect to interfaith and multi-faith issues in Canada, and quickly became a valuable source of information and advice to other organizations on faith-based issues. It is anticipated that key elements of the project will continue beyond the completion date and form an integral part of the CRRF's programming.

### **Roundtable: In Conversation: Competing Interests in a Multicultural Canada**

In recognition of International Human Rights Day on December 10, the Foundation hosted "In Conversation: Competing Interests in a Multicultural Canada". Featuring four superb panelists representing various sectors, ethnic groups and faiths, and moderated by award-winning journalist and Board member, Christine Douglass-Williams, the Roundtable partnered with the City of Toronto for this endeavour. Feedback received highlighted the need for additional 'conversations' of a similar nature, which raised key issues in an environment conducive to honest and respectful dialogue.

### **Capturing the Pulse of the Nation**

Once again, the Foundation partnered with the Association for Canadian Studies in undertaking a national survey, this year on the theme of religious diversity, racism and intergroup relations in Canada. The results highlighted the importance of bridging gaps among the various groups in Canada, and added significance to the Foundation's efforts to promote the concept of a shared Canadian identity, and encouragement of citizenship based on equality, mutual respect and civility.

As always, it is impossible to achieve what we have, without the dedication, talents and commitment of our staff, Board members, volunteers and interns. We are truly grateful for their efforts, and look forward to working with them in the coming year.



**Rubin Friedman**  
**Board Member and spokesperson**  
**Principal Operating Officer**  
*(Until May 2013)*



**Toni Silberman**  
**Chair, Human Resources Committee**

Albert C. Lo  
Chairperson  
Richmond,  
British Columbia



Toni Silberman  
Vice Chair  
Toronto, Ontario



Paul F. Attia  
Ottawa, Ontario



Kenny Blacksmith  
Gloucester,  
Ontario



Christine  
Douglass-  
Williams  
Ancaster, Ontario



Rubin Friedman  
Ottawa, Ontario



Ashraf Ghanem  
Fredericton,  
New Brunswick



A. Raoul  
Nembhard  
Ottawa, Ontario



Jayashree  
Thatte Bhat  
Calgary, Alberta



Arthur K. Miki  
NAJC  
Representative/Board  
Secretary  
Winnipeg,  
Manitoba



# Board of Directors

The CRRF's strategic direction is vested in a Board of Directors consisting of a Chairperson and up to 11 additional members. Every effort is made to have a Board that includes members from across the country. 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 and Immigration and the Minister for Multiculturalism, appoints all members of the Board and the Executive Director. The *Canadian Race Relations Foundation 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.

## 2013-2014 Board of Directors

Albert C. Lo, Chairperson (Richmond, British Columbia)

Toni Silberman, Vice Chair (Toronto, Ontario)

Paul F. Attia (Ottawa, Ontario)

Kenny Blacksmith\* (Gloucester, Ontario)

Christine Douglass-Williams (Ancaster, Ontario)

Rubin Friedman (Ottawa, Ontario)

Ashraf Ghanem (Fredericton, New Brunswick)

A. Raoul Nembhard\*\* (Ottawa, Ontario)

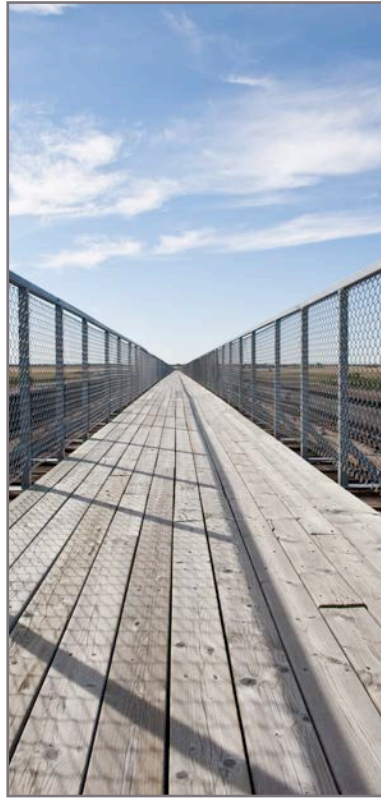
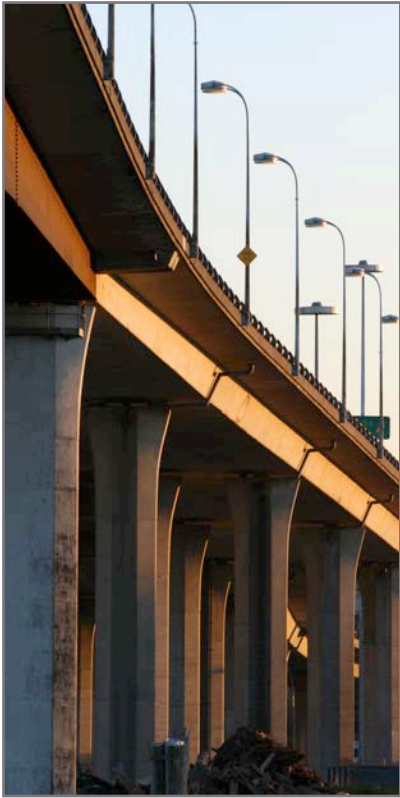
Jayashree Thatte Bhat (Calgary, Alberta)

## NAJC Representative/Board Secretary

Arthur K. Miki (Winnipeg, Manitoba)

\*Resigned March 11, 2014 for personal reasons

\*\*Temporary leave between February 28, 2013 and February 7, 2014



Every effort is made to have a Board that includes members from across the country.



Board members (from left): A. Raoul Nembhard, Paul Attia, Toni Silberman, Arthur Miki (NAJC representative to the Board), Albert Lo, Christine Douglass-Williams, Ashraf Ghanem, Jayashree Thatte Bhat. Absent: Kenny Blacksmith, Rubin Friedman.

Bridges: Arthur Lang, Vancouver, BC; Skytrail, Outlook, SK; Esplanade Riel, Winnipeg, MB.



# Board Committees

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), Rubin Friedman, Christine Douglass-Williams, 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 recommendation 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, Arthur K. 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), Christine Douglass-Williams, Martin Grzadka (external member), Albert C. Lo (ex-officio member)

*NOTE: Rubin Friedman, in the capacity of Principal Operating Officer, participated in all Committees until he stepped down on May 31, 2013.*



## Minister's Visit

**On September 22, 2013, the Honourable Jason Kenney, Minister of Employment and Social Development and Minister for Multiculturalism, arrived at the CRRF offices and joined the Board meeting.**

On behalf of the Board of Directors, the Chairperson updated the Minister on the work of the Foundation and the accomplishments to date. Minister Kenney commended the CRRF team for their accomplishments and encouraged the Foundation to continue its good work.

Photo (from left): Arthur Miki (NAJC representative to the Board), Ashraf Ghanem, Albert Lo, The Honourable Jason Kenney, Toni Silberman, Rubin Friedman, Paul Attia, Christine Douglass-Williams, Jayashree Thatte Bhat. Absent: Kenny Blacksmith, A. Raoul Nembhard.

# A National Voice

“Inform public policy and discourse by promoting positive systemic change to combat racism and reduce barriers to participation through the dissemination of information, the development of strategic alliances, and the utilization of electronic media and collaborative projects.”

– 2011-2014 Strategic Plan



“I think that all Canadians should be involved in these dialogues.”

– Survey Respondent

Left: Balpreet Singh Boparai, World Sikh Organization of Canada; Dr. Phil Triadafilopoulos, University of Toronto; Raheel Raza, The Council for Muslim Facing Tomorrow (Roundtable, Toronto, ON). Right: Dr. Suresh Kurl and Albert Lo, CRRF Chairperson (Greater Vancouver Conference, BC). Bridge: Deh Cho over the Mackenzie River, linking Fort Providence with Yellowknife, NWT.

# Capturing the Pulse of the Nation

**One of the main challenges confronting the CRRF is gauging the national pulse with regard to the state of race relations in the country.**

Under this initiative, and in co-operation with the Association for Canadian Studies, the CRRF supports an annual survey on issues related to race relations, human rights and Canadian identity. This year's focus was on religious diversity, racism and attitudes to intergroup relations. The results confirmed the Foundation's current focus, and added significance to its programmes highlighting the concept of a shared Canadian identity, building bridges among the various groups in our country, and encouraging citizenship based on equality, mutual respect and civility.

Additional means of gathering intelligence on emerging issues will be explored in the future.

## In Conversation

**"I think that all Canadians should be involved in these dialogues."**

**– Survey respondent**

"In Conversation" is a series of Roundtable consultations and workshops that the CRRF hosts across Canada. The Roundtables bring together a broad group of people who are passionate about multiculturalism, social harmony and a sense of belonging.

Each year, the CRRF convenes Roundtable consultations with stakeholders focusing on present-day issues of direct relevance to the CRRF's mandate and strategic priorities. They provide a vibrant forum for a broad range of experts to convene and discuss pressing topics, exchange knowledge and expertise, and to craft practical recommendations for addressing challenges and maximizing opportunities. The Roundtables are organized in partnership with stakeholders across the country and are generally open to the public to facilitate and encourage community engagement.

In 2013-2014, the CRRF aligned Roundtables with the Interfaith and Belonging Initiative. The project's pan-Canadian workshops explored not only faith-based diaspora communities and the issues of belonging that may arise, but also the concomitant issues relating to competing rights, interests and values, as well as personal identity. It was this important exploration that informed the subject matter of the Roundtables.

Based on the feedback received, delegates found the presentations informative and thought-provoking, and were motivated to take the conversation further, engaging friends, family, colleagues and community in discussion of some of the questions and issues raised.

# Events

## Coast-to-Coast with Interfaith and Belonging

In 2013-2014, the CRRF aligned the Roundtable program with the Interfaith and Belonging Initiative. The full Interfaith and Belonging report starts on page 35.

