



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

Annual Report

Partnerships for an Inclusive Canada

For the financial year ending March 31, 2010



Canadian Race Relations Foundation



Semi Finalist
2009-2010 Mathieu Da Costa Challenge
Citizenship and Immigration Canada
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CANADIAN RACE RELATIONS FOUNDATION

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 onetime \$24 million endowment fund to establish the Canadian Race Relations Foundation (CRRF).

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.



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





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:

- 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.”*

* Excerpts from the Canadian Race Relations Foundations Act.

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.

Board of Directors



From left to right:

First row:

Nazanin Afshin-Jam (Vancouver, British Columbia), Claudia Patricia Càceres Càceres (Québec, Québec), Albert Lo (Richmond, British Columbia), Dr. Ayman Al-Yassini, (Toronto, Ontario), Marge Nainaar (Prince Albert, Saskatchewan), Art Miki¹ (Winnipeg, Manitoba)

Second row:

Toni Silberman (Toronto, Ontario), Andrew Griffith² (Ottawa, Ontario), Roman Melnyk (Toronto, Ontario), Ashraf Ghanem (Fredericton, New Brunswick), Kenny Blacksmith (Gloucester, Ontario), Lyn Q. Chow (Calgary, Alberta)

Back: Peter Campbell (Mississauga, Ontario), Hakim Feerasta (Toronto, Ontario)

¹NAJC Representative and Board Advisor

²Deputy Minister's Designate



How We Do It

Award of Excellence

Recognizing outstanding initiatives in anti-racism work, this Symposium is to share information and facilitate networking among organizations and agencies.

Directions

The CRRF's publication is issued twice a year. In order to widen its distribution and curtail production costs, this publication is released through CD and some articles are posted on the Foundation's website. Furthermore, at least one issue is released in cooperation with another organization.

Contract Research

Three research papers are released during the year. Topics of the papers are based on the Foundation's thematic priorities as defined in the CRRF's Strategic Plan. Each paper is based on sound methodology and research.

Unite Against Racism Study Guide

A national public education campaign to eliminate racism.

Lifetime Achievement Award

Awarded to an individual who has demonstrated a lifetime of commitment to anti-racism.

The CRRF Leadership Circle

By invitation only, this initiative may include former recipients of the CRRF Award of Excellence, former Board members and individuals/organizations that have worked with or contributed to the development and strengthening of the CRRF.

The Canada Lecture Series

An annual event featuring a lecture by a prominent speaker on an issue related to CRRF's mandate.

Roundtable Series

Three roundtable discussions are organized annually focusing on current issues and topics of direct relevance to the CRRF's strategic priorities. The roundtable discussions take place in different parts of the country with teleconferencing opportunities as occasion permits to encourage national participation.

Capturing the Pulse of the Nation

One of the main challenges confronting the CRRF is to gauge the national pulse with regard to the state of race relations in the country. Under this initiative, and in cooperation with our partners, the CRRF conducts an annual survey on issues related to race relations and human rights in Canada.

Canadian Municipalities Against Racism and Discrimination (CMARD)

Since CMARD's inception, the CRRF has been an active and key partner. In cooperation with the Canadian Commission for UNESCO, provincial human rights commissions, and municipalities across the country, CMARD seeks the elimination of racism and racial discrimination and the promotion of harmonious Canada.

EDIT Initiative/Talented and Diversified Businesses

In cooperation with the Quebec Conseil des relations interculturelles, the CRRF, the Montreal Chamber of Commerce, and IMAGE Interculturelles seek to engage small/medium businesses in developing the necessary tools to measure their commitment to eliminating racism in the workplace.

Education and Training

The CRRF's Education and Training Centre (ETCentre) develops and delivers diversity, equity and human rights education and training within an anti-racism framework. Courses, workshops and dialogues are some of the activities and services that the Centre offers. These are delivered to both the public and private sectors. The ETCentre provides facilitators, speakers and panelists to bolster any educational initiative. All initiatives and presentations are tailored to specific audiences and needs.

Website (www.crrf-fcrr.ca)

The Foundation's website is a readily and easily accessible resource centre, providing information on racism and racial discrimination.



Message from the Chairperson



The fiscal year 2009-2010 has been a challenging but fruitful one: challenging because of the continued global financial turbulence and its consequent impact on the Foundation's resources; and fruitful because of the Foundation's successful response to the challenges. We are proud that, despite the capricious events of the financial market which accentuated the inherent constraint of the endowment funding mechanism in place, the Foundation was able to devise creative solutions in pursuit of its mandate.

During the reporting year, the CRRF conducted a review of its operation, which led to a redesign of some programs to achieve greater efficiency in executing our strategic and business plans. Of particular note was a renewed focus on collaborative partnerships and strategic alliances.

Presented in the following pages is a synopsis of the activities and initiatives undertaken over this past year. The CRRF's Public Service Announcements, with funding support provided by our media partner OMNI Television, and the Canada Lecture series are productive examples of the new initiatives that were launched during the year. The Foundation's programs and activities are a reflection of our quest for a harmonious Canada, grounded in our profound respect for the inherent dignity and the equal and inalienable rights of every Canadian in our pluralistic society. What we seek to promote is mutual acceptance and a strengthened Canadian identity among our communities, ingrained differences and prejudices notwithstanding.

Canada's commitment to diversity, equality and social justice is second to none. It is a country steeped in history and strong in its values – values which are adopted and shared by the majority of its

citizens and newcomers. Inherent in these values and traditions are hard fought-for fundamental rights and concomitant civic responsibilities which are now entrenched in the laws of the land. Sadly, we are still confronted with the ugly spectre of racism both in the form of the cultural dissonance which accrues to some diaspora communities, and the divisive quarrels and bigotry which emerge from 'difference'. A number of recent studies have highlighted, for example, the unprecedented levels of antisemitism, often cloaked as anti-Zionism, which pervade our campuses, our air wave and our streets – the results of which create a poisoned environment and concerns for public safety. We must unite and work together to confront prejudice and racism in all its forms, and ensure that the principles of fairness and justice are fully realized. Canadians of all backgrounds must be vigilant and guard against unhelpful sensationalism and untruths being perpetrated in our midst.

The results that are presented in this report are the outcome of the dedication of the CRRF's Board members, staff and volunteers, as well as the contributions of our stakeholders and partners. We owe a particular debt of gratitude to Lillian Nakamura Maguire of the Yukon, who finished her term of office as a Board member during the year. Her commitment and years of service have had a significant impact on the work and governance of the Foundation.

We look forward to your continuing support for and participation in the important work of the Foundation, of which we are privileged to be a part.

Albert Lo
Chairman

Message from the Executive Director



Over the past year, the Canadian Race Relations Foundation (CRRF), like other foundations and institutions in Canada and abroad, faced a major crisis in funding its operations. The international economic downturn negatively impacted the non-profit sector, as many organizations receive funding for their programs through governmental initiatives, private donations, endowment funds, or a combination of these sources.

The CRRF was established as part of the Japanese Canadian Redress Agreement reached by the Canadian government and the Japanese Canadian community. The Canadian Race Relations Foundation Act was passed in 1988, and proclaimed in October 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." Funding of the Foundation's programs is made possible through the return on investment of the Foundation's endowment fund.

With the opening of its doors in 1997, the Foundation fulfills its mandate through a number of programs, including funding of contract research and community initiatives; an education and training program, and publications, forums, and workshops. The economic downturn required the Foundation to review its strategic plan to ensure that it reflects the dynamic and changing realities of our society. Over the past year, we faced the fundamental challenge of identifying which strategic and program areas could be phased out without impeding the ability of the CRRF to fulfill its priorities as defined in the strategic plan.

After a thorough consultation and discussion with the Board and staff, it was decided to eliminate the Initiatives Against Racism (IAR) program, which funded conferences and activities of community organizations. Instead, the Foundation identified among its new initiatives the hosting of the Canada Lecture, an annual event featuring a lecture by a prominent speaker on an issue related to the CRRF's strategic focus. In addition, we identified three annual roundtable discussions on current issues and topics of direct relevance to the CRRF's strategic priorities as a focus of our activities. It was also decided to maintain and strengthen the education and training program through the development of additional learning materials and the delivery of cutting edge training programs.

The CRRF's activities during 2009-2010 reflected these changes and more. We are committed to the promotion of an inclusive Canada, which is guided by respect for and a commitment to human rights, democratic values and institutions, and the equality of all members of society regardless of their differences.

We strengthened our partnership with Canadian institutions such as the Canadian Human Rights Commission, the Ontario Commission for Human Rights, CCMARD, the National Film Board, and the Association for Canadian Studies. We also initiated the release of our recent publications, such as the Annual Report and Directions, on CD and DVD. The decision to do so was not driven strictly by financial considerations; it is also a reflection of the Foundation's commitment to a greener environment and its protection for future generations.

To suggest that 2009-2010 was full of challenges would be an understatement. What is most encouraging, however, is the CRRF's ability - through the commitment of its Board and staff, and through its association with current and future partners - to adapt, confront emerging challenges, and excel in the fulfillment of its mandate.

