

# The Canadian Race Relations Foundation

Dedicated to bringing about a more harmonious Canada, which acknowledges its racist past, recognizes the pervasiveness of racism today, and is committed to a future in which all Canadians are treated equitably and fairly.

## Mission

The CRRF is committed to building a national framework for the fight against racism in Canadian society. We will:

- shed light on the causes and manifestations of racism;
- provide independent, outspoken national leadership, and
- act as a resource and facilitator in the pursuit of equity, fairness and social justice.

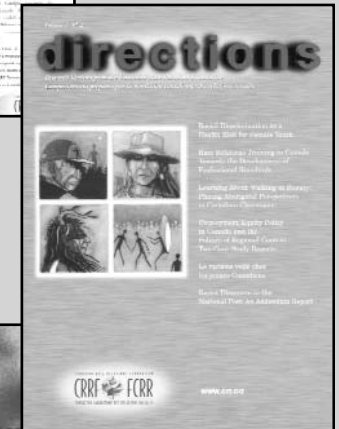
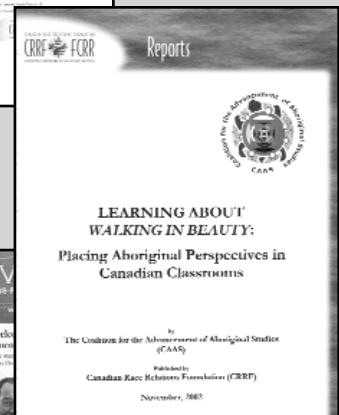
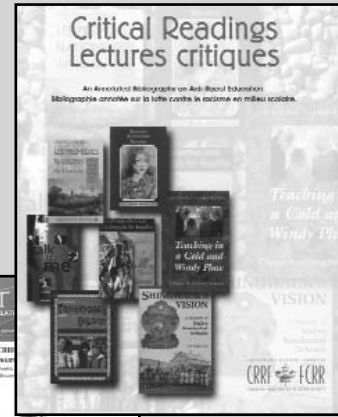
## Focus

In fulfilling its mission, the CRRF focuses on eliminating racism against racial minorities and Aboriginal peoples, with a particular emphasis on education and employment.

### Canadian Race Relations Foundation

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## What we do...

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**Contract Research Program:** The CRRF funds and publishes research reports on contemporary issues of racism in Canada. A call for proposals is issued every two years.

**Initiatives Against Racism:** Each year, the CRRF funds over 20 community initiatives to raise awareness and combat racism. There are three application deadlines annually.

**Award of Excellence:** Every two years, the CRRF awards outstanding initiatives in anti-racism work throughout Canada. A symposium accompanies the biennial awards to share information and to facilitate networking among organizations and agencies doing anti-racism work.

**Unite Against Racism:** Through videos and public service announcements Unite Against Racism brings a contemporary edge to public education on anti-racism.

**Publications:** CRRF's newsletter *Perspectives*, the *Facts About* series, annotated bibliographies in the *Critical Readings* series, and the research journal *Directions* are some of the key publications regularly produced by the CRRF.

**Forums and Workshops:** CRRF hosts community forums and education and training workshops in cities across Canada each year on local, regional and national issues.

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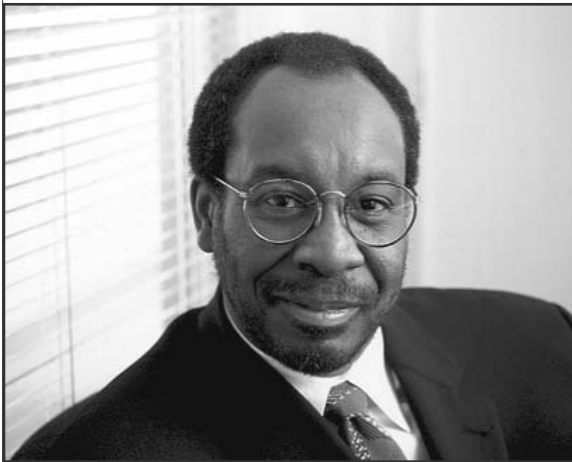
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## Message from the Chair



At first glance, a report released by Statistics Canada, the *Ethnic Diversity Survey (EDS): portrait of a multi-cultural society* and released this past year would suggest that racism is on the decline in Canada. On closer reading of the numbers however there are clear indications that this is not necessarily the case.

In fact I would go so far as to say that the report supports the findings of the CRRF's *Unequal Access* Report which was released in 2000. That report pointed to the subtleness of racism and racial discrimination. Quite significantly, and not surprisingly, the majority of the racialized minorities surveyed in the EDS said that their experiences with racial discrimination happened primarily in the workplace.

The United Nations Special Rapporteur on Racism visited five Canadian cities last fall and heard from groups and individuals from communities that face racism daily. In his report to the United Nations High Commission on Human Rights, he found that racialized communities in Canada

still felt estranged from the "mainstream". He noted that while the constitutional and legislative framework exists to fight racial discrimination, the political will has failed to materialise to implement the legal/legislative measures consistently across the country.

In February 2004, within a week of B'nai Brith's reporting that there was an increase in overt antisemitic incidents during the past year, a series of hateful attacks was launched against the Jewish community in the Toronto area. There was also an attack on a Mosque in Pickering, near Toronto, and the firebombing of the United Talmud Torah school library in Montreal.

This is all to say that an end to the task of the Canadian Race Relations Foundation in fighting racism is not by any means around the corner. Our hopes that more resources would be put towards fighting racism were raised when the federal government indicated that a national Action Plan Against Racism would soon be announced. The CRRF had been a catalyst for the creation of such an action plan, further to Canada's participation in the World Conference Against Racism. The election call delayed the release of the Action Plan, and communities eagerly anticipate its completion in the coming months.

The CRRF will continue do what it must do to combat racism. We

will continue to speak out when it is vital to do so. And we will continue to establish and work with partners, thereby mutually extending our effectiveness in this field.

Finally, the terms of a number of well-experienced and wise members of the board have expired. I thank them for their patience and their advice over the past year, my first as Chair of the Foundation. I particularly want to thank Andrew Hladyshevsky, the last remaining member of the founding board. His knowledge of the corporate history, his valuable advice and his sense of commitment will be missed. We look forward to working with him, indeed with all former board members, on the issues in which they remain passionately involved.

The federal government has indicated that a new process in appointing board members will be initiated which will rely significantly on the current board's recommendation based on the assessed skill sets and needs of the board. We look forward to the final details of that plan so that we can begin the task of finding qualified replacements to serve in the coming years to assist the Foundation to fulfil its increasingly important mandate.