Event	Partner	Topic
November 7, 2013 Winnipeg, MB	Manitoba Interfaith & Immigration Council	Identity and Belonging: How is it experienced by people who arrive as refugees?
November 22, 2013 Vancouver, BC	CRRF Event	Interfaith and Values: How do ethnic/faith-based communities interact with each other? What are some of the differences in their sense of unity in Canada?
November 26, 2013 Halifax, NS	The Nova Scotia Multicultural Society	Racism, Identity, and Belonging: The newcomers' experience of racism, and how it affects their sense of identity and belonging.
December 10, 2013 Toronto, ON	City of Toronto; League for Human Rights, B'nai Brith Canada	Competing Interests in a Multicultural Canada: Commemorating International Human Rights Day.
January 19, 2014 Regina, SK	Multi-faith Council of Saskatchewan	Belonging and Values: The growing multicultural society within Regina/Saskatchewan and the difference and acceptance by established communities.
March 3, 2014 Richmond, BC	Interfaith and Belonging Leadership Circle	Multiculturalism in the Greater Vancouver Area: Discussions about multiculturalism in the context of business, social issues, education, multi-faith and competing interests.
March 27, 2014 Montreal, QC	Interfaith and Belonging Leadership Circle	Identity, Belonging and Faith: Provincial perspectives and issues.
March 28, 2014 Edmonton, AB	Alberta Hindu Society	Identity and Dual Identity: Impact on belonging and issues of competing values.

# Media Relations and Outreach

The impact of the Foundation's efforts has been augmented by direct communication with our stakeholders and news coverage of our statements and events. Press releases are posted on CNW.

## Press Releases and Announcements

April 25, 2013	Media release: Use of turban in soccer should be based on the facts
June 20, 2013	Media release: CRRF brings message of Interfaith and Belonging to World Peace and Prayer Day and Aboriginal Day in Winnipeg
June 26, 2013	Media release: Who am I? – Some Canadian students react to a rather blunt question
July 5, 2013	Media release: CRRF Urges Vigilance and Action on Racist Graffiti
September 4, 2013	Articles: Celebrating the 25th Anniversary of the Japanese Canadian Redress Agreement, presented by Albert C. Lo
September 18, 2013	Media release: The 25th anniversary of the Japanese Canadian Redress Agreement
September 18, 2013	Announcement: Celebrating the 25th anniversary of the Japanese Canadian Redress Agreement
September 24, 2013	Announcement: Redress – 25 years later – Presented by Arthur K. Miki
December 6, 2013	Media release: Nelson Mandela
February 5, 2014	Announcement: Anne Marrian in Memoriam
February 5, 2014	Announcement: Greater Vancouver CRRF event, March 2 & 3
February 8, 2014	Announcement: 2014 Building Bridges for Canada Lifetime Achievement Award, Arthur C. Miki
February 18, 2014	Announcement: Community Champion Special Award, Dr. Aziz Khaki (posthumously)
February 18, 2014	Announcement: Community Champion Special Award, Rabbi Dr. Yosef Wosk
February 18, 2014	Announcement: Community Champion Special Award, Inter-faith for World Peace Society
February 18, 2014	Announcement: Conference: Multiculturalism in the Greater Vancouver Area
February 19, 2014	Announcement: Community Champion Special Award, Dr. Alan Lau
March 1, 2014	Announcement: CRRF Joins in Welcoming and Honouring the Aga Khan
March 2, 2014	Media release: CRRF Building Bridges for Canada Major Events
March 23, 2014	Media release: International Day for the Elimination of Racial Discrimination

## Media Interviews and Editorials

April 2013	Ethnic diversity, in Richmond but also across Canada: The truth can set us free   Editorial published in the Vancouver Sun
April 2013	Quebec ban on Sikhs wearing turbans playing soccer   Interview on French Radio
Summer 2013	Use of “Redmen” as name of Calgary High School football team, Calgary Herald
June 2013	Announced the winners of the National Youth Video Competition, "Who am I? I am Canadian"   various
Summer 2013	Media interview re: multiculturalism in Canada   CBC
February 2014	Use of term "Indian Village" for planned replica village during Calgary Stampede   Calgary Herald
March 2014	International Day for the Elimination of Racial Discrimination   Omni Television

## Events Attended

Due to the vacant Executive Director’s position, Toni Silberman, Chair, Human Resources Committee, in cooperation with the Executive Committee and the CRRF’s spokespersons, has attended a number of events and activities on behalf of the Foundation, which included:

April 8, 2013	"The Road from Democracy to Dictatorship, from the Holocaust to the Present Day", a public education seminar co-hosted by the Law Society of Upper Canada
April 18, 2013	The RWB Jackson Lecture: First Nations' Education in Canada, University of Toronto
April 23, 2013	The Yad Vashem National Holocaust Commemoration Ceremony, War Museum, Ottawa
June 21, 2013	At the request of Rubin Friedman—CRRF Spokesperson, Arthur K. Miki spoke on his behalf at World Peace and Prayer Day and Aboriginal Day, Winnipeg
June 24, 2013	Rubin Friedman presented Hillcrest High School, Ottawa, with an Award as Winner, National Youth Video Competition
July 9, 2013	Award Presentation to Aaron Rachel Brown, one of the winners of the CRRF National Youth Video Competition
August 1, 2013	The “Ontario Human Rights Commission Policy on Competing Rights” Webinar
September 21, 2013	25th Redress Anniversary Banquet hosted by the National Association of Japanese Canadians at the Japanese Canadian Cultural Centre, Toronto – the CRRF was represented by the Chairperson, six Board members and three staff members
September 22, 2013	Multifaith Dialogue with Minister Tim Uppal, Toronto, in the company of the Chairperson and Board Members Rubin Friedman and Christine Douglass-Williams
October 4, 2013	Chairperson Albert Lo received Diversity Award for Leadership from Diversity Magazine, Gala Dinner, Toronto





Albert Lo receives Diversity Award for Leadership from Moses A. Mawa, Publisher, Diversity Magazine

Arthur Miki is interviewed by Christine Douglass-Williams on receiving the CRRF's Lifetime Achievement Award

- Week of October 6      Together with the Chairperson, participated in numerous academic and communal events during the International Holocaust Remembrance Alliance meeting in Toronto, during Canada's year of chairmanship
- October 23, 2013      Kocihta Charity event hosted by the Aboriginal Human Resource Council for the empowerment of Indigenous youth
- October 24, 2013      An event in Toronto concerning the proposed Quebec Charter of Values
- November 6, 2013      Meeting with Employment Specialist of Spinal Cord Injury Ontario with regard to possible placement opportunities for their clientele
- November 20, 2013    Accompanied by Board Member Christine Douglass-Williams, attended special screening of 1978 NFB film "The Art of the Possible"
- November 21, 2013    Accompanied by Board Member Christine Douglass-Williams, attended the "Taste for Change: Harmony Awards Gala, Harmony Education Foundation, in support of diversity, equity and inclusion, Toronto
- November 24, 2013    Accompanied by Board Member Christine Douglass-Williams, attended the Launch of Tour for Humanity – a mobile human rights classroom and tolerance education centre in support of diversity, democracy and Canadian civic rights, Toronto
- December 10, 2013    CRRF Roundtable, "Competing Interests in a Multicultural Canada", in commemoration of International Human Rights Day, Toronto
- January 21, 2014      Inaugural reception to mark Lincoln Alexander Day in Ontario, and presentation of Lincoln Alexander Awards for Youth, hosted by Ontario's Lieutenant Governor
- January 28, 2014      A Webinar, "Battle for Women's Rights"
- February 6, 2014      Opening reception in honour of Black History Month, Ottawa
- March 17, 2014      Together with Cheryl May, CRRF's Senior Strategic Advisor, participated in a full-day conference on the release of "The Perception and Reality of 'Imported Conflict' in Canada" report (funded as part of the Government of Canada's Kanishka Project, the report examines Canadians' reconceptions and concerns about 'imported conflict' in an effort to understand how Canadians from conflict-affected regions think about and relate to those conflicts once they are in Canada

“Two generations of children have grown into adulthood since the birth of the Universal Declaration of Human Rights. Now is the time for those generations to pass on to their children, and to all who, from different lands, choose Canada to be their home, an inheritance worthy of that monument – an inheritance of freedom, equality, justice and belonging.”

– Toni Silberman  
Commemorating International Human Rights Day  
December 10, 2013

# Information and Education

“Act as a clearinghouse through initiatives 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.”



The CRRF has catalogued 4,185 resources related to race relations



National Youth Video Competition Awards (from top left): Rubin Friedman awards first prize to Hillcrest High School, Ottawa; CRRF staff, Suren Nathan and Arsalan Tavassoli, with Ishta Xavier and Zehra Jafer Camilleri; Toni Silberman and Aaron Rachael Brown.  
Bottom right: Anne Marrian, Program Director, Community Support & Knowledge Base.

# Resource Collection

Since its establishment in 1997, the Canadian Race Relations Foundation has established a unique online resource collection. To date, the CRRF has catalogued 4,185 resources related to race relations, the promotion of Canadian identity, belonging and the mutuality of citizenship rights and responsibilities.

## Digital Library

The CRRF's extensive online reference catalogue includes periodicals, reports, books, organizational pamphlets, study guides, videos and other media, and can be searched or browsed by anyone with Internet access. Wherever possible, documents and media are uploaded to the CRRF server and a stable link to a downloadable file is provided. All records include the information needed to obtain print copies from your local library, bookstore, or directly from the publisher.

The resource catalogue is available through the Foundation's website ([www.crrf-fcrr.ca](http://www.crrf-fcrr.ca)). In 2013-2014, the resource collection underwent significant review, specifically focused on the Acquisition Policy, Bibliographic Search and Classification System. Resulting recommendations related to terms used, classification system, search platform, and features have been implemented or are under review.

## New Collections

**Imported Conflict:** Following the March 2014 release of the Mosaic Institute's pioneering research study, *The Perception & Reality of "Imported Conflict" in Canada*; the CRRF launched Imported Conflict as a category. The Imported Conflict collection will begin with references found in the Mosaic Institute's study.

**Children's Titles:** A stand-alone Children's Titles category and a corresponding subcategory list were added to the CRRF clearinghouse. Book donations were solicited from publishers who responded positively to our donation requests. At present, there are 64 resources classified under Children's Titles. Also, books and other resource material from the CRRF's pre-existing collection that were suitable for young audiences were re-categorized and added to the Children's Titles' category.

**292**

**New resources  
added to the  
Digital Library**

**120**

**Books added to  
the Reference  
Library**

**2**

**New collections:  
Imported Conflict  
& Children's Titles**

### Reference Library

The Foundation also maintains a physical reference library consisting of books donated by publishers for archiving purposes, and catalogued in the digital library. Book donations are acquired through publisher outreach or by contacting the author directly. The CRRF library is accessible onsite at the CRRF office and is available for use by students, researchers, stakeholders and community organizations.

### Race Relations Glossary of Terms

The CRRF maintains a Glossary with definitions of key concepts relevant to race relations, the promotion of Canadian identity, belonging and the mutuality of citizenship rights and responsibilities. The Glossary is published on the CRRF website, and can be browsed or searched for relevant terms.

