



Annual Report

Breaking Barriers and Building Bridges

For the financial year ending March 31, 2009



2008-09



ANNUAL REPORT 2008-2009



Winners in the Best Artwork Category
2007-2008 Mathieu Da Costa Challenge
Citizenship and Immigration Canada
Age Category: 13-15
Title: Un Canada de couleurs, c'est bien plus beau!
Name: Isabelle Langlois
City and Province: Sainte-Anne-de-la-Pocatière, Québec

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CANADIAN RACE RELATIONS FOUNDATION
CRRF  **FCRR**
FONDATION CANADIENNE DES RELATIONS RACIALES



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1988 Redress Acknowledgment



Acknowledgment

As a people, Canadians commit themselves to the creation of a society that ensures equality and justice for all, regardless of race or ethnic origin.

During and after World War II, Canadians of Japanese ancestry, the majority of whom were citizens, suffered unprecedented actions taken by the Government of Canada against their community.

Despite perceived military necessities at the time, the forced removal and internment of Japanese Canadians during World War II and their deportation and expulsion following the war, was unjust. In retrospect, government policies of disenfranchisement, detention, confiscation and sale of private and community property, expulsion, deportation and restriction of movement, which continued after the war, were influenced by discriminatory attitudes. Japanese Canadians who were interned had their property liquidated and the proceeds of sale were used to pay for their own internment.

The acknowledgement of these injustices serves notice to all Canadians that the excesses of the past are condemned and that the principles of justice and equality in Canada are reaffirmed.

Therefore, the Government of Canada, on behalf of all Canadians, does hereby:

- 1) acknowledge that the treatment of Japanese Canadians during and after World War II was unjust and violated principles of human rights as they are understood today;
- 2) pledge to ensure, to the full extent that its powers allow, that such events will not happen again; and
- 3) recognize, with great respect, the fortitude and determination of Japanese Canadians who, despite great stress and hardship, retain their commitment and loyalty to Canada and contribute so richly to the development of the Canadian nation.

Reconnaissance

En tant que nation, les Canadiens se sont engagés à édifier une société qui respecte les principes d'égalité et de justice pour tous ses membres sans égard à leurs origines culturelles ou raciales.

Pendant et après la Deuxième Guerre mondiale, des Canadiens d'origine japonaise, citoyens de notre pays pour la plupart, ont eu à souffrir de mesures sans précédent prises par le gouvernement du Canada et dirigées contre leur communauté.

En dépit des besoins militaires perçus à l'époque, le déplacement forcé et l'internement de Canadiens japonais au cours de la Deuxième Guerre mondiale, ainsi que leur déportation et leur expulsion au lendemain de celle-ci, étaient injustifiables. On se rend compte aujourd'hui que les mesures gouvernementales de privation des droits civiques, de détention, de confiscation et de vente des biens personnels et communautaires, ainsi que d'expulsion, de déportation et de restriction des déplacements, qui ont été maintenues après la guerre, découlaient d'attitudes discriminatoires. Les Canadiens japonais internés ont vu leurs biens liquidés, le produit de la vente de ceux-ci servant à payer leur propre internement.

En reconnaissant ces injustices, nous voulons signifier à tous les Canadiens que nous condamnons les abus commis dans le passé et que nous reconfirmons pour le Canada les principes de justice et d'égalité.

En conséquence, le gouvernement du Canada, au nom de tous les Canadiens:

- 1) reconnaît que les mesures prises à l'encontre des Canadiens japonais pendant et après la Deuxième Guerre mondiale étaient injustes et constituaient une violation des principes des droits de la personne, tels qu'ils sont compris aujourd'hui;
- 2) s'engage à faire tout en son pouvoir pour que de tels agissements ne se reproduisent plus jamais;
- 3) salue, avec grand respect, la force d'âme et la détermination des Canadiens japonais qui, en dépit d'épreuves et de souffrances considérables, ont conservé envers le Canada leur dévouement et leur loyauté, contribuant grandement à l'épanouissement de la nation canadienne.

Prime Minister of Canada

Le Premier ministre du Canada



The Canadian Race Relations Foundation (CRRF)

Our history

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

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

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



From left to right: The Right Honourable Brian Mulroney, Prime Minister of Canada (1984-1993) and Art Miki on behalf of the NAJC

Legislation

The Canadian Race Relations Foundation Act was passed in 1990 and proclaimed in 1996 “... to facilitate throughout Canada the development, sharing and application of knowledge and expertise in order to contribute to the elimination of racism and all forms of racial discrimination in Canadian society ...” The Foundation opened its doors in November 1997. A Crown Corporation, one of the portfolio agencies of Citizenship, Immigration and Multiculturalism, the CRRF operates at arm’s length from the Government of Canada. The CRRF also has registered charitable status. Its operating income is derived primarily from the interest on the investment of the endowment fund.



Statements of Purpose

Vision

The CRRF will be a leading and authoritative national voice and agent of change for the elimination of all forms of racism, and the promotion of a more harmonious Canada.

Mission

The CRRF will be a leader in the development of a national framework for eliminating all forms of racism and helping to strengthen Canadian identity as it refers, for example, to the principles of equality of opportunity, fairness, justice and human dignity. The Foundation will advance understanding of the past and present causes and manifestations of racism, and work toward its elimination through the promotion of effective and harmonious race and ethnic relations, civic responsibility, research, supporting and promoting the development of national policies, and the establishment of information databases. The Foundation will serve as a national voice and agent of change by working with all sectors of Canadian society.

Values

The work of the Foundation is premised on its desire to create and nurture an accepting society based on mutual respect and human dignity. Its underlying principle in addressing racism and racial discrimination emphasizes human rights, harmony, equality, social justice and Canadian identity, through:

- national leadership that is proactive, consultative, and provides a national intellectual framework for programs directed towards the elimination of all forms of racism, strengthening Canadian civic responsibility and identity, and promoting a more harmonious Canada;
- cooperation, coordination and collaboration through partnerships with all sectors of Canadian society to achieve shared Canadian values and the goals of the Foundation, and
- a sustained focus on being a national agent of change to promote positive systemic anti-racist change.

Purpose

The purpose of the CRRF, as defined by the *Canadian Race Relations Foundation Act 1991*, 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 by:

- undertaking research, collecting data and developing a national information base in order to further the understanding of the nature of racism and racial 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;



- acting as a clearing-house, providing information about race relations resources and establishing links with public, private and 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 business, labour, voluntary, community and other organizations, as well as public institutions and all levels of government, 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.*

Governance

The CRRF's direction is vested in a Board of Directors consisting of a Chairperson and up to 19 other members. Attempts are made to have at least one representative on the Board from each province and Territory.

An Executive Director, who serves as Chief Executive Officer and an ex-officio member of the Board, manages the CRRF's daily operations.

The Governor-in-Council, acting on the recommendation of the Minister of Citizenship, Immigration and Multiculturalism, appoints all members of the Board and the Executive Director.

The Act states that the Board of Directors must meet a minimum of twice a year. The Board tries to meet three times a year in a different province or Territory.

*Excerpts from the *Canadian Race Relations Foundation Act*.



How We Do It

In fulfilling its mandate of educating against racism, the Canadian Race Relations Foundation, *inter alia*:

- Funds and publishes research through its **CONTRACT RESEARCH PROGRAM** on contemporary issues of racism in Canada. The Foundation issues a call for proposals every two years. The goal of the Contract Research Program is to create a body of research that addresses systemic racism in Canada. The CRRF's role and responsibility is to make the research findings and recommendations actionable and to promote the results widely.
- Supports, with sponsorship grants ranging from \$500 up to \$7,500, at least 20 community initiatives across Canada, through the **INITIATIVES AGAINST RACISM (IAR)** program, to raise awareness of and to combat racism. There are two calls for submissions annually.
- Recognizes outstanding efforts and contributions to anti-racism every two years through its **AWARD OF EXCELLENCE (AOE)** program in at least six categories. The Awards presentation is accompanied by a symposium to share best practices in the area of anti-racism.
- Recognizes the lifetime contributions of an individual through **the AWARD FOR LIFETIME ACHIEVEMENT**. This award is currently designated for biennial presentations.
- Publishes the **FACTS ABOUT ...** series, annotated bibliographies in the **CRITICAL READINGS** series, the research journal **DIRECTIONS**, among other publications.
- Conducts, promotes or sponsors **FORUMS, WORKSHOPS AND CONFERENCES**, takes part in **PANEL DISCUSSIONS, CONDUCTS ANTI-RACISM EDUCATION AND TRAINING ACTIVITIES** and conducts **CONSULTATIONS** across the country.
- Independently, or in partnerships, works to develop anti-racism tools in various media, and public service announcements across Canada. **UNITE AGAINST RACISM** was one such independent national anti-racism campaign, and work on this initiative is ongoing.



Message from the Chairperson



This past year has undoubtedly been one of the most challenging for all Canadians. Global financial upheaval resonated domestically, affecting not only the business and employment sectors but also our social infrastructures. As is often the case under such severe constraints, incidents of human rights infractions and discrimination rear their repulsive heads.

Recognizing the challenges of changing national and global environments, the Foundation's Board of Directors responded by establishing a Strategic Plan for 2008-2010 that positions the CRRF as a leading voice in our national discourse, as an agent of change in the continuing efforts to eliminate racism and racial discrimination, and as a catalyst for progress in the pursuit of our vision and legislated mandate. A major thrust of the plan is to help strengthen Canadian identity – an identity that recognizes Canada's multicultural character, embodies mutual respect and inherent human dignity, and reflects the principles of equality, social justice and civic responsibility.

Presented in the following pages is a synopsis of the Foundation's activities and initiatives as driven by the Strategic Plan. We have sharpened our focus on removing barriers and building bridges by way of developing strategic alliances with other stakeholders in the public and private sectors. An added emphasis is placed on education, training, research, and collaboration with other entities and individuals at the national, regional and community levels, to promote harmonious race relations and inclusion.

A robust governance system, beginning with the Board's central role, is vital to achieving accountability and maintaining the Foundation's effectiveness and ability to fulfill its mandate. While the Board of Directors as a whole is responsible for determining the strategic direction of the Foundation and, by extension, setting the resulting policies and procedures, it is the extensive work of the Board Committees that gives substance to the Board's decisions. In this connection, during 2008-2009, an evaluation of the Board Committees was completed, and Board policies and programmes were enhanced.

In the latter part of the year, Canada encountered unprecedented market turmoil that continues to unfold. The consequential impact of this global event on the Foundation's resources, coupled with the CRRF's unique structure, has added to the complexity of the challenges facing the Foundation. As ever, the Board members and staff are wholly committed and dedicated to the task. There is an undiminished resolve and determination to find creative solutions to addressing the societal issues at hand, in the midst of increasing anti-Semitism and other forms of racial strife and conflicts.

During 2008-2009, Lillian Nakamura Maguire of the Yukon and Ashraf Ghanem of New Brunswick were reappointed to the Board of Directors, for one year and four years respectively. We also welcomed Peter Campbell of Ontario as a new appointee to the Foundation's Investment Committee. At the same time, four Board members - David Divine of Nova Scotia, Palinder Kamra of Newfoundland, Sharad Chandra of Manitoba, and Desmond Doran of Ontario, completed their term of office during the year. My heartfelt appreciation, on behalf of the Board, is extended to them, for their valuable service and contribution to the work of the Foundation.

The Foundation's accomplishments are a tribute to the dedication of Board members, staff and volunteers, as well as the participation of our stakeholders and partners. We count on your continuing support in the pursuit of our shared values and noble mission to help make Canada a better place for all Canadians, and a shining example that is the envy of the world.

Albert Lo
Chairperson



Message from the Executive Director



The focus of the CRRF over the past year has been removing barriers and building bridges. With a modest operating budget and a highly dedicated Board and staff, the CRRF was able to excel in the delivery of its programs, and meet the many challenges inherent in eliminating racism and racial discrimination, and the strengthening of a harmonious Canada.

