



Fighting Racism is our business.

Canadian Race Relations Foundation

Annual Report

2006-2007



*Marking 10 years in
the fight against racism.*



With the creation of the Canadian Race Relations Foundation now a reality, all the terms of the Japanese Canadian Redress Agreement signed on September 22, 1988 have been completed. *For Japanese Canadians, this is a culmination of the struggle for rights as citizens.* Having been deprived of the franchise until 1948; labelled "enemy aliens" during the war; endured pain and humiliation through forced relocation and internment; Japanese Canadians finally received the apology and acknowledgement from the Canadian Government absolving them of any wrong-doing. The redress settlement has allowed for the healing process to begin.

- Art Miki, Fmr. Pres., National Association of Japanese Canadians, November 13, 1997

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Vision

To be a leading and authoritative voice and agent in the struggle to eliminate racism in all its forms and to promote a more harmonious Canada.

Mission

To provide leadership in the building of a national framework for the struggle against racism in Canada. The Foundation will advance understanding of the past and present causes and manifestations of racism. The CRRF will provide independent national leadership and serve as resource and facilitator in the pursuit of equity, healing, fairness and justice in Canada. The CRRF will contribute to Canada's voice in the international struggle against racism.

Mandate

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

They are as follows:

- undertaking research, collecting data, and developing a national information base;
- acting as a clearinghouse, providing information about race relations resources, and establishing links with public and private educational institutions and libraries;
- facilitating consultation, and the exchange of information relating to race relations policies, programs and research;
- promoting effective race relations training and assisting in the development of professional standards;
- increasing public awareness of the importance of eliminating racism and racial discrimination;
- collaborating with all sectors of the economy in instituting and supporting programs and activities, and
- supporting and promoting the development of effective policies and programs for the elimination of racism and racial discrimination

History

In 1988, The Canadian Government reached an agreement with the National Association of Japanese Canadians (NAJC), acting on behalf of Japanese Canadian families who were interned and otherwise stripped of their human and civil rights during and after the Second World War. Known as the Japanese Canadian Redress Agreement, the Government apologized on behalf of Canadians for those actions and provided compensation to those Japanese Canadian families who were wronged. The NAJC also negotiated a contribution of \$12 million on behalf of its community, to be matched by an equal amount from the Government of Canada, to create a one-time \$24 million endowment fund to establish what is now known as the Canadian Race Relations Foundation (CRRF).

The CRRF would, *inter alia*, assist all sectors, including communities, in understanding the true nature of racism and racial discrimination and to work towards its elimination.

Legislation

The Canadian Race Relations Foundation Act, Bill C-63, was passed in 1990 and was proclaimed in 1996 "...to facilitate throughout Canada the development, sharing and application of knowledge and expertise in order to contribute to the elimination of racism and all forms of racial discrimination in Canadian society...". The CRRF opened its doors in November, 1997. A Crown Corporation and one of the portfolio agencies of Canadian Heritage, the CRRF operates at arm's length from the Government of Canada. The CRRF also has registered charitable status. Its operating income is derived from the interest on the investment of the endowment fund, private donations and cost recovery fees/honoraria for goods and services.

ACTING CHAIR'S MESSAGE

If we were called upon to describe the Foundation's existence over the past ten years, perhaps a most appropriate response would be "a mixed blessing".

In 1996, we were given the task of being the sole national organization, created by the Federal Government and the National Association of Japanese Canadians, mandated to lead the fight against racism and racial discrimination. In stages, we had to decide how best to go about doing the job, executing the tasks and assessing the results.

Over the 10 years we have witnessed considerable changes, which have not necessarily made our task easier. As one would expect, the events of September 11, 2001 have played a key role in adding complexities to the task. Our biggest hurdle remains convincing Canadians that fighting racism is the responsibility of all. Paying lip service to diversity is not enough. The onus of countering racism and discrimination should not be on those who feel its daily impact, but on those who manifest racism, more often very subtly.



In celebrating our 10th Anniversary, the CRRF had the distinct honour of presenting its Award for Lifetime Achievement to Madame Louise Arbour, the United Nations High Commissioner for Human Rights. Madame Arbour's message was clear: "We have adopted a robust corpus of anti-discrimination legislation, rooted in the Canadian Charter of Rights and Freedoms. Yet despite these efforts, the potential of all Canadians to contribute to the country's social, cultural, economic and political growth continues to be hampered by barriers imposed by discrimination on several grounds."

"The onus of countering racism and discrimination should not be on those who feel its daily impact, but on those who manifest racism, more often very subtly."

That message places before us a challenge for the next 10 years. It is a challenge that is made more difficult by those who deny the existence of racism.

On behalf of the Board, we are enormously grateful to all those who contributed to the success of the Gala event. Our very special thanks to all of our sponsors and donors: Dean Patrick Monahan of Osgoode Hall Law School, York University, the Evening Chair, and the members of the Planning and Tribute Committees and volunteers. A complete

list is included later in this report. We certainly could not have done this without your support.

I want to take this opportunity to thank the members of the Board, including those whose terms have expired during the past year, and the Executive Director and staff for their work and support. Special thanks to Mr. Paul Winn who took on the role of Interim Chief Operating Officer while we awaited confirmation of the new Executive Director. Special thanks also to those who set the wheels in motion 10 years ago and who were so instrumental in maintaining the integrity of the Foundation.

Andrée Ménard, M.S.M.

EXECUTIVE DIRECTOR'S MESSAGE

Over the past year, I had the privilege of joining the Canadian Race Relations Foundation (CRRF) after serving the Immigration and Refugee Board of Canada for the past decade. The CRRF is uniquely positioned as a leader in working to eliminate racism and racial discrimination in Canada. The successes of the Foundation over the past 10 years stand as a record of capabilities, and potential to exert constructive and positive influence in the elimination of racial discrimination. It also reflects the commitment and professionalism of the Board of Directors and the staff to fulfill the mandate and strategic objectives of the Foundation.

One of our goals of the past year was to enhance our national role as a leader in the fight against racism. We involved ourselves actively in the issues that face racialized groups in Québec. To that end we have made some significant progress, including presenting a policy brief to a Committee of the Québec National Assembly looking to create an anti-racism policy for the province. We also participated in meetings and policy initiatives with partners from across the country. Our cooperation with national organizations to introduce and expand the Coalition of Canadian Municipalities Against Racism and Discrimination is only one example of joining forces with partners and stakeholders to create a harmonious Canada.

Our consultations to develop four national policies, including a national anti-racism framework, took a step closer to fruition as we engaged a number of western Canada anti-racism advocates in consultation in Winnipeg. Our next set of consultations is expected to take place in eastern Canada, Nova Scotia, in the new fiscal year.

Over the past year, we have witnessed an encouraging growth in the demand for our educational and training workshops, particularly among school boards. We are committed to enhancing our education and training capabilities and the content of our courses. We continued funding some initiatives of community organizations in their fight against racism, and we have enhanced the content and presentation of our research program.

"I am under no illusions that the road ahead for the CRRF is easy. Racism has been with us for a very long time – a fact that boggles the mind..."

In 2005, sections 131 to 148 of Part X of the Financial Administration Act became applicable to CRRF. For the first time this year, our financial statements were audited by the Office of the Auditor General of Canada.

As I stated in my first message as Executive Director in the Foundation's newsletter, Perspectives, I am under no illusions that the road ahead for the CRRF is easy. Racism has been with us for a very long time – a fact that boggles the mind, given Canada's commitment to human rights and its track record in setting policies aimed at the elimination of racism and discrimination. Nevertheless, it is a struggle that must be engaged through cooperation with our partners and stakeholders, including community organizations, academic institutions, labour unions, the business community, and government agencies and departments. This is a challenge that we are committed to pursuing.

I am grateful to the Board of Directors for their guidance and support and look forward to continuing a strong working relationship.

Ayman Al-Yassini, Ph.D.

A FEW HIGHLIGHTS FROM THE PAST 10 YEARS

- The Canadian Race Relations Foundation Act was brought into force on October 28, 1996. Lincoln Alexander was named first Chairperson; Moy Tam, first Executive Director
- Board established a Task Force on Aboriginal Issues. Recommendations led to the establishment of a Standing Committee on Aboriginal Issues
- Launched the Initiatives Against Racism Program, a public education grants program to assist non-governmental organizations
- Hosted the Awards of Excellence for anti-racism work and accompanying Symposia
- Initiated the largest-ever national anti-racism campaign of its kind – Unite Against Racism – bringing together over 20 partners in the campaign
- Released several publications, including research and critical readings in anti-racism
- CRRF participated in NGO preparatory meetings leading up to the United Nations World Conference Against Racism
- Sent a delegation to the World Conference in Durban, South Africa in 2001
- CRRF is granted NGO Special Consultative Status with the Economic and Social Council (ECOSOC) of the United Nations
- Hosted or co-hosted several conferences on racism and anti-racism, including "Strengthening the Agenda against Racism in Canada" in Edmonton, Alberta in 2002 – a follow-up to the Durban Conference
- Hosted a "summit" on racial profiling with high-level government, police and community representatives
- Supported the development of the National Youth Anti-Racism Network
- Initiated the Award for Lifetime Achievement



Prime Minister Brian Mulroney and Art Miki, Pres. of the National Association of Japanese Canadians, signing the Japanese Canadian Redress Agreement



CRRF's Founding Chair, the Hon. Lincoln Alexander flanked by Karen Mock, 2nd Executive Director (I.) and first Executive Director, Moy Tam



10 years later, current Executive Director, Ayman Al-Yassini, updating former Prime Minister Brian Mulroney on the CRRF.



Pictured with Madam Louise Arbour are, from left to right: Lillian Nakamura Maguire, Paul Winn, Art Miki, Andrée Ménard, David Divine, Ashraf Ghanem and Palinder Kamra. (Back row) Ayman Al-Yassini, Inez Elliston and Des Doran. Missing are: Toni Silberman, James Scharfstein, Lyn Q. Chow and Sharad Chandra.

SR. ANDRÉE MÉNARD, M.S.M

Acting Chair
Québec

SHARAD CHANDRA

Manitoba

LYN Q. CHOW ¹

Alberta

PROF. DAVID DIVINE

Vice Chair
Nova Scotia

DESMOND E. E. DORAN

Ontario

ASHRAF GHANEM

New Brunswick

PETER TAQTU IRNIQ ²

Nunavut

PALINDER KAMRA, M.D.