## Engaging Youth

**The Foundation places high importance on youth participation in social change. An ongoing commitment to engaging youth in operations and projects ensures that new perspectives are continuously included in current and emerging issues in race relations.**

### Internships and Placements

The CRRF offers students the opportunity to work on special projects to advance their research, analytical and writing skills, strengthen their knowledge of race relations, and to foster their commitment to the elimination of racism. Internships, placements and practicums are offered through partnership with educational institutions.

In 2013-2014, six students were engaged in internships or placements with the CRRF, contributing a total of 1577 hours to a number of critical activities.

*Rashed Ahmad, Master of Information, University of Toronto*

Project: The report, “Library & Clearinghouse Review & Recommendations”, is an analysis of the Foundation’s resource management. The review provides recommendations for how to improve the effectiveness of the online resources in conjunction with the CRRF’s mission of maintaining an electronic resource that is dedicated to race relations and the elimination of racism in the Canadian context.

*Nasreen Husain, Bachelor of Social Work, York University*

Project: A 700-hour practicum was completed as part of the degree requirement. Activities included conducting research for new resources to add to the Foundation’s digital library, and researching various organizations and NGOs.

*Hannah Masterman, Master of Information, University of Toronto*

Project: Hanna volunteered during the summer of 2013 and was primarily involved in two projects. She organized and cataloged the Foundation's collection of audiovisual materials. This included sorting through the collection for repeats, updating and creating records for the materials on the online catalogue and converting VHS tapes to DVDs.

*Elizabeth Moorhouse-Stein, Masters in Political Science, University of Haifa*

Project: While working on her thesis, Elizabeth volunteered part-time. The general purpose of her work was to increase the French-language content of the CRRF's physical library and digital library, and to improve the French-language bibliographic search functions. This included cataloguing and writing abstracts for books, articles and studies. Elizabeth researched Canadian French-language books, studies and reports on the topics of race relations and racial discrimination, and corresponded with publishers.

*Sophie Mokuno, Bachelor in Human Rights, Carlton University*

Project: Sophie Mokuno volunteered with the Foundation's Interfaith & Belonging Initiative as a bilingual communications person, helping with the implementation of the National Youth Video Competition. Sophie assisted with French-language communications, as well as collecting and organizing the video entries. Sophie's background in Human Rights contributed to discussions around issues of competing rights during the setting-up of workshop content.

*Mandy Nyarko, Bachelor of Social Work, York University*

Project: A 700-hour practicum was completed as part of the Degree requirement. Primary activities and tasks included undertaking internet research and conducting publisher outreach for new resources to add to the CRRF's resource collection, as well as assisting CRRF staff with the development, coordination and delivery of CRRF project activities and day-to-day operations.

## National Youth Video Competition

Youth engagement activities included the first CRRF National Youth Video Competition, held as part of the Interfaith and Belonging Initiative (page 40). The Competition challenged youth to talk about interfaith and belonging and produce a 30-second video. The Jury included representatives from the National Film Board, the Canadian Ethnic Media Association, the Interfaith and Belonging Leadership Circle, and the CRRF Board of Directors. A total of five videos were selected to receive an honorarium, and two of the videos were run as Public Service Announcements on OMNI TV and affiliates. The PSAs aired over 1600 times from December 2013 to January 2014, and were featured on V-MIX, an OMNI talk show.

# Pro Bono Students Canada

In fall 2013, the CRRF renewed its partnership with Osgoode Hall Law School and Pro Bono Students Canada (PBSC) as an opportunity to engage law students in race relations work, and to enable research activities on issues of interest to the Foundation.

The PBSC 2013-2014 program focused on the development of a legal education tool related to the Toronto Purchase Claim. The final product will serve to elucidate the public on key negotiation and settlement processes from a legal perspective, one that will provide a better understanding of how tribunals handle specific claims, as well as the role of the First Nations communities in organizing and addressing such claims.

The students have completed their work on the first draft and will engage in consultations with the Mississaugas of the New Credit First Nation band in the summer of 2014 to ensure community input is reflected in the final product. The completion of the legal education tool is scheduled for October 2014.

The students enrolled in the PBSC 2013-2014 project were Scott Murray, Lisa-Marie Williams, Joohyung Lee and Ryan Krahn – all students at Osgoode Hall Law School. Legal supervision was provided throughout the project by Senwung Luk at OKT LLP. Mr. Luk specializes in Aboriginal Law.

# Education and Training

**CRRF provides transformative education and training in the pursuit of eradicating all forms of racial discrimination in Canada.**

Education and Training initiatives focus on capacity building for organizations to create just, equitable and inclusive environments. The Foundation's work has crossed diverse segments of Canadian society and inspired learners to value diversity, communicate across differences, and transform injustice so that all members can achieve success and reach their full potential. The CRRF offered expertise in diversity and inclusion training through two dynamic, interactive programs.



## Diversity & Equity Leadership Institute

By combining equity work with emotional intelligence and conflict transformation, CRRF delivered workshops that help school board leaders become more effective, respectful and inclusive. Guided by the “Ontario Leadership Framework” and the broader “Ontario Leadership Strategy”, the Diversity & Equity Leadership Institute focused on the core leadership competencies of self-awareness, empathy, communication, and conflict skills. The workshops have been positively received and highly rated by all school boards.

Between 2011-2013 the CRRF successfully delivered 14 workshops to over 200 school system leaders representing 45 school boards across Ontario, in partnership with Anima Leadership. The project, funded by the Ontario Ministry of Education, ended in 2013. The program continued in 2013-2014 with workshops to school system leaders in Lake Simcoe County (Alliston) and the Town of Georgina, Ontario.

## Foundations in Equity & Anti-Racism in Education: Towards Equitable & Inclusive Schools

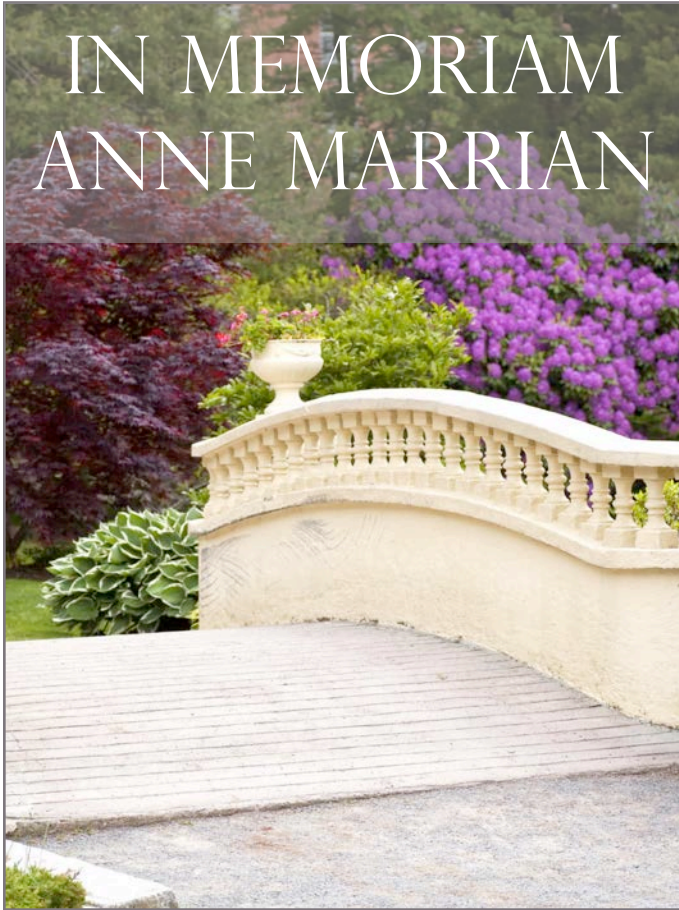
Since its conception in 2004, Foundations in Equity & Anti-Racism in Education has provided training to school system leaders to gain the knowledge and understanding needed to shape and create inclusive school communities. The course supported instructional leaders by developing their interpersonal skills and self-awareness to improve classroom and school environments. The workshop sessions provided practical skills and resources for schools with an emphasis on turning theory into practice. The sessions offered basic understanding of equity and anti-racism concepts as they relate to individual and institutional contexts.

The CRRF has delivered numerous Foundations sessions to Ontario school boards. The program is designed for school administrators, staff, educators, and can also be adapted to address the needs of private and public organizations, as well as government agencies.

In 2013-2014, CRRF Equity Consultant, Christopher Mark D’souza, delivered two Foundations sessions to the Halton Catholic District School Board, and one session to the Waterloo Region District School Board, Ontario. Chris also condensed the six modules into five, with the addition of a reading component.

# IN MEMORIAM ANNE MARRIAN

Springtime garden, Halifax, NS

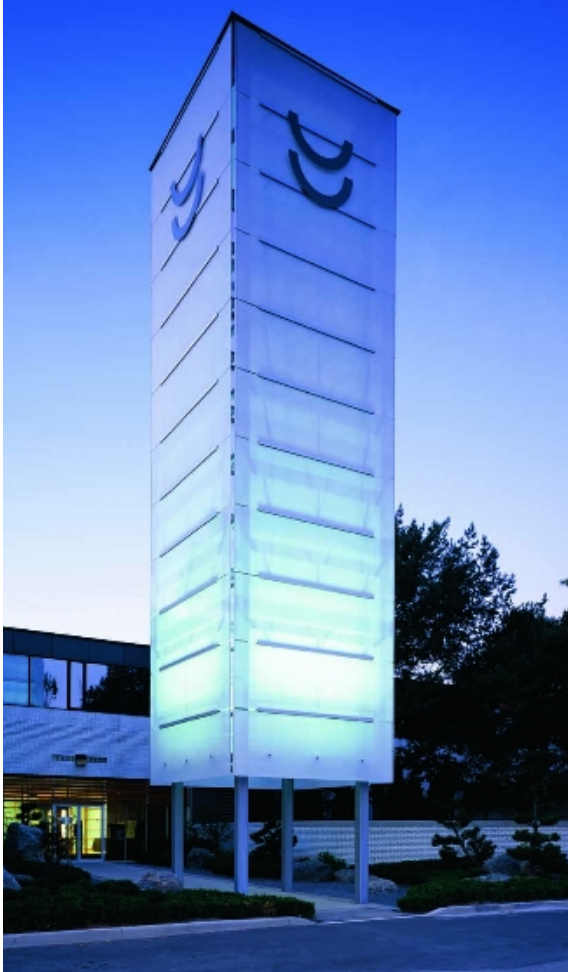


The Canadian Race Relations Foundation mourns the tragic loss of our dear Anne Marrian, Program Director, Community Support & Knowledge Base.