The Foundation's success in educating and informing Canadians about racism and racial discrimination is manifested through its many initiatives such as education and training, Award of Excellence and Symposium, augmented community support and knowledge base, research and publications, and public outreach.

Through the Education and Training Program, and in partnership with Anima Leadership, the CRRF focused on removing barriers and building bridges by offering courses dealing with "Integrating Anti-Racism with Emotional Intelligence and Conflict Resolution" to educators, federal and provincial public servants, schools and not-for-profit agencies. We also delivered courses addressing "Foundations of Equity and Anti-Racism in Education" to graduating teacher candidates and school boards.

Our Community Support and Knowledge Base Program, in partnership with the Toronto Catholic District School Board, the Peel District School Board and the Ontario Secondary School Teachers' Federation, launched the "Unite Against Racism: See People for Who They Really Are" Study Guide as a tool for secondary school students. In partnership with Stephen Thomas Ltd., the Foundation's proposal to OMNI TV for the development of the documentary, "Directors Speak," and the re-creation of the original "United Against Racism" public service announcements, was approved and completed.

Additional contribution to removing barriers and building bridges was made in cooperation with Dr. Inez Elliston, a former CRRF Board Member, who developed "Competencies for the Management of Diversity — A Guide to Practice and a Resource for Educators and Community Leaders." Funding for this important initiative was made possible through the Council of Ontario Directors of Education (CODE).

The CRRF tackled the barriers and systemic discrimination facing Aboriginal communities in Canada in part through the publication of a special issue of *Directions* (Vol. 5, No. 1). The issue featured 16 articles from Aboriginal, First Nations, Inuit and Métis experts from across Canada.

In partnership with the Association for Canadian Studies, and at the "Whose History for Whose Future?" Conference in Quebec City, the Foundation released the findings of CRRF-sponsored research on "Multi-Barriers for Asian Immigrant Settlement and Integration". The CRRF also organized four workshops dealing with racism and racial discrimination at this important national conference.

Finally, the CRRF invested many resources in replacing the Canadian Generally Accepted Accounting Principles (GAAP) with the International Financial Reporting Standards (IFRS). In cooperation with Grant Thornton LLP, and with the participation of the Finance and Audit Committee of the Foundation's Board, we successfully initiated the process and are on target in the implementation phases of the new system.

The above accomplishments are only examples. The Foundation has a tremendous mandate but limited resources. Our success is built around the people affiliated with the organization, Board members, staff and partners. Our programs and initiatives are intended to remove the barriers of racism and racial discrimination, and strengthen Canadian identity and a sense of belonging.

Ayman Al-Yassini, Ph.D.
Executive Director



Board of Directors



Albert C. Lo
Chairperson
British Columbia



Lyn Q. Chow
Alberta



Roman Melnyk
Ontario



Veronica Dewar & ***
Nunavut



Nazanin Afshin-Jam**
British Columbia



David Divine*
Nova Scotia



Toni Silberman
Ontario



**Lillian Nakamura
Maguire** & ***
Yukon



**Claudia Patricia
Càceres Càceres****
Quebec



Desmond Doran*
Ontario



Marge Nainaar**
Saskatchewan



Art Miki
(Ex-Officio) NAJC



Sharad Chandra*
Manitoba



Ashraf Ghanem * & **
New Brunswick



Palinder Kamra*
Newfoundland & Labrador



Ayman Al-Yassini
(Ex-officio)
Executive Director

* indicates members who resigned or whose term expired during the year.
** indicates members who joined or were reappointed to the Board 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: Albert C. Lo (*Chair*)¹, Lillian Nakamura Maguire (*Vice Chair*)^{**&*}, Palinder Kamra (*fmr. Vice Chair*)^{*}, Roman Melnyk, Ashraf Ghanem^{*&**}, Toni Silberman, Sharad Chandra^{*}.

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*)^{*&**}, Palinder Kamra^{*}, Lyn Chow, Roman Melnyk, 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.

Members: Roman Melnyk (*Chair*), Lillian Nakamura Maguire (*fmr. Chair*)^{*&**}, Ashraf Ghanem^{*&**}, Toni Silberman, Claudia Patricia Cáceres Cáceres^{**}, Sharad Chandra^{*}.

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

Members: Toni Silberman (*Chair*), Lillian Nakamura Maguire^{*&**}, Nazanin Afshin-Jam^{**}, Art Miki (*NAJC*), Palinder Kamra^{*}.

The Human Resources Committee ensures the maintenance of a high standard of human resources policies and procedures. It also addresses extraordinary personnel issues.

Members: Toni Silberman (*Chair*), Sharad Chandra (*fmr. Chair*)^{*}, Ashraf Ghanem^{*&**}, Claudia Patricia Cáceres Cáceres^{**}, Palinder Kamra^{*}, David Divine^{*}.

The Advisory Committee on Aboriginal Issues includes non-members of the Board. Its mandate is to advise the organization with respect to issues facing Aboriginal, First Nations, Inuit and Métis Peoples, in Canada and guides CRRF programming and initiatives.

Members: Lillian Nakamura Maguire (*Chair*)^{*&**}, Nahanni Fontaine (*external member*), James [Sakej] Youngblood Henderson (*external member*), Lorna Williams (*external member*), Veronica N. Dewar^{**&*}, Edith Cloutier (*external member*)^{*}.

The Advisory Committee on Anti-black Racism includes non-members of the Board. It provides advice to the Board on key race relations issues concerning people of African descent residing in Canada.

Members: Des Doran (*Chair*)^{*}, Marge Nainaar^{**}, David Divine^{*}, Carl Nicholson (*external member*), Hon. Alvin Curling (*external member*), Senator Donald Oliver (*external member*), Yvonne Brown (*external member*).

The Investment Committee is mandated by the *Canadian Race Relations Foundation Act*. Its members include the Board's Chairperson, another Board member and up to three others who are appointed by Governor-in-Council to advise the Board on the investment of the Foundation's endowment fund.

Members: Peter Campbell (*Chair*), Ralph Weekes (*fmr. Chair*)^{*}, Ashraf Ghanem^{*&**}, Craig M. Holden^{*}.

¹. Mr. Albert Lo, as Board Chairperson, is a member of all Board Committees. Dr. Ayman Al-Yassini, as Executive Director, is an ex-officio member of all Committees.

* indicates members who resigned or whose term expired during the year.

** indicates members who joined or were reappointed to the Board during the year.



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.

Award of Excellence Jury is constituted every two years to adjudicate nominees for the Award of Excellence for best practices in anti-racism.

The Deputy Minister of Canadian Heritage (now Citizenship, Immigration and Multiculturalism), 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 vote at those meetings. The Deputy's designate was Andrew Griffith in his capacity as Director General of the Citizenship and Multiculturalism Branch of the Department of Citizenship and Immigration Canada (CIC).

The Board also enjoys an established and productive association 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 was, at year's end, a reduced staff complement due to the temporary layoff of three positions, which was necessitated by the economic downturn and the decline in revenues. Nevertheless, the Annual Report demonstrates that the CRRF continued to fulfill its mandate under these challenging circumstances.

Throughout the year, the Foundation's work was assisted by the generosity of volunteers and interns, including student placements from the Faculty of Education of York University and the Ontario Institute for Studies in Education /University of Toronto (OISE/UT), and the Federal Public Sector Youth Internship Program (FPSYIP) through the auspices of the YMCA of Greater Toronto.



A Snapshot of the Race Relations Environment through the eyes of the CRRF

The Canadian Race Relations Foundation (CRRF) monitors events and developments which could, and frequently do, have an impact on race relations in Canada. The following are some of the events which we believe have affected race relations in the country during 2008-2009:

- The Fifth Award of Excellence in Anti-Racism presentation and symposium hosted by the Canadian Race Relations Foundation was held on April 30–May 2, 2008 under the theme “What is Canadian Racism?”. The Award of Excellence for the best anti-racist program was selected from among seven finalists: Le Carrefour BLE (Quebec); The Centre for Research-Action on Race Relations (Quebec); the Chinese Canadian National Council (Ontario); The Great White North Project – Exploring Whiteness, Privilege, Racism and Identity in Canada, University of Calgary (Alberta); SaskTel (Saskatchewan); the Université du Québec à Montréal who produced ‘La leçon de discrimination,’ and the Youth Action Network (Ontario). The Award of Excellence and the Symposium received wide national media coverage.
- At the end of May 2008, the Canadian Race Relations Foundation expressed its disappointment with the conclusions of the Bouchard-Taylor Commission’s report, “Building the Future: A Time for Reconciliation”. The report makes reference to ‘racial and religious accommodation’ which, in the view of the Foundation, suggests that the existing relationships and belief system should remain intact, but accept minor adjustments as long as they do not challenge or supersede prevailing cultural norms and values.
- On June 11, 2008, the Canadian Race Relations Foundation joined with other Canadians in commending the Federal Government on the heartfelt apology which Prime Minister Harper delivered on behalf of Canadians, for the abusive treatment Aboriginal children received in the racist government-sanctioned residential schools. The Foundation noted that the act of acknowledging the wrongs committed is so important because it changes the rules of engagement for the better in any discussion, and places the matter of respect on a more equal footing.
- On June 11, 2008, the CRRF responded to the release of statistics on hate crimes in Canada which demonstrated that African Canadians bear the brunt of racially-motivated attacks. The statistics, released by Statistics Canada, focused on hate or racially-motivated crimes reported to police in 2006. Significantly, persons of African descent were the victims of the highest proportions of crimes in all categories — violent, property and other — while more than 60% of all religiously-motivated hate crimes were directed against Jews. The data illustrates that anti-racism action and education need to take into consideration the specific experiences of racialized people. The Foundation noted that the data cannot be predicated on a “one size fits all” approach.
- On July 15, 2008, the CRRF expressed its dismay at the latest manifestations of racism and religious intolerance which took place in Moncton, New Brunswick. Incidents included attacks against Muslims and Jews, as well as Koreans and Chinese. The Foundation called upon the New Brunswick government, and institutions and workplaces in the province, to develop and put in place effective policies and programs that are enforced in practice.
- On August 14, 2008, the Canadian Race Relations Foundation supported the call for an independent investigation into the circumstances which led to the shooting death of Fredy Villanueva in Montreal North. The Foundation asked that the terms of reference of the probe include an examination of the role that racism and racial profiling may have played in the tragedy. The Foundation stressed that police investigating police presents an unacceptable conflict of interest.



- On August 27, 2008, the CRRF condemned the latest attack on a Jewish family in Ste. Agathe, Quebec and called on all levels of government and the police for more decisive action in condemning these kinds of attacks. The Foundation also noted that this was not the first time this type of alarming incident took place in the Province as there were a series of fires which took place a year earlier in a nearby town, where a number of Hasidic Jewish families own cottages.
- September 10, 2008: The CRRF hosted the British Parliamentary Under Secretary of State, Department of Local Communities and Local Government, Mr. Parmjit Dhanda. The Executive Director made a presentation about the CRRF, its programs and activities, and addressed some of the challenges confronting Canada and Canadians today in the area of race relations. The meeting was also attended by Board Members Toni Silberman and Roman Melnyk, who answered many of the Under Secretary's questions.
- On September 18, 2008, the Canadian Race Relations Foundation joined with the National Association of Japanese Canadians (NAJC) in celebrating the 20th anniversary of Canada's apology and redress to Japanese Canadians for the injustices perpetrated against them during and after the Second World War. At an event organized by the NAJC on this occasion, the Chairperson spoke and brought greetings from the CRRF. He noted that the Japanese Canadian Redress Agreement represents a milestone in the history of our country in which we recognize and take responsibility for the human rights violations committed in the past. The Foundation shares a special pride in the 20th Anniversary celebrations because we are a direct outcome of the Redress Agreement.
- On January 7, 2009, the Foundation expressed its disappointment at what appears to be a disturbing frequency of racist programs on Canada's public network in Quebec which attempted to pass as humour. The Foundation noted that it is very unfortunate that some comedians choose to use racial stereotypes to get a laugh, and noted that it is time for the network to consider reviewing scripts with an eye to striking a balance between what is meant to be entertaining, and outright racism.
- On January 21, 2009, the CRRF welcomed a delegation consisting of the President and members of the National Black Police Association of Britain (NBPA), to Canada. The NBPA's visit was intended to explore, with Canadian institutions, institutional racism and discrimination, particularly within the ranks of the RCMP against members of racialized communities, in light of the Canadian Human Rights Tribunal's Tahmourpour decision (2008). The Foundation noted that "there is a need to eliminate all forms of racism and racial discrimination from our public institutions."
- On January 28, 2009, the CRRF commemorated Holocaust Remembrance Day, which was established to memorialize the 6,000,000 Jews who perished in the Holocaust along with countless other innocent victims, and to honour the courage of those who survived and those who took action at great personal risks to protect the persecuted. The Foundation noted "one need only cast an eye to ascertain that the lessons have not yet been fully internalized, as we continue to witness acts of anti-Semitism and discrimination" in the country.