*Patrick Case*

Patrick Case, LL.B., LL.M (Osgoode)

## Message from the Executive Director



I am pleased to report that in spite of this having been another challenging year of doing more with less, the CRRF has continued to be at the forefront of the struggle against racism in Canada. Public education campaigns and projects continue to raise awareness of racism in all its forms; and our support of many community groups and educational institutions has contributed positively towards policy development and institutional change.

One of the most significant roles we played this past year was as interlocutor for civil society for the Canadian fact-finding tour of the United Nations Special Rapporteur on Racism, Racial Discrimination, Xenophobia and Related Intolerance. By working closely with local communities to provide direct access of those involved in the fight against racism in Halifax, Montreal, Ottawa, Toronto, and Regina, the CRRF was able to ensure an inclusive and balanced overview of the situation of Aboriginal peoples and racialized minorities across Canada, including from provinces he was unable to visit. The Special Rapporteur was also able to document many successful and innovative Canadian multicultural and anti-racist initiatives. With the

groundwork laid for effective outreach and consultation, the Foundation remains committed to working collaboratively with grassroots community groups and to working with local, provincial and national organizations and agencies to achieve our common goals based on the fundamental Canadian values of diversity and human rights.

The CRRF also contributed expertise and resource materials to several national and regional initiatives designed to bring community and police together to address the issues of racism and hate. Among these were two successful conferences one by Centennial College and one hosted by the Indigenous Bar Association and the Quebec Native Women's Association as well as presentations to the Canadian Association of Chiefs of Police and the Saskatchewan Justice Reform Commission, and also several community forums. We have continued to work with and support communities on the issue of racial profiling, and contributed to the release of the research reports by the African Canadian Community Coalition on Racial Profiling and the Consensus Conference which followed, among several other related initiatives.

Overall, we are very pleased with the international growth in awareness of the Foundation as the window into race relations in Canada. This year the CRRF provided input to delegations from China, Sweden and Brazil, and contributed to invitational symposia in England, France and the U.S.. In keeping with our Special Consultative Status with the UN under ECOSOC, the CRRF's annual report on race relations initiatives in Canada was

tabled with the General Assembly, and thereby communicated Canadian best practices to the world. And this past year, the CRRF continued to develop the National Youth Antiracism Network, fulfilling our post-WCAR commitment to create a national vehicle for the voice of youth. Collaborative work continues to bring forward the domestic action plan against racism, also further to Canada's post-WCAR obligations.

And finally, in keeping with a significant aspect of our mandate, the Foundation continued to increase our education and training activities through workshops, seminars, symposia, consulting and training programs in the public and private sectors and community groups. We are pleased these efforts are being consolidated under the CRRF's Education and Training Centre, further to last year's very successful Award of Excellence Gala and Symposium. With the assistance of our newly appointed Investment Committee, measures have been put in place to strengthen the financial viability of the Foundation, and to lay the groundwork for future major fundraising initiatives. Resource development continues, in order to increase our capacity to deliver service and fulfil our mandate. Resource materials continue to be compiled and disseminated to enhance our clearinghouse function, as the Canadian Race Relations Foundation enjoys an increasingly positive reputation for thorough research and credible representation on diversity and race relations issues across the country.

*Karen R. Mock*

Karen R. Mock, Ph.D., C. Psych.



## Members of the Board of Directors 2003-2004



### Members of the Board

**Back row - left to right:** Mathew Zachariah, Chrystyna Holman, Peggy Johnston, Ajit Gautam, Benjamin M. Elms, Myrna Lashley, Shirley Adamson, Inez N. Elliston, Andrew J. Hladyshevsky,

**Front row:** Frederick Ligorio D'Silva, Paul A. Winn, Karen Mock, Patrick Case, Andrée Ménard, Beverly Nann

### The Board of Directors

#### Chair

**Patrick Case, LL.B., LL.M.** (Osgoode)  
(Guelph, Ontario)

#### Vice-Chair

**Andrew J. Hladyshevsky\***  
(Edmonton, Alberta)

#### Secretary-Treasurer

**Ajit Gautam**  
(Moncton, New Brunswick)

#### Executive Director

**Dr. Karen Mock**  
Toronto, Ontario

\*indicates members who left the Board during 2003-2004

\*\*indicates members who joined the Board during 2003-2004

### Members

**Shirley Adamson\*** (Whitehorse, Yukon)  
**Dr. Inez N. Elliston** (Unionville, Ontario)  
**Frederick Ligorio D'Silva\*** (Etobicoke, Ontario)  
**Benjamin M. Elms** (Digby, Nova Scotia)  
**Virginia G. Guiang\*\*** (Winnipeg, Manitoba)  
**Chrystyna Holman** (Charlottetown, PEI)  
**Dr. Myrna Lashley\*\*** (Nuns' Island, Quebec)  
**Andrée Ménard, m.i.c.** (Montreal, Quebec)  
**Beverly Nann\*** (Burnaby, British Columbia)  
**James M. Scharfstein\*\*** (Saskatoon, Saskatchewan)  
**Paul A. Winn** (Burnaby, British Columbia)  
**Dr. Mathew Zachariah** (Calgary, Alberta)

## Board Committees

**The Executive Committee** may, between meetings of the Board, exercise all the powers of the Board, which may be lawfully delegated to the Committee.

Members were: Andrew J. Hladyshevsky\* Chair, Ajit Gautam, Paul Winn, Shirley Adamson\* and Benjamin Elms.

**The Finance Committee** oversees the investment of the Foundation's endowment fund and monitors its financial situation.

Members were: Ajit Gautam (Chair), Frederick D'Silva\*, Andrew J. Hladyshevsky\* and Dr. Myrna Lashley.

**The Aboriginal Issues Committee** includes non-Board members and advises the Board of Directors on key issues and concerns facing Aboriginal peoples in Canada.

Its Board members were: Shirley Adamson\* (Chair) and Dr. Mathew Zachariah. Non-Board members were: Paul Chartrand (BC), Bernd Christmas (NS), Tim Thompson (ON), Richard Powless [alt. Marie Frawley-Henry] (AFN).

**The Governance Committee** was established this year. It monitors the effectiveness of the Board in managing of the Foundation.

Its members were: Andrew J. Hladyshevsky\*, Ajit Gautam, Shirley Adamson\*, Benjamin Elms, Myrna Lashley, Andrée Ménard, Virginia Guiang\*\*, James Scharfstein\*\* and Paul Winn.

**The Program Committee** provides advice on the overall direction of the Foundation and ensures the development of effective and responsive programs. Its members were:

Benjamin Elms (Chair), Dr. Inez Elliston, Chrystyna Holman, Beverly Nann\* and Dr. Mathew Zachariah.