Newfoundland & Labrador

LILLIAN NAKAMURA MAGUIRE

Yukon

JAMES SCHARFSTEIN, Q.C. ²

Saskatchewan

TONI SILBERMAN ¹

Ontario

PAUL WINN ²

British Columbia

AYMAN AL-YASSINI, Ph.D. ¹

(ex-officio) Executive Director

1 indicates members who joined the Board during the year

2 indicates members who resigned or whose term expired during the year

COMMITTEES OF THE BOARD

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

Members: Paul Winn (Chair), David Divine (Chair), Andrée Ménard, James Scharfstein, Ashraf Ghanem, Lillian Nakamura Maguire, Sharad Chandra, Peter Irniq

THE FINANCE & 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), Paul Winn, Andrée Ménard, Palinder Kamra and David Divine

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

THE NOMINATING COMMITTEE became part of the Governance Committee in 2006

Members: James Scharfstein (Chair), Lillian Nakamura Maguire (Chair), Andrée Ménard, Paul Winn, and Sharad Chandra. Art Miki (external member) is a member of the Nominating Committee

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

Members: Paul Winn (Chair), Sharad Chandra (Chair), Andrée Ménard, Ashraf Ghanem, Des Doran, David Divine, Palinder Kamra, Lillian Nakamura Maguire and James Scharfstein.

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

Members: Peter Irniq (Chair), Shirley Adamson (YT), Nahanni Fontaine (MB), Edith Cloutier (QC) and Betty-Ann Lavallée (NB).

THE ADVISORY COMMITTEE ON ANTI-BLACK RACISM provides advice to the Board on key race relations issues and concerning people of African descent residing in Canada.

Members: Des Doran (Chair). Others are to be appointed.

THE INVESTMENT COMMITTEE is mandated by the *Canadian*

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

Members: Ralph Weekes (Chair) and Craig Holden. Ashraf Ghanem and Andrée Ménard represent the Board.

THE RESEARCH ADVISORY PANEL advises the Foundation on the development of research in anti-racism. Its principal functions are to review proposals in response to requests or tenders for research, to make recommendations for funding, and to evaluate completed research projects.

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

The Acting Chair is a member, and the Executive Director is an ex-officio member, of all Committees of the Board.

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

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

There were, at year's end, eight full-time members of staff in addition to the Executive Director. Occasionally, when necessary, short term contracts were engaged for temporary staff. Again, throughout the year, the Foundation's work was assisted by the generosity of several volunteers, including student placements from the Faculty of Education of York University and the Ontario Institute for Studies in Education (OISE), University of Toronto.

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

STRATEGIC OBJECTIVES

In January 2006, the Board of Directors decided to re-visit the CRRF's Strategic Plan. In view of the challenges the CRRF faced in terms of human and financial resources, it was deemed necessary to streamline the Foundation's core goals, which they did as follows:

1. Strengthen and enhance CRRF's capacity as a national and central communication organization to promote and disseminate anti-racism information and knowledge.
2. Provide and promote effective Education and Training, including the development of professional standards in anti-racism and race relations education.
3. Provide leadership for the building of a national framework by establishing a national presence where the Foundation can contribute to the elimination of all forms of racism in Canada.
4. Influence public policy and promote positive change in addressing systemic racism.

ENABLING GOALS

In order to achieve the above core goals, the Strategic Plan identified three enabling goals. The enabling goals commit the Foundation to undertake efforts to improve its organizational structure, to enhance its financial viability, and to build the Foundation's capacity to deliver its mandate more effectively. More specifically, the enabling goals are to:

1. *Enhance and Maintain a Strong Governance and Organizational Structure*
CRRF will become the best place to work and learn – attracting, supporting and retaining an outstanding team of board members, staff, educators, researchers, volunteers and students, among others who are committed to our mission, vision and values.
2. *Ensure Long-Term Sustainability and Development*
CRRF will ensure the long-term sustainability of and increase the financial resources for the operations of the CRRF from the private sector and other sectors by raising \$5 million in 5 years.

3. *Attain Organizational Autonomy and Independence*
CRRF will seek to act in an autonomous manner in concert with the original intentions and vision of the Japanese Canadian Community, within the parameters of the Act.

Notwithstanding the challenges caused by the lack of adequate financial and human resources, the Foundation can record a successful year in staying true to its objectives while making significant achievements in a number of areas.

AMONG THE SIGNIFICANT ACHIEVEMENTS ARE:

- The 10th Anniversary Gala and the second presentation of the Award for Lifetime Achievement to Madame Louise Arbour;
- Recognition of past members of the Board who have contributed to the Foundation over its 10 years;
- Contribution to the Québec Government's consultation to develop an anti-racism policy;
- Establishing a greater presence in Québec and building partnership;
- An increase in demand for the Education and Training workshops offered by the Foundation;
- Continued demand for the Foundation's expertise from the media, international and national researchers and students at second and tertiary level;
- Continued high demand for CRRF publications, and
- A marked increase in private sector approaches for CRRF support.

THE ENVIRONMENTAL CONTEXT OF OUR ACTIVITIES

The Canadian Race Relations Foundation has to be mindful of the events and developments which could, and often do, affect its work throughout the year. In this context, there were a number of international, national and local issues which directly, but more often indirectly, had a bearing on our work.

Ongoing international tensions and regional conflicts continue to have an effect on security response. This, in turn, often contributes to xenophobia, racial profiling and hateful attacks on certain communities.

Nationally, the Government of Canada apologized to Chinese Canadians who were subject to the Head Tax and Exclusion Act, agreeing to pay compensation to living victims of the policies.

There were a number of issues which involved the Aboriginal communities, including the non-implementation of the Kelowna Accord, a significant tension-filled blockade in Caledonia, Ontario due to an outstanding land claims dispute, in addition to other similar disputes across the country, and the living conditions of some communities in the north.

Meanwhile, agreement was reached regarding the disbursement of funds to victims of the residential school system.

The challenges of gun-related violence being experienced in and by the African Canadian community in the Greater Toronto Area continued. Primary responses to this situation by governments have been to increase the resources of the police services. However, there is also a need to address the root causes of the problem. These include: significantly high unemployment and persistent poverty, racism and suspension/expulsion from schools.

In Québec, a debate erupted over "reasonable accommodation" of immigrants, highlighted by a set of guidelines of expectations of the behaviour of newcomers issued by the town of Herouville. Nevertheless, the Government of Québec took a determined step towards the creation of an anti-racism policy when it carried out consultations on what such a policy should contain. This comes after a previous consultation on increasing the participation of persons of African descent in the economy of Québec.

Partly as a result of the Herouville "guidelines", some media, both print and electronic, took a closer look at racism through a series of articles. A poll released by Leger Marketing, in association with Sun Media, found that half of Canadians admit to being racist. The same poll also found that two-thirds of racialized persons have been victims of racism.

Of 2,337 new complaints received by the Ontario Human Rights Commission (OHRC) according to its Annual Report for 2006, 837 or almost 36 percent were about race and colour. Add other categories of ancestry, ethnic origin and place of origin, that figure almost doubles to 1,544 or 65 percent.

Not all human rights commissions across the country provide complaints disaggregated data comparable to those of the OHRC.

Racism is inherent in the structures and systems in society. It occurs at the individual level, the institutional level and at the societal level. It is broader than prejudice and racial discrimination.

- CRRF Brief to Québec Committee

STRENGTHENING AND ENHANCING THE CRRF'S CAPACITY AS A NATIONAL AND CENTRAL COMMUNICATION ORGANIZATION TO PROMOTE AND DISSEMINATE ANTI-RACISM INFORMATION AND KNOWLEDGE

Fundamentally, the Canadian Race Relations Foundation (CRRF) is an organization that relies heavily on communication to Canadians. Its key objective is to communicate information to the different sectors – government, the public and private sectors – on a variety of issues which address the on-going existence and impact of racism, and suggest ways in which racism and racial discrimination may be eliminated.

Our task therefore is to grow this key function, allowing the message of the Foundation to be a source of influence in addressing racism and racial discrimination locally, regionally, nationally and, to some extent, internationally. Since communication is a two-way street, it means that we also have to enhance our capabilities to listen to communities, unearth or reveal barriers, and work with all relevant stakeholders in removing them.

A centerpiece of our marketing plan for the year under review was two-fold. It was the 10th anniversary of the proclamation of the *Canadian Race Relations Foundation Act*, and the presentation of the second Award for Lifetime Achievement.

The Award was presented to noted Canadian jurist and former Associate Justice of the Supreme Court of Canada who is now the United Nations High Commissioner for Human Rights, Madame Louise Arbour.

The 10th anniversary also provided an opportunity for the Foundation to highlight some of its accomplishments, including its contributions to the body of research on racism and racial discrimination in Canada; the encouragement and support of community-based organizations involved in anti-racism projects, and rewarding those who have made significant contributions in combating racism and racial discrimination.

OUTREACH TO QUÉBEC

As a matter of course, the aim of the Foundation is to be well-represented in all provinces and territories in Canada. However, a decision to take a gradual approach was taken for a practical reason – the limitation of resources.

The need to boost the Foundation's presence in the Province of Québec was, and remains, a key element of our communications and outreach strategy. Following the Québec Government's Task Force on the Full Participation of Black Communities in Québec, the Québec Government launched a more extensive consultation: Towards a government policy to fight against racism and discrimination – For the full participation of Quebecers from cultural communities. In September, the CRRF presented a brief to the Committee.

CRRF has also expanded partnerships with Québec organizations to sponsor an award for small businesses, designed to encourage greater acceptance in hiring and retention of racialized groups. We have also begun to participate more fully in Montreal's anti-racism week.

Couleur Coeur is a video and teaching resource which was produced in cooperation with the Ontario French language educational television, TFO, to provide strategies for youth in dealing with racism. The Université du Québec expressed an interest in using this resource for its students.

EDIT – Entreprises diversifiées et talentueuses – is another example of a successful partnership between the CRRF, the Chamber of Commerce for Metropolitan Montréal, the Québec Ministry of Immigration and Cultural Communities, Images interculturelles and the Conseil des relations interculturelles. Its goals were to create a tool for businesses to measure their work-



Acting Chair, Andrée Ménard, Executive Director Ayman Al-Yassini and Education and Training Director Sandy Yep present the CRRF brief to a Committee of the Québec National Assembly

force diversity and to acknowledge and highlight best practices in the management of diversity. The project was scheduled to be launched early in the next fiscal year.

Website

A great deal of attention has been paid to the re-development of our website (www.crr.ca). It represents the single most easily accessible method for the CRRF to provide educational and other resources about racism, in a readily available and efficient way. The task of posting and maintaining the currency of this bilingual website is challenging. The webmaster is not exclusively dedicated to matters involving the website, but has responsibilities for other duties within the Foundation's daily operation.

Other marketing tools such as a new updated general brochure and an issue of Perspectives, the Foundation's newsletter, have been produced.