Ayman Al-Yassini, Ph.D.
Executive Director



COMMITTEES OF THE BOARD

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 ¹(Board Chairperson), Roman Melnyk, Ashraf Ghanem, Toni Silberman (Vice Chair), Lillian Nakamura Maguire (Vice Chair)*

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

Members: Ashraf Ghanem (Chair), Lyn Chow, Roman Melnyk, Albert C. Lo (ex-officio member)

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

Members: Lillian Nakamura Maguire (Chair)*, Roman Melnyk (Chair), Ashraf Ghanem, Toni Silberman, Claudia Patricia Cáceres Cáceres, Albert C. Lo (ex-officio member)

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)*, Nazanin Afshin-Jam , Lillian Nakamura Maguire*, Art Miki (external member), Albert C. Lo (ex-officio member)

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

Members: Toni Silberman (Chair), Ashraf Ghanem, Claudia Patricia Cáceres Cáceres, Albert C. Lo (ex-officio member)

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), Ashraf Ghanem (ex-officio member), Albert C. Lo (ex-officio member)

ADVISORY COMMITTEE ON ABORIGINAL ISSUES includes non-members of the Board. Its mandate is to advise the CRRF programming and initiatives.

Members: Lillian Nakamura Maguire (Chair)*, Nahanni Fontaine (external member), James [Sakej] Youngblood Henderson (external member), Lorna Williams (external member), Melanie Bennett*

ADVISORY COMMITTEE ON ANTI-BLACK RACISM ISSUES 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 (external member), Carl Nicholson (external member), Alvin Curling (external member), Senator Donald Oliver (external member), Yvonne Brown (external member)

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 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.

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.



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

Over the past year, the Canadian Race Relations Foundation (CRRF) monitored events and developments that 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 2009-2010:

- **May 5, 2009:** The CRRF joined in celebrating the rich heritage and lasting contributions of Canadians of Asian heritage to the growth, development and well-being of our country. Canadians of Asian descent have faced enormous challenges in their bid to make Canada their home: the discrimination that the Chinese faced with the imposition of the Head Tax and Exclusion Act designed to limit their immigration to Canada; the Japanese Canadians who were declared enemy aliens -- their properties confiscated and families uprooted and sent to internment camps; and the “Continuous journey” regulation which essentially prohibited South Asians from entering Canada, are examples from our past.

More recently, several disturbing incidents of physical and verbal attacks on Asian Canadians took place around lakes and bridges in Ontario. However, Canadians responded to these racially motivated attacks through a concerted action of the Ontario Human Rights Commission, police agencies, and community organizations by declaring zero tolerance for racism and racial discrimination.

- **July 9, 2009:** The CRRF expressed its deep concern regarding the terrible racist assault by three white men upon Jay Phillips, a 38 year-old black man in Courtenay, BC. The assault was one more reminder that the ugly disease of racism is still alive and well in Canada. Racism is driven by hatred against and ignorance about identifiable groups of people because of their racial or religious background. Consequently, it is necessary to address our message of anti-racism to all communities.
- **July 23, 2009:** The CRRF extended its congratulations to the Assembly of First Nations (AFN) on the election of Shawn Atleo as its new Chief. The Foundation was heartened by his declared commitment to making the AFN more relevant to Aboriginal people both on and off reserve. Although Aboriginal communities continue to face racism and discrimination, Chief Atleo’s statement—stressing the need for a united front across Canada and the importance of building bridges with all communities—sets a positive tone for the AFN.
- **August 13, 2009:** The CRRF endorsed the recommendations of the Commission for Public Complaints Against the RCMP (August 11, 2009). While expressing its appreciation for the commitment and hard work of the RCMP and its officers, the CRRF agrees with the Commission’s conclusion that the current process regarding investigation of complaints involving deaths may affect public confidence in the transparency and integrity of the criminal investigation and its outcome. The CRRF encourages the RCMP to fully implement the Commission’s recommendations, including the development of national standards and policies governing the conduct of investigations
- **September 15, 2009:** A new study by Professor Marie-Thérèse Chicha concludes that many highly qualified immigrant women living in Montreal cannot find employment matching their qualifications, even after many years as residents. The study, which was made possible through the support of the Canadian Race Relations Foundation, had two objectives: first, to understand why certain immigrant women succeed in finding skilled employment while the majority fail, and second, to highlight the deskilling process. Deskilling is the discrepancy between qualifications and the job occupied, and can be measured to varying degrees.

Professor Chicha, of the Université de Montréal School of Industrial Relations, used qualitative research methods and focused on 44 immigrant women in Montreal, and on professionals who work with the highly qualified immigrant population. The survey brought to light the difficult employment situation in which women from Latin America, Haiti, Africa, West Asia and Eastern Europe live. Before coming to Montreal, all these women were professionals with university degrees: they were psychologists, nurses, teachers, accountants, economists, engineers, physicians, lawyers, agronomists, etc. All of the women interviewed spoke French, had been in Canada for several years, and had held at least one job.

Yet the interviews revealed that for most of these women, a high level of education provided no apparent competitive advantage in the job market. In addition, interviewees who belonged to a visible minority group were often much more deskilled than others.

- **September 21, 2009:** The CRRF endorsed the decision of the Quebec Commission des droits de la personne et des droits de la jeunesse to launch a consultation on racial profiling in the province. Over the past few years, the CRRF has noted with great dismay the numerous reported incidents of racial profiling in Quebec and has called upon police services in the province to investigate these incidents diligently.

More recently, allegations made by César Carillo, a Quebec Ministry of Education employee, about racial profiling by the Quebec City police, added to the necessity of an investigation. The CRRF noted the need to speak openly and objectively about profiling if racism and racial discrimination are to be eliminated. The initiative of the Commission des droits de la personne et des droits de la jeunesse to hear the experiences of youth with regard to racial profiling and its consequences is the right step.

- **November 12, 2009:** The CRRF announced the acceptance of nominations for its Award of Excellence (AoE) from public, private, and non-governmental organizations, agencies, and individuals who have demonstrated excellence and innovation in combating racism and discrimination.
- **November 16, 2009:** The CRRF welcomed the release of “Discover Canada” by Citizenship, Immigration and Multiculturalism Canada, which outlines the rights and responsibilities of citizenship. Although the study guide is intended to offer a capsule of Canadian history and society, it outlines our common values such as freedom, democracy, the rule of law, human rights, and the equality of men and women. It also acknowledges the contributions of ethnic and cultural communities in forming our Canadian identity, and the sacrifices made by Canada’s veterans for our country.

The CRRF noted that, “In understanding and working against racism and racial discrimination, the Foundation believes it is critical that we, as Canadians, acknowledge the rights and responsibilities of citizenship. Our Canadian identity is premised on respect of the rule of law, human rights, democracy, freedom and the equality of men and women. It is not enough to memorize Canadian history, but rather to understand its context and meaning. This guide is a step in the right direction.”



- **Dec. 8, 2009:** The CRRF joined Canadians and the global community in celebrating International Human Rights Day. As noted by the UN High Commissioner for Human Rights, Navi Pillay, the focus of this year's Human Rights Day is "non-discrimination, because discrimination spreads mistrust and humiliation for victims and leads to violence, conflict and discord generally."
- **January 27, 2010:** The CRRF announced its first Canada Lecture, which took place in Halifax, Nova Scotia, on March 11, 2010. The Canada Lecture brings distinguished Canadians to raise awareness and understanding of critical issues related to racism and racial discrimination. The event provides a forum for discussing ways to confront and eliminate racism in all of its manifestations, and serves as a unique medium for sharing views, experiences and visions about Canadian identity.
- **January 28, 2010:** On the occasion of the International Day of Commemoration in Memory of the Victims of the Holocaust, the CRRF remembers and pays tribute to the 6,000,000 Jews who perished in the Holocaust along with many other innocent victims. We also honour the courage of those who survived and those who sought to protect the persecuted. The Foundation noted that:

"It is vital that we do not forget the past, in order to preserve and enhance our commitment to human rights and recognition of the dignity and worth of all. Although the Holocaust by itself should have shocked the world out of its complacency, the lessons of the past are obviously not fully understood as we continue to encounter unprecedented numbers of incidents of antisemitism, racism and discrimination".

- **February 1, 2010:** The CRRF joined Canadians in celebrating Black History Month, an occasion to recognize and honour the history, contribution and achievements of Canadians of African descent. However, this occasion is also a reminder of the need to purge Anti-Black racism from the Canadian landscape. The CRRF stated that while we frequently celebrate the accomplishments of individual African-Canadians, we should also pay tribute to those "unsung heroes" who paved the way for so many others, including those who fought courageously during some of Canada's major domestic and international battles. Black History Month provides the occasion to highlight our collective efforts to eradicate all forms of racism and discrimination, and to ensure the rights and responsibility of all Canadians to contribute substantively to the economy, growth and well-being of Canada and Canadians.
- **February 25, 2010:** In an effort to promote a pluralistic and inclusive message to a wide range of Canada's cultural communities, the CRRF launched three 30-second television spots, which were versioned into eight languages. The launch of the **Unite Against Racism** campaign took place February 25 at the Japanese Canadian Cultural Centre. It was a great success due to the keen interest shown by community organizations and the media.
- **March 15, 2010:** The City of Vaughan, the CRRF and the Ontario Human Rights Commission (OHRC) announced an important forum that will focus on "Mobilizing Municipalities to Address Racism and Discrimination". This partnership brought together municipal officials, community representatives, universities, and the non-profit sector. Together, they created an introductory manual for municipalities to confront racism and discrimination. The fo-

rum provided a unique platform to consider some of the opportunities and challenges municipalities face in making their communities welcoming and inclusive to all people. Participants from municipalities across Ontario attended practice-related workshops and presentations and networked with others facing similar challenges.