**The Human Resources Committee** is responsible for ensuring the maintenance of a high standard of human resources polices and procedures. It is also responsible for addressing any extraordinary personnel issues.

Its members were: Paul Winn (Chair) Dr. Myrna Lashley, Andrée Ménard and Virginia Guiang\*\*.

**The Investment Committee** is mandated by the CRRF Act. It advises the Board on the investment of the Foundation's endowment fund.

Its non-board members, appointed by Governor in Council, were Lynrod Douglas (Chair), Ralph Weeks and Rebecca Ling\*. Board members of the Committee are Patrick Case and Ajit Gautam.

**The Ad Hoc Committee on Resource Development** was created to explore ways to improve on the Foundation's fundraising capacity.

Its members were: Shirley Adamson\*, Benjamin Elms, Andrée Ménard, Paul Winn, Bev Nann\*, Virginia Guiang\*\* and Dr. Inez Elliston.

**The Ad Hoc Committee on Anti-Black Racism** was convened to explore ways of addressing anti-Black racism specifically.

Its members were: Patrick Case, Inez Elliston, Benjamin Elms, Myrna Lashley and Paul Winn.

### The Research Advisory Panel

Dr. Agnes Calliste (NS); Jean-Claude Icart (QC); Dr. Jo-Anne Lee (BC); Tim Thompson (ON); Sharon Venne (AB).

The Research Advisory Panel advises on the development of research in race relations for the Foundation. Its principal functions are to review proposals in response to requests for proposals or tenders for research, to make recommendations for funding and to evaluate completed research project. They also advise on publication format and dissemination of the final research reports.

### Board Liaison

By law, the Deputy Minister may designate someone to attend, but not vote at, board meetings. Jacques Paquette, Director General of Multiculturalism and Human Rights, is the Deputy's designé. The Board has also approved a permanent observer status to the National Association of Japanese Canadians (NAJC). Art Miki is the NAJC representative.

### Staff

The Foundation's core staff of 11 consists of an executive director, and personnel responsible for programs, communications and finance and administration. Student interns and occasional staff are engaged as needed and as budget allows.



## Canadian Race Relations Foundation

### Context

#### Founding

In 1988, The Canadian Government reached an agreement with the National Association of Japanese Canadians (NAJC), acting on behalf of Japanese Canadian families who were interned and otherwise stripped of their human and civil rights during and after the Second World War. Known as the Japanese Canadian Redress Agreement, the Government apologized on behalf of Canadians for those actions and provided compensation to those Japanese Canadian families who were wronged.

The NAJC also negotiated a contribution of \$12 million on behalf of its community, to be matched by an equal amount from the Government of Canada, to create a one-time \$24 million endowment fund to establish what is now known as the Canadian Race Relations Foundation (CRRF). The CRRF would, inter alia, assist all sectors, including communities, in understanding the true nature of racism and racial discrimination and to work towards its elimination.

#### Legislation and history

The Canadian Race Relations Foundation Act, Bill C-63, was passed in 1990 and was proclaimed in 1996 "...to facilitate throughout Canada the development, sharing and application of knowledge and expertise in order to contribute to the elimination of racism and all forms of racial discrimination in Canadian society..."

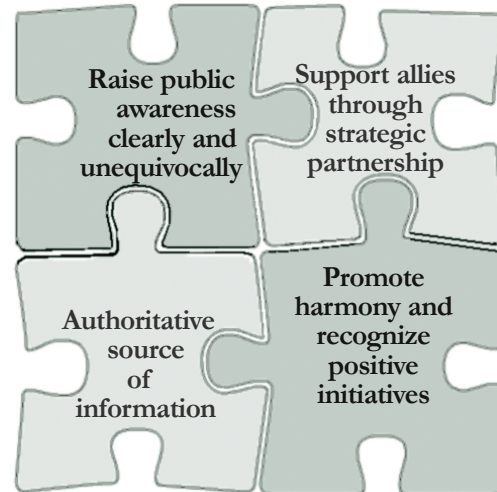
The CRRF opened its doors in November 1997. A Crown Corporation and one of the portfolio agencies of Canadian Heritage, the CRRF operates at arm's length from the Government of Canada. The CRRF also has registered charitable status. Its operating income is derived from the investment of the endowment fund, private donations and cost recovery fees/honoraria for goods and services.

#### Governance

The direction of the CRRF is vested in a board of directors consisting of a chairperson and up to 19 other members. An executive director manages the CRRF's day-to-day operations. The Governor-in-Council, on the recommendation of the Minister of State (Multiculturalism) and the Minister of Canadian Heritage, appoints all members of the board and the executive director who serves as chief executive officer and ex-officio member of the board. According to the Act, the Board of Directors must meet a minimum of twice a year. By practice, effort is made to ensure Board representation from every province and territory, and the Board tries to meet three times a year in a city of a different province or territory each meeting.

### Goals & objectives

The Canadian Race Relations Foundation Act is very specific about the purpose of the Foundation. It is "to facilitate a better understanding throughout Canada of the causes of racism and racial discrimination." The assumption is that Canadians, by understanding what racism is, will cooperate in its elimination.



The Act is also very specific about the functions the Foundation is expected to perform as part of fulfilling its purpose. They are as follows:

- undertaking research and collecting data and developing a national information base;
- acting as a clearinghouse, 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 all sectors of the economy in instituting and supporting programs and activities, and
- supporting and promoting the development of effective policies and programs for the elimination of racism and racial discrimination.

# The year in review

## Background / Environment



National Chief, Phil Fontaine and  
Doudou Diène

The visit to Canada by the United Nations' Special Rapporteur on Racism, Racial Discrimination, Xenophobia and Related Intolerances, M. Doudou Diène, accomplished many things. It allowed an external "adjudicator" to assess the current state of racism in Canada and what is being done about it. It also allowed several communities to work together towards one goal and to share the central concerns of their communities with respect to the state of racism in Canada.

The CRRF is mandated to present, and to assist communities to present, these kinds of concerns. We were therefore pleased that further to his accepting the government's invitation to visit Canada, M. Diène asked the CRRF to facilitate the civil society component of his fact finding mission. We were able to plan a comprehensive and inclusive tour, and his report therefore had the added value of providing a thorough overview and a jolt reminder to Canadians that racism still exists in many forms in our country.

As expected, the reaction to M. Diène's report was, for the most part, defensive on the part of government and the media. Nevertheless, many of the findings of his report are supportable and have been corroborated by various research reports and consultations on racism in Canada this past year.

- **Political environment** - Towards the end of 2003 the political environment had taken on a hopeful tone. The federal government was changing in leadership and with it came a sense of optimism among antiracism and human rights groups that the government would be more receptive to strengthening the anti-racism agenda.