A passionate proponent of equality and fairness for all, Anne shared her indomitable spirit of hope and steadfast optimism with colleagues, friends and her vast communities of interest. Her devotion to those whom she mentored and to her family was without equal. How privileged we are to have been among the beneficiaries of her emotional and professional largesse.

# Special Initiatives

“Develop strategic alliances with local, provincial and national institutions to leverage the CRRF’s capacity to design and deliver programs regarding race relations and Canadian identity, and to act as a national facilitator by disseminating information on race relations issues and breaking down barriers to full participation and encouraging discussion on best practices.”



## HOW HAS REDRESS IMPACTED UPON THE COMMUNITY?

For many individuals, redress helped them come to terms with their identity and heritage. One person remarked, "Since redress, my awareness has grown and also my sense of myself. I feel that it's easier to walk tall and talk about my culture." Other people remarked that they now feel as if they are Canadian. The guilt that they felt, as if they had done something wrong, was finally lifted with the government's admission that it was at fault.

I find that Japanese Canadians are now more willing to talk about the past and share their stories with the younger generation and with other Canadians. Pride in Japanese heritage and identity is more evident amongst Japanese Canadians.

Much has transpired within the Japanese-Canadian community. The \$12 million community fund, administered by the Japanese Canadian Redress Foundation, contributed tremendously to the revitalization and stimulation of the Japanese-Canadian community. Capital projects such as cultural centres, quality seniors housing and health care facilities received support from the Foundation. The increased level of participation at cultural centres demonstrates that there is renewed interest in Japanese Canadian culture and in being Japanese. Programs and activities are being accessed by other Canadians as well.

The funds were also used to preserve our history and promote Japanese Canadian culture through museum projects, books, films, theatre, dance and music. This support has enabled younger Japanese Canadians to develop artistically. Many have gained prominence and recognition nationally.

The establishment of the Canadian Race Relations Foundation (CRRF) was an important component of the Agreement. The CRRF has now been in operation since 1997 with the mandate to be a national voice of change for the elimination of all forms of racism and the promotion of a more harmonious Canada.

*Excerpt: Arthur K. Miki's speech  
at the 25th Anniversary event*

# 25th Anniversary of the Japanese Canadian Redress Agreement

**The Canadian Race Relations Foundation joined the National Association of Japanese Canadians (NAJC) on September 21, 2013 in celebrating the 25th Anniversary of the Japanese Canadian Redress Agreement, signed between the Government of Canada and the NAJC, under the leadership of then President, Arthur K. Miki.**

The Japanese Canadian Redress Agreement represents a milestone in the history of our country, in which the human rights violations Canada committed in the past were acknowledged. It constituted a model on which other Redress Agreements with Chinese Canadians, Aboriginal Peoples who attended Residential Schools, and affected communities acknowledged through this Government's Community Historical Recognition Programme, have built. The celebration of this remarkable achievement allows us to continue to remember the past and to acknowledge the historical injustices and racism which were sanctioned by the government. New initiatives undertaken by the CRRF and other organizations will permit Canadians to monitor ongoing race relations issues, to identify those that are emerging and require urgent attention, and develop means to ensure social harmony and justice.

– Albert C. Lo, CRRF Chairperson

The CRRF shares a special pride in the 25th Anniversary celebrations as the Foundation was created as one outcome of the Redress Agreement. Over the last 16 years, the CRRF has established itself as the leading resource and facilitator for all Canadians on current and emerging issues affecting race relations in Canada, and 'best practices' to address them. We look forward to continuing this vital role in helping create a Canada built on the principles of equality and social cohesion.

– Rubin Friedman, CRRF Board Member and Spokesperson

Twenty-five years have elapsed since that historical day, September 22, 1988, when the Government of Canada acknowledged the injustices suffered by Japanese Canadians during and after World War II. I had the privilege to be in the House of Commons that day and it is one that I will always remember. The news was a pleasant but shocking surprise for most Japanese Canadians, but for those who had struggled through the campaign, it was a dream come true. The signing of the Japanese Canadian Redress Agreement was an extraordinary achievement and became the beginning of a healing and renewal process for the wartime victims. This settlement was of immense importance to the Japanese-Canadian community and had a far-reaching impact nationally.

– Arthur K. Miki, NAJC Representative to the Board

Photos (left page): Arthur Miki at the 25th Anniversary event; Japanese Canadian Cultural Centre, Toronto, Ontario; Signing the Japanese Canadian Redress Agreement, September 22, 1988, the Right Honourable Brian Mulroney, PC, CC, GOQ, and Arthur K. Miki, CM, OM.



“Art's [Miki's] extraordinary achievements are legion, as is his humility and generosity of spirit”

– Albert C. Lo, CRRF Chairperson



Clockwise, from left, Honourees: Rabbi Dr. Yosef Wosk; Aziz Khaki; Arthur Miki; Alan Lau; representatives of the Inter-Faith for World Peace Society.

Bridge: The Canada Line, a rapid transit commuter train, crosses the Fraser River from Richmond to Vancouver.

# Award for Lifetime Achievement

As part of a two-day event entitled "Building Bridges for Canada", close to 350 guests, representing the diverse cultural, ethnic and religious communities of the Greater Vancouver area gathered at the Riverside Grand Ballroom in Richmond, BC on March 2, 2014 to celebrate the work of the Canadian Race Relations Foundation, and the recipients of its Community Champion Special Awards and the Award for Lifetime Achievement.

Presented only three times in its 11-year history, the CRRF's Award for Lifetime Achievement was given to Arthur K. Miki, CM, OM. Chief architect and negotiator of the Japanese Canadian Redress Agreement which acknowledged discriminatory treatment of Japanese Canadians interned during the Second World War, Mr. Miki has, in addition, had a distinguished career as an educator, Citizenship Judge for Manitoba and Saskatchewan, community activist and author. His lifelong dedication to the promotion of positive race relations and human rights was recognized by his receiving an Honorary Doctorate from the University of Winnipeg, the Order of Manitoba, and the Order of Canada.

Recipients of the Community Champion Special Awards were Aziz Khaki – presented posthumously and received by his wife, Gul Khaki; Alan Lau, Rabbi Dr. Yosef Wosk and the Inter-Faith for World Peace Society.

A Special Award was presented to the Multiculturalism Policy Directorate of Citizenship and Immigration Canada, for "commitment, integrity and compassion in serving all Canadians".

# Award of Excellence and Symposium

The Canadian Race Relations Foundation's biennial Award of Excellence serves to recognize public, private and voluntary organizations whose efforts represent excellence and innovation in race relations practice in Canada. The Award of Excellence and Symposium was held in 2012; therefore, the present year was dedicated to planning the 2014-2015 event.

The Award serves to further the Foundation's mission to contribute towards the elimination of racial discrimination in Canada by acknowledging best practices and honouring excellence in the field of race relations. Nominations are received from across Canada. The Award of Excellence highlights outstanding initiatives in six categories: Aboriginal, Community, Corporate, Education, Government and Youth.

The Symposium is dedicated to exploring key issues in the elimination of racism and the advancement of social harmony, with an emphasis on sharing best practices and bringing together practitioners from across Canada. The Award of Excellence and Symposium is a unique opportunity for people from across Canada to network and share best practices, while highlighting the work of the Foundation and current and emerging issues in race relations.



Canada's 2017 Sesquicentennial represents a seminal opportunity to pay tribute to and celebrate our collective pride in our diversity, democratic principles and multiculturalism



Top left: Teslin Lake Bridge, Alaska Highway, Yukon. Right: Interfaith and Belonging poster. Bottom: CRRF Board member Christine Douglass-Williams moderates the panel discussion on Competing Interests in a Multicultural Canada with: Anita Bromberg, B'nai Brith Canada; Balpreet Singh Boparai, World Sikh Organization of Canada; Dr. Phil Triadafilopoulos, University of Toronto; Raheel Raza, The Council for Muslims Facing Tomorrow.



# Interfaith and Belonging: A Civic Education and Engagement Initiative

**From 2011 to 2014, the Canadian Race Relations Foundation's Interfaith and Belonging project team travelled across Canada to generate dialogue and civic engagement among and between faith-based and Diaspora communities. The project goals were to enhance civic participation and engagement, and explore the themes of identity, human rights, belonging and Canadian values.**

The Interfaith and Belonging Initiative sparked a national dialogue on interfaith cooperation and communication, facilitated a national framework for dialogue between and among groups of different ethnocultural and faith-based communities, and worked with communities to deepen an understanding of rights and responsibilities, and how best to encourage a deeper sense of belonging.

Working closely with faith-based and ethnocultural communities, the Initiative served to construct a national framework for understanding Canadian diversity, democratic values and traditions. Consultations with field experts and community leaders were held to identify the issues, challenges and opportunities confronting interfaith and ethnocultural communities in their quest for cooperation, and the strengthening of Canadian identity and citizenship.

Community leaders and members committed to contributing to a stronger democratic and harmonious Canadian society, participated in a Leadership Circle dedicated to exchanging ideas and best practices. This group of committed individuals – representing faith groups, multicultural associations, youth, educational and policy organizations – provided ongoing advice at the national level, and on-the-ground assistance at the local level.

**“I am Canadian ... no matter my race, ethnicity, skin colour, clothing, faith, or cultural background. I belong here. I have no wish to be tolerated nor accommodated. I wish to be accepted. Accepted as a Canadian. Because I am one. I am Canadian.”**

***– Youth consultation***

**University of Toronto Youth Consultation**



**Montreal Conference**



In 2013-2014, the CRRF aligned the Roundtable program with the Interfaith and Belonging Initiative, and workshops and Roundtables focused on values and belonging. Events culminated in a full-day conference in Vancouver to examine the successes and challenges of multiculturalism. A summary of events is listed on page 16.

The Initiative’s reach was furthered through Public Service Announcements, created as a result of the first-ever CRRF National Youth Video Competition. The program prompted students and educators to discuss issues of faith and belonging in Canada, and submit 30-second videos representative of the diversity of faith, culture and ethnicity in Canada.

In keeping with a commitment to engaging youth, a multi-media project was launched in partnership with the National Film Board (NFB). The project features an interactive website based on seven short films about how young people of faith are able to practice their spirituality within the Canadian context.