Indicators of influence

Perhaps one of the most convincing indicators that our profile continues to grow, establishing the CRRF as an expert in the

anti-racism field, is the frequent calls from media, students and other professionals. From the media, the calls are for commentary or positioning on relevant issues. The Executive Director, Dr. Yassini was asked to appear on a number of national radio and television programs. From students, the requests are frequently for information in the preparation of papers or to volunteer with the Foundation. Professionals, including community organizations, seek us out, either for speaking engagements, to propose partnerships for particular ventures, or for research collaboration.

A common request from the television medium, as well, is to seek the Foundation's support for the granting of a licence or renewal. During the past year, we received requests for licence support from OMNI – for stations in the west; Canada One TV – a new licence, and CTVglobemedia in pursuing the acquisition of CHUMCity properties.

TABLE 1: Summary of activities & outcomes in line with Strategic Goal #1

TARGET	OUTCOME
1. Develop and implement a national marketing plan to increase awareness of CRRF.	The re-vamping of the main CRRF website, making it more accessible and providing more information, was a significant accomplishment.
2. Develop and implement a comprehensive and effective national communication strategy and plan that will promote and disseminate CRRF's information and research products in each province and territory.	As above, the re-vamping of the website was undertaken as a first step, to form the basis of the plan.
3. Develop and implement communication tools and technology to enhance accessibility and effectiveness in the delivery of information.	<ul style="list-style-type: none"> • An updated general brochure about the CRRF has been produced. • Additional marketing brochures, such as "Education & Training", were developed. • Website has been re-vamped
4. Provide an avenue for marginalized communities - such as Aboriginal peoples, Black and certain Francophone communities - to disseminate information, improve their knowledge base and take action on their own behalf.	The mainstay of this activity, the IAR program, continues to provide resources to communities. Other emergent requests were accommodated through in-kind support and with available research.
5. Identify and ensure excellent CRRF communication with key government officials at all three levels.	This is an ongoing process – (re) introducing the CRRF, developing greater cooperation and providing commentaries on policies.
6. Cultivate and strengthen contacts with local, regional and national media outlets.	Ongoing process. Media requests for interviews and other information continue to grow.

PROVIDE AND PROMOTE EFFECTIVE EDUCATION AND TRAINING, INCLUDING THE DEVELOPMENT OF PROFESSIONAL STANDARDS IN ANTI-RACISM AND RACE RELATIONS EDUCATION

THE EDUCATION AND TRAINING ACTIVITIES OF THE FOUNDATION

During the year under review, the CRRF Education and Training Centre (ETCentre) worked with key stakeholders and partners to plan and deliver several education and training initiatives. The process included developing:

- 1) the CRRF's internal capacity to deliver education and training, and
- 2) workable educational models that can be used in jurisdictions across Canada.

The ETCentre continues to work with various staff, outside trainers and institutional partners, to build mutually beneficial education and training activities in keeping with our overall strategic plan.

In the fall of 2006, the ETCentre worked very closely with three school boards in the Greater Toronto Area in the development and implementation of equity and anti-racism training and education programs. As a result of this work, the CRRF has consol-

idated two training models on the issues of equity, bias and anti-racism. These models are applicable to other jurisdictions across Canada.

ANTI-RACISM AND EQUITY IN EDUCATION: "WHY AREN'T THE ISM'S WAS' MS'?"

- Toronto District School Board
- Hamilton Wentworth District School Board

This is a six-session course for educators on equity and anti-racism. Participants engage in a range of equity issues and participate in activities to increase their overall awareness and understanding of topics such as: racism in education, the inclusive curriculum, human rights in education, and religious accommodation in the classroom. The participants receive a Certificate of Completion. This program was offered for the first time in Hamilton in 2006, whereas the Toronto District School Board hosted the program for the third time, after piloting the original program in 2004.

TABLE 2: A summary of the activities as they relate to Strategic Goal #2

ACTIVITY/ INITIATIVE	OUTCOME
1. Develop and implement a strategy for data collection regarding best practices in anti-racist education and training, in consultation with the Council of Ministers of Education, Canadian Heritage and other relevant agencies and organizations.	A policy development consultation process which includes "Integrating race and racism in education" began last year. The process is expected to be completed with the development of a national policy in the new year, and which will inform the strategy.
2. Create opportunities for collaboration and partnership in the design and delivery of a "Train the Trainers" program in anti-racism education.	An ongoing process which has partly been accelerated, necessitated by an increased demand for CRRF-provided educational and training workshops.
3. Collect information on best practice models suitable for different categories of learners, and disseminate this information.	Ongoing – will partly be informed by the new policy which may provide formal standards.
4. Develop strategies and tools for assessing the effectiveness of training and education.	Same as above (3)
5. Strengthen CRRF's capacity to resource and support the communities engaged in anti-racist activities locally, regionally and nationally.	Primary community support is through the Initiatives Against Racism and Contract Research programs. Strengthening is largely dependent on CRRF's ability to increase its financial resources.

"BUILDING AN EQUITABLE AND ANTI-RACISM CLIMATE:**THE DEVELOPMENT OF A SCHOOL ACTION PLAN"**

- Dufferin-Peel Catholic District School Board

As part of an Ontario Human Rights Commission settlement, the Dufferin-Peel Catholic District School Board commissioned the CRRF to develop and implement a two-day anti-racism course for senior board officials, principals and vice-principals. The public interest remedies called for a mandatory training program on two specific issues in education – racism and racial profiling.

The CRRF delivered the course over 4 days – September 26 & 28th, October 10th and 12th, 2006 – to over 300 educators.

As a result of this training program, the CRRF has developed an education model for senior officials and administrators that equips them with the knowledge and skills to develop an equitable and anti-racism climate in their schools, through the development of an equity action plan.

PROMOTIONS, COMMUNICATIONS AND OUTREACH

The ETCentre has a dedicated section on the CRRF website at www.crr.ca. Visitors can get a list of courses, workshops and dialogues that the ETCentre can provide. The website also lists equity, diversity and anti-racism training tools that are housed at the CRRF and includes a review of select education and training websites in the field.

The CRRF is a member of a regional network of educators. The Anti-Racist and Multicultural Educators Network of Ontario (AMENO) provides an opportunity to connect with key equity officials in the field.

As part of its activities, the ETCentre worked with Special Projects and assisted in the CRRF Policy Dialogue in Winnipeg (November, 2006). One of the focal points of the dialogue is to review the notion of integrating race and racism into current education and training, with a view towards developing a CRRF Policy. This policy, once developed, will shape future training programs and approaches.

CAPACITY BUILDING AND EXPANDED TRAINING OFFERINGS

The ETCentre is working on expanding training offerings to school principals and upper management. We are exploring the notion of emotional intelligence and competencies in managing diversity. A partnership is being developed with OMNI Television to complete the *Unite Against Racism* training tool based on the national multimedia campaign of 1999.

The pedagogical tool developed by Télévision Franco-Ontarienne (TFO) for the CRRF, "*Couleur Coeur*", will become part of the course curriculum for teacher candidates studying education at Université du Québec à Montréal in fall 2007. The video and teacher's guide will be used by student teachers in their classroom teaching practicums.

For a list of the education and training engagements during this fiscal period, please see the Appendix.

Donations in memory of Stephen Long

In April 2006, 22 year-old Stephen Long, from the Ottawa area, died reportedly having been beaten with a baseball bat.

Mr. Long, according to his father, quoted in a CBC report, had become involved with neo-Nazis and white supremacists. As result of this involvement, the family of Mr. Long requested that donations be made to the Canadian Race Relations Foundation.

PROVIDE LEADERSHIP TO THE BUILDING OF A NATIONAL FRAMEWORK BY ESTABLISHING A NATIONAL PRESENCE WHERE THE FOUNDATION CAN CONTRIBUTE TO THE ELIMINATION OF ALL FORMS OF RACISM IN CANADA.

CRRF CLEARINGHOUSE AND KNOWLEDGE BASE

The sustainability, maintenance and expansion of the CRRF's Clearinghouse gives credence to the CRRF's mandate to act as a clearinghouse, providing information about race relations resources and establishing links with public, private and educational institutions and libraries. In addition, this aspect of our work is linked to CRRF's core goal, to provide and promote effective training and education, including the development of professional standards, to facilitate effective changes in race relations.

During the year, two students from York University's Teacher Education Program were assigned to work within the Community Support and Knowledge Base portfolio. The students reported that their experience at the CRRF was positive and valuable and everything that they learned at the CRRF would stand them in good stead as educators. They embarked on an outreach project, inviting publishers to donate books focused on race, racism, anti-racism, Aboriginal issues, anti-racism education and training, and social constructs of racism and oppression, to mention a few areas. Publishers responded generously by

donating books to the Resource Centre. At least 80 items were added. The students worked on updating the New books database, cataloguing and shelving acquisitions.

THE INITIATIVES AGAINST RACISM (IAR) PROGRAM

This program is directly linked to meeting the CRRF's mandate that specifies 'undertaking research and collecting data and developing a national information base in order to further understand the nature of racism and discrimination, and to assist business, labour, voluntary community and other organizations as well as public institutions, governments, researchers and the general public, in eliminating racism and racial discrimination'.

One of the longest-existing programs of the CRRF, the IAR provides support to community initiatives across the country that address racism. Through this program, organizations may apply for up to \$7,500 through bi-annual requests for proposals. The two calls issued and completed in the year under review received 30 proposals; 15 were funded.

A listing of the funded proposals is included in the Appendix.

TABLE 3: An overview of some of the initiatives related to Goal #3

ACTIVITY/ INITIATIVE	OUTCOME
1. Broaden and increase CRRF's representation on the ground in each province/territory and region.	Primary contact with provincial/territorial bases remain through our Board representation. However, ongoing development of contacts with on-the-ground community groups continue – one area being through the Initiatives Against Racism (IAR) program.
2. Continue to enhance CRRF's staff and Board liaison with Aboriginal peoples, Blacks and Francophones in their work to eliminate racism.	Pursued through consultations with various community/Aboriginal contacts, IAR and Contract Research, as well as the development of partnerships in both the public and private sectors.
3. Become well informed about particular problems relating to racism in each region.	Currently gleaned primarily through news scans. Also receive requests for support or inquiries from individuals and organizations.
4. Take leadership in responding to current issues relating to racism or racial discrimination at the local, regional and national level.	The CRRF frequently responds to issues of racism and racial discrimination and will take the initiative of intervening where possible through meetings, letters, briefs or position papers.

CRRF RESEARCH PROGRAM

In response to the CRRF's Request for Proposals (RFP) in 2004/2005, the CRRF's expert Research Advisory Panel made strong recommendations to the Board of Directors that funding support be dedicated to projects that investigated the state of Cultural Racism and Citizenship in Canada. The two research projects funded through the research call were completed in March 2007.