In the Province of Ontario, there was a change of government, and the government which presided over the dismantling of all of the previously gained anti racism and equity measures was replaced. The new government appears more sympathetic to the demands for change that would cause, for example, police services to eliminate racial profiling, improve the handling of complaints against the police and ameliorate police-community relations. Quebec police also became publicly more committed to incorporating anti-racism and anti-hate initiatives. However challenges still remain in the western provinces where, for example, in BC the human rights agenda has suffered a set back, and in Saskatchewan the disappearance of several hundred Aboriginal women still has not been resolved in spite of years of attempts to raise awareness and create political will to address this serious issue.

- **Media** - The Media continues, for the most part, to ignore the inherent systemic racism in its portrayal of racialized Canadians. In some cases the faces of non-whites are getting more visible, yet the nature of their stories still tend to reflect the sensational.

This has the unfortunate effect of mislabelling or stereotyping some racial minority communities inappropriately.

- **Aboriginal issues** - The hard fought battle, waged by First Nations and supported by many non-Aboriginal groups and communities, to kill the First Nations Governance Act was won when the Act died on the order paper.

Aboriginal groups across the country are still awaiting action on the recommendations of the Report of the Royal Commission on Aboriginal Peoples (RCAP) that can be used as guide in establishing a new relationship between the First Nations and Canada. This was also a concern expressed by the UN Special Rapporteur.

- **Police and other institutional racism** - The police, customs and immigration continued to be the primary institutions exhibiting systemic racism, and evidence of racial profiling activities continued to be exposed over the past year. With some notable exceptions, many police services continued to deny that they practice racial profiling, therefore taking no - or very little - action to suppress it. Some courts and other quasi-judicial bodies have begun to recognize the existence of racial profiling and are taking this into consideration in their rulings.

In the post-September 11th atmosphere, Muslims, Canadians of Middle Eastern descent and South Asians continue to be targeted for differential treatment at border crossings and points of entry.

- **Antisemitism** - Although attacks on Jews, notably desecration of their sacred places, have been ongoing and, according to the 2003 report by B'nai Brith Canada, have been on the increase, Canada was stunned by a spate of these attacks in the Toronto area and other parts of the country, culminating in a firebomb attack on the United Talmud Torah school in Montreal.



Karen Mock, Conference on Hate/Bias Crime

It is against this backdrop, along with the frustrations of racism in the workplace and other forms of racial discrimination which many racialized group face, and about which the CRRF continually receive calls, that the CRRF worked tirelessly, albeit hampered to some extent by declining resources. It was therefore encouraging to hear the federal government's announcement that it will bring forward a national Plan of Action Against Racism.

The Foundation has been urging this action plan and has served as a catalyst for its development since the Durban World Conference Against Racism. In 2002, the CRRF hosted a conference to develop and provide elements for such a plan. The election call delayed the government's announcement of the Action Plan, and community groups continue to call for its release with accompanying resources to implement effective initiatives across all sectors.



## Fulfilling our goals & objectives

### Facilitating Consultation, Research and Knowledge:

#### UN Special Rapporteur's visit



*Session on Anti-Black Racism: Doudou Diène, Patrick Case, Darlyn Mentor*

The United Nations Special Rapporteur on Racism, Doudou Diène asked the Foundation to act as interlocutor with civil society for his visit to Canada last September. This was truly an opportunity not to be missed.

The Foundation's role was to ensure that the diversity of communities in Canada had the opportunity to have access to M. Diène. Because he was only able to visit five cities (Halifax, Montreal, Ottawa, Toronto and Regina, the Foundation also coordinated the participation of representatives from the western provinces to make presentations to M. Diène.

The success of the Special Rapporteur's visit was due, in no small part, to the tremendous cooperation the Foundation received from various organizations and individuals across the country, thereby enhancing the outreach the CRRF was able to do throughout the year.

In March 2004, M. Diène reported to the UN Commission on Human Rights (the Report may be accessed on the Foundation's website: [www.crrf.ca](http://www.crrf.ca)). In it, M. Diène noted, among other things, that an extensive constitutional and legal framework for combatting racism exists. Taking that to the next step, meaning greater resources and follow through, needs to be implemented.

The UN Special Rapporteur also noted the continued circumstances of the First Nations, and that victims or their descendants of the Chinese Head Tax and Exclusion Act and Africville be compensated.

A partial listing of groups which presented to the UN Special Rapporteur is available in the Appendix of this report. The Rapporteur was impressed with how extensive and inclusive his visit was.

### Speaking out on Policies and Practices:

#### Racial profiling

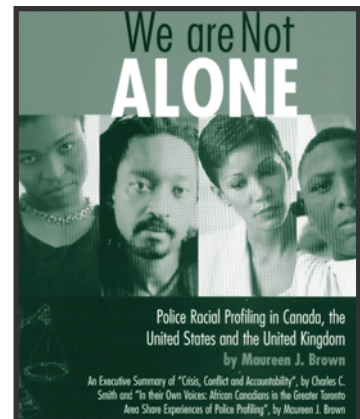
The issue of racial profiling continues to be dominant, particularly in racialized communities. Some courts and quasi-judicial entities have begun to recognize its existence and take note of it in their deliberations and proceedings.

The Nova Scotia Human Rights Commission handed down a ruling in one case [*Kirk Johnson v Halifax Regional Police*] which recognized the role of racial profiling.

The Ontario Human Rights Commission (OHRC) conducted an inquiry into the impact of racial profiling. In its report, **PAYING THE PRICE: The Human Cost of Racial Profiling**, the OHRC confirmed the existence of racial profiling and the negative impact it has on those who experience it.

The Canadian Race Relations Foundation was invited to participate actively in the release of the report.

In 2002, the Foundation provided bridge-funding to the African Canadian Community Coalition on Racial Profiling (ACCCRP), its trustee being the African Canadian Legal Clinic, to prepare a community-initiated report on racial profiling and best practices from other jurisdictions. The ACCCRP released that two-part report: **Crisis, Conflict and Accountability** by Charles C. Smith and **In Their Own Voices** by Maureen J. Brown. In March 2004, a day-long consensus-building conference to decide on next steps followed its release.



The CRRF again played an active role in the report's release and the conference that followed, and continues to maintain a close supportive relationship with the organizers.

The CRRF has commended those police services, including the Ottawa Deputy Police Chief and the Chief of the Kingston (Ontario) Police Service for their positive responses to the racial profiling issue. Both acknowledged

that racial profiling may exist. In the case of the Kingston Police Service, the Chief has initiated a one-year pilot project of data collection on traffic and pedestrian stops.