The manual is complementary to the UNESCO initiative to create a wider Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD).

- **March 15, 2010:** White and visible minority Canadians aren't treated equally, a new public opinion poll suggests. The Leger Marketing poll found that 62% of those polled believe there is a difference in the way Canadians from visible minority groups are treated in this country compared to 32% who say they are treated equally. Quebecers were much more likely to say white and visible minority Canadians are treated equally. While 55% believed there was a difference, 40% said there was no difference. The results are part of an in-depth public opinion poll on racism conducted for the Association for Canadian Studies and the CRRF.

The results were released only a few weeks after a Statistics Canada study predicted that by 2031 one in three Canadians will belong to a visible minority group and one in four Canadians will be foreign born.

- **March 15, 2010:** The University of Toronto Factor Inwentash Faculty of Social Work and the Canadian Race Relations Foundation (CRRF) held a roundtable discussion on “Civility, Respect and Engagement: What is their place in the fight against racism?”. Civility, respect and engagement are the foundations for effective social interaction and social change. As agents of progressive social change, human beings are also required to counter the passionate, visceral and uncivilized forces of racism, which can have profoundly damaging effects on the advancement of humankind as a whole.
- **March 21, 2010:** In 1966, The United Nations proclaimed March 21 as the International Day for the Elimination of Racial Discrimination. This day honours the lives of anti-apartheid demonstrators who were killed by police on March 21, 1960 in Sharpeville, South Africa. The CRRF marked this day, noting that racism and racial discrimination are not things of the past. As noted in the CRRF and the Association for Canadian Studies (ASC) survey conducted by Leger Marketing, 62% of respondents believed that visible minorities are not treated the same as the majority. Similarly, a CBC-commissioned poll conducted by the Environics Research Group found that one in three Canadians believe Aboriginal Peoples and Muslims are the frequent targets of discrimination.

Racial discrimination, far from being a relic of the past, is still very much with us. Fortunately, we have made some progress over the past few years, noted the CRRF. For example, the CRRF-ACS survey indicated that 75% of the respondents do not oppose mixed-race marriages, and 68% of the respondents felt that racism is on the decline.



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 the 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 and organizations to strengthen and 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.

A Sampling of Media Relations Activities

Activity	Subject
News Releases	<ul style="list-style-type: none"> • May 5, 2009: The CRRF joins all Canadians in celebrating Asian Heritage Month • July 9, 2009: Terrible assault on Jay Phillips • July 24, 2009: The CRRF congratulates the AFN on the election of Shawn Atleo as new Chief • August 13, 2009: The CRRF fully endorses the recommendations of the CPC against the RCMP • September 15, 2009: Being an immigrant and a woman: two major obstacles to finding skilled employment • September 21, 2009: The CRRF endorses the launching of a consultation on racial profiling by the Québec commission des droits de la personne et des droits de la jeunesse (CDPDJ) • November 11, 2009: Nominations are open for the 2010 AoE • November 16, 2009: The CRRF on the release of “Discover Canada” • December 14, 2009: The CRRF joins Canadians in celebrating International Human Rights Day • January 27, 2010: Canada Lecture • January 29, 2010: International Day of Commemoration in memory of the victims of the Holocaust • February 1, 2010: The CRRF celebrates Black History Month • February 16, 2010: Understanding, unlearning and addressing bias in society • February 19, 2010: PSA campaign aimed at multicultural communities unveiled • February 25, 2010: PSA launch a tremendous success • March 14, 2010: Visible minorities treated differently: Poll (joint press release with the Association for Canadian Studies) • March 15, 2010: Mobilizing municipalities to address racism and discrimination • March 16, 2010: Countering racism through civility, respect, and engagement

EXECUTIVE DIRECTOR'S INTERVIEWS

Media

- August 11, 2009: Interviewed by Lisiane Jutrault of Today's Magazine about the work of the Foundation
- February 22, 2010: Interviewed by CPAM Radio, Montreal, about the CRRF PSA launch
- February 22, 2010: Interviewed by Christian Radio, Montreal, about the CRRF PSA launch
- February 23, 2010: Interviewed by QR77 Radio. Calgary, about cross burning in Halifax; the interview was also aired by 630 CHED, Calgary
- March 1, 2010: Interviewed by Marketer News regarding PSA launch
- March 4, 2010: Interviewed by Radio Canada International in French about the first Canada Lecture in Halifax on March 11, 2010. It was broadcasted internationally
- March 10, 2010: Interviewed by Radio Canada International regarding Statistics Canada Report on Canada 2031
- March 11, 2010: Interviewed by Andrew Krystal of News 88.9 – Maritime Morning, St. John, NB, about Canada Lecture in Halifax, NS, and racism in Canada
- March 14, 2010: Visible minorities treated differently: Poll; article published by Toronto Sun
- March 15, 2010: Interviewed by Tom Yong about CRRF/ACS Poll. It was aired by three radio stations: 91.9, 95.7 (the Maritimes) and 680 News (Toronto)
- March 15, 2010: Interviewed by Peter Mansbridge of CBC TV on The National about race relations in Canada
- March 15, 2010: Interviewed by 1010 News Talk Radio, Toronto, about CRRF/ACS Poll
- March 16, 2010: Interviewed by 570 News, Kitchener, the Garry Doyle Show, regarding CRRF/ACS Poll
- March 19, 2010: Interviewed by Darren Weir of CP 24, Toronto, for Tonight program regarding the International Day for the Elimination of Racial Discrimination on March 21



EXECUTIVE DIRECTOR'S SPEAKING ENGAGEMENTS

7th Symposium and National General Meeting of the National Council of Visible Minorities (NCVM), Toronto, ON	<ul style="list-style-type: none"> September 8, 2009: Participated as one of four panelists in a plenary session: The Just Society: Addressing Discrimination in Employment
Symposium on Official Language Minorities in Canada to mark the 40th anniversary of the adoption of the official Languages Act of Canada, Ottawa, ON	<ul style="list-style-type: none"> September 10, 2009: Presentation at the plenary panel session on The Future of a Bilingual Canada, focusing on the contribution to cultural communities and bilingualism in Canada
Federated Press 11th Diversity in the Workplace conference, Toronto, ON	<ul style="list-style-type: none"> September 14, 2009: Chaired Planning the Diversity Initiative session
Metropolis "Brown Bag" Session, organized by Citizenship and Immigration Canada, Ottawa, ON	<ul style="list-style-type: none"> January 7, 2010: Presented Best Practices in the Elimination of Racism during the meeting of the federal service in Ottawa
Roundtable Discussion, Enhancing the Role of Municipalities Against Racism, in partnership with the Ontario Human Rights Commission at York University, Toronto, ON	<ul style="list-style-type: none"> January 28, 2010: Delivered opening remarks at the roundtable discussion
Multiculturalism Champions Network meeting, Ottawa, ON	<ul style="list-style-type: none"> February 12, 2010: Armchair discussant at the plenary
Media launch of the Canadian Race Relations Foundation PSA Campaign at the Japanese Canadian Cultural Centre, Toronto, ON	<ul style="list-style-type: none"> February 25, 2010: Moderated the launch event
The first Canada Lecture at Dalhousie University, Halifax, NS	<ul style="list-style-type: none"> March 11, 2010: Delivered opening remarks. The Lecture featured two prominent speakers: the Hon. Jean Augustine, Ontario Fairness Commissioner and former Minister of State for Multiculturalism, and Jack Jedwab, a sociologist and Executive Director of the Association for Canadian Studies.
The 12th National Metropolis Conference, Montreal, QC	<ul style="list-style-type: none"> March 18-21, 2010: Delivered policy address regarding the importance of the International Day for the Elimination of Racism
Mobilizing Municipalities to Address Racism and Discrimination conference, in cooperation with City of Vaughan, Vaughan, ON	<ul style="list-style-type: none"> March 22, 2010: Delivered welcoming remarks on behalf of the CRRF
International Day for the Elimination of Racism at University of Toronto, Toronto, ON	<ul style="list-style-type: none"> March 22, 2010: Speaker at the panel, Civility, Respect and Engagement: What is their role in the fight against racism?
The National Film Board of Canada's Work for All/ Mobilizing Anti-Racism Campaign, Toronto, ON	<ul style="list-style-type: none"> March 23, 2010: Moderated the panel



EDUCATION AND TRAINING

Provide and promote anti-racist training across the country through transformative and participatory approaches. Offer capacity building for organizations to create just, equitable, and inclusive environments.

The activities of the Education and Training Centre (ETC) fulfill the CRRF's mandate to provide effective anti-racism education and training as outlined in the Canadian Race Relations Act. In order to enhance the scope of our activities, the Centre strives to build strategic partnerships, develop community capacity, and act as a leader of change in promoting best practices for anti-racism work.