The Interfaith and Belonging Toolkit consists of a web-based resource and print Handbook. The Toolkit provides a common framework to support the work of faith-based and ethnocultural groups as they connect with their constituencies on topics of interfaith, identity and civic participation. It is dedicated to assisting communities in understanding their rights and responsibilities as residents and citizens of Canada, and exploring how best to encourage a sense of citizenship, pride and belonging for all Canadians.

**28**

**Organizations in the Leadership Circle**

**21**

**Events held across Canada**

**400+**

**People attended workshops and Roundtables**

**Winnipeg  
Roundtable**



**Strategy  
Meeting,  
Toronto**



## Conclusion

The Interfaith and Belonging Initiative confirms that there is an opportunity to engage people throughout Canada in discussions and activities that recognize diversity as a national asset, and promote core Canadian values and civic engagement as everyone’s contribution to building a stronger Canada.

At the close of this three-year project, and the start of our new strategic planning cycle, the CRRF looks forward to building on the substantial partnerships formed, and sharing the knowledge gained to further Canadians’ understanding of and respect for Canadian values and traditions.

Furthermore, Canada’s 2017 Sesquicentennial represents a seminal opportunity to pay tribute to and celebrate our collective pride in our diversity, democratic principles and multiculturalism, and to recognize the role that more recent Canadian citizens have contributed to our progress and development.



We acknowledge the financial support of the Inter-Action, the Multiculturalism Grants and Contributions Program of Citizenship and Immigration Canada, in the delivery of this project.

**18**

**Videos entered in  
National Youth  
Video Competition**

**7**

**Films produced  
in partnership with  
the NFB**

**1600+**

**Times PSAs were  
aired on OMNI-TV  
and affiliates**

# Logo Development

The Canadian Race Relations Foundation undertook development of a new logo to support broadened communications reach, with an emphasis on readability and an identifiable “flavicon” for online and social media applications. The leaf is a seven-point maple leaf representing the Foundation’s national reach, but unique status as a charitable Crown Corporation. It is based on an origami design, respecting the role of the Japanese-Canadian community, which together with the Federal Government, established the CRRF as a national voice of change for the elimination of all forms of racism and the promotion of a more harmonious Canada.



**Canadian  
Race Relations  
Foundation**

**Fondation  
canadienne des  
relations raciales**

# Financial Statements

"Your efforts affect important aspects of the development of our society ... this is something you should be very proud of. No one has ever ... received a report like that. That speaks an awful lot to the commitment of the people that are running that organization, the staff and volunteers ..."

– The Standing Committee on Public Accounts’  
hearing on the Auditor General's Special  
Examination Report on the CRRF

## Financial Management Discussion and Analysis 2013-14

### Statement of Financial Position Discussion

	2014 March 31	2013 March 31	Changes	
	\$	\$	\$	%
<b>Assets</b>				
Cash and cash equivalents	3,105,026	3,091,432	13,594	0.4
Investments	23,092,427	21,739,880	1,352,547	6.2
Prepaid expenses, receivables	2,187,560	341,757	1,845,803	540
Capital assets	46,968	76,894	(29,926)	(38.9)
<b>Total Assets</b>	<b>28,431,981</b>	<b>25,249,963</b>	<b>3,182,018</b>	<b>12.6</b>
<b>Liabilities and Net Assets</b>				
Accounts payable and accrued liabilities	1,962,589	71,243	1,891,346	2655
Accrued salaries and employees future benefits payable	19,828	25,588	(5,760)	(22.5)
Deferred contributions and deferred revenues	39,415	60,494	(21,079)	(34.8)
Obligation under capital lease	2,419	4,739	(2,320)	(48.9)
Net assets	26,407,730	25,087,899	1,319,831	5.3
<b>Total Liabilities and Net Assets</b>	<b>28,431,981</b>	<b>25,249,963</b>	<b>3,182,018</b>	<b>12.6</b>

### Assets

**Cash** is composed of cash at banks, cash equivalents in saving accounts in the investment portfolio, and cash balances held by the Foundation's investment managers. As at March 31, 2014 total cash in operating bank accounts amounted to \$92,606, cash equivalents in saving accounts amounted to \$2,328,965, and cash balances held by the Foundation's investment managers amounted to \$683,455.

## Statement of Financial Position Discussion (continued)

**Investments** have increased 6.2% (2013 – 9.7% negative) compared to the investment value at March 31, 2013. This is primarily due to the increase in fair value of the Foundation's investments and strength of US Dollar against Canadian Dollar. For the year March 31, 2014, the combined portfolio returned 8.3% or \$1,915,426 (2013 – 7.0% or \$1,522,579) after all fees and taxes. The return rate excluding the remeasurement (unrealized) gains is 5.3% or \$1,214,377 (2013 – 1.0% negative or \$223,248 losses).

**Prepaid expenses, receivables** are mainly prepaid expenses, receivable from Foundation's investment managers, trade accounts receivable, and refunds of Federal Government's Goods and Services Tax (GST), Ontario Government's Harmonized Sales Tax (HST). The 2013-14 prepaid expenses and receivables increased \$1,845,803 compared to 2012-13. This is primary due to receivables from the Foundation's investment managers for proceeds from sale of investments on or around March 31, 2014 (adjustment for cutoff date), increase in account receivable from the Department of Citizenship and Immigration Canada for "the Interfaith and Belonging" project of \$31,579 offset by decrease in receivable from Ontario Ministry of Education for "the DELI phase II" project of \$14,917, decrease in receivable from the City of Toronto for 2013 property tax rebate of \$10,832, decreases in the GST and HST receivable accounts of \$21,996, decrease in rent inducement of \$11,316, decrease in inventories of \$3,445, and other receivables of \$6,670.

The **Capital assets** are the net book value of office furniture and equipment, computer hardware and software, and leasehold improvements. The net decrease of \$29,926 in 2013-14 is for the annual amortization of all assets of \$20,264 and write-off of artworks of \$16,225 reduced by addition to the leasehold improvements of \$2,183, office furniture and equipment of \$498, and computer equipment and software of \$3,882.

## Liabilities

**Accounts payable and accrued liabilities** represent amounts payable to the Foundation's investment managers, suppliers, and year end expense accruals. There is an increase in accounts payable and accrued liabilities of \$1,891,346 at March 31, 2014. This is mainly for payables to the Foundation's investment managers for purchase of investments on or around March 31, 2014 (adjustment for cutoff date) and increase of \$12,324 in trade accounts payable and \$13,220 in accrued 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 \$19,828. There is a decrease in salaries payable of \$5,760 in 2013-14 compared to 2012-13. This is mainly due to a decrease in accrual for lump sum pay in 2013-14.

**Deferred contributions and deferred revenues** is made of deferred lease improvements allowance of \$4,800, and Education and Training Center Fund of \$34,615. There is a decrease of \$21,079 in 2013-14 for deferred contributions and deferred revenues compared to 2012-13. This is mainly due to exhaustion of the advanced contributions received from Ontario Ministry of Education for phase II of "the Diversity and Equity Leadership Institute (DELI) for Ontario School System Leaders" project of \$9,129, Waterloo District School Board of \$5,333, the Halton Catholic District School Board of \$5,417, and lease improvements allowance of \$1,200.

## Statement of Financial Position Discussion (continued)

**Obligation under capital lease** is the balance of capital repayment owed for the office equipment under lease of \$2,419. This is for the printer/copier lease which started at the end of 2009-10 and will fully be paid out 2014-15. The \$2,320 decrease represents the current year lease obligation payments.

**Net Assets** increased 5.3% in 2013-14 (2012-13 – 3%) mainly due to remeasurement (unrealized) gain on investments portfolio of \$701,049 and excess of revenues over expenses of \$618,782 for the year.

## Statement of Operations Discussion

	2014 March 31	2013 March 31	Changes	
	\$	\$	\$	%
<b>Revenues</b>				
Funded projects	563,485	512,764	50,721	10
Publications, in-kind and miscellaneous revenues	32,030	22,877	9,153	40
Sponsorships, donations and contributions, honoraria and fundraising gala	6,752	27,220	(20,468)	(75)
<b>Total Revenues</b>	<b>602,267</b>	<b>562,861</b>	<b>39,406</b>	<b>7</b>
<b>Net investment gain (loss)</b>				
Investment income earned	702,080	693,444	8,636	1.2
Changes in fair value - realized	512,297	(916,692)	1,428,989	156
<b>Net investment gain (loss)</b>	<b>1,214,377</b>	<b>(223,248)</b>	<b>1,437,625</b>	<b>644</b>

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 \$333,600, from the Ontario Ministry of Education for phase II of “the Diversity and Equity Leadership Institute (DELI) for Ontario School System Leaders” project of \$44,162, and from the Ontario School Boards for training workshops on “the Foundations of Equity and Anti-Racism in Education program” of \$21,916. This year revenues includes \$163,807 in-kind contribution from “the Interfaith and Belonging” project’s partners.

**Publications, in-kind and miscellaneous revenues** are sale proceeds of the CRRF publications and conferences registration fees. This year revenues include \$8,311 from conferences registration fees, \$23,655 from in-kind contributions, and \$64 from miscellaneous revenues.



## Statement of Operations Discussion (continued)

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 \$5,302 donations (2013 - \$1,720) and \$1,450 sponsorship for the 2014 Lifetime Achievement Award & Community.

**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 income distributions, after portfolio management fees. Investment income earned for 2013-14 is \$702,080 (2013 - \$693,444) an increase of \$8,636 from 2012-13.

**Changes in fair value realized** of investments include realized gain on sales of investments of \$512,297 compared with realized loss of \$916,692 in 2012-2013, an increase of \$1,428,989. This is mainly due to 2012-13 losses on the disposition of impaired foreign equities.

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 2013-14 were \$701,049 (2013 – \$1,745,827).

	2014 March 31	2013 March 31	Changes	
<b>Expenses</b>	\$	\$	\$	%
Funded projects	563,486	503,140	60,346	12
Salaries and benefits	373,063	500,980	(127,917)	(26)
Office and general, conference, symposium and others	97,109	46,680	50,429	108
Board of Directors honoraria and travel	70,169	43,104	27,065	63
Rent	62,115	178,989	(116,874)	(65)
Communication	30,557	23,280	7,277	31
Professional fees	1,111	20,873	(19,762)	(95)
Award of Excellence symposium and fundraising gala	252	88,768	(88,516)	(100)
<b>Total Expenses</b>	<b>1,197,862</b>	<b>1,405,814</b>	<b>(207,952)</b>	<b>(15)</b>

## Statement of Operations Discussion (continued)

The Foundation's total expenses were \$1,197,862 for the 2013-2014 year (2012-13 - \$1,405,814) with the three main uses of funds being funded projects, salaries and benefits, and office and general, conference, symposium and others expenses, totaling \$563,486, \$373,063 and \$97,109 respectively.