Strategic Objectives

The following goals are outlined in the CRRF Strategic Plan for 2008–2010:

1. Provide leadership and serve as a national voice and agent of change by working with all sectors of Canadian society in the development of a national framework and programs for eliminating all forms of racism, and helping to strengthen Canadian identity.
2. Provide and promote effective education and training across the country to facilitate greater appreciation for civic responsibility and harmonious race and ethnic relations, and the strengthening of a harmonious Canada.
3. Influence public policy and promote positive systemic anti-racist change through research, collection of data and establishment of a national information base; act as a clearing house to provide information about race relations resources, and establish links with public, private and educational institutions.
4. Develop strategic alliances with national and regional private, public and other institutions to strengthen and enhance the CRRF's capacity to design and deliver programs, and act as a national communications organization to disseminate anti-racism information and knowledge.

Enabling Goals

To support the efficacy of the CRRF and its ability to carry out its core goals, the Board representatives have clarified the principles contained in two enabling statements. These enabling statements, under the direct purview of the Board, are as follows:

1. Enhance and maintain a strong governance and organizational structure.
2. Ensure long-term sustainability and increase the financial resources base for the programs and operations of the CRRF from public, private and other sectors.



Communications and Outreach

Provide leadership and serve as a national voice and agent of change by working with all sectors of Canadian society in the development of a national framework and programs for eliminating all forms of racism, and helping to strengthen Canadian identity.

Website

One of the Foundation’s challenges over the past year has been to maintain its information disseminating role while facing the funding consequences of a volatile market on the revenues of its endowment fund. To this end, efforts have been made this year to maximize the potential of the website as a tool to increase national awareness, encourage participation in and support for its ventures, and develop and share projects, reports, news and general information on everything related to racism in Canada.

The website has been successfully redesigned to handle large quantities of traffic and to deliver content in a variety of formats to its ever-growing list of stakeholders. To reflect its community dedication and in keeping with the philosophy of the organization, particular attention has been paid to ensure that the tools used to create the website are open source.

Some Examples of Activities and Outcomes in Communications and Outreach

ACTIVITY	OUTCOME
Website as key information source on the CRRF and anti-racism	<ul style="list-style-type: none"> • In the second phase of re-vamping of the website, efforts are devoted to increasing outreach and creating partnerships with like-minded organizations. • The Foundation’s Newscan Database has been made available to the public and provides a daily sampling of national and regional coverage of racism and related issues, generally gleaned from the mainstream media in Canada.
The Community Calendar	This tool is open to organizations that wish to promote activities and events related to anti-racism.
Website as an interactive educational tool	Quizzes and Polls have been integrated into the website to provide a different, more interactive and more user-friendly perspective to the educational experience.
Community networking	In an effort to reach more stakeholders and to create links with existing networks, the Foundation is making its presence felt on various networking websites such as YouTube and Facebook.
Publications	<ul style="list-style-type: none"> • Two editions of <i>DIRECTIONS</i>: <ul style="list-style-type: none"> - Diaspora Communities in Canada: Identity, Belonging and Citizenship - Systemic Discrimination Against Aboriginal Peoples • E-Bulletin-E Is now available on the website
Public education	Public Service Announcements, produced for the first national multi-media campaign against racism - “Unite Against Racism”, were made available for broadcast on television in Alberta.



The impact of the Foundation’s outreach efforts can also be measured by the increase in website members and users, the number of e-mails and phone calls from individuals either seeking information, assistance, or wanting to comment on the CRRF’s positions, or simply to congratulate the organization on its work and dedication.

A Sampling of Media Relations Activities

ACTIVITY	SUBJECT
News releases	<ul style="list-style-type: none"> • April 9, 2008: Seven finalists chosen for CRRF's AoE Award • April 13, 2008: What is Canadian racism? • April 15, 2008: CRRF partners with Rogers Omni for Phase 3 of UAR • April 30, 2008: And the Award of Excellence in anti-racism goes to ... • April 30, 2008: CRRF joins all Canadians in celebrating Asian Heritage Month 2008 • May 31, 2008: The Bouchard-Taylor Report: Tolerance, by another name – glossing over racism and discrimination • June 10, 2008: An apology offered to First Nations, Inuit and Métis peoples • June 10, 2008: The CRRF on residential schools • July 14, 2008: The CRRF condemns the recent racist vandalism in Moncton • July 15, 2008: “Not surprised by hate crime stats,” says CRRF • July 29, 2008: The 20th Anniversary of the Japanese Canadian Redress Settlement Celebration and Conference • August 20, 2008: The CRRF urges an independent probe of the circumstances leading to the shooting of Fredy Villanueva • August 27, 2008: The CRRF condemns the latest Anti-Semitic attack in Quebec • September 18, 2008: The CRRF celebrates the 20th anniversary of the Japanese Canadian Redress Agreement with NAJC • October, 21 2008: CRRF to release new research on the media impact on communities following 9/11 and SARS • December 12, 2008: The CRRF expresses its concerns surrounding Raymond Silverfox's death • January 14, 2009: Humour? • January 26, 2009: Visit from the National Black Police Association (UK) to explore findings of the CHRT • January 28, 2009: CRRF's January 27th press conference follow up • January 29, 2009: International Holocaust Remembrance Day • March 19, 2009: CHRC and CRRF urge the collection of data to address profiling
Letters to the Editor	<ul style="list-style-type: none"> • January 9, 2009: “Racism persists because we don’t find it offensive, experiment shows” (Globe and Mail)
Interviews	<ul style="list-style-type: none"> • April 2, 2008: 570 News - Kitchener–Radio Interview with Janelle Enoff, regarding the changing face of Canada • April 2, 2008: Globe and Mail – Interview with Carley Weekes, regarding the demographics of Canadian society • April 2, 2008: CFRB 1010 – Radio interview with Laurie Parris on the demographics of Canadian society (Stats Canada) • April 3, 2008: Detroit Radio Station WDIV – Interview regarding visible minorities in Canada • April 4, 2008: Windsor Star (Windsor, ON) – Interview with Monica Wolfson concerning recent statistics about visible minorities



- April 4, 2008: Canadian Press – Interview with Tobi Cohen on the changing face of Canada. This interview was carried in over 10 newspapers (syndicated Canadian Press story) across the country
- July 16, 2008: Globe & Mail (Business Section) – Racial bias in leader categories
- August 2008: Interview with Sarah Martin, Graduate student from UK, on the CRRF and the Japanese Canadian Redress settlement (for dissertation)
- August 19, 2008: Metro News, Montreal – An interview concerning recent disturbances in Montreal North. The confrontation between racialized youth and the Montreal police resulted in the death of a youth and the destruction of public property
- October 24, 2008: Canadian Press – Interview with Thompson Bregman on the US Presidential Campaign and impact of Obama’s election on race relations
- October 25, 2008: Vancouver Sun – Beauty and the barbarians
- October 27, 2008 : Le Soleil – Media and racism, still work to be done. The aftermath of September 11 and the SARS crisis analyzed by the Canadian Race Relations Foundation
- October 27, 2008: BC Catholic – Miss World Canada fights death penalty
- October 29, 2008: The StarPhoenix (Saskatchewan) – Impetus for treaty education came from Arnot, OTC
- October 31, 2008: Interview with Priscilla Boateng, a Ryerson journalism student, as part of her project dealing with the influence of Obama’s election on race relations in Canada
- November 11, 2008: The McGill Tribune – In Remembrance: The Japanese Canadian Internment
- November 12, 2008: Interview with Katie Gowrie, Carleton University journalism student, on Obama’s election and its impact on race relations in Canada
- December 12, 2008: CBC North-TV – Interview with Nadira Begg on Raymond Silverfox’s death
- December 12, 2008: Yukon News – Interview with Tristan Hopper on Raymond Silverfox’s death
- December 12, 2008: CHON (Whitehorse) – Interview with Dan Jones on Raymond Silverfox’s death
- January 9, 2009: Radio Canada (Ontario) – Interview with R. Bisonette to comment on findings of “Mispredicting Affective and Behavioral Responses to Racism,” research conducted by researchers from York University
- January 13, 2009: Radio Canada International – Interview with Valery Morand in English and French about hate crimes in Canada
- January 20, 2009: Cornwall Today Radio – Interview with John Bolton, Host, about race relations in Canada in light of Obama’s inauguration
- January 21, 2009: Global Toronto – Interview about race relations in Canada in light of Obama’s inauguration
- February 16, 2009: CHON FM, Northern Native Broadcasting – Interview with Peter Novac regarding visit from the National Black Police Association of UK to explore findings of the CHRT concerning the case of Mr. Ali Tahmapour
- February 19, 2009: Radio Canada, y a pas deux matins pareils show – Interview on the subject of Anti Racism Task Force organized by Toronto students
- March 25, 2009: World Tonight, Calgary - Live telephone interview with RobBreakenridge, Host, on police profiling.



EXECUTIVE DIRECTOR'S SPEAKING ENGAGEMENTS	
Metropolis Conference, Halifax, NS	Speaker at the Plenary Session (Serving a Diverse Population) and also presented a paper at the roundtable discussion dealing with the term "Visible Minorities" in the <i>Employment Equity Act</i>
The 9th Diversity in the Workplace Conference, Toronto, ON	Chaired the Plenary Session
Enslavement, Colonialism, Racism, Identity, and Mental Health (ECRIMH), Toronto, ON	Speaker at the conference organized by the Centre for Addiction and Mental Health (CAMH) in cooperation with the Hospital Jean Talon, Transcultural Clinic in Montreal, the Association of Black Social Workers in Halifax, Nova Scotia and the Government of Ontario
The meeting of the Canadian Ethnic Media Association hosted by OMNI, Toronto, ON	Keynote speaker at the meeting
"Whose History for Whose Future?" - a conference organized by the Association for Canadian Studies, Quebec City, QC	Chaired a panel discussion, <i>Media and Racialized Community</i>
Conference organized by Seniors Settlement Agency, Toronto, ON	Keynote speaker at the conference
Round-table discussion/teleconference, organized by the CRRF and the Canadian Human Rights Commission, Toronto, ON (National)	Facilitated a national bilingual roundtable discussion on <i>Profiling and National Security</i>
The Second Pan Canadian Meeting of the CMARD, Calgary, AB	Speaker and facilitator of a panel discussion
The 11th National Metropolis Conference, Frontiers of Canadian Migration, Calgary, AB	Presented a paper, <i>Canadian Identity and Multiculturalism</i>



Education and Training

Provide and promote effective education and training across the country to facilitate greater appreciation for civic responsibility and harmonious race and ethnic relations, and the strengthening of a harmonious Canada.

The activities of the Education and Training Centre fulfill the CRRF's mandate to provide effective anti-racism education and training as outlined in the *Canadian Race Relations Act*. In order to leverage our efforts and enhance the scope of our activities, the Centre strives to build strategic partnerships, enhance community capacity and act as a clearinghouse of information for best practices in Canada.