Both reports have a bearing on the changing attitudes and values associated with Canada's heightened focus on safety and security. Research findings point to a growing climate of opinion revealing that new developments pertaining to the security agenda border on or are in violation of the human rights of people from racial and religious minorities. This is demonstrated by the comparative study examining the backlash from 9/11 and the SARS outbreak in Canada.

Despite increasing immigration to Canada of people from Africa, Asia, the Middle East and Europe, racialized groups face different forms of racism. Newcomers from these groups are often seen as "the problem". The impact of 9/11 has sustained this notion. The contributions of racial groups to Canadian society are often discounted or unrecognized. Anti-immigrant sentiments dominate the thinking of many and it is manifested in hate crimes, the undermining of human rights principles and stereotyping of innocent people.

Systemic racism, institutional racism and racial discrimination in employment, consistently identified as barriers to fair employment practices are increasing in the current climate. Despite the increasing numbers of immigrants to Canada, there is little evidence to prove that concrete changes are being made to ensure that employment equity is at work to create opportunities for newcomers that take into consideration their qualifications, expertise and experience.

MULTI-BARRIERS FOR ASIAN IMMIGRANT SETTLEMENT AND INTEGRATION - A COMPARATIVE EVENT ANALYSIS OF POST-9/11 AND POST SARS

By Jian Guan, Howard Lin, Reza Nakhaie, Jason Yu, Branka Malesvic, University of Windsor, Windsor Ontario

With particular emphasis on the repercussions of September 11th and SARS, this research project will investigate systemic barriers, such as communication/language, licensing, credentials certification and discriminatory practices, which act to hinder the full social and economic integration of Asian immigrants in Canadian society. By drawing on theoretical concepts of democratic racism and diversity, the proposed research will explain intersecting consequences of race, gender, class, country of origin, religion and immigration status. In this way, the project will outline guidelines for policy initiatives, service reform and more immigration services to facilitate settlement and integration.

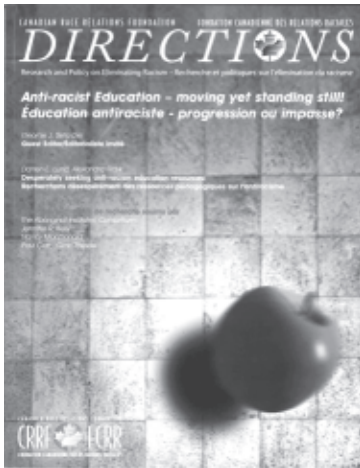
IMMIGRANT WOMEN NEGOTIATING CANADIAN WORK CULTURES

By Dr. S. Nombuso Dlamini, Dr. Uzo Anucha, Dr. Christopher J. Clovis, Dr. Usha George, University of Windsor, Windsor, Ontario

In recognition of the rapidly changing demographics of Canadian society as a result of significant increases in immigrants and refugees entering the country, this research proposes to critically examine existing barriers that limit access to social, cultural and economic opportunities by these newcomers. In particular, the study seeks to unveil how issues of race, gender and foreign credential influence employment opportunities for immigrant women.

DIRECTIONS: Research and Policy on Eliminating Racism

DIRECTIONS is CRRF's flagship journal, publishing research, commentaries and perspectives on anti-racism and diversity issues. It is unique in that it publishes original research on anti-racism, funded by the CRRF through its research program, and other research that focuses on combating racism in Canada. Featured articles focus on timely, current & critical topics through special thematic issues ensuring, at all times, community-based, action-oriented research has a place to be published. The journal provides a forum for dialogue on race-related issues, human rights and diversity policy development. Every piece raises awareness of racism in Canada and offers strategies to eliminate racism.



DIRECTIONS: Volume 3 Number 1: Anti-Racist Education – moving yet standing still.

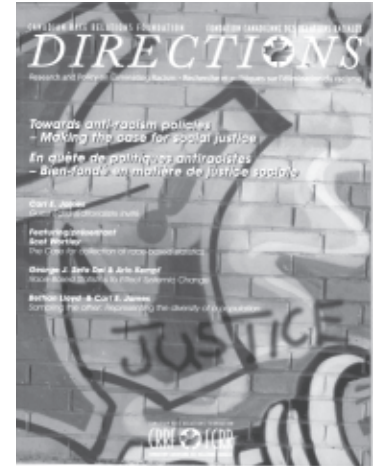
With George J. Sefa Dei, Professor of the Ontario Institute for Studies in Education (OISE) as guest editor, the issue featured provocative pieces on the realities of anti-racism policy in the education system in Canada.

"The success of anti-racist practice in schools depends to a great extent on how educators come to understand the philosophy behind our anti-racist practice and the particular practical approaches that can be implemented in our classrooms to address racism and its imbrications with other forms of oppressions" (e.g., class, gender, [dis]ability, sexual, linguistic and religious oppressions), wrote George Dei.

The publication provided commentary and insight into the powerful effects of race, often minimized when educators fail to bring a critical understanding of how race intersects with other forms of difference to complicate everyday schooling experiences of youth. While anti-racism pays attention to less overt racist acts, lodged in individual actions, practices and beliefs, it is argued that it is often in the institutionalized nature of racism that we come to understand the entrenched nature of systemic oppressions. Hence, anti-racist education is foremost about addressing the systemic and institutional dimensions of racism.

DIRECTIONS: Volume 3 Number 2: Towards anti-racism policies – Making the case for social justice.

The October 2006 issue of **DIRECTIONS** invited Dr. Carl James, Professor in the Faculty of Education at York University to be the guest editor. The issue focused on the topics covered in the CRRF's Policy Dialogue which was held in October 2005.



The papers addressed various dimensions of analyses on the policy areas prioritized by the CRRF for the Dialogue. Topics covered included a national anti-racism policy, racial profiling, collection of race-based statistics and the integration of race and racism in education and training. These are areas of focus identified in the CRRF's Strategic Plan. This issue offered an important space to publish the information presented at the Policy Dialogue. It also acted as a vehicle to engage CRRF's constituents on these important policy issues and this new area of work on which the Foundation is embarking.

Logically, if racism is to be addressed, and certainly eliminated, then there must be an acknowledgement of race, not merely as a social and political construct – which it is – but as an identifier that is employed in individuals' interactions, and which in turn influences individuals' position and achievements in society. Therefore, race has real consequences especially for racial minorities, and getting to understand these consequences requires information, in other words data.

By Carl James, Excerpt from "Editorial Commentary" in DIRECTIONS Vol.3, No.2

INFLUENCE PUBLIC POLICY AND PROMOTE POSITIVE CHANGE IN ADDRESSING SYSTEMIC RACISM

The work in the policy program addressed a number of public policy issues both in terms of developing the CRRF's own position(s) on various issues on the antiracism agenda, but also in the context of influencing public policy directions and decisions of governments. Some of our outcomes and successes in the past year are enumerated as follows:

INTERNAL POLICY DEVELOPMENT WORK

1. CRRF Policy on Intervention in Individual Cases

The CRRF is not equipped, nor does it have the authority, to adjudicate individual complaints. However, in cases of racism and racial discrimination, some may have far-reaching systemic impact. The CRRF has therefore developed a policy on Intervention in Individual Cases. The policy sets out the context and the direction for the CRRF to determine when and how it will intervene in individual cases of racism and anti-racism, and that have far-reaching implications in addressing and eliminating racism in Canada.

2. The Development of National Anti-racism Policies

The CRRF is continuing to develop national anti-racism policies in four priority policy areas: "A National Anti-Racism Policy", "Collection of Race-Based Statistics", "Racial Profiling" and "The Integration of Race and Anti-Racism in Education and Training".

In the fall of 2006, the CRRF published a special issue of *DIRECTIONS*, its journal of research and policy on eliminating racism, focussing on the theme of developing anti-racism policies and featuring papers presented by some of the academicians and practitioners in the aforementioned policy priority areas.

A West Regional Dialogue/Consultation was held in Winnipeg, Manitoba. The Dialogue/Consultation provided an important vehicle for the CRRF to establish linkages and in some cases, to re-connect with communities and other stakeholders on the ground – bringing the CRRF "up close and personal" with stakeholders in the western region of Canada. This Dialogue/Consultation was particularly designed to anchor CRRF's work on principles of participation and access, and to integrate, at the core of this work, the voice of Canada's diverse population and communities in the shaping of national policies.

The Consultation brought together a broad cross-section of CRRF stakeholder constituencies, including grassroots commu-

nity organizations, government (federal, provincial and municipal), public sector institutions – police, school boards, academia, racialized communities, Aboriginal communities and youth, among others.

The data collected from this gathering will be incorporated into the data that has been collected to date and those that are still to be collected from previous and further dialogue/consultations and literature review. This work will culminate in the development of policies and other informational tools.

An Atlantic Regional Policy Dialogue/Consultation will complete the regional consultation process.

Influencing public policy

The Québec Government's Consultation

The CRRF submitted a policy brief and presented at the Québec Government's consultation in September 2006. The aim of the consultation was to contribute to the Government's effort to develop a provincial policy to fight racism. The CRRF's submission is posted on our website.

International impact

Quadrennial Report to the United Nations

The CRRF submitted its first Quadrennial Report to the United Nations Economic and Social Council since obtaining its ECOSOC status in 2002. The Report, which is required of all Non-Governmental Organizations (NGOs) with Special Consultative Status with ECOSOC, is submitted every four years and it outlines activities that the CRRF has undertaken to promote and contribute to the work of the United Nations between 2002 and 2006. The Report was reviewed and received by the United Nations' Committee on Non-Governmental Organizations in January 2007.

Other initiatives

1. WIN Project

The CRRF is supporting an educational initiative by the Women's Intercultural Network (WIN), an umbrella organization whose members are women from diverse racial, cultural and ethnic communities. The group is currently undertaking a project to document the experiences of six immigrant women from diverse cultural communities, on their experiences of adaptation and community work in Canada. The goal is to use the documentary as an educational tool in the school system, primarily, and for the broader public. CRRF participates on the Advisory Committee.

2. *The Coalition of African Canadian Community Organizations (The Coalition)*

The CRRF provided in-kind support to The Coalition's organizing of the African Canadian Community Summit, held in June 2006 in Toronto. The Community Summit, which was province-wide in its focus and participation, brought together over 200 participants representing the broad diversity of the African Canadian community. The aim of the Summit was to consult on and prioritize the strategies in moving forward on the African Canadian Community Action Plan developed by the Coalition. The Action plan incorporates social, economic, cultural and political dimensions in the development of strategies for the African Canadian community.