*Racial profiling Panel with Court Challenges - Winnipeg*

The CRRF continues its push for changes in police-community relations, particularly in the City of Toronto. The response from the two newly-elected levels of government (the Government of Ontario and the City of Toronto) to suggested changes from the community at large have so far been positive.

- The Foundation's executive director was invited to speak to the Conference of the Canadian Association of Chiefs of Police last summer to provide a 2003 update on racism and hate.
- The Chair of the Foundation has presented to the Joint Working Group of the Toronto Police Service Board and the Toronto Police Service on Racial Profiling.
- The Chair and the Executive Director have met with the Ontario Minister of Community Safety and Corrections. The CRRF met with the Ontario Minister of Education on the subject of the Safe Schools Act, a prominent point of controversy that has been linked to racial profiling. The Foundation has submitted proposals to the Ontario Attorney General, at his request, on the police complaints system.
- Similarly, the Foundation has been part of briefings on the proposed security measures brought down by the Deputy Prime Minister and Minister responsible for Public Security, Anne McLellan.

The Foundation will continue to support communities which have been significantly affected by racial profiling, whether it was through police services or through the immigration and customs in the federal domain.

## Education, Training and Awareness:

### Conferences, Networking and Communications Outreach

Conferences and other opportunities for networking are valuable tools for communities and like-minded individuals to compare notes, learn from each other and strategize on particular issues and developments. They constitute a significant part of the CRRF's activities for that reason. To



*Swedish delegation visits the CRRF*

that end, the CRRF played a partnership role in two important conferences. Hosted by Centennial College in Toronto as part of the College's Continuing Police Education Program, a two-day conference *Countering Hate and Bias in our Communities* for community and law enforcement offered participants an opportunity to share experiences and develop strategies to deal with those issues.

Similarly, the CRRF played a partnership role in the planning and execution of the Conference on *Hate and Racism: Seeking Solutions*, hosted by the Indigenous Bar Association and the Quebec Native Women's Association in Montreal.

The CRRF held joint information sessions with the Court Challenges Program at their annual meeting in Winnipeg. One particular feature was the *Last Spike Event*, honouring the Chinese community's role in the trans-Canada rail service.



*Last Spike Event - Winnipeg*

The CRRF has joined with or supported a number of communities which have held news conferences or other opportunities to speak out on issues that affect them. For example, the Foundation joined with the Union of Ontario



Indians, the African Canadian Legal Clinic and the Urban Alliance on Race Relations to denounce the racist comments caught on tape by OPP officers working undercover as newsmen at the Ipperwash demonstration. The tape was released through a CBC Freedom of Information request.

A more detailed listing of some of these activities may be found in the Appendix, that indicates the increased breadth and scope of the CRRF's outreach and consultation initiatives across the country.

## Supporting Programs and Activities:

### Initiatives Against Racism (IAR)

The CRRF offers a program of assistance to community and grassroots organizations across the country through its *Initiatives Against Racism* sponsorship. Ranging from \$500 to \$7,500, these sponsorship grants offer organizations an opportunity to do special projects that contribute to an understanding of racism, its causes and manifestations, clarifying misconceptions about groups affected by racism and racial discrimination and highlight the contributions of these groups, notably Aboriginal peoples and racialized groups.

A list of funded programs and a synopsis of the projects are available in the Appendix.

### National Youth Anti-Racism Network

Following the recommendations made by the youth caucus at the 2003 CRRF Awards of Excellence Symposium, the development of the National Youth Anti-Racism Network (NYAN) is now well underway. A part-time youth coordinator was hired in March 2004 to coordinate the development of this network, along with the expert guidance of an Ad Hoc Youth Advisory Committee that is made up of youth representatives from across Canada.



[www.nyan.ca](http://www.nyan.ca)

A key component of the network, the website, has been developed and will be online in the coming months. The website will include resources, links, events and announcements, one-on-one mentorship, job and internship postings, discussion boards, chat rooms, organization profiles, video streaming capabilities, dynamic data and several other features.



*Aboriginal consultation with Doudou Diène at the Native Canadian Centre - Toronto*

Other key activities have included the exploration of funding options for the NYAN, which will hopefully allow it to be self sufficient in approximately three years; building a database of youth anti-racism contacts; beginning the development of a youth analysis at CRRF; and outreach with a variety of youth anti-racism groups and organizations.

The creation of the National Youth Anti-Racism Network is an important development in the CRRF's efforts to address the concerns of youth in keeping with our strategic priorities. The CRRF's hiring of a youth coordinator and the creation of the advisory committee help the Foundation to be more inclusive of the youth voice and analysis within the organization, and also serves to enhance the anti-racism movement in Canada.

### CRRF Website: Enhancing the clearinghouse, increasing resources and establishing links

Work began late last year to rebuild a new and more user friendly website. The revamped site will offer greater access to CRRF online resources and information and will have additional inter-active features. The new site will be launched in the summer of 2004 and will greatly enhance the CRRF's capacity to provide authoritative information on racism and race relations in Canada regionally, nationally and internationally.

## International Consultations: a national data base and authoritative source of information

The Foundation hosted two separate international delegations this past year. A Swedish delegation that dealt with all aspects of the integration of newcomers to Sweden came to consult us on the role and work of the Foundation, to inform the development of their own programs.

A Brazilian delegation, S.C. - Dombali, also visited the offices of the Foundation. Their mission, sponsored by CIDA, was to seek information and alliances in their quest to have greater representation of African people on Brazilian television. Later in the year they held a conference in Brazil at which the Minister of State for Multiculturalism and Status of Women spoke.

The CRRF contributed to Canada's bilateral meeting with China this past year on the topic of Human Rights and Race Relations, coordinated by DFAIT. The Foundation also had representation at the United Nations Commission

on the Status of Women meeting in New York, and enabled accreditation of Black Youth in Action, a Montreal-based



*Brazilian delegation - Dombali - consults CRRF*

group, to participate as a delegate to the UN Human Rights Commission meeting in Geneva. CRRF had assisted to facilitate the NGO consultations with DFAIT prior to the Commission meeting.



*Partnering with the Antiracism Multicultural Educators Network*



*CRRF and NARCC celebrate Antiracism Leadership*



*Special thanks to Stephen Lewis from Mark Stevenson, IBA*



*Board member Inez Elliston honours Hudson Bay Company Diversity Campaign*



*Roundtable on Race Relations convened by Minister Carolyn Bennett (center)*



## Management's Responsibility for Financial Statements

The financial statements of the Canadian Race Relations Foundation are the responsibility of management and have been approved by the board of directors. These financial statements have been prepared in accordance with Canadian generally accepted accounting principles. An external auditor conducts an audit of the complete financial statements and reports to the Board of Directors through the Finance Committee on an annual basis. The auditor also reports on the fair presentation of the accompanying summarized financial statements.