In 2008–2009, the education system remained a focal point of our training efforts. Two key offerings anchored our programming:

1. The Equity Leadership Institute: Integrating Anti-Racism with Emotional Intelligence and Conflict Resolution, and
2. Foundations in Equity and Anti-Racism in Education: Building an Equitable and Inclusive School

Originally conceived in 2004 as a partnership with the Toronto District School Board (TDSB), the six-part 'Foundations in Equity and Antiracism in Education' course is geared towards teachers, administrators and school board officials who are interested in grounding their understanding of, and abilities to deal with, diversity and issues of race and racism in the school system. In 2008, the CRRF continued its collaboration with the TDSB by working with three Instructional Leaders to deliver the course. Towards the end of the year, the TDSB's Equity Department entrenched this course into their in-service teacher training for educators in the system and developed Part Two of the course. The CRRF continues to be involved.

The Foundations "Equity and Antiracism Education" course serves as a model for other equity and anti-racism education and training. Over the course of the year, aspects of the program were used in other in-service training programs, course offerings and workshops. In 2008, the CRRF offered this course to both first year teacher candidates and graduating teachers from the Faculty of Education of York University. The course has proven to be pertinent to both new and experienced teachers.

Grounded in adult education pedagogy, the course combines theory and practice with dialogue and experiential learning. As much as possible, community speakers are woven throughout the sessions to allow participants to understand first-hand, the experiences of the marginalized, and the differences educators can make in building equitable and inclusive classrooms and curricula.

A Provincial Equity and Inclusive Education Strategy

In 2009, the Province of Ontario launched its Equity and Inclusive Education Strategy and the CRRF, as an active member of the Antiracist Multicultural Education Network of Ontario, was involved in providing input into the development of the provincial strategy and policy. Working with a regional body of 20 area school board equity officials in the province (the Equity Summit Group), the CRRF continued to lead discussions on professional development in the field of education. As well, the creation of an Inclusive Education Branch within the Ministry of Education will provide opportunities to work collaboratively with both Boards of Education and the Ministry itself.

Finally, the Canadian Race Relations Foundation continued its partnership with Anima Leadership by offering intensive training in the field of emotional literacy. Combining current research in the field of implicit bias, neuroscience and social psychology, the Equity Leadership Institute guides participants through the emotional terrain of diversity and difference. This program is geared towards professionals who work in the field of human rights and anti-racism, providing much-needed training for practitioners in the field.



Training Resource Developments and Strategic Partnerships

During the past fiscal year, the CRRF continued to cultivate the development of new training resources and partnerships. With the support of OMNI television, the “Unite Against Racism” Study Guide and Public Service Announcements will be made available soon. The CRRF continued to work on “Competencies for the Management of Diversity: A Resource for Practitioners,” under the guidance of Dr. Inez N. Elliston, and supported by the Council of Ontario Directors of Education. *Couleur Coeur*, a cd-rom and pedagogical guide produced by Télévision Franco-Ontarienne, continues to be used in teacher training at L'Université du Québec à Montréal.

The CRRF met with Dr. Richard Bourhis, Executive Director of the Centre d'Études Ethniques des Universités Montréalaises. (CEETUM), to explore the possibility of a partnership for the Foundation's 2010 Best Practices Learning Symposium. Representing L'Université du Québec à Montréal, Dr. Bourhis received a CRRF Award of Distinction, as part of the 2007 Award of Excellence program for *La Leçon de discrimination*, a training tool that is currently being used by the CRRF in sessions with educators.



Sandy Yep (middle), CRRF Director of Education and Training, co-facilitating diversity session in Vancouver.



DELIVERY OF CRRF TRAINING PROGRAMS	
<p>The CRRF/Anima Equity and Leadership Institute - Integrating Anti-Racism with Emotional Intelligence and Conflict Resolution</p>	<p>In co-operation with Anima Leadership, the CRRF delivered the two-day training to:</p> <p>12 educators and officials from government, schools and not-for-profit agencies – November 6-7, 2008. This program was offered through the Hollyhock Leadership Institute in Vancouver, B.C.</p> <p>18 educators and Board officials of the Toronto District School Board – January 8-9, 2009 at the Fran Endicott Education Centre. This consisted of a senior leadership team within the Board whose mandate it is to integrate issues of equity and human rights into the school system.</p>
<p><i>The CRRF Foundations in Equity and Anti-Racism - Towards an Equitable and Inclusive School</i></p>	<p>The CRRF collaborated with the Faculty of Education, York University to deliver the full, or aspects of the, six-part course to:</p> <p>32 first-year teacher candidates studying education at York University - In the workshop, the CRRF provided theoretical and experiential activities to enhance the students’ understanding of implicit bias and social identity group formation. The goal of the workshop was to have the participants reflect on their unconscious attitudes and behaviour as they related to teaching and working in schools and the communities.</p> <p>12 graduating teaching candidates of the program, & 35 graduating teacher candidates attending the Barrie site of York University - The entire course was delivered to these two groups at the CRRF offices in January 2009.</p>
<p>Delivery of CRRF Educational Workshops</p>	<p>Service Canada for Youth, York Region Delivered a 3-hour workshop to 18 youth counsellors with Service Canada for Youth. Provided theoretical and experiential activities to enhance their understanding of bias and discriminatory attitudes and behaviours, in order to open dialogue between team members and enhance their workplace climate.</p> <p>Teacher Candidates from the Eastern Illinois Program at York University Delivered two 1.5-hour workshops to 25 visiting teacher candidates from Eastern Illinois attending a program at York University. Conducted exercises on the significance of social identity markers (in/group, out/group behaviour) on issues of inclusion and exclusion, and also showed the AoE winning documentary, “La Leçon de Discrimination” and de-briefed the video.</p> <p>Teacher In-Service, Toronto District School Board Delivered a half-day in-service to 45 teachers working at Pearson Collegiate Institute. “Refining your Equity and Anti-Racism Analysis: Building Inclusive Curriculum and Environments” aimed to provide the participants with a common understanding and analysis of equity and inclusive education in order to assist them in developing common goals and objectives for their school improvement plan.</p> <p>Youth Action Network: Ruckus! Delivered a 3-hour workshop on Equity in Education to 20 educators participating at a youth conference called Ruckus!, hosted by Youth Action Network. The workshop enabled the CRRF to connect with educators and administrators currently involved in equity work in the greater Toronto area, and provided an opportunity to connect with potential school boards interested in the CRRF training programs.</p>



Student Reflections on Placement at the CRRF

“My experience at the CRRF has been enriching and educational, and has allowed me to look beyond the theory and put it into practice. This placement has allowed me to develop skills for a more equitable and inclusive classroom. At the same time, I have been able to look inside myself and become aware of my own points of views and biases.”

First Year Teacher Candidate, Faculty of Education, York University

CRRF Foundations in Equity and Anti-Racism in Education – Towards an Equitable and Inclusive School

The Most Valuable Part of the Course:

“The fact that we were able to generate solutions to issues surrounding race and diversity was most valuable.”

“I learned that I need to be more aware of the way I address issues that deal with equity and social justice; the important thing is to not be quick to judge or assume.”

Other Comments:

“This course should be mandatory for teacher candidates.”

“Ensure that the school boards, schools and faculties of education know the value of this workshop.”

Teacher Candidates, Faculty of Education, York University

CRRF/Anima: Equity Leadership Institute: Integrating Anti-Racism with Emotional Intelligence and Conflict Resolution

“The activities were excellent and useful to take back ... Incredibly useful. I can't say enough good things about these amazing two days!”

Ottawa Carleton Immigrant Service Organization

“I know that what I learned in terms of being present, checking in, building inclusive communities up front (as a form of ‘prevention’) will stay with me and inform my teaching and research practices as will the emotional intelligence piece and how this is connected to equity work.”

Professor, Mount Saint Vincent University



Community Support and Knowledge Base

Influence public policy and promote positive systemic anti-racist change through research, collection of data and establishment of a national information base; act as a clearing house to provide information about race relations resources, and establish links with public, private and educational institutions.

***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. The articles feature timely, current and critical topics through special thematic issues, ensuring at all times that community-based, action-oriented research has a published forum. The journal provides a forum for dialogue on race-related issues and human rights and diversity policy development. Every issue raises awareness of racism in Canada and offers strategies to eliminate racism.

Volume 4, No. 2: Diaspora Communities in Canada: Identity, Belonging and Citizenship

This issue examined the relationship between Canada and some of its racialized Diaspora communities. Thoughtful and historically poignant articles drew focus to, and generated debate about the interaction between members of racialized Diaspora communities and Canadian society at large. Each article encouraged discussion and provided analysis of the contributions of the various Diaspora communities in Canada, with specific emphasis on issues of citizenship, identity and belonging. The Walter and Duncan Gordon Foundation, through a \$5,000 grant, contributed to the publication of this issue. The invited guest editor was the Executive Director of the CRRF, Dr. Ayman Al-Yassini.



The issues raised and articles covered:

- An interpretation of the interaction between gender, religion and national policy and the impact of security legislation
- The nature and relationship of multiculturalism, diversity and the pluralism of identity
- The Indian Diaspora and Canadian Citizenship that unravel a little known, but poignant episode in the quest for franchise by the Indian Diaspora
- Debates over multiculturalism and social cohesion, noting that many Canadians continue to maintain ties with their countries of origin rather than promoting a strong sense of belonging to Canada



Volume 5, No. 1: Systemic Discrimination Against Aboriginal Peoples*

“Confronting systemic discrimination against Aboriginal peoples is the theme of this issue. Systemic discrimination dominates political and policy-making spheres, creating massive discrimination against Aboriginal persons, whether as groups or as individuals. Systemic discrimination compounds familiar sources of individual discrimination. It operates through inaction, silence, neglect, and indifference to the Aboriginal, human, and treaty rights, stifling the talents and opportunities of individuals while sustaining poverty and malaise and affecting diverse social, cultural, political, economic, spiritual, and physical outcomes among Aboriginal peoples.



The federal Crown has crafted and generated this neglect and indifference for Canadians. Canadians no longer know the truth, believing that Aboriginal peoples’ third world living conditions are derived from racial or cultural inferiority and believing their requests for respect for their rights — treaty, Aboriginal, and human — are the products of an irrational or special interests minority who are unwilling to accept their status.

A second sub-theme emerging from this issue on systemic discrimination against Aboriginal peoples is constitutional reconciliation and remedies. Aboriginal people are confronted with systemic discrimination against their constitutional rights, rights they hold as collective peoples derived from pre-existing sovereignty and treaties, which are not like the individual rights of Canadians.

The feature essay written by Patricia Monture offers an overview of the characteristics and the damages of systemic discrimination, how it is understood and tested in courts, as well as the limits of such tests in courts, that miss the real context and effects of racism that affect the mental, emotional, as well as the spiritual and physical well-being of individuals and collectives. Canada is not a safe place yet for Aboriginal peoples.

To understand why systemic discrimination continues, requires that we understand how whiteness is complicit with and is the cornerstone foundation of Eurocentric systemic discrimination in Canada. The feature essay written by a non-Indigenous critical theorist, Len M. Findlay, helps Canadians understand how racialization of Aboriginal peoples comes without a critical perspective of the contesting position of Eurocentric superiority that underlies race relations.”

* Excerpts from Editorial Commentary, “Systemic Discrimination Against Aboriginal Peoples” by Marie Battiste



Kiera L. Ladner examines the contributions Indigenous peoples have made to the concepts of governance to Canada, recognizing how treaties made that possible in the first place. Yet, she notes, once established, settlers' political and economic self-interests motivate them to break the promises of the treaties, ignore Crown orders for payment and consultation with First Nations to receive any land, and attempt to destroy the First Nations governments through legislation, replacing "inclusive consensual and democratic Indigenous political systems with undemocratic and unrepresentative system of colonizers."

Sakej Henderson argues that the governments of Canada, federal and provincial/territorial "continue to block Aboriginal nations from assuming the broad powers of governance that would permit them to fashion their own institutions and work out their own solutions to social, economical, and political problems."