3. *The Coalition of Municipalities Against Racism and Discrimination (CMARD)*

The CRRF has been an active participant, along with other partner organizations like the provincial human rights commissions, in the introduction, development and implementation of the CMARD initiative across the country and introduced by UNESCO Canada. In this work, the CRRF has contributed to, and participated in, CMARD workshops held in the Metropolis

Conference in March 2007, the organizing and hosting of the CMARD – Ontario Forum, led by the Ontario Human

Rights Commission and held in Windsor, Ontario, to promote and recruit the broad participation of Ontario municipalities. The CRRF is also hosting the CMARD website.

4. *Commemoration of the 200th Anniversary of the Abolition of the Transatlantic Slave Trade in the British Empire (The Bicentenary)*

The Policy Department played a pivotal role in developing a concept paper to identify and delineate a role for the CRRF in the Bicentenary commemoration, one that would advance the Foundation's efforts in its overall mandate to address racism in Canada. Subsequent activities evolving from the concept paper included the development of a backgrounder paper on the Transatlantic Slave Trade and its linkages to current day anti-Black racism, and networking and strengthening linkages with communities across Canada on this particular work.



TABLE 4: An overview of some of the initiatives related to Goal #4

ACTIVITY/ INITIATIVE	OUTCOME
Consultations to develop national policies on: Anti-racism, racial profiling, the collection of race-based data, and the integration of race and anti-racism in education and training.	A 2-day consultative session was held in Winnipeg, Manitoba. An Atlantic Canada consultation is planned for 2007.
Formal or informal presentations, interventions to government and other public sector bodies.	Participation in the Coalition of Municipalities Against Racism and Discrimination; Presentation to the Québec Government's Consultation on an anti-racism policy for Québec; Letter to the Human Resources.
Contributions to the national and international discourse on racism, racial discrimination and hate.	United Nations bodies through NGO Special Consultative Status to ECOSOC, Conferences, keynote addresses; contribution to the Québec Government's consultation to create an anti-racism policy for Québec; commemoration of the 200th anniversary of the passage of the Act to end the Transatlantic Slave Trade in the British Empire.

CONCLUSION

In 2001, as part of the mandated review of the CRRF's first four years, the consultants wrote the following in the Executive Summary:

"In the years ahead, the Foundation has a number of challenges. These include: to become more well-known for its work in the race relations field and to become more visible to the public; to ensure its programs and activities complement each other, for example, that research findings are used in support of policy and program change; to continue to focus on creating more external alliances and partnerships; and to be more active in policy and program development as well as training and standards. At a strategic level, the Foundation should continue to establish its unique niche in the race relations arena. At an operational level, there are opportunities to find new sources of funding, to continue to develop its human resource capabilities and skills as its programs and activities evolve, and to improve its working relationships with the Department of Canadian Heritage."

After ten years, the Canadian Race Relations Foundation has reached what could conceivably be called an age of maturity. Its

reputation continues to grow because of the importance of its work, its relationship with other community groups involved in the anti-racism struggle, and with some specific areas such as academia and some areas of the public sector.

What was not taken into account in the above prediction were the events of September 11, 2001 and the twists and turns that its legacy has created, not only from a race relations standpoint, but in terms of its effect on the Foundation's income and capacity to expand its work.

Nevertheless, the Foundation has met, and continues to meet, these challenges creatively through in-kind and strategic partnership. Critically, the integrity of the CRRF's mandate and commitment to anti-racism must be above reproach.

Finally, in the words of the adage, "there are some things that money can't buy". Many of the accomplishments are due in large part to a small staff that is committed and dedicated to the goals of the CRRF, particularly working towards the elimination of racism and racial discrimination.

FINANCIAL MANAGEMENT DISCUSSION AND ANALYSIS 2006/2007**STATEMENT OF FINANCIAL POSITION DISCUSSION**

	2006-07 (Actual \$)	2005-06 (Actual \$)	Change(\$)	Change(%)
Assets				
Currents assets	2,217,149	1,607,482	609,667	38
Investments	24,000,000	24,000,000	-	-
Capital assets	36,695	38,908	-2,213	-6
TOTAL ASSETS	26,253,844	25,646,390	607,454	2
Liabilities, Endowments, and Equity				
Liabilities	91,248	39,840	51,408	129
Deferred Contributions	30,461	37,007	-6,546	-18
Endowments	24,000,000	24,000,000	-	-
Equity	2,132,135	1,569,543	562,592	36
TOTAL LIABILITIES, ENDOWMENTS, AND EQUITY	26,253,844	25,646,390	607,454	3

ASSETS

CURRENT ASSETS are composed of cash, the cost amount of the investment portfolio in excess of the net assets restricted for endowment of \$24,000,000, investment income receivables, prepaid expenses and sundry receivables. As at March 31, 2007, they totalled \$2,217,149. This was an increase of \$609,667 from March 2006 and is mainly attributable to the increases of cash on hand and the value of the investments.

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

The **CAPITAL ASSETS** consist of office furniture and equipment, computer hardware and software, and artwork. The purchase of a presentation projector, printer, monitor and table accounted for the increase in capital assets. This year's amortization amounted to \$10,884.

LIABILITIES

ACCOUNTS PAYABLE AND ACCRUED LIABILITIES are part of the regular operations of the Foundation and represent such things as payments to suppliers, grants payable to recipients, and vacation and payroll accruals owed to employees. As at March 31, 2007, the accounts payable and accrued liabilities totalled \$91,248, an increase of \$51,408 from March 2006. It is mainly due to the accrual of benefits, payroll, vacation credits, moving expenses, and the timing of the payment of other payables.

EQUITY - RETAINED EARNINGS

The Foundation has moved from the restricted fund method to the deferred contribution method of accounting for contributions. Retained earnings is comprised of capital assets of \$36,695, capital preservation fund of \$1,514,622, and reserve fund of \$580,818, totalling \$2,132,135, while the previous year's retained earnings were \$1,569,543, resulting in an increase of \$562,592.

STATEMENT OF OPERATIONS DISCUSSION

	2006-07 (Actual \$)	2005-06 (Actual \$)	Change(\$)	Change(%)
Revenues				
Investment Income	1,805,406	1,501,772	303,634	20
Sponsorships, donations, honoraria, and fundraising gala	102,102	39,471	62,631	159
Workshops	20,703	5,600	15,103	270
Publications and conferences	14,442	12,259	2,183	18
TOTAL REVENUES	\$1,942,653	\$1,559,102	\$383,551	25

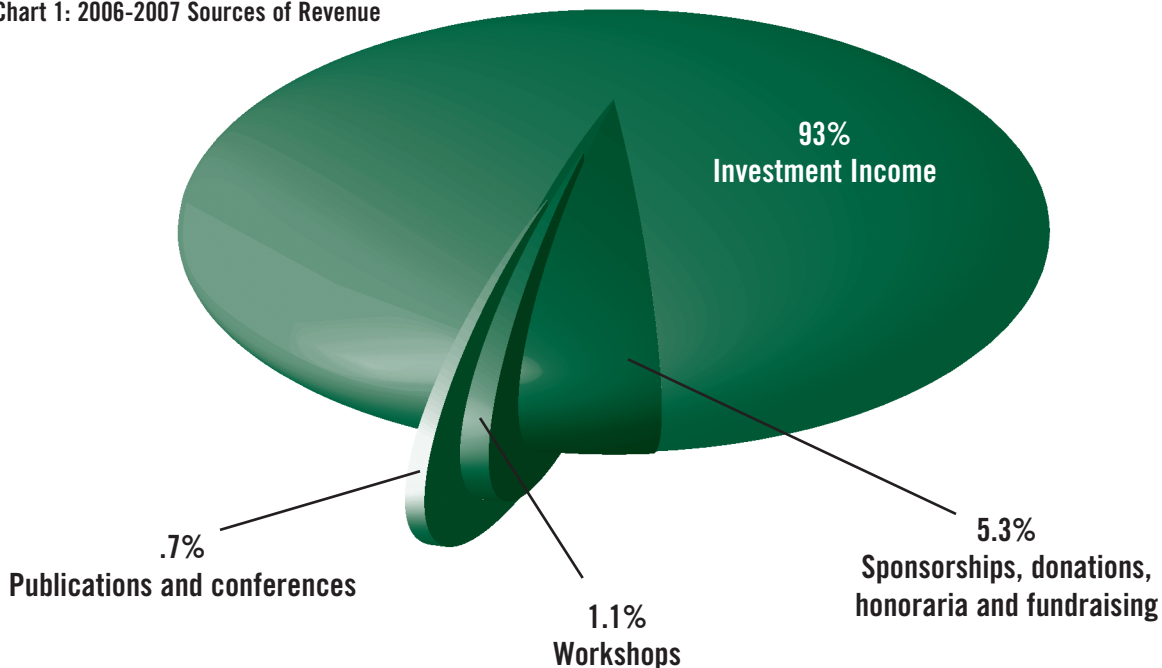
The Foundation's primary source of income is derived from the **INVESTMENT INCOME** earned from the endowment contribution. It includes interest, dividends, capital gain/loss and foreign exchange gain/loss. For the 2007 fiscal year, the investment income amounted to \$1,805,406, represents 93% of total revenue and was up \$303,634 from March 2006.

Revenues from **SPONSORSHIPS, DONATIONS, HONORARIA AND FUNDRAISING GALA** relate to financial support received from stakeholders for our services including speech delivery, panel discussions, conference facilitation, and gala. Since the gala is held every two years, the income would be higher every second year. The Foundation held a gala in October 2006 to recognize the lifetime achievement and contributions of Madam Louise Arbour.

Revenues from **WORKSHOPS** represent consulting fees received by the Foundation for conducting education and training workshop sessions. More workshop sessions were conducted and this has resulted in increased revenues.

Revenues from **PUBLICATIONS AND CONFERENCES** increased over the previous year as sales of reports, publications and **DIRECTIONS** continue to increase.

Chart 1: 2006-2007 Sources of Revenue



STATEMENT OF FINANCIAL POSITION DISCUSSION

	2006-07 (Actual \$)	2005-06 (Actual \$)	Change(\$)	Change(%)
Expenses				
Salaries and benefits	694,496	668,432	26,064	4
Board of directors honoraria and expenses	153,923	93,589	60,334	64
Library and publications	27,316	14,720	12,596	86
Education and training centre	20,703	9,549	11,154	117
Research	1,083	44,205	-43,122	-98

The Foundation operates with the most cost-effective approach when it accounts for expenses. As a result, most of the expenses are consistent with that of the previous year after allowing for marginal increases for inflation. However, the Foundation would like to draw attention to the following:

SALARIES AND BENEFITS increased by \$26,064 as the positions of Executive Director and Director, Finance and Administration which had been vacant, were staffed during the year. Expenses for the next fiscal year in this category should return to normal as both positions are staffed for the entire year.