In support of its responsibility, management has developed and maintained books of accounts, records, financial and management controls and information systems. These are designed to provide reasonable assurance that the Foundation's resources are managed prudently, that its assets are safeguarded and controlled, and that its financial information is reliable.

The Board of Directors is responsible for ensuring that management fulfils its responsibilities for financial reporting as stated above. The Board carries out its responsibilities mainly through the Finance Committee. The Committee meets with management to review internal controls, financial reports and other relevant financial matters.

The complete audited statements as well as the management discussion and analysis are available by contacting the Canadian Race Relations Foundation.

Karen R. Mock  
Executive Director

Teresa Lo  
Finance and Administration Director

## Investment Committee Report

As specified in the Canadian Race Relations Foundation Act, Bill C-63, the Investment Committee is responsible for advising the Board in making, managing and disposing of the investments of the endowment fund. The Committee comprises of the Chair of the Board, one director designated by the Board and three Governor in Council appointees with financial or investment consulting experience.

The Committee was officially formed in June 2003. In the first year of operation, the Committee met six times to review the performance of money managers; to discuss the Foundation's investment strategy as well as policies and make responsible recommendations to the Board accordingly.

We look forward to the filling of a vacancy on the committee, through the new nominations process. We will continue to monitor closely the performance of the investment counsellors and to advise the Board in a timely fashion, in order to strengthen the Foundation's ability to maximize the investment returns.

Lynrod Douglas  
Chair

## CANADIAN RACE RELATIONS FOUNDATION

## Auditors' Report

To the Directors of the  
**Canadian Race Relations Foundation**

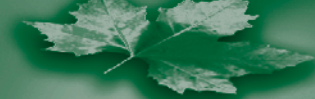
We have audited the statement of financial position of the Canadian Race Relations Foundation as at March 31, 2004 and the statements of operations, changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we 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 our opinion, these financial statements present fairly, in all material respects, the financial position of the Foundation as at March 31, 2004 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Toronto, Ontario  
May 28, 2004

**Hilborn Ellis Grant LLP**  
Chartered Accountants



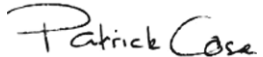
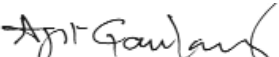
## CANADIAN RACE RELATIONS FOUNDATION

### Statement of Financial Position

March 31, 2004

	Capital Asset Fund \$	Education and Training Centre Fund \$	Endowment Fund \$
<b>ASSETS</b>			
Current Assets			
Cash	-	-	-
Investments (note 3)	-	54,814	-
Income receivable	-	-	-
Prepaid expenses and sundry receivables	-	-	-
	-	54,814	-
Investments (note 3)	-	-	24,000,000
Capital assets (note 4)	37,161	-	-
	37,161	54,814	24,000,000
<b>LIABILITIES</b>			
Current Liabilities			
Accounts payable and accrued liabilities	-	-	-
Inter-fund payable (receivable)	-	-	-
	-	-	-
<b>FUND BALANCES (DEFICIT)</b>			
Invested in capital assets	37,161	-	-
Externally restricted for Education and Training Centre (note 5)	-	54,814	-
Externally restricted for endowment (note 6)	-	-	24,000,000
Internally restricted for capital preservation (note 7)	-	-	-
Internally restricted for reserve (note 8)	-	-	-
Unrestricted	-	-	-
	37,161	54,814	24,000,000
	37,161	54,814	24,000,000

Approved on behalf of the Board:

 Director  
 Director

Hilborn Ellis Grant LLP

## CANADIAN RACE RELATIONS FOUNDATION

Capital Preservation Fund \$	Reserve Fund \$	Operating Fund \$	2004 \$	2003 \$
-	-	29,563	<b>29,563</b>	113,846
923,894	182,660	-	<b>1,161,368</b>	-
-	-	134,115	<b>134,115</b>	112,047
-	-	34,256	<b>34,256</b>	112,395
923,894	182,660	197,934	<b>1,359,302</b>	338,288
-	-	-	<b>24,000,000</b>	23,548,450
-	-	-	<b>37,161</b>	51,443
923,894	182,660	197,934	<b>25,396,463</b>	23,938,181
-	-	56,701	<b>56,701</b>	167,205
-	(141,233)	141,233	-	-
-	(141,233)	197,934	<b>56,701</b>	167,205
-	-	-	<b>37,161</b>	51,443
-	-	-	<b>54,814</b>	57,937
-	-	-	<b>24,000,000</b>	24,000,000
923,894	-	-	<b>923,894</b>	-
-	323,893	-	<b>323,893</b>	-
-	-	-	-	(338,404)
923,894	323,893	-	<b>25,339,762</b>	23,770,976
923,894	182,660	197,934	<b>25,396,463</b>	23,938,181





## CANADIAN RACE RELATIONS FOUNDATION

## Statement of Operations

Year ended March 31, 2004

	Capital Asset Fund \$	Education and Training Centre Fund \$
Revenues		
Interest and dividends <i>(note 3)</i>	-	-
Gain (loss) on sale of investments	-	-
Loss on foreign exchange	-	-
Sponsorships, donations and honoraria	-	-
Publications and conferences	-	-
Fundraising <i>(note 5)</i>	-	4,800
	-	4,800
Expenses		
Amortization	15,999	-
Award of Excellence symposium <i>(note 9)</i>	-	-
Award of Excellence gala dinner <i>(note 5)</i>	-	2,250
Communication	-	-
Conferences, symposia and consultations	-	-
Board of directors' honoraria and travel	-	-
Education and training centre <i>(note 5)</i>	-	5,673
Information systems and development	-	-
Library	-	-
Office and general	-	-
Professional fees	-	-
Public education <i>(note 10)</i>	-	-
Rent	-	-
Research	-	-
Salaries and benefits	-	-
Staff recruitment and development	-	-
	15,999	7,923
Excess of expenses over revenues before the following	(15,999)	(3,123)
Recovery of (provision for) decline in value of investments to market value	-	-
Excess of revenues over expenses (expenses over revenues) for year	(15,999)	(3,123)

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## CANADIAN RACE RELATIONS FOUNDATION