Education is one of those places where Canadians believe Aboriginal peoples get "free" education. **Marie Battiste** offers how First Nations peoples' education is a treaty right, different from other citizens of Canada.

Intergenerational impacts of residential schools continue to reverberate among the descendents and relatives of those who attended those schools. **Jaime Koebel**, a Métis youth advocate, seeks to enlarge the space and opportunities for the voices of youth as they build their leadership from within to make their impact on the future and on their collective.

In 1982, Section 35 of the *Constitution* of Canada provided the recognition of aboriginal and treaty rights, and also named three distinct Aboriginal groups: First Nations, Métis and Inuit. Those rights are still evolving for the Métis; however, with the signing of a Métis Nation Protocol agreement, **Clem Chartier** and the Métis Nation see a glimmer of hope for their future work together with Canada.

Inuit food security is intimately connected to the land, oceans, and global warming. A petition to the Inter-American Commission on Human Rights (IACHR) for violations caused by nations that

disregard this fact is the basis for **Katherine Minich's** essay that suggests the limits of international law for helping to address the problems among the Inuit, but provides a process for asserting self-determination on the basis of their Inuit identities.

Sharon Venne asserts that we are living in a colonial Canada, not a decolonized neo-colonial Canada. Through colonial laws, discourses of justification of racism and superiority, and court tests of Indigenous peoples' rights to title, the States continue to control the Indigenous people.

It has long been noted that systemic discrimination in the workforce and in the manner by which health services are delivered to Aboriginal peoples, lead to significant disparities in the health status of Aboriginal peoples. **Alex Wilson** and **Janet Sarson's** essay poses a question in the title, "Can Institutional Systems Learn to Listen? Developing an effective strategy to improve Aboriginal peoples' health status."

The number of homeless Aboriginal peoples is growing in cities, towns and reserves, a problem which the **Native Friendship Centre** addresses in its report on the migration of Aboriginal peoples to the city, the reasons, the problems of housing, poverty, and multiple ruptures of the social and cultural bonds. They also offer possible alternatives to address homelessness and prevention activities, strengthened by their own work with urban Aboriginal peoples.

"Two-spirit" is a term used among Aboriginal peoples, that reclaims an identity stolen by homophobia and racism. **Alex Wilson** shares its origins, power and authority for self-representation that two-spirited peoples can use to recapture what is important to them.

Indigenous Studies Portal Librarian, **Deborah Lee** provides an archival collection from Library and Archives Canada to refute inferiority in a pictorial story, illustrating continuing forms of accomplishment and innovation, collaboration and collective artistry, creativity and partnership among Aboriginal peoples.

* Excerpts from Editorial Commentary, "Systemic Discrimination Against Aboriginal Peoples" by Marie Battiste



Some Examples of Activities and Outcomes in Community Support

ACTIVITY	OUTCOME
Advisory Committee on Aboriginal Issues	The Committee provided guidance to <i>DIRECTIONS</i> for Vol 5, #1 (Systemic Discrimination Against Aboriginal Peoples). Committee members held meetings to discuss developing issues affecting Aboriginal communities in their respective regions. For example, the Committee contributed to the articulation of the CRRF’s position concerning the death of Mr. Silverfox.
Operationalize the Advisory Committee on Anti-Black Racism Issues	Membership has been augmented. Work plan developed to activate the Committee.
EDIT initiative – Talented & Diversified Businesses	The CRRF continues its active participation in this initiative as a major partner with a number of government and corporate sector organizations, which seek to set standards for the Quebec business community to measure diversity. The CRRF joined Images Interculturelles and the Conseil des Relations Interculturelles of Quebec in developing the EDIT audit tool to foster, stimulate and increase the growth of diversity and encourage change in Quebec’s private sector. By using inclusive participation and the HR point system indicators, organizations were provided with the necessary tools to measure, at various levels of their business model, their ethnocultural diversity management and equity capacity practices.
Canadian Coalition of Municipalities Against Racism (CMARD)	The CRRF continues to be a national partner in CMARD which encourages membership of municipalities to, among other things, adopt anti-racism principles. The membership among municipalities that signed the CMARD Declaration has increased to over 30 municipalities across Canada.

Contract Research

The program maintains a schedule of issuing a call for proposals every two years. During this year, the CRRF launched the research report “Multi-Barriers for Asian Immigrant Settlement and Integration: A Comparative Event Analysis of Post 9/11 and Post-SARS” by Jian Guan and Howard X. Lin of Ryerson University, Toronto, ON and Reza Nakhaie and Branka Malesevic of the University of Windsor, ON. Professor Guan presented the findings of this report at a panel on media organized by the CRRF at the “Whose History for Whose Future?” conference, organized by the Association for Canadian Studies on October 26, 2008 in Quebec City.



Unite Against Racism: See People For Who They Really Are

Ten years ago, the CRRF facilitated the largest anti-racism campaign in Canada by launching “Unite Against Racism: See People for Who They Really Are”.



Television was the primary vehicle for the campaign, with active participation from the private sector, broadcasters, the not-for-profit sector and labour. Campaign partners included the Bank of Montreal, Canadian Teachers’ Federation, CFMT, CBC TV, Radio Canada, TVO/tfo, Artists Against Racism, Assembly of First Nations, Canadian Council of Muslim Women, Canadian Council of Christians and Jews, Canadian Ethno-cultural Council, Chinese Canadian National Council and the Harmony Movement. CFMT (now OMNI) played a pivotal role in the success of the campaign.

With funding from OMNI TV of Rogers Media, the CRRF initiated Phase III of the campaign in 2007. During this phase, 7 of the 15 advertisements will be translated into the following prioritized languages: Cantonese, Italian, Mandarin, Mohawk, Polish, Portuguese, Spanish, Tamil and Urdu. In addition to the translation of the PSAs, a 48-minute documentary, *Directors Speak*, which provides insight into what inspired the directors to create the five original visual clips, has been produced.

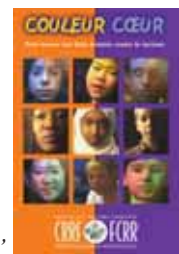
In addition, the UAR website has been updated and the UAR Study Guide is in the piloting stage. A partnership with three organizations, the Toronto Catholic District School Board (TCDSB) under the supervision of Kirk Mark, Peel District School Board (PDSB) under the supervision of Mary Samuel and the Ontario Secondary School Teachers’ Federation (OSSTF) under the leadership of Angela Bosco, has been established. The objective is to obtain input about the effectiveness and appropriateness of the Study Guide as a tool for secondary school students.

Competencies for the Management of Diversity - *A Guide to Practice and a Resource for Educators and Community Leaders*

In an increasingly globalized world, Canada is a leader in promoting the idea that people of different races, faiths, cultures, political views, and life experiences can live together pursuing their personal and collective goals. This guide is an important tool intended to strengthen the management of diversity. The CRRF received funding for administering this project from the Council of Ontario Directors of Education (CODE). Under the leadership of the CRRF’s former Board member and well-known educator, Dr. Inez Elliston, research and compilation of the Guide and Resource were completed. The Guide and Resource material will form part of the CRRF’s clearing house and be incorporated and distributed through the CRRF’s Education and Training Centre, as well as on the website.

Couleur Coeur

The ravages of racism are undeniable. Racist incidents are reported on a daily basis in schools and elsewhere. In many instances, they are considered as isolated cases, thus ignoring their dangerous reality and insidious impact on formative societal behaviours. *Couleur Coeur* gives teachers an awareness tool to enable youth to take an active role in recognizing and creating a realistic action plan against racism.



“Ideally, we would like all our future teachers to use this tutorial in their daily dealings with youth.”

Professor, University of Quebec in Montreal



Clearing House and Knowledge Base

Federal Youth Internship Program (YMCA)

Over the past four years, the CRRF has benefited from the assistance of interns who have been placed at the CRRF for the duration of six to nine months. Under the guidance of a mentor at the CRRF, the interns have learned valuable skills, and the CRRF provided a positive learning experience for youth. Interns assisted in sustaining and augmenting the CRRF's Resource Centre and enabled the Foundation to act as a national clearing house.

York University Teacher Candidate Placement Program

Over the past five years, students from York University's teacher education program were placed at the CRRF with the objective of enhancing their community outreach skills. During this year, two students joined the CRRF's Community Support and Knowledge Base program. Their contribution to the Foundation included updating the content of the CRRF's online bibliographic search, inputting information from the new books database and making it available online.

CRRF Virtual Community

This project is a work in progress. The goal of the CRRF Virtual Community initiative is to create a web presence that will encourage discussions of racism and racial discrimination and increase awareness of their impact. Over the year, the Social Development Officer, who is responsible for the growth of an antiracism network, explored the development of a "virtual community" to link organizations, academics and stakeholders together.



Partnerships & Collaboration

Develop strategic alliances with national and regional private, public and other institutions to strengthen and enhance the CRRF's capacity to design and deliver programs, and act as a national communications organization to disseminate anti-racism information and knowledge.

In the course of the year, the CRRF initiated a number of strategic alliances and cooperation with the following Canadian institutions:

- Association for Canadian Studies (ACS)
- The Coalition of Municipalities Against Racism
- The Canadian Human Rights Commission
- Canadian Policy Research Network
- Anima Leadership
- Federated Press

The CRRF values the Association for Canadian Studies as an important partner in the conducting of national surveys on issues related to human rights and race relations, and in the organization of joint conferences and meetings. An example of the cooperation between the two organizations is the invitation of the Association for Canadian Studies to the CRRF to organize four workshops at the ACS's conference "Whose History for Whose Future?", in October 26, 2008 in Quebec City. The CRRF's workshops included sessions dealing with the media and racialized communities, education and training, and Canadian identity.

The Coalition of Municipalities Against Racism



The CRRF continues to be a national partner on the Pan-Canadian Working Group for CMARD. The Working Group's primary role is to establish the CMARD and develop the infrastructure for its operations. During this year, the number of municipalities who joined the Coalition has reached over 30. The Working Group focused its work on three primary areas: (1) The establishment of the CMARD website, which provides a pivotal communications tool for Coalition members and the public at large on the developments and work of the CMARD; (2) the development of a structure to support the work of the Coalition, and (3) the identification and mapping of stakeholders at the municipal, provincial and federal levels, who can play a role in advancing the work of the Coalition.

The CRRF provided in-kind contribution to the development of a website for the CMARD. We also participated in the outreach and recruitment of municipalities to join the Coalition, and made presentations at CMARD's meetings.



Canadian Human Rights Commission

As part of the CRRF's and the Canadian Human Rights Commission's Memorandum of Understanding for cooperation, the two organizations commissioned a study on *the Effectiveness of Profiling from a National Security Perspective*. The study was carried out by researchers from the Université de Moncton. The research concluded there is insufficient evidence to legitimize the practice of profiling, and recommended more rigorous data collection to demonstrate whether or not profiling occurs.

"As the fabric of Canadian society continues to evolve, there is a need to affirm the equality of all members of society regardless of their background. We believe that profiling is inconsistent with Canadian values and commitment to human rights, openness and transparency, and that collection of human rights-related data is the first step towards effective policing and better serving our communities."

Ayman Al-Yassini, Ph.D.
Executive Director
Canadian Race Relations Foundation

Anima Leadership

The Canadian Race Relations Foundation continued its partnership with Anima Leadership by offering intensive training in the field of emotional literacy. *(See Education & Training for details.)*

Canadian Policy Research Network

The Canadian Race Relations Foundation (CRRF) and the Canadian Policy Research Network (CPRN) identified a potential joint project, which seeks to produce timely and relevant solutions to the most pressing race-related problems facing our country today. The CRRF will continue its work with the CPRN to develop and implement this important initiative.

CRRF– Federated Press

The Canadian Race Relations Foundation sponsored the 9th Diversity in the Workplace Conference organized by the Federated Press in September 2008. Sponsorship of the conference provided the CRRF with the opportunity to reach a wider audience of the private sector such as BMO Financial Group, Blake, Cassels & Graydon LLP, Deloitte, Global Learning Initiatives, KPMG, L'Oréal Canada. The CRRF's sponsorship took the form of organizing and chairing a plenary session dealing with "Developing and Encouraging a Culture of Inclusion".