HONORARIA AND EXPENSES for the Board of Directors increased by \$60,334. The Foundation, as a national organization, holds Board meetings in different provinces/regions to increase awareness of its mandate and work. One of the meetings was held in a region that resulted in costs that were higher than normal. Other factors that contributed to the increased cost were more Governance Committee meetings to establish governance policies, and the hiring of the Executive Director and the Director, Finance and Administration.

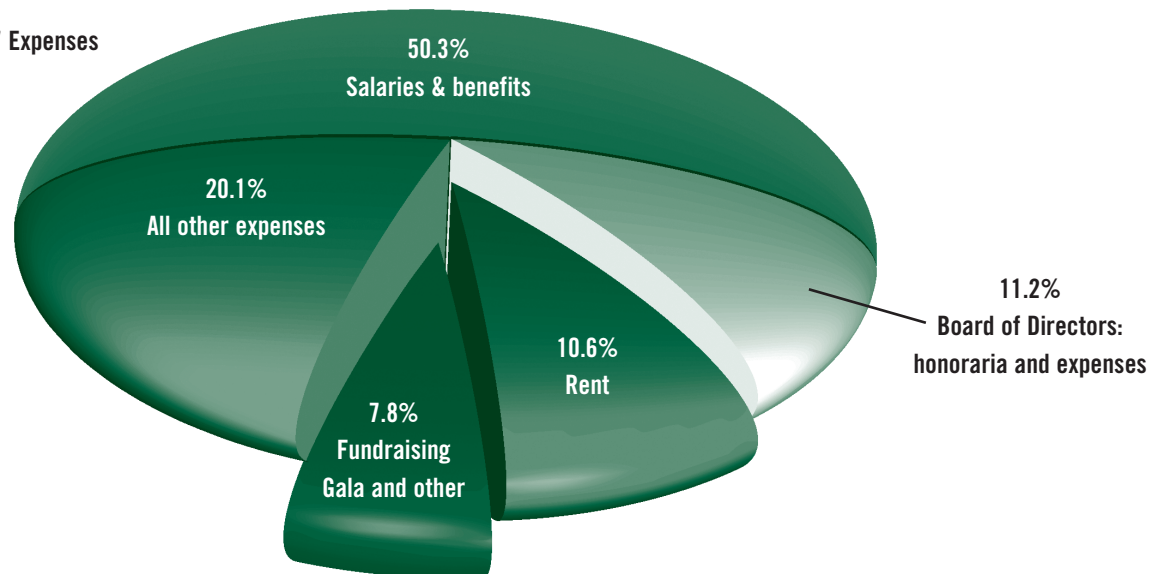
The **GALA FOR LIFETIME ACHIEVEMENT** is held every two years, and this accounted for the increased gala costs as one was held in October 2006.

LIBRARY AND PUBLICATIONS represent the costs of developing the Foundation's knowledge base, including acquisition of resource materials and publication of research reports and journals. The \$12,596 increase is because two issues of the publication, **DIRECTIONS**, were printed during the current fiscal year while only one issue was printed in the previous year.

The expenses under **EDUCATION AND TRAINING CENTRE** reflect the direct costs associated with conducting workshops and training sessions. In 2007, Education and Training costs increased \$11,154 as more workshop sessions were conducted.

RESEARCH costs were about \$43,122 lower than the previous year as the call for research papers is sent out every two years and research projects were not completed by the anticipated due date, resulting in payments deferred until the projects are satisfactorily completed.

Chart 2: 2006-2007 Expenses



OUTLOOK FOR THE FUTURE

FISCAL YEAR 2007/2008

In light of a volatile market, unstable investment income and without any Parliamentary appropriations, the Foundation will continue its effort to secure funding from other sources, including corporate sponsorships. The total revenues are budgeted at \$1,470,500, a decrease of about \$210,000 from 2006/2007.

For 2007/2008, the Foundation's total expenditures are set at \$1,470,500 with the goal of achieving a balanced budget. The approved budget will be closely monitored by management. Variance reports will be reviewed by the Finance and Audit Committee and adjustments will be recommended accordingly.

The Foundation is committed to building strategic alliances with sister Crown corporations, federal and provincial government departments and agencies, the labour and business sectors, community groups, and civic society organizations. Our outlook for 2007-2008 is premised on cooperation with our partners and stakeholders with the objective of fulfilling our vision, mission and mandate.

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The preparation of the financial statements of the Canadian Race Relations Foundation in accordance with Canadian generally accepted accounting principles, 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 Canadian Heritage on an annual basis. The financial statements include some amounts that are necessarily based on management's best estimates and judgement. 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.

The Board of Directors is responsible for ensuring that management fulfils its responsibilities for financial reporting as stated above. The Board carries out its responsibilities mainly through the 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 her opinion on the financial statements. Her report is presented on the following page.



Ayman Al-Yassini
Executive Director
June 14, 2007



Nardeo Sham
Finance and Administration Director
June 14, 2007

AUDITOR'S REPORT
Auditor General of Canada
Vérificatrice générale du Canada

TO THE MINISTER OF CANADIAN HERITAGE AND STATUS OF WOMEN

I have audited the balance sheet of the Canadian Race Relations Foundation as at March 31, 2007 and the statements of operations, changes in retained earnings and cash flows for the year then ended. These financial statements are the responsibility of the Foundation's management. 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 plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Foundation as at March 31, 2007 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the Financial Administration Act, I report that, in my opinion, these principles have been applied, after giving retroactive effect to the change in the accounting policy for contributions as explained in Note 2 to the financial statements, on a basis consistent with that of the preceding year.

The financial statements as at March 31, 2006 and for the year then ended were audited by other auditors who expressed an opinion without reservation on those statements in their report dated May 31, 2006.

Further, in my opinion, the transactions of the Foundation that have come to my notice during my audit of the financial statements have, in all significant respects, been in accordance with sections 131 to 148 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.

Richard Flageole, FCA
 Assistant Auditor General
 for the Auditor General of Canada

Ottawa, Canada
 June 14, 2007

Balance Sheet as at March 31, 2007

	2007	2006 (Restated note 2)
ASSETS		
Current Assets		
Cash	\$ 222,304	\$ 14,153
Investments (note 4)	1,774,092	1,425,872
Income receivable	167,259	116,755
Prepaid expenses and sundry receivables	53,494	50,702
	<hr/>	<hr/>
	2,217,149	1,607,482
Investments (note 4)	24,000,000	24,000,000
Capital assets (note 5)	36,695	38,908
	<hr/>	<hr/>
	\$ 26,253,844	\$ 25,646,390
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 91,248	\$ 39,840
Deferred contributions (note 6)	30,461	37,007
Endowments	24,000,000	24,000,000
Equity		
Retained earnings (Schedule I)	2,132,135	1,569,543
	<hr/>	<hr/>
	\$ 26,253,844	\$ 25,646,390
	<hr/>	<hr/>

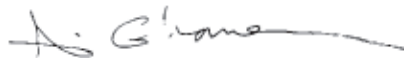
Commitments (Note 10)

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

Approved on behalf of the Board:



Desmond Doran
Director



Ashraf Ghanem
Director

Statement of Changes in Retained Earnings, year ended March 31, 2007

	2007	2006 (Restated note 2)
Retained earnings, beginning of year	\$ 1,569,543	\$ 1,359,868
Prior period restatement (note 2)	-	(18,906)
Restated retained earnings	1,569,543	1,340,962
Net results of operations	562,592	228,581
Retained earnings, end of year	\$ 2,132,135	\$ 1,569,543

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



Statement of Operations, year ended March 31, 2007

	2007	2006 (Restated note 2)
REVENUES		
Interest and dividends (note 4)	\$ 857,027	\$ 998,743
Gain on sale of investments	1,261,907	535,096
Loss on foreign exchange	(313,528)	(32,067)
Sponsorships, donations, honoraria and fundraising gala	102,102	39,471
Workshops	14,157	5,600
Publications and conferences	14,442	12,259
Education and Training	6,546	-
	1,942,653	1,559,102
EXPENSES		
Salaries and benefits	694,496	668,432
Board of directors honoraria and expenses	153,923	93,589
Rent	146,932	145,996
Fundraising gala and other	107,609	23,322
Public education	72,998	71,485
Communication	40,808	42,937
Office and general	38,535	37,724
Library and publications	27,316	14,720
Conferences, symposia and consultations	24,309	33,934
Professional fees	21,365	14,888
Education and training centre	20,703	9,549
Amortization	10,884	10,914
Staff recruitment and development	8,023	11,905
Resource development	6,138	6,171
Award of Excellence symposium	3,134	93,571
Information systems and development	1,805	7,179
Research	1,083	44,205
	1,380,061	1,330,521
Net results of operations	\$ 562,592	\$ 228,581

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

Statement of Cash Flow, year ended March 31, 2007

	2007	2006 (Restated note 2)
OPERATING ACTIVITIES		
Net results of operations	\$ 562,592	\$ 228,581
Items not affecting cash		
Amortization	10,884	10,914
Gain on sale of investment	(1,261,907)	(535,096)
Loss on foreign exchange	313,528	32,067
	(374,903)	(263,534)
Changes in non-cash operating assets and liabilities		
Decrease (increase) in income receivable	(50,504)	8,946
Decrease (increase) in prepaid expenses and sundry receivables	(2,792)	32,355
Increase (decrease) in accounts payable and accrued liabilities	51,409	(102,651)
Cash used by operating activities	(376,790)	(324,884)
FINANCING ACTIVITIES		
Contributions received for education and training	14,157	50,972
Training and education expenses	(20,703)	(32,871)
Cash provided (used) by financing activities	(6,546)	18,101
INVESTING ACTIVITIES		
Proceeds from sale of investments	48,313,647	7,600,817
Purchase of investments	(47,713,489)	(7,277,524)
Additions to capital assets	(8,671)	(22,844)
Cash provided by investing activities	591,487	300,449
NET INCREASE (DECREASE) IN CASH DURING YEAR	208,151	(6,334)
Cash, beginning of year	14,153	20,487
Cash, end of year	\$ 222,304	\$ 14,153

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

Notes to Financial Statements, March 31, 2007

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 within an anti-racism framework.

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

2. CHANGE IN ACCOUNTING POLICY

The Foundation has moved from the restricted fund method to the deferred contribution method of accounting for contributions. The March 31, 2006 opening balance of retained earnings is reduced by \$18,906. The impact of this change in accounting policy is to consolidate all funds which used to be shown separately in the financial statements. Additionally, sponsorships, donations, honoraria and fundraising gala revenue and net results of operations for 2006 were reduced by \$18,101 and retained earnings were reduced by the same amount, which reflected the excess of revenue over expenses (for an externally restricted fund, which, under the deferred contributions method, is credited directly to the deferred contributions account).

3. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles (GAAP). The significant accounting policies of the Foundation are as follows:

a) Revenue recognition

The Foundation follows the deferred contribution method of accounting for contributions.