The ETC works with individuals, communities and organizations to challenge all manifestations of racism and discrimination. Through transformative and adult education as well as experiential and participatory approaches, our courses empower learners to effectively challenge social inequities, and provide anti-racist education and training in the pursuit of eradicating all forms of racial discrimination in Canada.

In 2009–2010, many of our training initiatives were directed toward the education system. The following two key offerings anchored our programming:

1. Foundations of 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 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 racism in the school system. Since 2008, the TDSB has incorporated this course into their professional development in-service training for teachers.

The Foundations course serves as a model for other equity and anti-racism training, and aspects of it have been adapted for other in-service training workshops. Grounded in adult education pedagogy, the course combines theory and practice with dialogue and experiential learning. Participants explore racial discrimination and the ways it intersects with other forms of discrimination. They learn to identify and recognize racism and its impact on individuals, communities and institutions. Community speakers are woven throughout the sessions to allow participants to hear first-hand accounts of how students experience marginalization and exclusion. Participants learn concrete strategies to unlearn racism, and gain tools to activate their analyses into inclusive and equitable environments.

The course has proven to be pertinent to both new and experienced teachers. In 2010, the CRRF will offer this course to both first year teacher candidates and graduating teachers from the Faculty of Education of York University.

Strategic Partnership:

Ministry of Education - Ontario's 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 provides opportunities to work collaboratively with both Boards of Education and the Ministry itself.

2. The Diversity and Equity Leadership Institute: Integrating Anti-Racism with Emotional Intelligence and Conflict Resolution.

A unique and holistic approach that integrates self-awareness and mindfulness with anti-discrimination work. The participatory nature of the course allows learners to delve deeply into equity issues, and offers tools to facilitate courageous conversations around the thorny terrain of race, culture, and difference. Aimed at learners with a baseline understanding of equity and anti-racism, this leadership course will help participants strengthen their capacity to develop their communication skills and to approach difference from a compassionate lens. They will also learn to assist others with navigating through these concepts.

Strategic Partnership:

Anima Leadership

The Canadian Race Relations Foundation continued its partnership with Anima Leadership by offering intensive training in the field of emotional literacy. Our joint program combines:

- Emotional intelligence and mindfulness tools
- Diversity and anti-bias research
- Conflict transformation and dialogue skills

DELIVERY OF CRRF TRAINING PROGRAMS

ACTIVITY	OUTCOME
<p>Foundations of Equity and Anti-Racism Course: Towards an Equitable and Inclusive School</p>	<p>This course was delivered to the Niagara District School Board. The six-week training course took place Feb. 3 to Mar. 10, 2010. There were 12 participants, including primary and secondary school vice-principals and principals.</p> <p>CRRF developed the Foundations course for the Hamilton-Wentworth District School Board. The course was adapted specifically for the region of Hamilton, and for the participants who were teachers, school administrators, and principals. CRRF worked closely with the Board, who requested an anti-oppression analysis to anti-racism materials.</p> <p>CRRF delivered Foundations to the Dufferin-Peel Catholic District School Board. This course consisted of 25 Board teachers and administrators. DPCDSB requested the course be delivered during an intense full-day session, and the CRRF modified the material and agenda. This format proved to be very successful, and the participants are requesting future training sessions be offered on weekends</p>



Diversity and Equity Leadership Institute (DELI): Integrating Anti-Racism with Emotional Intelligence and Conflict Resolution

To familiarize new CRRF staff with the DELI material and approach, CRRF entered into a mentorship relationship with Anima Leadership.

Part of this initial training process included observing Anima's facilitation and offering input and support. CRRF joined Anima Leadership in the delivery of DELI to Halton District School Board in March 2010.

In co-operation with Anima Leadership, the CRRF delivered the DELI training to 14 educators and officials from government, schools and not-for-profit agencies May 10 – 14, 2010. This program was offered through the Tatmagouche Centre in Tatmagouche, Nova Scotia. This is an intensive training session that explores emotional intelligence as it connects to anti-racism and equity work. The final 2 days offer a Train-the-Trainer component.

Participant Evaluations for CRRF Foundations of Equity and Anti-Racism in Education – Towards an Equitable and Inclusive School

Dufferin-Peel Catholic District School Board:

“I learned that I can't be inclusive unless I really know myself.”

Hamilton-Wentworth District School Board:

“Great to have this modeling of how to begin, get into, and move through hard stuff, conversations about racism, sexism, oppression, abuse, positive spaces, homophobia.”

“Great course. I grew as an individual, and feel more confident to bring this into my own classroom.”

“Loved the course. I would highly recommend continuing this professional development – taking it to the next stage. Part II? Part III? There is a need, and so many of us are on this journey together. Please consider building on this wonderful foundation.”

“The course is a very valuable tool to bring back to the classroom, school, and at home! It made me question myself and where I am at regarding equity. This should be offered often to staff members.”



POLICY AND COMMUNITY SUPPORT

The CRRF frequently hosts, sponsors or takes part in conferences, forums and panel discussions on racism and related issues across the country. In the course of the year, the CRRF has implemented a number of programs aimed at creating policy tools for stakeholders from the public and government sectors to counter racism and promote diversity at municipal, provincial and national levels. Other initiatives targeted community groups to raise awareness of systemic racism, social exclusion and the challenges facing racialized and minority groups.

Some Examples of Activities and Outcomes in Policy and Community Support

ACTIVITY	OUTCOME
<p>Roundtable: “Enhancing the Role of Municipalities against Racism”, in partnership with the Ontario Human Rights Commission and the York University Centre for Public Policy and Law</p>	<p>The Roundtable provided a unique forum for experts and stakeholders to discuss and advise on policies, programs and strategies on anti-racism within local and municipal governments. It was part of a larger process aimed at creating a hands-on ‘Best Practices’ manual for municipalities to counter racism through practical and attainable tools. Expert recommendations stemming from a number of specialized panel discussions were submitted for the draft manual. The initiative, complementary to the objectives of the Canadian Coalition of Municipalities Against Racism and Discrimination (CMARD), laid the groundwork for the development of an anti-racism manual for municipalities.</p>
<p>Conference: “Mobilizing Municipalities to Address Racism and Discrimination”, in partnership with the Ontario Human Rights Commission and the City of Vaughan</p>	<p>The conference brought together participants from municipalities across Ontario to consider some of the opportunities and challenges which municipalities face in making their communities welcoming and inclusive to all people. This was accomplished through a series of practice-related workshops, presentations and networking. Participants also had the opportunity to discuss an introductory manual for municipalities to confront racism and discrimination, which was the product of a month-long collaborative effort involving municipal officials, community representatives, universities, and the non-profit sector. The introductory manual will provide comprehensive anti-racism policy guidance to municipal governments across Canada.</p>
<p>Forum: “Countering Racism through Civility, Respect and Engagement”, in partnership with the Factor Inwentash Faculty of Social Work, University of Toronto</p>	<p>To mark the 50th anniversary of the International Day for the Elimination of Racial Discrimination, the CRRF and the University of Toronto Factor Inwentash Faculty of Social Work organized a discussion followed by a Q&A session on “Civility, Respect and Engagement: What is their place in the fight against racism?”</p> <p>Civility, respect, and engagement are the foundations of a healthy and dynamic social interaction. For progressive social change to take place, it is essential to counter the passionate, visceral, and uncivilized forces of racism, which can have profoundly damaging effects on society at large. By bringing together experts from the CRRF, the Ontario Human Rights Commission, and the University of Toronto, the forum questioned and explored the boundaries within which human beings can engage in a safe and open dialogue.</p> <p>In light of the violent racist and anti-Semitic incidents at Canada’s third largest university (York University), the University of Toronto offered an important new setting for engaging students in a constructive exchange of views and ideas about bias, prejudice and tolerance.</p>



<p>Expert Meeting & Consultations: Visit to the CRRF by senior Chinese government officials and academics</p>	<p>On June 23, 2009, a delegation of 15 Chinese senior officials/academics from the School of the Central Committee of the Communist Party of China, whose mandate is to train Party leaders, visited the CRRF to learn more about Canada’s approach to diversity and Canadian identity. The discussion focused on the management of race relations in a diverse community. The Foundation’s expert opinion and deliberations underscored its position as a national voice on race-related issues.</p> <p>The delegation was headed by the Director General of the Department of Political Science and Law of the School. Representatives of the Research Centre for Human Rights of the School, the Department of Political Science and Law, the Department of Scientific Socialism, and the Department of Party History also attended the event.</p>
<p>Canada Lecture: “Contribution of Cultural Communities to Canadian History and Identity” at Dalhousie University</p>	<p>The Canada Lecture brings distinguished Canadians to raise awareness and understanding of critical issues related to racism and racial discrimination in our society. The 2010 Canada Lecture featured two prominent speakers: The Hon. Jean Augustine, Ontario Fairness Commissioner and former Minister of State for Multiculturalism, and Dr. Jack Jedwab, sociologist and Executive Director of the Association for Canadian Studies. The discussion was moderated by Costas Halavrezos, CBC host of Maritime Noon.</p> <p>The event provided a vibrant forum for addressing ways and challenges to confronting and eliminating racism in all of its manifestations, and served as a unique medium for participants to share their visions about Canadian identity. A radio interview on CBC Maritime Noon with the CRRF Executive Director was arranged in conjunction with the event to reach out to the general public in the greater Halifax area.</p>
<p>Public Service Announcements (PSA) at the Japanese Canadian Cultural Centre (JCCC)</p>	<p>To promote a pluralistic and inclusive message to Canada’s cultural communities, the CRRF launched three 30-second television spots in eight languages. The PSA has attracted a great number of media and community groups who received complete media kits and helped disseminate the CRRF’s anti-racism and anti-discrimination message via public broadcasting networks across Canada.</p>

The Foundation also participated in a number of initiatives organized by partners and stakeholders, and used such opportunities to actively promote its educational programs, publications, and to engage in networking. For example, the CRRF participated in a large symposium in Toronto, entitled “Connecting Communities”, organized jointly by the Ontario Ministry of Education (Inclusive Education Branch), Association des directions et directions adjointes des écoles franco-ontariennes (ADFO), and the Catholic Principals’ Council of Ontario (CPCO), where the CRRF presented its equity training programs and invited various school boards to make use of the Foundation’s resources.