Enabling Goals

In support of the stated goals of the Foundation, there were a number of systemic premises which needed to be in place in order to meet the desired targets. The Board identified two critical areas for particular attention:

1. Enhance and Maintain a Strong Governance and Organizational Structure

Board Governance

The Governance Committee is a Standing Committee of the Board, responsible for developing, monitoring and evaluating the effectiveness of CRRF's system of corporate governance. It is also responsible for developing and implementing orientation procedures for new Directors. Among some of its accomplishments:

- Board orientation programme and the CRRF Reference Manual were updated. They include background information about the CRRF, Board governance information, updated Policies, procedures, Committee and position descriptions and CRRF operations.
- Conflict of Interest Guidelines, Bylaw 2, were updated and approved by the Board.
- Committee evaluations were completed by the Board.
- Bylaw No. 4, referring to the role of the NAJC Representative on the Board, was adopted, and Art Miki was designated as the NAJC Representative to the Board.
- The creation of a Board Secretary position and the Terms of Reference were approved by the Board, and Roman Melnyk was appointed to fill the position.
- Terms of Reference were developed and/or updated for Board Committees and external Advisory Panels, Committees and their Chairs were evaluated, and 'job descriptions' for the various Executive roles were completed.
- Various operational policies were developed and subsequently approved by the Board.
- The Nominations Committee, which was temporarily incorporated into the Governance Committee, was re-established. The Nominations Committee reviews and recommends names to the Minister of Citizenship, Immigration and Multiculturalism for appointment to the Board.

2. Ensure Long-Term Sustainability and Increase the Financial Resources Base for the Programs and Operations of the CRRF From Public, Private and Other Sectors

Resource Development / Fundraising and Events

In a previous strategic planning session, the Board had established a target of raising \$5 million in five years. Due to a number of setbacks, including the demand it would have on the Foundation's current resources as well as the state of the economy generally, the goal was subsequently placed under review.



In 2007-2008, as part of an attempt to address the CRRF's sustainability, the CRRF began a program of regular outreach to constituents to re-establish relationships with previous supporters of CRRF initiatives and events.

The CRRF held the fifth presentation of the Award of Excellence Awards Dinner and Symposium in Calgary, Alberta in May 2008. Generous sponsorship was gratefully received from the following corporate sponsors:

- Rogers OMNI Television
- Services/City of Calgary
- TD Canada Trust
- Family and Community Support
- CAW/TCA Canada
- Power Corporation
- KPMG

CRRF is very grateful to all those who made donations and contributions in support of CRRF's programs and services. Special thanks to Rogers OMNI Television for their substantial contribution to the production of Phase III of the "Unite Against Racism" (UAR) Campaign comprising the *Directors Speak* documentary, translation of the PSAs into nine languages, and the creation of the DVD for an accompanying study guide.

Relationship with PCH, CIC and Other Agencies

As a Crown Corporation, yet while maintaining an arm's length relationship with the Federal Government, the CRRF continues to strengthen its cooperation with federal departments and agencies. During the period of this Report, the multiculturalism portfolio in the federal government was assumed by the Department of Citizenship and Immigration (Citizenship, Immigration and Multiculturalism). The Foundation's Executive Director met with CIC officials to introduce the work of the Foundation and discuss issues of common interest. Through the participation of the Deputy Minister's designate at the CRRF's Board meetings, the Foundation and the Department had a firsthand opportunity to exchange information about programs and activities, and to explore areas of potential cooperation.

The CRRF continues to provide expertise to the National Film Board (NFB) in the development of a documentary on race relations in Canada. The Executive Director met with the NFB staff to discuss areas of cooperation. The CRRF also continues to participate in meetings and conferences organized by the National Ethnocultural Advisory Committee of the Department of Correctional Service Canada. Finally, the Foundation, in cooperation with Anima Leadership, submitted a proposal to train staff of Human Resources and Social Development in race relations.

Conclusion

The history of human rights and anti-racism in Canada is bittersweet. Although we can, and should, take pride in the tremendous achievements made through the supreme efforts of dedicated individuals, organizations and governments over the years, the sad reality is that racism continues to exist, predominantly in its most insidious form – systemic racism and discrimination.

The CRRF will focus its efforts towards educating against systemic racism in the coming years, and looks forward to increasing its partnerships with both the private and public sectors in order to achieve our mutual goals.



Financial Management Discussion and Analysis 2008-09

Statement of Financial Position Discussion

	2008-09 (Actual \$)	2007-08 (Actual \$)	Change(\$)	Change (%)
Assets				
Cash	12,626	234,717	-222,091	-95
Investments	21,182,085	26,291,002	-5,108,917	-19
Prepaid expenses and other receivables	40,512	85,183	-44,671	-52
Capital assets	33,226	35,173	-1,947	-6
Total Assets	21,268,449	26,646,075	-5,377,626	-20
Liabilities, and Equity				
Accounts payable and accrued liabilities	58,140	62,482	-4,342	-7
Salaries and benefits payable	62,842	37,611	25,231	67
Deferred revenue	7,056	49,000	-41,944	-86
Equity	21,140,411	26,496,982	-5,356,571	-20
Total Liabilities, and Equity	21,268,449	26,646,075	-5,377,626	-20

Assets

Cash is composed of cash at banks and cash balances held by investment managers. These cash balances have decreased compared to balances in 2007-08. Cash at banks decreased by \$160,803, and cash balance held by investment managers decreased by \$61,288 (see investments).

Investments for 2008-09 have decreased 19% compared to the investment value in 2007-08. This is mainly due to the decrease in fair value of the Foundation's investments because of the drastic decline in global equity markets.

The **Capital assets** are the net book value of office furniture and equipment, computer hardware and software, and artwork. During the year, the Foundation received donations in kind of office cubicle panels and furniture. The decrease of capital assets in 2008-09 is due to its annual amortization.

Liabilities

Accounts payable and accrued liabilities represent amounts payable to suppliers, grants payable to recipients, and year end expenses accruals.

Salaries and benefits payable are vacation, payroll, and employee benefit accruals owed to employees. There is an increase of \$25,231 in 2008-09 due to the accrual of termination payment for the three positions on temporary layoff.



Deferred revenue \$7,056 for 2008-09 is made up of unspent balance of contribution for the project “Competencies for the Management of Diversity” and subscriptions for *DIRECTIONS*, the Foundation’s periodical. In 2007-08 there was a contribution of \$49,000 for the project.

Equity has decreased 20% in 2008-09. The decrease in retained earnings is mainly due to the net investment loss for the year. The world-wide credit crunch and the economic downturn have led to the drastic decline of global equity markets which in turn has caused the decrease in fair value of the Foundation’s investments.

Statement of Operations Discussion

	2008-09 (Actual \$)	2007-08 (Actual \$)	Change(\$)	Change (%)
Revenues				
Sponsorships, donations, honoraria, and fundraising gala	61,760	17,511	44,249	253
Project – “Competencies for the Management of Diversity”	45,152	-	45,152	-
Publications	12,934	16,156	-3,222	-20
Workshops	8,947	11,878	-2,931	-25
Total Revenues	128,793	45,545	83,248	183
	2008-09 (Actual \$)	2007-08 (Actual \$)	Change(\$)	Change (%)
Net investment loss				
Investment income earned	952,089	533,717	418,372	78
Changes in fair value	-5,001,612	-1,474,494	-3,527,118	-239
Net investment loss	-4,049,523	-940,777	-3,108,746	-330

Revenues from **Sponsorships, donations, honoraria and fundraising gala** relate to revenues received from stakeholders for our services including education and training programs, public speaking engagements, panel discussions, conference facilitation, and gala. Increase in revenue during 2008-09 is mainly because of the Award of Excellence Symposium and Gala and the donations in kind of the licence rights of broadcast of a public service announcement.

In 2008-09 the Foundation received \$45,152, as funding support for the project – “**Competencies for the Management of Diversity**”. This is a contribution fund to match the expenditure incurred to March 31, 2009. There will be more contribution and expenditure in the next fiscal year before completion of the whole project.

Revenues from **Publications** are sale proceeds of research reports, publications and subscriptions to *DIRECTIONS*. There were more sales in 2007-08 because of the “Bicentenary of the Abolition of the British Slave Trade” issue of *DIRECTIONS*.

Revenues from **Workshops** represent fees received by the Foundation for conducting education and training sessions on anti-racism.



The Foundation's primary source of income is derived from the investment income earned on the original endowment of \$24 million. **Investment income earned** includes interest, dividends, gain/loss on foreign exchange net after portfolio management fees. Income from investment for 2008-09 is \$952,089, an increase of \$418,372 from 2007-08. The increase is the combined result of gains of foreign exchange and higher interest and dividend income.

Change in fair value of the investment portfolio in 2008-09 is \$5,001,612. It is made up of a realized loss on sale of investment of \$711,357 for the year, and an unrealized loss in valuation of the portfolio as at March 31, 2009 of \$4,290,255. This decrease in fair value of the Foundation's investments has been caused by the decline in the global equity markets.

	2008-09 (Actual \$)	2007-08 (Actual \$)	Change(\$)	Change (%)
Expenses				
Salaries and benefits	692,609	717,782	-25,173	-3
Award of Excellence symposium and fundraising gala	165,959	13,536	152,423	1,126
Board of Directors honoraria and travel	95,588	125,258	-29,670	-24
Professional fees	69,671	5,174	64,497	1,247
Project - "Competencies for the Management of Diversity"	45,152	-	45,152	-
Rent, communications, public education and others	372,053	387,368	-15,315	-4
Total Expenses	1,441,032	1,249,118	191,914	15

Major increases and decreases compared to 2007-08 are as follows:

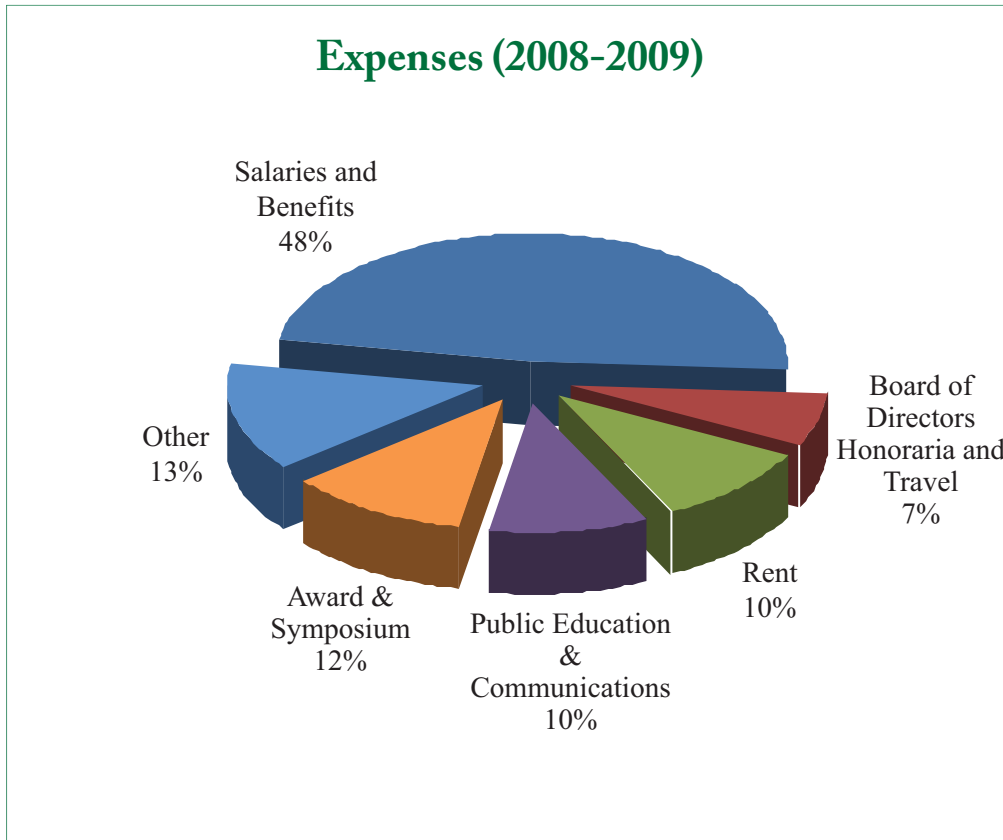
Salaries and benefits decreased by \$25,173, due to temporary layoff of three positions as a result of financial constraints in the latter part of the fiscal year, offset partially by the accrual of termination payments and increase in premiums for the staff benefits plan.