There was \$60,346 increase in **funded projects** compared to 2012-13, mainly due to increase in the "Interfaith and Belonging" project expenses of \$241,344 and decrease in the phase II of "the Diversity and Equity Leadership Institute (DELI) project expenses of \$171,955. This year expenses includes \$163,807 in-kind contributions to "the Interfaith and Belonging" project.

There was \$127,917 decrease in **Salaries and benefits** expenses compared to 2012-13, mainly due to vacant position of the executive director and the changes in the staff employment status. The 2013-14 salaries and benefits expenses include in-kind value of internship and volunteer programs at the Foundation of \$23,655 (2013 – \$16,943).

**Office and general, conference, symposium and others expenses** increased \$50,429 compared to 2012-13, mainly due to the write –off of artworks of \$16,225, expenses for the 2014 Lifetime Achievement Award & Community of \$23,428, increase in Capturing the Pulse of the Nation (research) expenses of \$5,000, and increase in amortization of the capital assets of \$7,924.

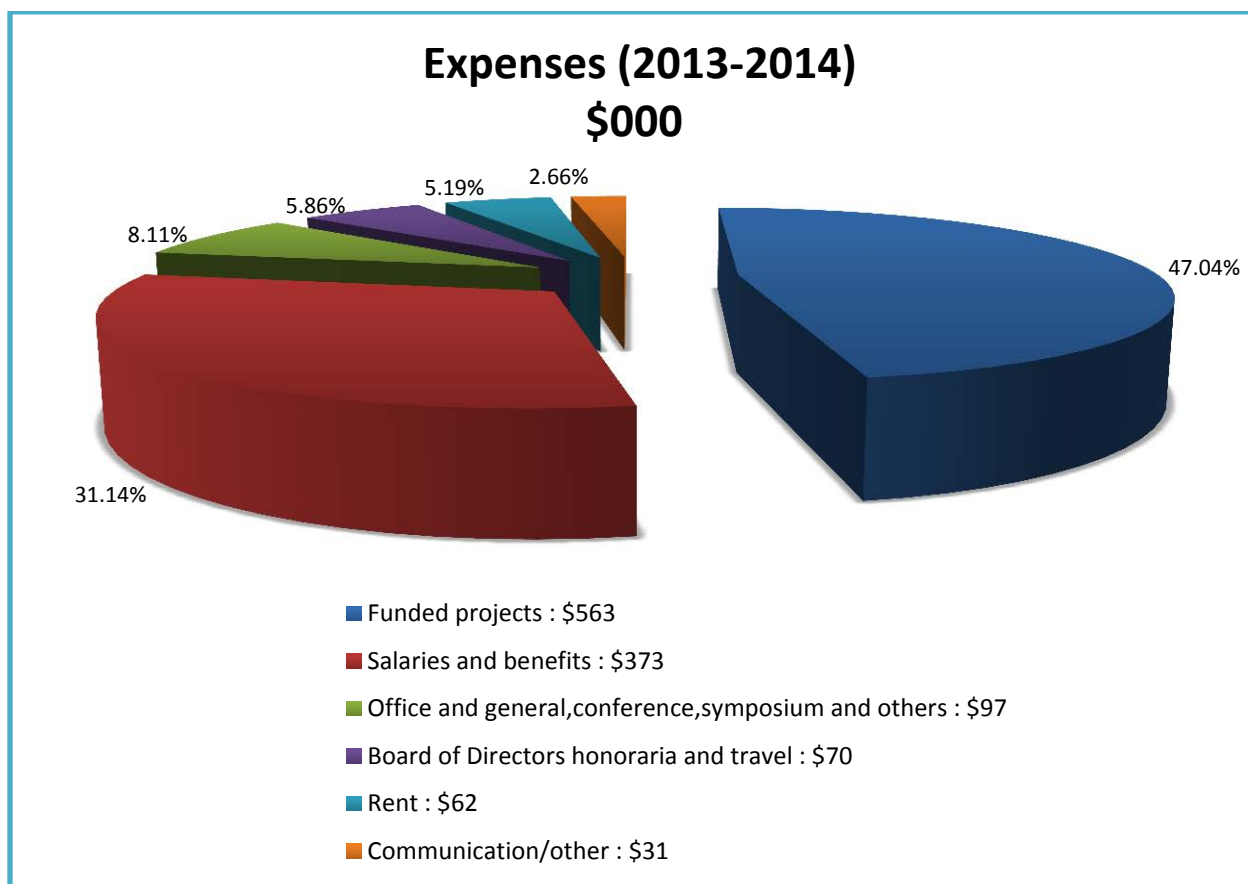
**Board of Directors honoraria and travel expenses** increased \$27,065 compared to 2012-13, mainly due to engagement of the board members and chair of the Foundation in activities related to the Foundation's operation and appointment of executive director. The 2013-14 expenses include two Directors' face to face meetings in September (Toronto) 2013 and March (Vancouver) 2014, 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.

**Rent** expense for the office space decreased by \$116,874 mainly due to lower rent and smaller office space in the CRRF new office location.

**Communications** are public and media relations expenses. There was a \$7,277 increase in communications expenses compared to 2012-13, mainly due website maintenance and more news release and media work throughout the year.

**Professional fees** are for legal, accounting and corporate services fees. The decrease of \$19,762 in professional fees is due to decreases in legal fees of \$15,654 and accounting fees of \$4,108. There were no significant legal, accounting, and corporate consultations in 2013-14.

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.



## Outlook for the Future

### Fiscal Year 2014-2015

The Canadian Race Relations Foundation continues to fund its core programs and operations through the investment income from its endowment. In 2014-2015 the Foundation will enter into an agreement with Citizenship and Immigration Canada to fund “Our Canada”, a three-year initiative to heighten awareness, understanding and respect for Canadian values and traditions that will culminate in the historic opportunity to celebrate them as part of Canada’s Sesquicentennial in 2017.

The Foundation has an approved operating revenues budget of \$1,535,000 and expenditures budget of \$1,613,500 for 2014-15. The approved budget for the year is closely monitored by senior management and the Board of Directors. Budget variance reports are reviewed and monitored on a 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 on the Foundation website.

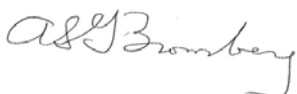
The Foundation's programs and activities are designed in accordance with the Foundations' recently adopted 2014 to 2017 Strategic Plan, which continues the forward momentum of the Foundation, building on the successes of the past, and challenging the Foundation to move forward with technological and programmatic advances. While the Strategic Plan advances the Foundation in alignment with contemporary issues of race relations, it represents a legacy of commitment to the Canadian Race Relations Foundation's central purpose as set out in the Canadian Race Relations Foundation Act 1991.

## 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.



Anita Bromberg  
Executive Director

July 23, 2014



Arsalan Tavassoli MA, CGA  
Finance and Administration Director

July 23, 2014



## INDEPENDENT AUDITOR'S REPORT

To the Minister of Citizenship and Immigration

### 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 2014, 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.

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

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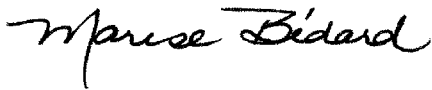
*Opinion*

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 2014, 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.



Marise Bédard, CPA, CA  
Principal  
for the Auditor General of Canada

23 July 2014  
Ottawa, Canada

**CANADIAN RACE RELATIONS FOUNDATION**  
**Statement of Financial Position**  
**As at March 31, 2014**

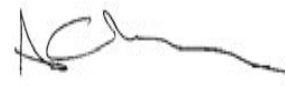
	2014	2013 (Restated – note 3)
	\$	\$
<b>Assets</b>		
Current Assets		
Cash and cash equivalents (note 4)	3,105,026	3,091,432
Prepaid expenses	14,387	10,279
Receivables	2,173,173	331,478
Investments (notes 5)	665,720	440,127
	<u>5,958,306</u>	<u>3,873,316</u>
Investments (notes 5)	22,426,707	21,299,753
Capital assets (note 8)	46,968	76,894
	<u><b>28,431,981</b></u>	<u><b>25,249,963</b></u>
<b>Liabilities and Net Assets</b>		
Current liabilities		
Accounts payable and accrued liabilities	1,962,589	71,243
Accrued salaries	19,828	25,588
Deferred contributions and deferred revenues (note 10)	39,415	60,494
	<u>2,021,832</u>	<u>157,325</u>
Obligation under capital lease (note 9)	2,419	4,739
	<u>2,024,251</u>	<u>162,064</u>
<b>Net assets:</b>		
Unrestricted	295,404	(350,984)
Invested in capital assets (note 14)	44,549	72,155
Accumulated remeasurement gains	2,067,777	1,366,728
Restricted for endowment purposes (note 11)	24,000,000	24,000,000
	<u>26,407,730</u>	<u>25,087,899</u>
	<u><b>28,431,981</b></u>	<u><b>25,249,963</b></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, 2014**

	2014	2013 (Restated – note 3)
<b>Revenues</b>	\$	\$
Funded projects	563,485	512,764
Publications, in-kind & miscellaneous revenue	32,030	22,877
Sponsorships, donations and contributions, honoraria and fundraising gala	6,752	27,220
	<u>602,267</u>	<u>562,861</u>
<b>Expenses (note 18)</b>		
Funded projects	563,486	503,140
Programs expenses	344,618	510,702
Administration expense	121,117	192,547
Board of Directors meetings	70,169	43,104
Conferences, symposia and consultations	44,902	16,682
Operating expenses	48,492	44,765
Public Education and training	3,445	-
Information systems and development	1,117	4,741
Award of Excellence symposium and fundraising gala	252	88,768
Finance cost	165	269
Staff recruitment and development	99	1,096
	<u>1,197,862</u>	<u>1,405,814</u>
Deficiency of revenues over expenses before net investment income (loss)	<u>(595,595)</u>	<u>(842,953)</u>
Net investment income (loss) (note 13)	1,214,377	(223,248)
<b>Excess (deficiency) of revenues over expenses</b>	<u><b>618,782</b></u>	<u><b>(1,066,201)</b></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, 2014**