PARTNERSHIPS and 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.

The CRRF continues to strengthen relationships with existing partners and proactively develops new ones to promote equity and diversity on local and national levels. Such synergies have allowed the Foundation to leverage its resources and bolster activities in the areas of community support, education and capacity building. Creating new partnerships has become paramount in light of recent global financial constraints and their impact on the CRRF's resource capacity.

THE COALITION OF MUNICIPALITIES AGAINST RACISM AND DISCRIMINATION



The Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) is part of an international network launched by UNESCO (United Nations Educational, Scientific, and Cultural Organization) in 2004. It is a network of municipalities interested in sharing experiences and best practices on policies and programs to fight racism and discrimination. CMARD taps the national, regional, and local expertise of municipal governments, federal and provincial partners, human rights commissions, police boards, and civil society organizations. By taking action to combat racism and multiple forms of discrimination, municipalities contribute greatly to achieving respectful, inclusive and safe societies.

Canadian Commission for UNESCO

The CRRF continues to work closely with the Canadian Commission for UNESCO as a national partner in promoting CMARD. The Foundation has been providing steady support in maintaining CMARD's website, which serves as an essential communications tool for members of the Coalition and the public at large. As part of the Pan-Canadian Working Group for CMARD, the CRRF contributes to the development of an infrastructure for CMARD to carry out its operations, in addition to participating in conferences and workshops.

KNOWLEDGE BASE AND CAPACITY BUILDING

The CRRF is committed to facilitating policy discussions on diverse race-related issues and does so by harnessing and disseminating expert knowledge to stakeholders and the general public. It strives to shed light on racism and discrimination by commissioning relevant surveys and studies, as well as by publicizing such findings to generate national debate.

Canadian Human Rights Commission

To better understand the interrelationship between profiling and security and its implications for human rights, the CRRF and the Canadian Human Rights Commission (CHRC) commissioned a study on the Effectiveness of Profiling from a National Security Perspective. The study, carried out by researchers from the Université de Moncton, found that there was insufficient evidence to legitimize the practice of profiling and recommended more rigorous data collection to demonstrate whether or not profiling occurs. It was established that incorporating the protection of human rights into Canada's security systems requires law enforcement and security agencies to employ more accurate and reliable tools. The CHRC and CRRF met with interested non-governmental organizations and federal agencies responsible for security and policing, to share this research and discuss possible follow-up actions.



Association for Canadian Studies

Throughout the year, the CRRF has partnered with the Association for Canadian Studies (ACS) on a number of initiatives, including surveys, conferences, and joint publications. In March 2010, the CRRF and ASC released a Leger Marketing survey that captures the state of race relations in Canada. Despite some improvements, such as decreased disapproval of mixed-race marriages, the findings reveal that 62% of the respondents believed that visible minorities are not treated the same as the majority. The survey demonstrates the persistent nature of systemic racism and calls for an ongoing, conscious, and collective effort to fight against it.

National Film Board of Canada (NFB)

The CRRF joined forces with the National Film Board of Canada (NFB) on one of the latter's projects, "Work for All: Films Against Racism in the Workplace." The NFB launched the initiative by screening a series of thought-provoking short films on racism and discrimination. To reach out to a larger audience, the CRRF hosted a "10-week challenge" on its website – an online campaign to make 5 new films available to thousands of visitors, who were also invited to participate in an ongoing online discussion on discrimination in the workplace.

WORK FOR ALL
FILMS AGAINST RACISM IN THE WORKPLACE

ANTI-RACISM AND ANTI-DISCRIMINATION FOR MUNICIPALITIES: Introductory Manual

As the "guardian of the public interest", municipalities must offer good government with roles and responsibilities to provide a myriad of essential services. To better address the social integration of ethno-racial and culturally diverse groups, policies and practices that exclude or limit an individual or groups from accessing such services must be eliminated.

The Manual is a "how-to" guide for municipalities, and provides directions on initiating or improving anti-racism initiatives, thus contributing to the development of equitable by-laws and policies. It explains the techniques of data collection; monitoring and reporting on racism; the importance of raising awareness; support initiatives, and the responsibility to respond to incidents of racism and discrimination. While the Manual focuses on small and medium size municipalities, any municipality will find it useful



Ontario Human Rights Commission, York University Centre for Public Policy and Law, City of Vaughan

The CRRF has increased its cooperation with the Ontario Human Rights Commission in developing the Manual for municipalities as a policy tool on anti-racism and anti-discrimination. Several expert round tables and panel discussions with city officials and representatives from community organizations were held to elaborate on the provisions of the draft manual. The Introductory Manual was published under the auspices of the Ontario Human Rights Commission. The CRRF has, in the process, developed close relationships with two other partners involved in the project: York University Centre for Public Policy and Law, and the City of Vaughan

See People For Who They Really Are: UNITE AGAINST RACISM Campaign

**See people
for who they
really are.
Unite against racism.**

In an effort to promote a pluralistic and inclusive message to a wide range of Canada's cultural communities, the CRRF launched three 30-second television spots. The spots, based on the CRRF's successful See People For Who They Really Are: Unite Against Racism Campaign, are versioned into eight languages: Cantonese, Italian, Mandarin, Polish, Portuguese, Spanish, Tamil and Urdu. The Unite Against Racism campaign was launched on February 25, 2010 at the Japanese Canadian Cultural Centre (JCCC). The event was highly successful due to the great interest shown by community organizations and the media.

The CRRF provided media kits to representatives from diverse ethnic community organizations and the public and private media (television, radio, print), and urged the attendees to spread the message of anti-racism via all available networks. Guest speakers included representatives from the National Association of Japanese Canadians, the JCCC, the Mosaic Institute, the Harmony Movement, the National Council of Visible Minorities, Kay Morris Foundation, OMNI Television and the Pakistan Times. The media launch also provided the CRRF with the opportunity to network and strengthen its relationships with key stakeholders.

OMNI Television

OMNI Television has been intrinsically involved in the production of the PSAs and, to this end, provided pivotal support and funding. The enduring partnership between the CRRF and OMNI has made it possible for the Foundation to reach out to Canada's culturally diverse and geographically dispersed communities, especially at the grass-root level. With a full-fledged national television system now in place, OMNI is committed to broadcasting the PSAs and other ethno-specific content via its networks in major metropolises across Canada, including Toronto, Vancouver, Calgary, and Edmonton.



Remarks from the Media Launch:

"It is the responsibility of each one of us, regardless of our racial, ethnic, linguistic, or religious background, to eliminate racism and discrimination from our midst."

Ayman Al-Yassini, Executive Director, Canadian Race Relations Foundation

"The impact of making key anti-racism messages available to multilingual audiences is an important step towards building an inclusive and accepting Canadian society."

Madeline Ziniak, National Vice President, Rogers OMNI Television

"The work that [the CRRF] does to combat racism is absolutely incredible ... We celebrate Canada's diversity as the greatest attribute Canada has."

John Monahan, Executive Director, Mosaic Institute

Financial Management Discussion and Analysis 2009-10

Statement of Financial Position Discussion

	2009-10 (Actual \$)	2008-09 (Actual \$)	Change(\$)	Change (%)
Assets				
Cash	11,787	12,626	-839	-7
Investments	23,596,651	21,182,085	2,414,566	11
Prepaid expenses and other receivables	49,777	40,512	9,265	23
Capital assets and intangible assets	38,222	33,226	4,996	15
Total Assets	23,696,437	21,268,449	2,427,988	11
Liabilities and Equity				
Accounts payable and accrued liabilities	36,474	58,140	-21,666	-37
Salaries and benefits payable	41,296	62,842	-21,546	-34
Deferred revenue	4,522	7,056	-2,534	-36
Obligation under capital lease	11,254	-	11,254	-
Equity	23,602,891	21,140,411	2,462,480	12
Total Liabilities and Equity	23,696,437	21,268,449	2,427,988	11

Assets

Cash is composed of cash at banks and cash balances held by the Foundation's investment managers.