Operating Fund \$	2004 \$	2003 \$
1,037,876	<b>1,037,876</b>	1,005,224
524,969	<b>524,969</b>	(97,401)
(670,177)	<b>(670,177)</b>	(2,139)
8,978	<b>8,978</b>	31,213
12,020	<b>12,020</b>	10,425
-	<b>4,800</b>	209,550
913,666	<b>918,466</b>	1,156,872
-	<b>15,999</b>	34,010
3,301	<b>3,301</b>	180,797
-	<b>2,250</b>	151,613
68,320	<b>68,320</b>	127,675
30,102	<b>30,102</b>	142,370
108,158	<b>108,158</b>	136,516
-	<b>5,673</b>	-
180	<b>180</b>	6,285
1,950	<b>1,950</b>	5,783
43,978	<b>43,978</b>	43,710
22,606	<b>22,606</b>	16,096
69,075	<b>69,075</b>	211,420
126,285	<b>126,285</b>	105,911
74,261	<b>74,261</b>	77,318
709,555	<b>709,555</b>	666,563
1,368	<b>1,368</b>	16,823
1,259,139	<b>1,283,061</b>	1,922,890
(345,473)	<b>(364,595)</b>	(766,018)
1,933,381	<b>1,933,381</b>	(1,933,381)
1,587,908	<b>1,568,786</b>	(2,699,399)



## CANADIAN RACE RELATIONS FOUNDATION

### Statement of Changes in Fund Balances

	<b>Capital Asset Fund \$</b>	<b>Education and Training Centre Fund \$</b>	<b>Endowment Fund \$</b>
Fund balance (deficit), beginning of year	51,443	57,937	24,000,000
Excess of revenues over expenses (expenses over revenues) for year	(15,999)	(3,123)	-
Net investment in capital assets	1,717	-	-
Internally imposed restrictions	-	-	-
Fund balance, end of year	<u>37,161</u>	<u>54,814</u>	<u>24,000,000</u>

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## CANADIAN RACE RELATIONS FOUNDATION

Capital Preservation Fund \$	Reserve Fund \$	Operating Fund \$	2004 \$	2003 \$
-	-	(338,404)	<b>23,770,976</b>	26,470,375
-	-	1,587,908	<b>1,568,786</b>	2,699,399
-	-	(1,717)	-	-
923,894	323,893	(1,247,787)	-	-
<b>923,894</b>	<b>323,893</b>	-	<b>25,339,762</b>	<b>23,770,976</b>



## CANADIAN RACE RELATIONS FOUNDATION

## Statement of Cash Flows

Year ended March 31, 2004	2004 \$	2003 \$
<b>Cash flows from operating activities</b>		
Excess of revenues over expenses (expenses over revenues) for year	<b>1,568,786</b>	(2,699,399)
Items not requiring a current cash payment		
Amortization	<b>15,999</b>	34,010
Loss (gain) on sale of investments	<b>(524,969)</b>	97,401
Loss on foreign exchange	<b>670,177</b>	2,139
Provision for (recovery of) decline in value of investments to market value	<b>(1,933,381)</b>	1,933,381
	<b>(203,388)</b>	(632,468)
Changes in non-cash working capital		
Increase in income receivable	<b>(22,068)</b>	(43,085)
Decrease (increase) in prepaid expenses and other receivables	<b>78,139</b>	(16,469)
Increase (decrease) in accounts payable and accrued liabilities	<b>(110,504)</b>	97,351
	<b>(257,821)</b>	(594,671)
<b>Cash flows from investing activities</b>		
Proceeds from sale of investments	<b>35,716,813</b>	16,171,785
Purchase of investments	<b>(35,541,558)</b>	(15,529,467)
Net additions to capital assets	<b>(1,717)</b>	(21,204)
	<b>173,538</b>	621,114
Net increase (decrease) in cash during year	<b>(84,283)</b>	26,443
Cash, beginning of year	<b>113,846</b>	87,403
Cash, end of year	<b>29,563</b>	113,846
<b>Supplementary Disclosure of Cash Flow Information</b>		
Interest paid	-	-
Income taxes paid	-	-

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## CANADIAN RACE RELATIONS FOUNDATION

## Notes to Financial Statements

March 31, 2004

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

2. **Significant Accounting Policies**

a) **Fund accounting**

The Foundation follows the restricted fund method of accounting for contributions.

The Operating Fund accounts for the Foundation's program delivery and administrative activities.

The Capital Asset Fund reports the assets, liabilities, revenues and expenses related to the Foundation's capital assets.

b) **Revenue recognition**

Restricted contributions are recognized as revenue of the appropriate fund when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Endowment contributions are recognized as revenue of the Endowment Fund.

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

Unrestricted investment income earned on the Endowment Fund resources is recognized as revenue of the Operating Fund.

c) **Investments**

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



## CANADIAN RACE RELATIONS FOUNDATION

### Notes to Financial Statements (continued)

March 31, 2004

#### 2. Significant Accounting Policies (continued)

##### d) Investment transactions and income recognition

Investment transactions are accounted for on the trade date. Income from investments is recognized on the accrual basis. Interest is accrued based on the number of days the investment is held during the year. Dividends are accrued as of the ex-dividend date. Realized gains and losses from investment transactions and the unrealized appreciation or depreciation in the value of investments are computed on an average cost basis.

##### e) Capital assets

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

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

##### f) Foreign currency translation

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

##### g) Financial instruments

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

##### h) 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 from these estimates.

## CANADIAN RACE RELATIONS FOUNDATION

## Notes to Financial Statements (continued)

March 31, 2004

## 3. Investments

	Average Cost \$	Market Value \$
Investment portfolio	<u>25,161,368</u>	<u>26,263,981</u>

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

At March 31, 2004, of the \$25,161,368 investment portfolio cost, \$1,161,368 is presented as a current asset representing the cost amount of the investment portfolio in excess of the net assets restricted for endowment of \$24,000,000. The excess of the market value of the investment portfolio in relation to the cost amount of the investment portfolio, \$1,102,613, is not recognized for accounting purposes.

Investment counsel fees paid by the Foundation are offset against interest and dividend income. During the year, these fees amounted to \$138,890 (2003 - \$156,760).

The average cost and market value of the investment portfolio at March 31, 2003 was \$25,481,830 and \$23,548,450, respectively.

## 4. Capital Assets

	Cost \$	Accumulated Amortization \$	2004 Net Book Value \$	2003 Net Book Value \$
Office furniture and equipment	106,972	96,341	10,631	18,147
Computer hardware	118,528	110,433	8,095	13,387
Computer software	21,903	19,693	2,210	3,684
Artwork	16,225	-	16,225	16,225
	<u>263,628</u>	<u>226,467</u>	<u>37,161</u>	<u>51,443</u>





## CANADIAN RACE RELATIONS FOUNDATION

### Notes to Financial Statements (continued)

March 31, 2004

#### 5. Education and Training Centre Fund

The proceeds of fundraising from the Award of Excellence gala dinner in excess of expenses represent restricted contributions that are designated for the establishment of an education and training centre. The purpose of the centre is the development and delivery of race relations education and training programs and materials to public and private sector groups.