Unrestricted contributions are recognized as revenue in the year received or in the year the funds are committed to the Foundation if the amount can be reasonably estimated and collection is reasonably assured. Unrestricted investment income is recorded as revenue in the year it is earned.

Externally restricted contributions and related investment income are recorded as deferred contributions and are recognized as revenue in the year in which the related expenses are incurred.

Endowment contributions are recognized as direct increases to Endowments.

b) INVESTMENTS

Investments are recorded at the lower of average cost and market value.

c) INVESTMENT TRANSACTIONS AND INCOME RECOGNITION

Investment transactions are accounted for on the trade date. Income from investments is recognized on the accrual basis. Interest is accrued based on the number of days the investment is held during the year. Dividends are accrued as of the ex-dividend date.

d) CAPITAL ASSETS

Capital assets are recorded at acquisition cost. Amortization is provided for over the estimated useful lives of the assets on a straight-line basis as follows:

Office furniture and equipment	5 years
Computer hardware	3 years
Computer software	3 years
Database development	3 years
Artwork	no amortization is provided for

e) RESEARCH PAYMENTS

The contractual research payments are recorded as expenses in the year they become due under the terms and conditions of the agreements.

f) FOREIGN CURRENCY TRANSLATION

Transactions in a foreign currency have been translated to Canadian dollars at the rate of exchange prevailing at the transaction date. The market value of investments quoted in a foreign currency and accounts denominated in a foreign currency have been translated to Canadian dollars at the rates prevailing at the year end. Gains and losses are taken into the current year's income.

g) DONATED MATERIALS AND SERVICES

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

h) Financial instruments

The Foundation's financial instruments consist of cash, investments, income receivable, sundry receivables and accounts payable and accrued liabilities. The fair values of these financial instruments approximate their carrying value, unless otherwise noted. It is management's opinion that the Foundation is not exposed to significant interest rate or credit risks arising from these financial instruments. The Foundation is exposed to currency risk through its investment portfolio.

i) Management estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ significantly from these estimates.

j) Future accounting changes

In January 2005, the Canadian Institute of Chartered Accountants (CICA) issued three new accounting standards: Section 1530, Comprehensive Income, Section 3855, Financial Instruments – Recognition and Measurement; and Section 3865, Hedges. These pronouncements establish standards for the recognition and measurement of financial instruments. These new standards are effective for fiscal years beginning on or after October 1, 2006, although early adoption is permitted.

The Foundation has elected to adopt these standards for the fiscal year beginning April 1, 2007.

As a result of adopting these new requirements, the Foundation will classify each of its financial assets as either available-for-sale, held-for-trading, held-to-maturity or loans and receivables and apply the appropriate accounting methods for each. The Foundation will also have to present a new component in equity called other comprehensive income (OCI). The OCI will include unrealized gains and losses related to the change in fair value on financial assets that are classified as available-for-sale.

These new accounting standards will have an impact on the way that the Foundation accounts for its investments. The Foundation will classify all of its investments as available-for-sale (or held-for-trading), which will have to be measured at their fair value. Realized (and unrealized) gains and losses on sale or disposition (and re-measurement) will be recorded in the statement of operations under net investment income and offset against OCI (if available for sale).

The impact of measuring the investments at fair value on April 1, 2007 will be recognized as an adjustment to the opening retained earnings. Results for the prior periods will not be restated.

4. INVESTMENTS

	2007	2006
Investments held in Canadian currency	\$17,204,152	\$22,161,300
Investments held in US currency (converted to Canadian dollars)	8,569,940	3,264,572
Cost of Investment Portfolio	\$25,774,092	\$25,425,872
Market Value of Investment Portfolio	\$28,390,209	\$27,005,077

As at March 31, 2007, approximately 33% of the investment portfolio is exposed to currency risk, mainly US dollars (2006 - 13%).

A portion of the investment portfolio, related to the endowment of \$24,000,000, is presented as a non-current asset as the underlying endowment contribution is to be maintained permanently by the Foundation and is not available to fund the activities of the Foundation (Note 6). The cost amount of the investment portfolio in excess of the net assets restricted for endowment of \$24,000,000 is presented as a current asset, as it is available to fund the activities of the Foundation.

At March 31, 2007, of the \$25,774,092 investment portfolio cost, \$1,774,092 is presented as a current asset representing the cost amount of the investment portfolio in excess of the endowment of \$24,000,000. The excess of the market value of the investment portfolio in relation to the cost amount of the investment portfolio, \$2,616,118, is not recognized for accounting purposes.

Investment counsel fees paid by the Foundation are offset against interest and dividend income. During the year, these fees amounted to \$152,099 (2006 - \$154,448).

5. CAPITAL ASSETS

	Cost	Accumulated Amortization	2007 Net Book Value	2006 Net Book Value
Office furniture and equipment	\$ 109,067	105,505	3,562	2,632
Computer hardware	143,415	131,935	11,480	18,852
Computer software	23,343	22,623	720	1,199
Database development	5,539	831	4,708	-
Artwork	16,225	-	16,225	16,225
	297,589	260,894	36,695	38,908

6. DEFERRED CONTRIBUTIONS

Deferred contributions represent unspent externally restricted net income on contributions received by way of donations that have been restricted for education and training purposes established by the donors.

7. ENDOWMENT

The Foundation received an endowment contribution of \$24,000,000 at the date of establishment. The endowment contribution was comprised of \$12,000,000 which was part of the Redress Agreement with the National Association of Japanese Canadians, and \$12,000,000 from the Government of Canada.

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

8. CAPITAL PRESERVATION FUND

The Foundation has established a capital preservation policy to facilitate the recognition of inflation in order to preserve the earnings capability of the fund balance externally restricted for endowment.

As at March 31, 2007, the capital preservation fund is \$1,514,622 (2006 - \$1,182,219).

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

9. RESERVE FUND

The Foundation has established a reserve policy to provide stability to the operations of the Foundation from year to year in the event of a shortfall in investment income.

As at March 31, 2007, the reserve fund is \$580,818 (2006 - \$348,416).

This internal restriction is subject to variances based upon the operational surplus of the Foundation in excess of any transfer to the capital preservation fund and direction given by the Board of the Foundation upon the recommendation of the Finance and Audit Committee.

10. COMMENTS

- a) The Foundation entered into a lease agreement for office premises commencing April 1, 2003 and expiring March 31, 2008. The approximate annual payments of rent, business taxes and operating costs pursuant to the lease agreement are \$160,000 per year.
- b) The Foundation is committed to fund in research grants approximately \$33,022 (2006 - \$41,866) in research and public education grants during future years.

11. RELATED PARTY TRANSACTIONS

The Foundation is related in terms of common ownership to all Government of Canada departments, agencies, and crown corporations. There are no material related party transactions for the fiscal year ended March 31, 2007.

12. COMPARATIVE FIGURES

Certain 2006 figures have been reclassified to conform to the presentation adopted in 2007.



Schedule 1: Changes in retained earnings by Fund Balances, as at March 31, 2007

	Capital Asset Fund	Capital Preservation Fund	Reserve Fund	Unrestricted (Operating Fund)	2007 Total	2006 Total (Restated)
Fund balance, beginning of year	38,908	1,182,219	348,416	-	1,569,543	1,359,868
Prior period restatement (note 2)						(18,906)
Net results of operations	(10,884)	-	-	573,476	562,592	228,581
Net investment in capital assets	8,671	-	-	(8,671)	-	-
Internally imposed restrictions	-	332,403	232,402	(564,805)	-	-
Fund balance, end of year	36,695	1,514,622	580,818	-	2,132,135	1,569,543

In appreciation of the
**Members of Staff of the
Canadian Race Relations Foundation**

**Ayman Al-Yassini
Executive Director**

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Knowledge Base**

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Finance and Administration Director**

**Sandy Yep
Director of Education and Training**

*The Board and staff of the Canadian Race Relations Foundation gratefully
acknowledge the following for the immense contribution to the
Award for Lifetime Achievement Gala Evening
Honouring UN High Commissioner
Mme. Louise Arbour*

HONORARY CHAIR: The Honourable Lincoln M. Alexander

EVENING CHAIR: Patrick Monahan
Dean, Osgoode Hall Law School, York University

MASTERS OF CEREMONY: Andria Case, CTV News
Suzanne Gilbert

HONORARY SPEAKERS: Senator Consiglio Di Nino on behalf of the Federal Government
Mme. Andrée Ménard, Acting Chair, Canadian Race Relations Foundation
Mr. Art Miki, on behalf of the National Association of Japanese Canadians
Dean Patrick Monahan, Dean, Osgoode Law School, York University
Justice Michel Shore, Federal Court of Canada
Mr. Paul Winn, Vice-Chair, Canadian Race Relations Foundation

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Blatant Exposure
Willrich Digital Television

APPENDIX I: Education and Training Activities

APRIL 1, 2006 – MARCH 31, 2007

The CRRF receives requests from individuals and organizations across Canada for information about diversity, equity, anti-racism and anti-oppression training. This is handled by referring the individual to experts in the field, assisting in their program design, or accepting speaking or training engagements. Over the course of this period, the following education and training related activities took place:

- | | |
|-------------|--|
| March, 2006 | <p>"<i>Implementing Equitable Principles and Practices</i>" sponsored by the Durham District School Board, ON.</p> <ul style="list-style-type: none"> • Information Kiosk – ETC promotions |
| March, 2006 | <p>"<i>From Individual Experience to Community Action: March 21st, International Day for the Elimination of Racial Discrimination</i>" sponsored by McGill University, QC.</p> <ul style="list-style-type: none"> • Assisted in program design – Recommendation of Keynote Speakers |
| March, 2006 | <p>"<i>Embauche et maintien en emploi de la main-d'œuvre immigrante dans la Montérégie</i>", La maison internationale de la Rive-Sud, QC.</p> <ul style="list-style-type: none"> • Conducted a training workshop |
| March, 2006 | <p>International Day for the Elimination of Racial Discrimination, sponsored by Department of National Defence, ON.</p> <ul style="list-style-type: none"> • Recommended a Keynote Speaker |
| April, 2006 | <p>"<i>Designing Inclusive Schools</i>" sponsored by United Against Racism, Aboriginal Youth Circle, MB.</p> <ul style="list-style-type: none"> • Conducted a training workshop |
| April, 2006 | <p>"<i>Developing Allies in Anti-Racism</i>" sponsored by the Anishnawbe Health, Toronto, ON.</p> <ul style="list-style-type: none"> • Classroom presentation |
| April, 2006 | <p>"<i>Alternatives in Community Policing: Schools, Racial Profiling and Policing</i>" sponsored by the Social Planning Council of Toronto, ON.</p> <ul style="list-style-type: none"> • Facilitated a workshop |
| May, 2006 | <p>"<i>Opening the Dialogue on Diversity and Equity</i>" sponsored by the Canadian Border Security Agencies, ON.</p> <ul style="list-style-type: none"> • Conducted an education workshop |
| May, 2006 | <p>"<i>Stic-IT – Students and Teachers Initiating Change</i>" Youth Symposium sponsored by the Anti-Racist Multicultural Educator's Network of Ontario, the Harmony Movement, the Canadian Race Relations Foundation, and six school boards in the Greater Toronto area. ON.</p> <ul style="list-style-type: none"> • Conceptualized, helped organize the event – conducted 2 anti-racism workshops |
| Sept, 2006 | <p>"<i>Building an Equitable and Anti-Racism Climate: The Development of a School Action Plan</i>" with the Dufferin-Peel Catholic District School Board</p> <ul style="list-style-type: none"> • Conceptualized, organized, planned and implemented a mandatory anti-racism training to 350 Principals, Vice-Principals and Senior Board Management. |

October – December, 2006

"*Why Aren't the Ism's, Was'ms?*" with the Toronto District School Board

- Re-vamped, organized and delivered a six-week equity and anti-training program for educators.