Investments for 2009-10 have increased 11% compared to the investment value in 2008-09. This is mainly due to the increase in fair value of the Foundation's investments because of the recovery in global equity markets.

Prepaid expenses and other receivables are mainly accounts receivable for Goods and Services Tax and property tax rebates.

The **Capital assets and intangible assets** are the net book value of office furniture and equipment, computer hardware and software, and artwork. The net increase of capital assets in 2009-10 is the result of the purchase and the lease of office equipment of \$12,713 reduced by the annual amortization of all assets of \$7,717.

Liabilities

Accounts payable and accrued liabilities represent amounts payable to suppliers and year end expense accruals. There is a decrease in accounts payable and accrued liabilities of \$21,666 in 2009-10. This is the net result of the decrease in accounts payable offset by an increase in accrued expenses. In 2008-09 there were accounts payable for professional consulting in public relations, legal and accounting. Amounts owing for these services have decreased at the end of 2009-10. The accrual for investment portfolio management fee has increased at the end of 2009-10 compared to 2008-09 because of the increase in the fair value of the investments.

Salaries and benefits payable are vacation, payroll, and employee benefit accruals owed to employees. It is made up of accruals in current liabilities \$33,779 and the non-current severance pay of \$7,517. In 2008-09 there was accrual of termination payment for three temporary layoff positions. There is no termination payment accrual in 2009-10.

Deferred revenue is made up of unspent balance of contribution for the Project – “Competencies for the Management of Diversity” and subscriptions received in advance for DIRECTIONS, the Foundation’s periodical.

Obligation under capital lease is the total capital repayment owed for the office equipment under lease. This is the new printer/copier lease which starts at the end of 2009-10.

Equity has increased 12% in 2009-10 mainly due to the net operating gain in 2009-10. This is mainly due to the increase in fair value of investments (included in the net investment gain) due to the recovery of global equity markets.

Statement of Operations Discussion

	2009-10 (Actual \$)	2008-09 (Actual \$)	Change(\$)	Change (%)
Revenues				
Workshops	51,265	8,947	42,318	473
Project–“Competencies for the Management of Diversity”	34,418	45,152	-10,734	-24
Publications	3,599	12,934	-9,335	-72
Sponsorships, donations, honoraria, and fundraising gala	2,170	61,760	-59,590	-97
Total Revenues	91,452	128,793	-37,341	-29

	2009-10 (Actual \$)	2008-09 (Actual \$)	Change(\$)	Change(%)
Net investment gain (loss)				
Investment income earned	754,393	952,089	-197,696	-21
Changes in fair value	2,472,446	-5,001,612	7,474,058	149
Net investment gain (loss)	3,226,839	-4,049,523	7,276,362	180

Revenues from **Workshops** represent fees received by the Foundation for conducting education and training sessions. In 2009-10 there were significantly more training sessions on “Foundations of Equity and Anti-Racism in Education” for school boards than compared to 2008-09.

In 2009-10 the Foundation received the final funding support for the **Project – “Competencies for the Management of Diversity”**. This is a contribution fund to match the expenditure incurred to March 31. Funding support for 2008-09 was for consulting and research. In 2009-10 there were design, printing and distribution of the publication production for the project.

Revenues from **Publications** are sale proceeds of research reports, publications and subscriptions for DIRECTIONS. Publications sales in 2008-09 were higher because of the sale of the DVD “Couleur coeur” and the sale of “Bicentenary of the Abolition of the British Slave Trade” of DIRECTIONS.

Revenues from **Sponsorships, donations, honoraria and fundraising gala** relate to honoraria received from public speaking engagements, donations and revenues from sponsorships and fundraising gala. In 2008-09 there were sponsorship and conference registration fees for the 2008 Award of Excellence Symposium and Gala and the one-time gifts in kind of the licence rights of broadcast of public service announcements. There were no symposiums or galas in 2009-10.

The Foundation’s primary source of income is derived from the investment income earned on the investment of the original contribution of \$24 million. **Investment income earned** includes interest, dividends, gain/loss on foreign exchange net after portfolio management fees. Income from investment for 2009-10 is \$754,393, a decrease of \$197,696 from 2008-09. This is due to the prevailing low interest rates and fewer corporations maintaining their level dividend payout in 2009-10.

Change in fair value of the investment portfolio in 2009-10 is \$2,472,446 and is made up of a realized loss on sale of investment of \$360,850 for the year and an unrealized change in fair value of the investments as at March 31, 2010 of \$2,833,296. The increase in fair value has been the result of the improvement in global equity markets.

	2009-10 (Actual \$)	2008-09 (Actual \$)	Change(\$)	Change (%)
Expenses				
Salaries and benefits	485,894	692,609	-206,715	-30
Rent	116,053	147,671	-31,618	-21
Professional fees	58,485	69,671	-11,186	-16
Communication	30,017	65,197	-35,180	-54
Board of directors honoraria and expenses	23,766	95,588	-71,822	-75
Award of Excellence symposium and fundraising gala	7,481	165,959	-158,478	-96
Office and general, conference, symposium and others	133,078	204,337	-71,259	-35
Total Expenses	854,774	1,441,032	-586,258	-41

Major decreases compared to 2008-09 are as follows:

Salaries and benefits decreased by \$206,715 is due to deemed termination of three positions which were on temporary layoff since January 2009, and an employee who is on long-term disability leave without salaries and benefits.

Rent expense for the office space decreased by \$31,618 due to the sublet of office space in 2009-10.

Professional fees are for legal service and accounting fees. The decrease of \$11,186 in 2009-10 is the net result of a decrease in accounting consulting fees offset by an increase in legal fees. In 2008-09 there were fees on diagnostic analysis of the Foundation's accounting system in preparation for the conversion to International Financial Reporting Standards and the preliminary planning for the Foundation's risk management analysis. These were not repeated in 2009-10. Legal fees were increased because of the negotiation with the union on collective agreement.

Communication is a public and media relations expense. In 2008-09 there was the launch of the "Unite Against Racism" study guide at the 2008 Award of Excellence conference. The expense for promotion, production and shipping of the guide was not repeated in 2009-10.

Honoraria and expenses for the **Board of Directors** have decreased by \$71,822 from 2008-09. Due to financial constraints, the Foundation organized Board of Directors' teleconferences instead of face to face meetings to save travel and hotel expenses for Board members attending Board meetings.

The Award of Excellence symposium and gala is an event held every other year. The 2008-09 expenses include cash prizes for award winners, travel, meals and hotel accommodations subsidies for winners, trainers and panelists, meals and room rental for the gala and symposium, printed materials and audio and visual expenses for the event. In 2009-10 \$7,481 was spent in preparation for the May 2010 event. There were expenses for the jury meeting for the selection of award winners and online event management fees.

Outlook for the Future

Fiscal Year 2010-2011

In light of a volatile market, unstable investment income, and without any Parliamentary appropriations, the Foundation will continue its effort to fund its operations by relying on investment income.

The approved budget is closely monitored by senior management and the Board. Variance reports are reviewed by management and the Finance and Audit Committee on 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 2010-2011 is premised on cooperation with our partners and stakeholders with the objective of fulfilling our vision, mission and mandate.



Management's Responsibility for Financial Statements

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

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

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

July 30, 2010

Daniel Chong
Finance and Administration Director

July 30, 2010



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, 2010 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, 2010 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.

Under paragraph 26(1) of the *Canadian Race Relations Foundation Act*, the Foundation is required to submit its annual report to the appropriate Minister within four months of the end of its financial year. The Foundation did not meet this deadline.

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, with the exception that the Foundation did not meet its statutory deadline for submitting its annual report to its Minister as described in the above paragraph.

Robert Wilson, CA
Principal
for the Auditor General of Canada

Ottawa, Canada
July 30, 2010

BALANCE SHEET as at March 31

	2010	2009
Assets		
Current Assets		
Cash	\$ 11,787	\$ 12,626
Investments (note 3)	603,143	919,830
Prepaid expenses and other receivables	<u>49,777</u>	<u>40,512</u>
	664,707	972,968
Investments (note 3)	22,993,508	20,262,255
Capital assets and intangible assets (note 7)	<u>38,222</u>	<u>33,226</u>
	<u>\$ 23,696,437</u>	<u>\$ 21,268,449</u>
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	\$ 36,474	\$ 58,140
Salaries and benefits payable (note 9)	33,779	58,142
Deferred revenue	4,522	7,056
Obligation under capital lease (note 8)	<u>2,161</u>	<u>-</u>
	76,936	123,338
Obligation under capital lease (note 8)	9,093	-
Salaries and benefits payable (note 9)	<u>7,517</u>	<u>4,700</u>
	<u>93,546</u>	<u>128,038</u>
Equity (note 11)		
Retained earnings (deficit)	(431,724)	(2,895,241)
Accumulated other comprehensive income (note 10)	<u>34,615</u>	<u>35,652</u>
	(397,109)	(2,859,589)
Contributed surplus	24,000,000	24,000,000
	<u>23,602,891</u>	<u>21,140,411</u>
	<u>\$ 23,696,437</u>	<u>\$ 21,268,449</u>