The Award of Excellence symposium and fundraising gala was held in May 2008. The 2008-09 expenses include cash prizes for award winners, travel, meals and hotel accommodation subsidies for winners, trainers, panelists, meals and room rental for the gala and symposium, printed materials and audio, visual and translation expenses for the event. In 2007-08 there were \$13,536 preliminary planning expenses for the event.

Honoraria and travel expenses for the **Board of Directors** have decreased by \$29,670 from 2006-07. Due to financial constraints in 2008-09, the Foundation has organized more teleconferences compared to past years to save travel and hotel expenses for Board of Directors and committee meetings.

Professional fees are legal services and accounting consultancy fees. The increase of \$64,497 in 2008-09 expenses is mainly attributable to accounting consultancy fees for the compliance with new accounting standards and the internal audit programs, and legal fees relating to labour certification and collective agreement.

The objectives of the **Project – "Competencies for the Management of Diversity"** include the publishing of a guide and the production of a resource package for workshops directed at educators and community leaders, in building capacity within institutions and in the community for the accommodation of diversity. Expenses for 2008-09 were fees for the preparation and desktop publishing for the resource package.



Outlook for the Future

Fiscal Year 2009-2010

In light of the volatile market, unstable investment income and without any Parliamentary appropriations, the Foundation will continue its effort to fund its operations. For 2009-10 the total revenues are budgeted at \$777,000 including investment income of \$760,000.

The approved budget is closely monitored by Management. Variance reports are reviewed by Management and the Finance and Audit Committee on a regular basis. Adjustments are made as required.

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 2009-2010 is premised on cooperation with our partners and stakeholders with the objective of fulfilling our vision, mission and mandate. For example, during 2008-2009 the CRRF cooperated with Anima Leadership, a private education and training consulting firm, on the design and delivery of training programs. The CRRF also cooperated with the Federated Press in the organization of the 9th “Diversity in the Workplace” conference. The CRRF worked with the Canadian Human Rights Commission to review proposals to conduct a study on “Profiling.” The CRRF is collaborating with the Association for Canadian Studies on initiatives of mutual interest. Moreover, the CRRF is collaborating with the National Film Board to develop a multiplatform initiative on race relations.



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 Citizenship, Immigration and Multiculturalism on an annual basis. The financial statements include some amounts that are necessarily based on Management's best estimates and judgment. Financial information presented elsewhere in the Annual Report is consistent with that contained in the financial statements.

Management is also responsible for the financial reporting process that produces the financial statements. In support of its responsibility, Management has developed and maintained books of accounts, records, financial and management controls and information systems. These are designed to provide reasonable assurance that the Foundation's resources are managed prudently, that its assets are safeguarded and controlled, and that its financial information is reliable, and to ensure that transactions are in accordance with applicable provisions of part X of the *Financial Administration Act* and regulations, the *Canadian Race Relations Foundation Act*, and the Articles and By-laws of the Foundation.

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 19, 2009

Daniel Chong
Finance and Administration Director

June 19, 2009



Auditor General of Canada
Vérificatrice générale du Canada

AUDITOR'S REPORT

To the Minister of Citizenship, Immigration and Multiculturalism

I have audited the balance sheet of the Canadian Race Relations Foundation as at March 31, 2009 and the statements of operations and comprehensive income, changes in equity 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, 2009 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 on a basis consistent with that of the preceding year.

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 the applicable provisions of Part X of the *Financial Administration Act* and regulations, the *Canadian Race Relations Foundation Act*, and the articles and by-laws of the Foundation.

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

Ottawa, Canada
June 19, 2009



BALANCE SHEET

as at March 31

	2009	2008
Assets		
Current Assets		
Cash	\$ 12,626	\$ 234,717
Investments (Note 3)	919,830	1,366,464
Prepaid expenses and other receivables	<u>40,512</u>	<u>85,183</u>
	972,968	1,686,364
Investments (Note 3)	20,262,255	24,924,538
Capital assets (Note 6)	<u>33,226</u>	<u>35,173</u>
	<u>\$ 21,268,449</u>	<u>\$ 26,646,075</u>
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	\$ 58,140	\$ 62,482
Salaries and benefits payable	62,842	37,611
Deferred revenue	<u>7,056</u>	<u>49,000</u>
	<u>128,038</u>	<u>149,093</u>
Equity (Note 8)		
Retained earnings (deficit)	(2,895,241)	2,466,521
Accumulated other comprehensive income (Note 7)	<u>35,652</u>	<u>30,461</u>
	(2,859,589)	2,496,982
Contributed surplus	<u>24,000,000</u>	<u>24,000,000</u>
	<u>21,140,411</u>	<u>26,496,982</u>
	<u>\$ 21,268,449</u>	<u>\$ 26,646,075</u>

Commitments (Note 9)

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

Approved on behalf of the board

Albert Lo
Director

Ashraf Ghanem
Director



STATEMENT OF CHANGES IN EQUITY

Year ended March 31

	2009	2008
Retained Earnings		
Balance, beginning of year	\$ 2,466,521	\$ 2,132,135
Change in accounting policy	<u>-</u>	<u>2,478,736</u>
Adjusted retained earnings, beginning of year	2,466,521	4,610,871
Net operating loss	<u>(5,361,762)</u>	<u>(2,144,350)</u>
Balance, end of year	<u>(2,895,241)</u>	<u>2,466,521</u>
Accumulated Other Comprehensive Income		
Balance, beginning of year	30,461	30,461
Other comprehensive income for year	<u>5,191</u>	<u>-</u>
Balance, end of year	<u>35,652</u>	<u>30,461</u>
Retained Earnings and Accumulated Other Comprehensive Income	<u>\$ (2,859,589)</u>	<u>\$ 2,496,982</u>

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

STATEMENT OF OPERATIONS AND COMPREHENSIVE INCOME

Year ended March 31

	2009	2008
Revenues		
Sponsorships, donations, honoraria and fundraising gala	\$ 61,760	\$ 17,511
Project - "Competencies for the Management of Diversity"	45,152	-
Publications	12,934	16,156
Workshops	8,947	11,878
	<u>128,793</u>	<u>45,545</u>
Expenses		
Salaries and benefits	692,609	717,782
Award of Excellence symposium and fundraising gala	165,959	13,536
Rent	147,671	147,515
Board of Directors honoraria and travel	95,588	125,258
Professional fees	69,671	5,174
Public education	67,376	61,210
Communication	65,197	46,225
Project - "Competencies for the Management of Diversity"	45,152	-
Office and general	43,239	35,245
Conferences, symposia and consultations	15,705	26,136
Amortization	11,221	12,586
Library and publications	7,380	28,731
Education and Training Centre	3,803	7,652
Information systems and development	3,472	3,478
Staff recruitment and development	2,783	654
Resource development	2,237	789
Research	1,969	17,147
	<u>1,441,032</u>	<u>1,249,118</u>
Excess of expenses over revenues before net investment loss	(1,312,239)	(1,203,573)
Net investment loss (Note 10)	<u>(4,049,523)</u>	<u>(940,777)</u>
Net operating loss	(5,361,762)	(2,144,350)
Other comprehensive income for year	<u>5,191</u>	<u>-</u>
Net operating loss and other comprehensive income	<u>\$ (5,356,571)</u>	<u>\$ (2,144,350)</u>

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

STATEMENT OF CASH FLOWS

Year ended March 31

	2009	2008
Operating activities		
Net operating loss	\$ (5,361,762)	\$ (2,144,350)
Items not affecting cash		
Amortization	11,221	12,586
(Gain) loss on foreign exchange	(16,931)	241,375
Changes in fair value of investments	5,001,612	1,474,494
	<u>(365,860)</u>	<u>(415,895)</u>
Changes in non-cash operating assets and liabilities		
Decrease in income receivable	-	167,259
Decrease (increase) in prepaid expenses and other receivables	44,671	(31,689)
Increase in accounts payable, accrued liabilities, salaries and benefits payable	20,889	8,845
(Decrease) increase in deferred revenue	(41,944)	49,000
	<u>(342,244)</u>	<u>(222,480)</u>
Cash used by operating activities		
Financing activities		
Contributions received	5,191	-
	<u>5,191</u>	<u>-</u>
Cash provided by financing activities		
Investing activities		
Proceeds from sale of investments	8,647,896	13,399,174
Purchase of investments	(8,523,660)	(13,153,217)
Additions to capital assets	(9,274)	(11,064)
	<u>114,962</u>	<u>234,893</u>
Cash provided by investing activities		
Net (decrease) increase in cash during year	(222,091)	12,413
Cash, beginning of year	234,717	222,304
Cash, end of year	<u>\$ 12,626</u>	<u>\$ 234,717</u>

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



Notes to Financial Statements

March 31, 2009

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. 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) Significant accounting sections adopted during the year

Financial instruments – presentation and disclosure

On April 1, 2008, the Foundation adopted the Canadian Institute of Chartered Accountants (“CICA”) Handbook Section 3862, “Financial Instruments – Disclosures” and Section 3863, “Financial Instruments – Presentation”. The new standards replaced Section 3861, “Financial Instruments – Disclosure and Presentation”.

CICA Handbook Section 3862, “Financial instruments – Disclosures”, require disclosures that enable users to evaluate the significance of financial instruments on the Foundation’s financial position and performance; the nature and extent of risks arising from financial instruments to which the Foundation is exposed during the period and at the balance sheet date; and how the Foundation manages those risks. The Foundation has provided these disclosures in Note 4.

CICA Handbook Section 3863, “Financial instruments – Presentation”, establishes standards for presentation of financial instruments and non-financial derivatives. It deals with the classification of financial instruments, from the perspective of the issuer, between liabilities and equities, the classification of related interest, dividends, gains and losses, and circumstances in which financial assets and financial liabilities are offset. The Foundation has provided these disclosures in Note 4.

Capital disclosures

On April 1, 2008, the Foundation adopted the provisions of CICA Handbook Section 1535, “Capital Disclosures”. This section requires enhanced quantitative disclosures about what is regarded as capital and disclosure of information with respect to the objectives, policies and processes used to manage capital. Refer to Note 5 for further information about the Foundation’s objectives, policies and processes related to ongoing capital management.



b) Revenue recognition

Externally restricted contributions are deferred and recognized in Other Comprehensive Income. The Accumulated Other Comprehensive Income is transferred to revenue in the year the revenue is earned.

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.

Revenues from sponsorships, honoraria, fundraising gala, publications, conferences and projects are recognized in the year in which the services or events relating thereto takes place. Funds received in return for future services or events are deferred.

c) Financial instruments

The Foundation adopted Section 3855, “Financial Instruments – Recognition and Measurement” for the fiscal year ended March 31, 2008. As a result of adopting this new standard, the Foundation recorded a credit to retained earnings of \$2,478,736 for the change in accounting for financial assets classified as held for trading and measured at fair value rather than cost as at April 1, 2007.

The Foundations’ financial instruments consist of cash, investments, other receivables, accounts payable, and accrued liabilities and salaries and benefits payable. Investments have been designated as held for trading and fair valued based on the policies described below. Other financial assets are categorized as loans and receivables and financial liabilities are categorized as other financial liabilities. Financial instruments other than investments are carried at amortized cost and their carrying values approximate their fair values given their short-term nature.

d) Investments

Investments consist of fixed income investments, equities and pooled funds. Fixed income investments maturing within twelve months from the year-end date are classified as current.