January, 2007

"*Youth Leadership in Diversity: The Racism Conundrum*", invitation by the University of Guelph

- Keynote Presentation at Student Leadership Conference

November 2006 – February, 2007

"*Why Aren't the Ism's, Was'ms?*" with the Hamilton Wentworth District School Board

- Developed, organized and implemented a Hamilton version of the successful TDSB program; six session program for educators.

March, 2007

"*International Day for the Elimination of Racial Discrimination*", Revenue Canada, Northern Ontario Division

- Recommended a Keynote Speaker

APPENDIX II: Initiatives Against Racism (IAR) Communities across Canada working towards combating racism

SEMENCES D'HARMONIE – Services éducatifs du Conseil de bande de Listuguj, Listuguj, PQ

Through an exciting project, *Harmonie Inter-communitie*, young people of the two communities worked together to produce a video that would reflect their similarities and differences so that they could come to know and understand each other, their everyday life and the crises that these two communities have experienced over the years (war on salmon, war for the rights of forest cut, etc). Lack of understanding of each other resulted in angry and racist behaviour between the communities. The video will reveal that harmony can exist between both communities, based on bonds of confidence and constructive exchanges which resulted from the recently implemented project, *Harmonie Inter-communitie*. Another aim of the video is to present the challenges that continue to arise in learning to respect and appreciate the richness of cultural differences.

KIOSQUE PAQ-AUTIN – Projets Autochtones du Québec, Montréal, PQ

Managed entirely by Aboriginal peoples, a mobile kiosk of craft products reflecting Aboriginal cultures, named *PAQ-Aitun*, is used as a platform for the Aboriginals willing to undertake active steps of social and professional rehabilitation. By various activities of diffusion of the Aboriginal culture, the participants wish to join the non-Aboriginal community of Montreal and the area in the Agoras of the university and collegial institutions of Quebec, the grass-roots round tables, the community centres, the cultural events (festivals) and within the framework of significant social and media events (conference, seminars, others). Through active participation in this initiative, the participants are able to actively contribute by addressing the problems of racism and victimization from which they suffer, and find some solutions.

1ST ANNUAL ABORIGINAL EDUCATION AWARDS – Aboriginal Circle of Educators, Winnipeg, MB

The Aboriginal Education Awards banquet honoured and celebrated the achievements of educators who work to promote Aboriginal Education in mainstream education. This initiative strengthens the Aboriginal Circle of Educators' objective by encouraging the ongoing work towards an Aboriginal system which will be inclusive of Aboriginal Peoples, cultures and language. An award bearing the CRRF's name was presented to two educators to enable them to continue their education.

FALL 2006 ISSUE ON "INDIGENOUS WOMEN IN CANADA: THE VOICES OF FIRST NATIONS, INUIT AND MÉTIS WOMEN",

VOL. 25, No. 4 – Inanna Publications and Education Inc., operating as Canadian Woman Studies, Toronto, ON

The outcome of the project is a journal focusing on Indigenous women's empowerment. Through the issue, public awareness of Indigenous women's organizations and activities they are undertaking to improve first Nations Peoples' lives, will be featured. Articles

will be broad in nature and reveal issues of gender discrimination, poverty and economic inequalities experienced by Indigenous women. A dedicated section will deal with violence against Aboriginal women, documenting the NWAC's Sisters in Spirit campaign. This issue will be by Indigenous women writing in their own 'voice'.

OPENING COMMUNITY DIALOGUES ON YOUTH WELLNESS – Breaking Barriers Resource Centre, Bass River, NB

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

CHINESE CANADIAN YOUTH AGAINST RACISM HANDBOOK – Chinese Canadian Nation Council (CCNC) Toronto, ON

This project was developed to educate and create awareness amongst Chinese youth to help them to identify different forms of racism and inequities faced by Chinese Canadians, presently and in the past e.g. the *Chinese Head Tax* and *Chinese Exclusion Act*. The equity guidebook titled "*Chinese Canadian Youth Against Racism Handbook*", ensures that Chinese youth have a better understanding of the manifestations of discrimination and racism face by Chinese youth. Topics will cover racism, power, discrimination, prejudice, diversity, stereotypes and systemic discrimination.

FNESC ANTI-RACISM LOCAL LEADERSHIP PROJECT – First Nations Education Steering Committee Society (FNESC), Vancouver, BC

The train-the-trainer project addresses systemic racism encountered by Aboriginal Peoples in the education system. Through the training sessions, a network of almost 20 anti-racism leaders and educators will be formed that will include educators of Aboriginal and Métis backgrounds, including several First Nations people. To support these leaders, FNESC will develop workshop protocols, evaluation and monitoring strategies. There will be on-going training opportunities for leaders in their quest to raise awareness of systemic racism, and address its elimination at all levels.

SEEING COLOR QUEERLY – The Out On Screen Film & Video Society, Vancouver, BC

Out On Screen staged its second annual Seeing Colour Queerly Community Forum which addresses the lack of racial analysis and representation in much of queer cinema. The forum featured public discussion of race and racism in this community and media. The objective is to urge the queer community to fight latent and overt racism. The forum involved five components: 1. Panel discussion of the intersection of race and queerness in queer media 2. Exhibition of four short videos addressing racialized queers 3. Video documentation 4. Writer's essay – overview of the points addressed, and 5. The Cin-City Out On Screen Script Competition.

THE S.T.Y.L.E PROJECT ("SUCCESS THROUGH YOUTH LEADERSHIP & EMPOWERMENT") – 3T Program, Scarborough, ON

The 3T program addressed the causes of youth disengagement by exploring negative stereotypes, racial intolerances and their related impacts on self-esteem. The main objective of the program was to reduce gang activity and related violence by organizing workshops and events for 25 teens, on the topics of racism, hate and bias towards youth. The 2-3 hour forum allowed for interaction, discussion, idea generation and development, and participative decision making on anti-racism education.

SEMAINE POUR LA COMPRÉHENSION INTERCULTURELLE – Association Franco-Yukonnaise, Whitehorse, YT

The various cultural groups in the Yukon have little knowledge of one another, and many prejudices exist. To remedy this situation, the Association Franco-Yukonnaise organized an Intercultural Understanding Week where a series of activities promoted and strengthened cultural understanding between groups in the Yukon, and also created a forum to discuss the reality of racism in the Yukon. This event promoted harmonious race relations in the Yukon. Intercultural Understanding Week is a first for the Territory.

HANA'S SUITCASE: TOLERANCE NOW, THEN AND TOMORROW – Manitoba Theatre for Young People, Winnipeg, MB

A theatrical production staged for older children and teenagers, educating them about the Holocaust and the dangers of racist atti-

tudes, presents discrimination in action and teaches children (many of whom might not know about the Holocaust) how imperative it is for them to take responsibility for the future by ensuring that the mistakes of the past do not re-occur. Based on the story of Hana Brady, the play offers understandings of other cultures and learnings about the hardships faced by some people. As part of this project, a two-day summit titled *Tolerance: Now, Then and Tomorrow* and current incidences of genocide, e.g. Bosnia, Darfur and Rwanda, were discussed.

TRADITIONS IN TRANSITION – Women's Intercultural Network – (WIN), Toronto, ON

WIN's video series highlights three perspectives: the evolution of senior immigrant women's transformation to being 'Canadian' without losing the core of their homeland culture; the management of the dissonance between their homeland and Canadian culture, and traditions and their Canadian-born children's desire to shed their homeland culture to become "completely Canadian". A focus on strategies and actions employed to understand and overcome the visible and invisible racism in Canada will be examined. A six part video series that reflects on the 'what', 'who', 'why', 'how' and 'where' will guide the development of the video's content.

RESEARCHING THE ESTABLISHMENT OF A CENTRE OF EXCELLENCE ON SOCIAL JUSTICE RESEARCH AND EDUCATION – Alberta Association for Multicultural Education, Calgary, AL

An on-going project involving two prominent community-based diversity-focused organizations in an international partnership, housed in the Faculty of Education at the University of Calgary in Alberta. The two agencies involved are the Association of Multicultural Education (AAME) and the National Association of Multicultural Education (NAME). Research is required to optimize the links to be established within the University community, across the faculties and disciplines to ensure the widest possible impact and efficacy for the work of the proposed Centre of Excellence in Social Justice Research and Education. Initial study and networking with faculties around themes relevant to social justice in relation to education is required. The first phase of the project will involve building linkages with community groups, NGOs and Government agencies.

THE GLOBAL CITIZENSHIP TRAINING INITIATIVE – Saltspring Women Opposed to Violence and Abuse, Community Development and Research Society (SWOVA), Saltspring Island, BC

Through the Global Citizenship Training Program, four youth were professionally trained to develop two experiential workshops addressing racism, first from a local perspective and eventually on a national basis. The two workshops, "*Stand and be Counted*" and "*Global Citizenship*" respectively explored racism as a 'social virus' that needs to be eradicated in order to create a healthy emotional state that is immune from the blight of racism. The second workshop challenges youth to understand their unique relationship with the global cultures. At least 150 grade 10 students were exposed to the workshops.

UN DÉTOUR VERS L'AUTRE – Khamtaar/Faire ensemble, Québec, QC

Anthropologists Jean-Étienne Poirier and André Langevin will create a video that reflects people of all origins in Quebec City. This project highlights Quebec City's different cultural communities and the relationship that exists between these communities and their hosts in the city. The film will be shot throughout 2006 and shown in public forums in Quebec City in 2007. The forums will be an opportunity for collective thinking and action to create constructive dialogue about issues around racism.