Commitments (note 12)

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

Approved on behalf of the board



Albert C. Lo
Director



Ashraf Ghanem
Director

STATEMENT OF CHANGES IN EQUITY
Year ended March 31

	2010	2009
Retained earnings		
Balance, beginning of year	\$ (2,895,241)	\$ 2,466,521
Net operating gain (loss)	_____ 2,463,517	_____ (5,361,762)
Balance, end of year	_____ (431,724)	_____ (2,895,241)
Accumulated other comprehensive income		
Balance, beginning of year	35,652	30,461
Other comprehensive (loss) income for year	_____ (1,037)	_____ 5,191
Balance, end of year	_____ 34,615	_____ 35,652
Retained earnings and accumulated other comprehensive income	\$ _____ (397,109)	\$ _____ (2,859,589)

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

STATEMENT OF OPERATIONS AND COMPREHENSIVE INCOME

Year ended March 31

	2010	2009
Revenues		
Workshops	\$ 51,265	\$ 8,947
Project - "Competencies for the Management of Diversity"	34,418	45,152
Publications	3,599	12,934
Sponsorships, donations, honoraria and fundraising gala	<u>2,170</u>	<u>61,760</u>
	<u>91,452</u>	<u>128,793</u>
Expenses		
Salaries and benefits	485,894	692,609
Rent	116,053	147,671
Professional fees	58,485	69,671
Office and general	39,769	43,239
Project - "Competencies for the Management of Diversity"	34,418	45,152
Communication	30,017	65,197
Board of Directors honoraria and travel	23,766	95,588
Conferences, symposia and consultations	20,920	15,705
Research	14,519	1,969
Education and training centre	9,260	3,803
Amortization	7,717	11,221
Award of Excellence symposium and fundraising gala	7,481	165,959
Public education	2,210	67,376
Staff recruitment and development	1,757	2,783
Resource development	1,535	2,237
Information systems and development	973	3,472
Library and publications	<u>-</u>	<u>7,380</u>
	<u>854,774</u>	<u>1,441,032</u>
Excess of expenses over revenues before net investment gain (loss)	(763,322)	(1,312,239)
Net investment gain (loss) (note 13)	<u>3,226,839</u>	<u>(4,049,523)</u>
Net operating gain (loss)	2,463,517	(5,361,762)
Other comprehensive (loss) income for year	<u>(1,037)</u>	<u>5,191</u>
Net operating gain (loss) and other comprehensive (loss) income	<u>\$ 2,462,480</u>	<u>\$ (5,356,571)</u>

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



STATEMENT OF CASH FLOWS

Year ended March 31

	2010	2009
Operating activities		
Net operating gain (loss)	\$ 2,463,517	\$ (5,361,762)
Items not affecting cash		
Amortization	7,717	11,221
Loss (gain) on foreign exchange	24,105	(16,931)
Changes in fair value of investments (note 13)	<u>(2,472,446)</u>	<u>5,001,612</u>
	22,893	(365,860)
Changes in non-cash operating assets and liabilities		
(Increase) decrease in prepaid expenses and other receivables	(9,265)	44,671
(Decrease) increase in accounts payable, accrued liabilities, and salaries and benefits payable	(43,212)	20,889
Decrease in deferred revenue	<u>(2,534)</u>	<u>(41,944)</u>
Cash used in operating activities	<u>(32,118)</u>	<u>(342,244)</u>
Financing activities		
Contributions (used) received	<u>(1,037)</u>	<u>5,191</u>
Cash (used in) provided by financing activities	<u>(1,037)</u>	<u>5,191</u>
Investing activities		
Proceeds from sale of investments	6,376,050	8,647,896
Purchase of investments	(6,342,275)	(8,523,660)
Additions to capital assets, net of capital lease	<u>(1,459)</u>	<u>(9,274)</u>
Cash provided by investing activities	<u>32,316</u>	<u>114,962</u>
Net decrease in cash during year	(839)	(222,091)
Cash, beginning of year	<u>12,626</u>	<u>234,717</u>
Cash, end of year	<u>\$ 11,787</u>	<u>\$ 12,626</u>
Non-cash transactions:		
Acquisition of equipment under capital lease (notes 7 and 8)	\$ 11,254	\$ -

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



NOTES TO FINANCIAL STATEMENTS

March 31, 2010

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 policies adopted during the year

Financial instruments presentation and disclosure

On April 1, 2009, the Foundation adopted the amendments to CICA Section 3862, “Financial Instruments – Disclosures”, which include enhanced disclosures about inputs to fair value measurement and liquidity risk related to financial instruments. These amendments established a fair value hierarchy that prioritized the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurement) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are as follows :

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

If different levels of inputs are used to measure a financial instrument’s fair value, the classification within the hierarchy is based on the lowest level of input that is significant to the fair value measurement. Changes in valuation methods may result in transfers into or out of the investments assigned level.

Liquidity risk disclosure was also enhanced with the inclusion of a maturity analysis for financial liabilities.

These amendments do not have any impact on the results or financial position of the Foundation. Comparative information is not required in the year of adoption. The disclosures are provided in notes 4 f) and 5.

Intangible assets

On April 1, 2009, the Foundation adopted CICA Section 3064, “Goodwill and Intangible Assets”, which provides guidance on the recognition, measurement, presentation and disclosure for goodwill and intangible assets. As a result of adopting this new Section retrospectively, the Foundation reclassified its computer software and database development assets from capital assets to intangible assets. These reclassifications had no impact on the results or financial position of the Foundation. The only impact is on the disclosure found in note 7.

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 Foundations’ financial instruments consist of cash, investments, other receivables, accounts payable and accrued liabilities, salaries and benefits payable and obligation under capital lease. 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. The carrying values of cash, other receivables, accounts payable and accrued liabilities and the current portion of salaries and benefits payable approximate their fair values given their short-term nature. The fair value of the non-current portion of salaries and benefits payable is based on the discounted cash flows method, using the implicit borrowing rate of the Foundation. However, given the low implicit borrowing rate of the Foundation and the medium-term of the non-current salaries and benefits payable, the fair value approximate the carrying value. The fair value of the obligation under capital lease is measured as the present value of contractual future lease payments discounted at the current market rate for similar leases. The fair value approximates the carrying value due to the stability of market rates of interest since inception.

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 recognition and transaction costs

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

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

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

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

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

f) Capital assets

Capital assets are recorded at acquisition cost. Assets under capital lease are recorded at the present value of the minimum lease payments and are amortized over the term of the lease. Except for the assets under capital lease, 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
Office equipment under capital lease	Over the term of the lease
Computer hardware	3 years
Artwork	No amortization is provided for

g) Intangible assets

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

Computer software	3 years
Database development	3 years

h) Research payments

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

i) 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.

j) 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.

k) 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 and the calculation of year-end salaries and benefits accruals.

l) Future accounting changes

In December 2009, the CICA's Public Sector Accounting Board (PSAB) approved an amendment to the Introduction to the Public Sector Accounting (PSA) Handbook, that eliminates the "government business-type organizations" (GBTOs) category, resulting in the need to reclassify these entities as either government not-for-profit organizations (GNPOs) or other government organizations (OGOs). Effectively, OGOs have a choice between adopting International Financial Reporting Standards (IFRS) or Public Sector Accounting Standards (PSAB) and must determine the most appropriate source of GAAP based on their needs and objectives in selecting between IFRS and PSAB.

The Foundation is currently evaluating its status. Until then, the current accounting standards continue to apply.

3. INVESTMENTS

	2010	2009
	Fair value	Fair value
	\$	\$
Current		
Fixed income investments – Canadian	<u>603,143</u>	<u>919,830</u>
Non-current		
Fixed income investments – Canadian	8,497,276	8,945,463
Fixed income investments – Foreign	161,567	158,881
Equity securities – Canadian	2,214,218	1,735,570
Equity securities – Foreign	8,552,856	6,356,671
Pooled fund units	<u>3,567,591</u>	<u>3,065,670</u>
	<u>22,993,508</u>	<u>20,262,255</u>
Total fair value of investments	<u>23,596,651</u>	<u>21,182,085</u>

Canadian fixed income investments have effective interest rates ranging from 0.2% to 6.2% (2009 – 0.4% to 8.3%), with maturity dates ranging from April 7, 2010 to December 14, 2105 (2009 – May 29, 2009 to December 14, 2105).

Foreign fixed income investments have effective interest rates ranging from 5.5% to 7.7% with maturity dates ranging from November 17, 2014 to March 30, 2015. (2009 had one investment with an effective interest rate of 6.4% and a maturity date of March 30, 2015).

Canadian fixed income investments included in the pooled funds have effective interest rates ranging from 0.9% to 16.7% (2009 – 0.7% to 20.0%), with maturity dates ranging from September 20, 2010 to December 21, 2057 (2009 - April 17, 2009 to March 3, 2039).