All investments have been designated as held for trading and are recorded at fair value as active management of the investment portfolio including capitalizing on short-term pricing opportunities is integral to generating funding for the Foundation. Fair values are determined by reference to published bid price quotations in an active market at year end for fixed income investments and equities and by reference to transactional net asset values for pooled funds.

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

e) Investment transactions, income and transaction costs

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

Investment income includes interest from cash, interest from fixed income investments, dividends, distributions from pooled funds and changes in the fair value of investments designated as held for trading.



Transaction costs, such as brokerage commissions incurred in the purchase and sale of investments are expensed as incurred and charged to investment income. Transaction costs incurred for investment transactions prior to April 1, 2007 were capitalized and included in the cost of investments purchased or were deducted from the proceeds received upon the sale of investments.

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

f) 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

g) Research payments

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

h) 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 fair value of investments quoted in a foreign currency and accounts denominated in a foreign currency have been translated into Canadian dollars at the rates prevailing at the end of the year. Translation gains and losses are recorded in investment income.

i) Donation in kind

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.

j) 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 such as amortization of capital assets, calculation of year-end salaries and benefits accruals.



k) Future accounting changes

The following summarizes future accounting changes that will be relevant to the Foundation's financial statements subsequent to the current year. The impact of the new standards is being evaluated by the Foundation.

International financial reporting standards

The Accounting Standards Board has announced that publicly accountable enterprises in Canada will adopt International Financial Reporting Standards (IFRS's) as Canadian generally accepted accounting principles for reporting periods beginning on or after January 1, 2011. The Foundation will be adopting IFRS for its fiscal year beginning on April 1, 2011.

The Foundation has developed a changeover plan to meet the timetable published by the Canadian Institute of Chartered Accountants for changeover to IFRS. The plan includes assessing the differences between current accounting policies and those it expects to apply under IFRS and assessing the impact on the disclosures in the financial statements. The Foundation is currently in the process of assessing the impact of the change over to IFRS.

3. INVESTMENTS

	2009 Fair value \$	2008 Fair value \$
Current		
Canadian fixed income	919,830	1,366,464
Non-current		
Canadian fixed income investments	8,945,463	10,002,002
Foreign fixed income investments	158,881	177,060
Canadian equity securities	1,735,570	2,340,297
Foreign equity securities	6,356,671	8,692,524
Mutual fund units	3,065,670	3,712,655
	<u>20,262,255</u>	<u>24,924,538</u>
Total fair value of investments	<u>21,182,085</u>	<u>26,291,002</u>

Canadian fixed income investments have effective interest rates ranging from 0.4% to 8.3% (2008 - 1.6% to 7.6%), with maturity dates ranging from May 29, 2009 to December 14, 2105 (2008 - April 3, 2008 to December 14, 2105).

Foreign fixed income investments are comprised of one investment. This investment has an effective interest rate of 6.4% with a maturity date of March 30, 2015. (2008 had one investment with an effective interest rate of 4.3% and a maturity date of March 30, 2015).

Canadian fixed income investments in the pooled funds have effective interest rates ranging from 0.66% to 20.01% (2008 - 3% to 7.75%), with maturity dates ranging from April 17, 2009 to March 3, 2039 (2008 - October 14, 2008 to June 18, 2037).



4. FINANCIAL RISK MANAGEMENT

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

The Foundation manages these risks by following a diversified investment strategy which is defined and set out in its Investment Policy Statement. The portfolio is diversified according to asset class by combining different types of asset classes such as money market, fixed income and equities within the portfolio. The percentage of the portfolio allocated to each asset class is defined within a specific range and the allocations are reviewed at least every quarter to ensure that they remain within the target range or the portfolio is rebalanced to the target range.

a) Asset Mix

As of March 31, 2009, the Foundation's investment portfolio investment asset mix was as follows:

- 57% in Cash & Fixed Income
- 12% in Canadian Equities
- 14% in US Equities
- 17% in International Equities

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

b) Credit risk

Credit risk is the risk that the counterparty to a financial instrument will fail to discharge an obligation or commitment that it has entered into with the Foundation. The Foundation's investments in fixed income securities represent the main concentration of credit risk. The market value of fixed income securities includes consideration of the credit worthiness of the issuer, and accordingly, represents the maximum credit risk exposure of the Foundation.

As at March 31, 2009 the Foundation was invested in fixed income securities with the following credit ratings:

Debt instrument by credit rating	Percentage of value
AAA (+ R1 rated short term)	34.1%
AA	34.7%
A	24.8%
BBB	5.9%
Less than BB or Other	0.5%

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



c) Interest rate risk

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

As at March 31, 2009, the Foundation's exposure to debt instruments by maturity and the impact on net assets had the yield curve shifted in parallel by 25 basis points with all other variables held constant ("sensitivity analysis"), is as follows:

Fixed income securities by maturity date

Less than 1 year	\$1,156,507
1-3 years	1,770,461
3-5 years	1,704,096
Greater than 5 years	7,297,370
	\$11,928,434

Sensitivity \$164,910

The Foundation's overall portfolio duration is 5.53 years. If the yield curve experiences a parallel shift of 25 basis points, the value of the Foundation's fixed income allocation would shift by approximately 1.38% or \$164,910. In practice actual trading results may differ from the above sensitivity analysis and the difference could be material.

d) Currency risk

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

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

	USD (\$)	GBP (\$)	Euro (\$)	Yen (\$)	Others (\$)
Market Value	\$2,890,056	\$1,037,807	\$1,605,123	\$328,038	\$940,102
% of Portfolio	13.6%	4.9%	7.6%	1.5%	4.4%

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



As at March 31, 2009, if the Canadian dollar strengthened or weakened by 1% in relation to other currencies, with all other variables held constant, net assets would have an increase or decrease, respectively, of approximately:

	Increase in value	Decrease in value
US dollars	\$28,901	(\$28,901)
British pound	\$10,378	(\$10,378)
Euro	\$16,051	(\$16,051)
Japanese yen	\$ 3,280	(\$3,280)
Others	\$ 9,401	(\$9,401)

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

e) Other price risk

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

The portfolio’s actual return is compared to the benchmark return as a measure of relative performance. The benchmark return is based on 1) the index returns for each asset class and 2) the long term target allocation of each asset class in the portfolio. The portfolio’s long term target asset allocation is specified in the Foundation’s Investment Policy Statement.

The Foundation’s long term target asset allocation and individual asset class indices are as follows:

Target Asset Allocation	Asset Class Index
50% Fixed income (including cash)	DEX Universe Bond Index
15% Canadian equities	S&P TSX Composite Index
17.5% US equities	S&P 500 (C\$)
17.5% International equities	MSCI EAFE (C\$)

The historical correlation between the Foundation’s investment strategy returns and the combined benchmark returns is 0.88%. The impact on the net assets of the Foundation due to a 1 percent change in the benchmark, using historical correlation between the Foundation’s return as compared to the return of the combined benchmarks, with all other variables held constant, as at March 31, 2009 is estimated to be approximately 0.88% or \$186,000.

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



f) Liquidity risk

Liquidity risk is defined as the risk that the Foundation may not be able to settle or meet its obligations on time or at a reasonable price. The Foundation is exposed to liquidity risk as the Foundation is only able to utilize the investment income earned on the Endowment Fund to settle its obligations and such investment income fluctuates with the market conditions relating to the Foundation investment portfolio. The Foundation manages its investments by maintaining capital management policies (as described in Note 5).

5. CAPITAL MANAGEMENT

The Foundation's capital costs consists of :

Contributed surplus	\$ 24,000,000
Accumulated other comprehensive income	35,652
Deficit	(2,895,241)
Total	\$ 21,140,411

The Foundation's Contributed surplus represents the original \$24,000,000 endowment fund. As described in Note 8, the *Canadian Race Relations Foundation Act* stipulates that the Endowment Fund is to be used only for investment and the earning of income, which income may be expended for the purpose of the Foundation. In management's opinion the Foundation is in compliance with the Act.

The overall objectives in investing the assets of the Foundation are to preserve and enhance the value of capital through adequate diversification in high quality investments and achieve the highest investment return that can be obtained with the assumption of an acceptable degree of risk.

The Accumulated other comprehensive income consists of contributions received by way of donations that have been restricted for specific purposes by the donors. The Foundation has complied with the requirements of these external contributions.

The Foundation employs a capital management plan and a Statement of Investment Policies and Guidelines that are reviewed by the Board of Directors. The Statement of Investment Policies and Guidelines outlines the Foundation's approach to investment growth, credit quality and profitability objectives.

The Statement of Investment Policies and Guidelines states that the Foundation's assets shall be invested in fixed income and equity securities in such proportions as may be established from time to time by the Board of Directors upon recommendation of the Investment Committee in consultation with the portfolio managers. The Foundation's investment in equities, bonds and short term securities are diversified by industry group and by individual companies with industry groupings. The portfolio is not fragmented into individual holdings of uneconomic and unmanageable size. The Foundation's investment in income or unit trusts and similar investment instruments is limited to those securities that are listed on a recognizable stock exchange and are resident in jurisdictions that provide limited liability to unit holders. Each portfolio manager has flexibility within certain ranges in determining their asset mix. The overall long term asset mix of the Foundation, is subject to a 50% investment allocation to equities (Canadian and foreign common stocks) and 50% investment allocation to fixed income (cash, short term investments and bonds). In unique circumstances the portfolio managers may be granted approval by the Directors upon the recommendation of the Investment Committee to temporarily alter the asset mix limitation guidelines.

**6. CAPITAL ASSETS**

	2009			2008		
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
	\$	\$	\$	\$	\$	\$
Office furniture and equipment	115,714	107,102	8,612	109,067	106,019	3,048
Computer hardware	149,978	142,578	7,400	154,479	141,667	12,812
Computer software	23,343	23,343	-	23,343	23,104	239
Database development	5,539	4,550	989	5,539	2,690	2,849
Artwork	16,225	-	16,225	16,225	-	16,225
	<u>310,799</u>	<u>277,573</u>	<u>33,226</u>	<u>308,653</u>	<u>273,480</u>	<u>35,173</u>

7. ACCUMULATED OTHER COMPREHENSIVE INCOME

Accumulated other comprehensive income represents unspent externally restricted contributions received by way of donations that have been restricted for education and training purposes established by the donors.

8. EQUITY

Contributed surplus represents the original contribution of \$24,000,000, which constitutes an Endowment Fund. The original contribution included \$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 Fund is to be used only for investment and is not available to fund the Foundation's activities. Investment income earned from the Endowment Fund excluding changes in the fair value of investments held is available to fund the Foundation's activities.

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

Fund balances were reported in prior years. The drastic decline in global equity markets has resulted in a decrease in the Foundation's investment income. Consequently, the fund balance disclosures have been removed.

9. COMMITMENTS

The Foundation entered into a lease agreement for office premises commencing April 1, 2008 and expiring March 31, 2013.

The Foundation is committed to two research contracts (approximately \$18,000) and to office equipment leases (approximately \$184,000) in 2009/10.

The commitments for the next four years are:

2009/10	\$202,000
2010/11	186,000
2011/12	187,000
2012/13	190,000



10. NET INVESTMENT LOSS

	2009	2008
	\$	\$
Realized gains (losses) on sale of investments	(711,357)	1,075,942
Unrealized change in fair value of investments	<u>(4,290,255)</u>	<u>(2,550,436)</u>
Changes in fair value of investments	(5,001,612)	(1,474,494)
Interest from cash and fixed income investments, dividends, distributions from mutual fund units, gains (losses) on foreign exchange less transaction costs and investment counsel fees	<u>952,089</u>	<u>533,717</u>
Net Investment Loss	<u>(4,049,523)</u>	<u>(940,777)</u>

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, 2009.

12. COMPARATIVE FIGURES

Certain 2008 figures have been reclassified to conform to the presentation adopted in 2009. The changes do not affect prior year earnings.