	2014	2013 (Restated – note 3)
	\$	\$
Accumulated remeasurement gains (losses), beginning of year	1,366,728	(379,099)
<b>Unrealized gains (losses) attributable to:</b>		
Portfolio investment in equity instruments quoted in an active market	1,423,972	1,510,003
Financial instruments designated to the fair value category	(328,312)	172,763
<b>Amounts reclassified to the Statement of Operations:</b>		
Portfolio investment in equity instruments quoted in an active market	(527,067)	175,993
Financial instruments designated to the fair value category	132,456	(112,932)
<b>Net remeasurement gains for the year</b>	<b>701,049</b>	<b>1,745,827</b>
<b>Accumulated remeasurement gains, end of year</b>	<b>2,067,777</b>	<b>1,366,728</b>

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**

<b>2014</b>	Unrestricted	Invested in capital assets	Accumulated remeasurement gains	Endowment	<b>2014</b>
	\$	\$	\$	\$	\$
Net assets, beginning of year	(350,984)	72,155	1,366,728	24,000,000	25,087,899
Excess of revenues over expenses	618,782	-	-	-	618,782
Remeasurement gains	-	-	701,049	-	701,049
Net change in investment in capital assets (note 14)	27,606	(27,606)	-	-	-
<b>Net assets, end of year</b>	<b>295,404</b>	<b>44,549</b>	<b>2,067,777</b>	<b>24,000,000</b>	<b>26,407,730</b>

<b>2013</b>	Unrestricted Restated - note 3	Invested in capital assets	Accumulated remeasurement gains (losses) Restated - note 3	Endowment	<b>2013</b> Restated - note 3
	\$	\$	\$	\$	\$
Net assets, beginning of year	746,825	40,547	(379,099)	24,000,000	24,408,273
Deficiency of revenues over expenses	(1,066,201)	-	-	-	(1,066,201)
Remeasurement gains	-	-	1,745,827	-	1,745,827
Net change in investment in capital assets (note 14)	(31,608)	31,608	-	-	-
<b>Net assets, end of year</b>	<b>(350,984)</b>	<b>72,155</b>	<b>1,366,728</b>	<b>24,000,000</b>	<b>25,087,899</b>

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, 2014**

	2014	2013 (Restated – note 3)
	\$	\$
<b>Operating activities:</b>		
Excess (deficiency) of revenues over expenses	618,782	(1,066,201)
Items not affecting cash:		
Amortization	20,264	12,340
Write –off of artworks	16,225	-
Realized (gains) losses on sale of investments (note 13)	(512,297)	916,692
	142,974	(137,169)
<b>Changes in non-cash operating assets and liabilities:</b>		
(Increase) in prepaid expenses	(4,108)	(2,918)
(Increase) decrease in receivables	(1,841,695)	(151,911)
Increase in accounts payable and accrued liabilities, accrued salaries	1,885,586	25,569
(Decrease) in deferred contributions and deferred revenues	(21,079)	(155,800)
Net cash provided by (used in) operating activities	161,678	(422,229)
<b>Capital activities:</b>		
Addition to capital assets	(6,563)	(41,725)
Net cash used in capital activities	(6,563)	(41,725)
<b>Investing activities:</b>		
Proceeds from sale of investments	12,175,824	30,339,403
Purchase of investments	(12,315,025)	(27,175,162)
Net cash provided by (used in) by investing activities	(139,201)	3,164,241
<b>Financing activities:</b>		
Repayment of capital lease obligations	(2,320)	(2,223)
Net cash used in financing activities	(2,320)	(2,223)
<b>Increase in cash and cash equivalents</b>	13,594	2,698,064
Cash and cash equivalents, beginning of year	3,091,432	393,368
<b>Cash and cash equivalents, end of year</b>	<b>3,105,026</b>	<b>3,091,432</b>

Note 1: \$402,946 interest received is included in the net cash flow from operating activities (2013 - \$410,573)

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, 2014

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### 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.

Endowment is a restricted contribution subject to externally imposed stipulations specifying that the resources contributed are to be maintained permanently as specified. Endowment contributions are recognized as direct increases in net assets in the period in which they are received consistent with the deferral method of accounting for contributions.

**THE CANADIAN RACE RELATIONS FOUNDATION**

Notes to Financial Statements

Year ended March 31, 2014

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**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 equivalents, interest from fixed income investments, dividends 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 equivalents 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.

## (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. Revenues and offsetting expenses from goods and services received in-kind are recorded at fair market value upon receipt.

## (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.

**THE CANADIAN RACE RELATIONS FOUNDATION**

Notes to Financial Statements

Year ended March 31, 2014

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**2. Significant accounting policies (continued):****(c) Cash and cash equivalents, receivables and accounts payable and accrued liabilities**

Cash and cash equivalents are recorded by the Foundation at cost. Cash equivalents include 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 equivalents, 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 and equities. 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. Gains and losses on these investments are recognized in the Statement of Operations when the financial asset is derecognized due to disposal or impairment.

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.

**(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. Fair values of investments which are classified at Level 2 are determined by using inputs based on quoted prices for similar assets or liabilities and inputs other than quoted prices.

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 2. Significant accounting policies (continued):

#### (f) 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 and leasehold improvements, 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
Computer software	3 years
Database development	3 years
Leasehold improvements	Over the term of the lease

#### (g) Artworks:

The Foundation's Artworks acquired through purchase are paintings and sculptures and are not for sale. The value of Artworks has been excluded from the Statement of Financial Position as they do not meet the definition of an asset per Canadian public sector accounting standards. Purchases of Artwork items are recorded in the year in which the items were acquired as an expense through the Statement of Operations.

#### (h) Foreign currency translation:

Transactions in a foreign currency are translated to Canadian dollars at the average 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.

The Foundation, in accordance with its human resource policy, provides Registered Retirement Savings Plans equal to 4% of annual earnings to its permanent employees.



## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

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### 2. Significant accounting policies (continued):

There is no obligation for employees to make contributions. In 2014, the Foundation's contributions were \$10,543 (2013 - \$12,245). These contributions represent the total obligation of the Foundation and are recognized in the Statement of Operations.

#### (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 revenues 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 Foundation's financial statements. No amount has been included in the Statement of Financial Position for contingent liabilities. At March 31, 2014, 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:

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 2. Significant accounting policies (continued):

(l) Functional allocation of expenses (continued):

<b>2014</b>					
<b>Expenses (objects)</b>	Amount (\$)		Allocation Rate (%)	<b>Expenses (function)</b>	Amount (\$)
Funded projects	563,486		100%	Funded projects	563,486
Salaries and benefits	373,063		75%	Program expenses	279,797
			25%	Administration expenses	93,266
Board of Directors honoraria and travel	70,169		100%	Board of Directors meetings	70,169
Rent	62,115		65%	Program expenses	40,375
			35%	Administration expenses	21,740
Conferences, symposia and consultations	44,902		100%	Conferences, symposia and consultations	44,902
Communication	30,557		80%	Program expenses	24,446
			20%	Administration expenses	6,111
Office and general	27,117		100%	Operating expenses	27,117
Amortization	20,264		100%	Operating expenses	20,264
Public Education	3,445		100%	Public Education and training	3,445
Information systems and development	1,117		100%	Information systems and development	1,117
Professional fees	1,111		100%	Operating expenses	1,111
Award of Excellence symposium and fundraising gala	252		100%	Award of Excellence symposium and fundraising gala	252
Interest expenses	165		100%	Finance cost	165
Staff recruitment and development	99		100%	Staff recruitment and development	99
	1,197,862				1,197,862

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 2. Significant accounting policies (continued):

(l) Functional allocation of expenses (continued):

<b>2013</b>				
<b>Expenses (objects)</b>	Amount (\$)	Allocation Rate (%)	<b>Expenses (function)</b>	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 honoraria 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

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 3. Correction of prior year error

As a result of review of the foreign exchange gains and losses related to portfolio investments as at March 31, 2014, errors in the 2012-13 financial statements balances were discovered. Foreign currency gains and losses attributable to portfolio investments held at year end were inappropriately considered realized for the year ended March 31, 2013. As a result, the net investment income (loss) was overstated while the balance of the accumulated remeasurement gains was understated.

The Foundation is of the view that the previous accounting treatment was inappropriate and therefore, the financial statements for the year ended March 31, 2013 have been restated. The impact of the restatement on the Statement of Operations and the Statement of Remeasurement Gains and Losses for the year ended March 31, 2013 is as follows:

	Original 31 March 2013	Restated 31 March 2013
	\$	\$
Net investment income (loss)	(134,795)	(223,248)
Excess ( deficiency) of revenues over expenses	(977,748)	(1,066,201)
Portfolio investments in equity instruments quoted in an active market	1,430,395	1,510,003
Financial instruments designated to the fair value category	163,918	172,763
Net remeasurement gains for the year	1,657,374	1,745,827
Accumulated remeasurement gains, end of year	1,278,275	1,366,728

### 4. Cash and Cash Equivalents

Restricted and unrestricted cash and cash equivalents include cash balances with banks, investment saving accounts in the investment portfolio, and cash balances held by investment managers in the Foundation's investment accounts.

Restricted cash and restricted cash equivalents are tied to the endowment fund as described in note 11 and are held for investment purposes only.

Cash and cash equivalents consisted of the following at March 31	2014	2013
	\$	\$
Cash - unrestricted	125,152	22,262
Cash - restricted	650,909	809,707
Cash equivalents - unrestricted	97,453	-
Cash equivalents - restricted	2,231,512	2,259,463
Total cash and cash equivalents	3,105,026	3,091,432

The carrying amount of these assets approximates their fair value.

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements  
Year ended March 31, 2014

### 5. Investments:

March 31, 2014	Current Amount	Non Current Amount	Total Investments
Fixed income investments - Canadian	\$ 665,720	\$ 9,721,244	\$ 10,386,964
Equity securities- Canadian	-	5,121,920	5,121,920
Equity securities- Foreign	-	7,583,543	7,583,543
	<b>\$ 665,720</b>	<b>\$ 22,426,707</b>	<b>\$ 23,092,427</b>

March 31, 2013	Current Amount	Non Current Amount	Fair Value
Fixed income investments - Canadian	\$ 440,127	\$ 10,408,914	\$ 10,849,041
Equity securities- Canadian	-	3,832,456	3,832,456
Equity securities- Foreign	-	7,058,383	7,058,383
	<b>\$ 440,127</b>	<b>\$ 21,299,753</b>	<b>\$ 21,739,880</b>

Canadian fixed income investments have effective interest rates (yields to maturity) ranging from 1.00% to 6.93% (2013 – 1.50% to 6.93%), with maturity dates ranging from June 18, 2014 to December 14, 2105 (2013 – June 2, 2013 to December 14, 2105).