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, 2010, the Foundation's investment portfolio investment asset mix was as follows:

- 49% in Cash & Fixed Income (2009 – 57%)
- 13% in Canadian Equities (2009 – 12%)
- 16% in US Equities (2009 – 14%)
- 22% in International Equities (2009 – 17%)

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, 2010 the Foundation was invested in fixed income securities with the following credit ratings:

Debt instrument by credit rating	Percentage of Value	
	2010	2009
AAA (+ R1 rated short term)	29.6%	34.1%
AA	30.6%	34.7%
A	28.2%	24.8%
BBB	7.9%	5.9%
BB or less	3.7%	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 Foundation has divided its portfolio to be managed by several independent investment managers. The duration of the Foundation's fixed income portfolio is calculated based on the weighted average of the individual investment manager durations. Individual investment manager durations are computed based on the weighted average of the durations of individual securities (e.g. bonds) within each manager's fixed income portfolio.

The Foundation's fixed income investments comprise:

	2010	2009
	\$	\$
Fixed income investments – Canadian - current	603,143	919,830
Fixed income investments included in pooled fund units – current	46,900	236,677
Fixed income investments – Canadian- non-current	8,497,276	8,945,463
Fixed income investments – Foreign - non-current	161,567	158,881
Fixed income investments included in pooled fund units - non-current	<u>2,348,756</u>	<u>1,667,583</u>
	<u>11,657,642</u>	<u>11,928,434</u>

As at March 31, 2010 the Foundation's exposure to debt instruments by maturity and the impact on operating results and equity 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:

	2010	2009
	\$	\$
Less than 1 year	650,043	1,156,507
1-3 years	1,651,455	1,770,461
3-5 years	2,784,528	1,704,096
Greater than 5 years	<u>6,571,616</u>	<u>7,297,370</u>
	<u>11,657,642</u>	<u>11,928,434</u>
 Sensitivity	 \$161,750	 \$164,910

The Foundation's overall portfolio duration is 5.55 years (2009 – 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 1.39% or \$161,750 (2009 – 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) 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:

2010	USD (\$)	GBP (\$)	Euro (\$)	Yen (\$)	Others (\$)
Market Value	\$3,453,548	\$1,136,585	\$2,309,668	\$514,654	\$1,342,752
% of Portfolio	14.6%	4.8%	9.8%	2.2%	5.7%
 2009	 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, if the Canadian dollar strengthened or weakened by 1% in relation to other currencies, with all other variables held constant, operating results and equity would have an increase or decrease, respectively, by approximately:

	2010 Increase in value \$	2010 Decrease in value \$	2009 Increase in value \$	2009 Decrease in value \$
US dollars	34,535	(34,535)	28,901	(28,901)
British pound	11,366	(11,366)	10,378	(10,378)
Euro	23,097	(23,097)	16,051	(16,051)
Japanese yen	5,147	(5,147)	3,280	(3,280)
Others	13,426	(13,426)	9,401	(9,401)

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

e) Other price risk

Other price risk is the risk that the fair value or future cash flows of financial 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 investment managers of the portfolio contracted by the Foundation 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 investment 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 the index returns for each asset class and the long term target allocation of each asset class in the portfolio. The portfolio's long term target asset allocation is specified in the Foundation's Investment Policy Statement. A revised Investment Policy Statement was approved during the year, but wasn't implemented prior to year end. As a result, the Foundation's long term target asset allocation and individual asset class indices in effect as at March 31, 2010 remained the same as last year:

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

The historical correlation between the Foundation's investment returns and the combined benchmark returns is 0.89% (2009 – 0.88%). The impact on the operating results and equity 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, 2010 is estimated to be approximately 0.89% or \$210,010 (2009 – 0.88% or \$186,000).

The historical correlation may not be representative of the future correlation, and accordingly the impact on operating results and equity 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 6).

As at March 31, 2010, the Foundation's liabilities have contractual maturities as follows:

	Less than 3 months	3 to 12 months	Over 1 year	Total
	\$	\$	\$	\$
Accounts payable and accrued liabilities	36,474	-	-	36,474
Salaries and benefits payable	21,822	11,957	7,517	41,296
Obligation under capital lease	621	1,540	9,093	11,254

5. FINANCIAL INSTRUMENTS – DISCLOSURE

The Foundation's assets recognized at fair value have been categorized based upon a fair value hierarchy in accordance with the amendment to CICA Section 3862. See Note 2a) for a discussion of the Foundation's policies regarding this hierarchy. The following fair value hierarchy table presents information about the Foundation's assets.

Financial Assets at fair value as at March 31, 2010:

	Level I	Level II	Level III	Total
	\$	\$	\$	\$
Fixed income investment	324,986	8,937,000	-	9,261,986
Equity securities	10,767,074	-	-	10,767,074
Pooled fund units	-	3,567,591	-	3,567,591
Total investments	<u>11,092,060</u>	<u>12,504,591</u>	<u>-</u>	<u>23,596,651</u>

During the year ended March 31, 2010, there were no significant transfers between Level 1 and Level 2 of the fair value hierarchy.

6. CAPITAL MANAGEMENT

The Foundation's capital cost consists of:

	2010	2009
	\$	\$
Contributed surplus	24,000,000	24,000,000
Accumulated other comprehensive income	34,615	35,652
Deficit	<u>(431,724)</u>	<u>(2,895,241)</u>
Total	<u>23,602,891</u>	<u>21,140,411</u>

The Foundation's Contributed surplus represents the original \$24,000,000 endowment fund, which is restricted. As described in Note 10, 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 contracted by the Foundation. 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 Board of Directors upon the recommendation of the Investment Committee to temporarily alter the asset mix limitation guidelines.



7. CAPITAL ASSETS AND INTANGIBLE ASSETS

	2010	2010	2010	2009	2009	2009
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
	\$	\$	\$	\$	\$	\$
Capital Assets						
Office furniture and equipment	115,714	108,851	6,863	115,714	107,102	8,612
Computer hardware	151,437	147,557	3,880	149,978	142,578	7,400
Artwork	<u>16,225</u>	<u>-</u>	<u>16,225</u>	<u>16,225</u>	<u>-</u>	<u>16,225</u>
	283,376	256,408	26,968	281,917	249,680	32,237
Equipment under capital lease	<u>11,254</u>	<u>-</u>	<u>11,254</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>294,630</u>	<u>256,408</u>	<u>38,222</u>	<u>281,917</u>	<u>249,680</u>	<u>32,237</u>
Intangible Assets						
Computer software	23,343	23,343	-	23,343	23,343	-
Database development	<u>5,539</u>	<u>5,539</u>	<u>-</u>	<u>5,539</u>	<u>4,550</u>	<u>989</u>
	<u>28,882</u>	<u>28,882</u>	<u>-</u>	<u>28,882</u>	<u>27,893</u>	<u>989</u>
Total	<u>323,512</u>	<u>285,290</u>	<u>38,222</u>	<u>310,799</u>	<u>277,573</u>	<u>33,226</u>

8. OBLIGATION UNDER CAPITAL LEASE

The Foundation has entered into an agreement to rent office equipment under capital lease.

	2010	2009
	\$	\$
Obligation under capital lease, repayable in blended quarterly instalments of \$621, including principal and interest at 4.25%, maturing March 31, 2015, and secured by related equipment	11,254	-
Less: current portion	<u>(2,161)</u>	<u>-</u>
	<u>9,093</u>	<u>-</u>
Future minimum lease payments as at March 31 are as follows:		
2011	2,484	-
2012	2,484	-
2013	2,484	-
2014	2,484	-
2015	<u>2,484</u>	<u>-</u>
	12,420	-
Less: Amount representing interest	<u>(1,166)</u>	<u>-</u>
	<u>11,254</u>	<u>-</u>

9. SALARIES AND BENEFITS PAYABLE

The current portion of the salaries and benefits payable of \$33,779 (2009 - \$58,142) relates to accruals for vacation pay and overtime pay for the staff of the Foundation.

The non-current portion of the salaries and benefits payable of \$7,517 (2009 - \$4,700) is an accrual for severance pay for the staff of the Foundation.

10. ACCUMULATED OTHER COMPREHENSIVE INCOME

Accumulated other comprehensive income represents unspent externally restricted contributions received by way of donations that have been restricted by the donors.

11. EQUITY

Contributed surplus represents the original contribution of \$24,000,000, which constitutes an Endowment Fund and are considered restricted funds. 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.

12. COMMITMENTS

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

The Foundation is also committed to two office equipment leases and a contract for on-line event management.

The commitments for the next five years are:

	\$
2010/11	190,000
2011/12	193,000
2012/13	195,000
2013/14	5,000
2014/15	<u>3,000</u>
	<u>586,000</u>

13. NET INVESTMENT GAIN (LOSS)

	2010	2009
	\$	\$
Realized losses on sale of investments	(360,850)	(711,357)
Unrealized change in fair value of investments	<u>2,833,296</u>	<u>(4,290,255)</u>
Changes in fair value of investments	2,472,446	(5,001,612)
Interest from cash and fixed income investments, dividends, distributions from pooled fund units, gains (losses) on foreign exchange less transaction costs and investment counsel fees	<u>754,393</u>	<u>952,089</u>
Net investment gain (loss)	<u>3,226,839</u>	<u>(4,049,523)</u>

14. 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, 2010.

15. COMPARATIVE FIGURES

Certain 2009 figures have been reclassified to conform to the presentation adopted in 2010.