### 6. 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 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.

There has been no change to the level of risk compared to the prior year and no changes in the risk management practices used to manage risks.

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 6. Financial risk management (continued):

#### (a) Asset Mix:

As of March 31, 2014, the Foundation's investment portfolio investment asset mix was as follows:

- 51.33% in Cash and cash equivalents and Fixed Income (2013 - 56%)
- 19.63% in Canadian Equities (2013 – 15.5%)
- 29.04% in Global Equities (2013 – 28.50%)

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, 2014 the Foundation invested in fixed income securities with the following credit ratings:

Debt instrument by credit rating	Percentage of Value	
	2014	2013
AAA (+ R1 rated short-term)	31.40%	31.0%
AA	18.10%	21.5%
A	39.33%	36.9%
BBB	11.17%	10.6%

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements  
Year ended March 31, 2014

### 6. Financial risk management (continued):

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.

(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:

	2014	2013
Government of Canada	\$ 231,939	\$ 223,334
Other organizations	1,941,234	104,699
	\$ 2,173,173	\$ 328,033

(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.

**THE CANADIAN RACE RELATIONS FOUNDATION**

Notes to Financial Statements

Year ended March 31, 2014

**6. Financial risk management (continued):**

The Foundation's fixed income fair value investments comprise:

	2014	2013
Fixed income investments – Canadian	\$ 10,386,964	\$ 10,849,041
	\$ 10,386,964	\$ 10,849,041

As at March 31, 2014 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:

	2014	2013
Less than 1 year	\$ 665,720	\$ 440,127
1-3 years	3,897,835	1,529,307
3-5 years	1,914,548	2,864,923
Greater than 5 years	3,908,861	6,014,684
	\$ 10,386,964	\$ 10,849,041

<u>Sensitivity</u>	1.03%	1.59%
	\$ 106,986	\$ 172,138

The Foundation's overall portfolio duration is 4.11 years (2013 – 6.35 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 1.03% or \$106,986 (2013 - 1.59% or \$172,138). 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.



## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 6. Financial risk management (continued):

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

2014	USD (\$)	2013	USD (\$)
<b>Market Value</b>	\$7,583,543	<b>Market Value</b>	\$7,058,383
<b>% of Portfolio</b>	32.84%	<b>% of Portfolio</b>	32.50%

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, 2014, 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:

	2014 Increase in value	2014 Decrease in value	2013 Increase in value	2013 Decrease in value
US dollars	75,834	(75,834)	70,584	(70,584)

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

#### (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 CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

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### 6. Financial risk management (continued):

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 2013-2014 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, 2014 is as follows:

Target Asset Allocation	Asset Class Index
50% Fixed Income (including cash and cash equivalents)	DEX Universe Bond Index (DEX 91-day T-Bill Index for cash)
25% Canadian equities	S&P TSX Composite Index
25% Global equities	S&P 500 Index (C\$) MSCI EAFE Index (C\$)

The historical correlation between the Foundation's investment returns and the combined benchmark returns for the fiscal year is 1.003% (2013 – 1.38%). 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, 2014 between the Foundation's return as compared to the return of the combined benchmarks, with all other variables held constant, as at March 31, 2014 is estimated to be approximately 1.003% or \$261,388 (2013 - 1.38% or \$342,658).

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.

#### (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, 2014 the Foundation has a total cash and cash equivalents balance of \$3,105,026 (2013 - \$3,091,432), which is in excess of the total liabilities recorded at March 31, 2014 of \$2,024,251 (2013 - \$162,064).

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 6. Financial risk management (continued):

As at March 31, 2014, 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	1,949,145	2,547	10,897	1,962,589
Salaries and benefits payable	19,828	-	-	19,828
Obligation under capital lease	595	1,824	n/a	2,419

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

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 7. 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, 2014:

	Level 1	Level 2	Level 3	Total
Fixed income investments	\$ 2,341,979	\$ 8,044,985	\$ -	\$ 10,386,964
Equity securities	12,705,463	-	-	\$ 12,705,463
<b>Total investments</b>	<b>\$ 15,047,442</b>	<b>\$ 8,044,985</b>	<b>\$ -</b>	<b>\$ 23,092,427</b>

During the year ended March 31, 2014, 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, 2013:

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

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

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 8. Capital assets:

Capital Assets at net book value as at March 31, 2014:

	Cost	Accumulated amortization	2014 Net book value
Office furniture and equipment	\$ 117,223	114,687	2,536
Computer hardware	170,010	166,006	4,004
Leasehold improvements	42,988	8,598	34,390
Computer software	34,055	31,393	2,662
Database development	5,539	5,539	-
		-	
Equipment under capital lease	11,254	7,878	3,376
	\$ 381,069	\$ 334,101	\$ 46,968

Amortization of capital assets expense is \$20,264 (2013 - \$12,340).

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	-
Artworks	16,225	-	16,225
Equipment under capital lease	11,254	5,627	5,627
	\$ 390,731	\$ 313,837	\$ 76,894

### 9. 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.

**THE CANADIAN RACE RELATIONS FOUNDATION**

Notes to Financial Statements

Year ended March 31, 2014

**9. Obligation under capital lease (continued):**

	<b>2014</b>	<b>2013</b>
Obligation under capital lease	\$ 2,419	\$ 4,739
Future minimum lease payments as at March 31 are as follows:		
2014	-	2,484
2015	2,484	2,484
	2,484	4,968
Less amount representing interest	(65)	(229)
<b>Total obligation under capital lease</b>	<b>\$ 2,419</b>	<b>\$ 4,739</b>

**10. 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, 2014 are as follows:

	<b>2014</b>	<b>2013</b>
Deferred contributions from non-government sources	\$ 39,415	\$ 40,615
Deferred revenues – goods and services	-	19,879
<b>Balance, end of the year</b>	<b>\$ 39,415</b>	<b>\$ 60,494</b>

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 10. Deferred contributions and deferred revenues (continued):

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

	2014		2013	
Balance, beginning of the year	\$	60,494	\$	216,294
Add: restricted contributions received from non-government sources		33,883		83,720
Less: amounts recognized as revenue		(54,962)		(239,520)
Balance, end of the year	\$	39,415	\$	60,494

### 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.

### 12. Contractual obligations:

In addition to contractual obligations disclosed in note 14, 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 four years are related to the operating leases and as at March 31, 2014 amounted to \$380,218 (2013 - \$384,153).

The following table summarizes the Foundation's contractual obligations as of March 31, 2014:

	2014/15	2015/16	2016/17	2017/18	Total
Office premises	\$94,518	\$95,792	\$97,065	\$90,036	\$377,411
Office equipment	2,807	-	-	-	2,807
	<b>\$97,325</b>	<b>\$95,792</b>	<b>\$97,065</b>	<b>\$90,036</b>	<b>\$380,218</b>

**THE CANADIAN RACE RELATIONS FOUNDATION**

Notes to Financial Statements

Year ended March 31, 2014

**13. Net investment income (loss):**

	2014	2013 (Restated – note 3)
	\$	\$
Realized gains (losses) on sale of investments	512,297	(916,692)
Interest from cash and cash equivalents and fixed income investments, dividends	858,688	842,058
Less: transaction costs and investment counsel fees	(156,608)	(148,614)
Net investment income (loss)	1,214,377	(223,248)

**Net investment income earned on resources held for endowment**

	2014	2013 (Restated – note 3)
	\$	\$
Realized gains (losses) on sale of investments recognized in the Statement of Operations in the year	512,297	(916,692)
Changes in fair value of investments recognized as direct increase in net assets in the year	701,049	1,745,827
Total net investment income earned on resources held for endowment in the year	1,213,346	829,135



## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements  
Year ended March 31, 2014

### 14. Investment in capital assets:

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

	2014	2013
Capital assets	\$ 46,968	\$ 76,894
Less obligation under capital lease	(2,419)	(4,739)
	\$ 44,549	\$ 72,155

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

	2014	2013
Capital asset additions	\$ 6,563	\$ 41,725
Capital assets purchased with Foundation funds	6,563	41,725
Artworks written –off from capital assets	(16,225)	-
Amortization of capital assets	(20,264)	(12,340)
Repayment of capital lease obligation	2,320	2,223
Net change in investment in capital assets	\$ (27,606)	\$ 31,608

### 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 recorded revenue of \$333,600 (2013 - \$ 218,583) with the Interfaith and Belonging project, funded by Citizenship and Immigration Canada.

The Foundation contractual obligations with Citizenship and Immigration Canada for the Interfaith and Belonging project ended March 31, 2014 (2013 - \$347,272).

The Foundation contractual obligations with National Film Board of Canada (NFBC) for the Interfaith and Belonging project ended March 31, 2014 (2013 - \$ 100,000). During the year, the Foundation

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 15. Related party transactions (continued):

incurred expenses totaling \$100,000 (2013 - \$50,000) and received in-kind contribution totaling \$150,000 (2013 – nil) in connection with the NFBC contract.

The Foundation incurred expenses totaling \$72,419 (2013 - \$43,104) with respect to travel and honorarium of members of the board of directors.

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):

<b>Accounts receivable from related party</b>	<b>2014</b>	<b>2013</b>
Accounts receivable from CIC	\$ 140,341	\$ 142,455
Holdback receivable from CIC	\$ 69,380	\$ 35,664
Accounts Payable to CIC	\$ -	\$ 19,839

According to the terms of contribution agreement between CIC and the Foundation the holdback amount will not be paid out until a final report and any other document requested, are received and verified by CIC to be satisfactory in content and scope at the end of the contribution agreement funding period.

At March 31, the Foundation had accounts receivable of \$22,218 (2013 – \$44,215) from Canada Revenue Agency.

### 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 \$187,462 (2013 - \$54,423) 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 (2013- nil).

## THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2014

### 18. Schedule of Expenses by object:

Expenses	2014	2013
	\$	\$
Funded projects	563,486	503,140
Salaries and benefits	373,063	500,980
Board of Directors honoraria and travel	70,169	43,104
Rent	62,115	178,989
Conferences, symposia and consultations	44,902	16,682
Communication	30,557	23,280
Office and general	27,117	11,552
Amortization	20,264	12,340
Public Education	3,445	-
Information systems and development	1,117	4,741
Professional fees	1,111	20,873
Award of Excellence symposium and fundraising gala	252	88,768
Interest expenses	165	269
Staff recruitment and development	99	1,096
	<b>\$ 1,197,862</b>	<b>\$ 1,405,814</b>