#### 6. Endowment Fund

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

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

The Foundation received donated legal services valued at approximately \$15,000, during fiscal 2004, to address issues relating to the endowment fund.

#### 7. Capital Preservation Fund

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

At March 31, 2004, the internal restriction for capital preservation is \$923,894 (2003 - \$nil).

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

#### 8. Reserve Fund

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

At March 31, 2004, the internal restriction for reserve is \$323,893 (2003 - \$nil).

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

## CANADIAN RACE RELATIONS FOUNDATION

## Notes to Financial Statements (continued)

March 31, 2004

9. **Award of Excellence Symposium**

The Foundation recognizes positive initiatives in the elimination of racism and the promotion of harmonious race relations through an Award of Excellence symposium held every two years. The Award of Excellence symposium was held in March 2003. The next Award of Excellence symposium will be in 2005.

10. **Public Education**

Public education during the year included grants awarded in connection with Initiatives Against Racism, the production of Unite Against Racism and public education initiatives undertaken by the Foundation on the issue of racial profiling and related issues.

The Foundation received donated television and radio airtime valued at approximately \$269,000 (2003 - \$87,000) during the year.

11. **Commitments**

- a) The Foundation entered into a new lease agreement for office premises commencing April 1, 2003 and expiring March 31, 2008. The Foundation has the option to terminate the lease after the second year of the lease agreement. The approximate annual payments of rent, business taxes and operating costs pursuant to the new lease agreement are \$160,000 per year.
- b) As at March 31, 2004 the Foundation is committed to fund approximately \$48,500 in research and public education grants during the fiscal year ending March 31, 2005.



## Appendix 'a'

### Canadian Race Relations Foundation Education and Training, Networking, Consulting, Communications Outreach and Speaking Engagements April 2003 to March 2004

#### 1. Education and Training

- Leadership Development in Anti-Racism and Community Relations - Hamilton, Ontario
- Anti-racism leadership group training workshop, Hamilton, Ontario
- Race Relations Training of Trainers, Office of the Treaty Commissioner, Saskatoon
- Library Archives Canada - Human Rights and Diversity Training Program pilot
- Anti-Racism and Equity Staff Development Program, Monsignor Fraser Academy, Toronto District Catholic School Board, Toronto, Ontario
- Lectures and Workshops on Anti-Racism, WCAR, etc. University of Nottingham, England
- Anti-Racism and Equity course planning for teachers with the Toronto District School Board

#### 2. Networking, Consulting and Communications Outreach

- Minister's Roundtable of Religious Leaders in Ottawa
- RCMP's conference in Winnipeg on Aboriginal and Diversity Issues in Policing
- Ontario Black History Society - 25th anniversary brunch, Toronto
- Social Forum, Montreal
- Technical symposium, Montreal
- Conference Maison amérindienne, Montreal
- Aboriginal Peoples Council of Toronto and Six Nations, ON
- Communications counsel to the CCNC and other groups at the height of the SARS crisis
- Advice to the Filipino Canadian Youth Council
- Race and Poverty Network, Toronto, Ontario
- African Canadian Achievement Awards Presentation
- MENTORS (Muslim Education Network, Training and Outreach Service) Anti-Islamophobia Project Launch
- Ethnic Diversity Survey presentation by Minister Jean Augustine
- Centre for Social Justice - Vote for a Change - Voter Education Campaign
- AMENO Meetings and Conference - Toronto, Ontario
- Centennial College Continuing Police Education Program - Conference on Hate/Bias crime for community and law enforcement
- Canadian Council for Refugees - Media Partnerships consultation
- Consulting to:
  - 1) Centennial College, Police Continuing Education Conference, with community partners

2) Indigenous Bar Association/Quebec Native Women's Association Conference on Hate and Racism: Seeking Solutions

3) Racial Profiling Working Group

4) Hudson's Bay Company Multicultural Campaign

- Communications counsel to Dixon Hall that services the Regent Park community
- Media panelist of the National Conference on Full Participation

#### 3. Speaking Engagements

- Panel Moderator Panel at Ministers' Diversity Forum in Ottawa, Ontario
- Keynote Speaker for a Community Forum and guest lecturer for a teacher education class Countering Racism and Hate, Cincinnati, Ohio, USA: co sponsored by the Center for Holocaust and Humanity Education and the Underground Railroad Museum
- Sisterhood/Brotherhood Program Race Relations in Canada Today, Hamilton, Ontario
- Countering Racism and Hate/Bias Crime, London, Ontario
- Sone Memorial Lecture - Adath Israel Synagogue, Toronto, Ontario
- American Psychological Association, Social Issues Group, Toronto, Ontario
- Keynote speaker, Canadian Association of Chiefs of Police, Halifax, Nova Scotia
- Presentation on Racism, Race Relations and WCAR follow up at bilateral meetings with Chinese delegation on Human Rights, DFAIT, Ottawa, Ontario
- Keynote speaker, Help Halt Hate community forum, Women's Federation, Toronto, Ontario
- Presentation to Patrimoine Canadian Heritage (PCH Staff, Ottawa, Ontario)
- Provincial Elections debate - forum co-hosted by OCASI and CRRF on immigration & racism issues
- Presentation - Draft Report on Racial Profiling by Toronto Police Services Board/ Toronto Police Service
- Keynote speaker at York University Holocaust Education Week: Anti-Racism/Anti-semitism: Lessons of the Holocaust
- Roundtable on Racial Profiling - Senators Mobina Jaffer/Don Oliver
- Keynote speaker, New Brunswick Multicultural Council conference, Fredericton, New Brunswick
- Guest Speaker, Roundtable on Race Relations, hosted by Minister Carolyn Bennett, Toronto, Ontario

## INITIATIVES AGAINST RACISM (IAR) SPONSORSHIP PROGRAM

The objectives of the IAR program are:

- to increase critical understanding of racism and racial discrimination in Canada;
- to expose the causes and manifestations of racism;
- to inform the general public of the facts, contrary to popular misconceptions, about groups affected by racism and racial discrimination; and,
- to highlight the contributions of groups affected by racism and racial discrimination, notably Aboriginal Peoples and racial minorities.

Despite the current fiscal restrictions experience by the CRRF we have managed to support the following organizations.

### JUNE 2003

**New Brunswick Multicultural Council Inc., NB**  
*The New Brunswick Multicultural Council Forum on Racism, Employment and Youth*

Held in September 2003, this forum brought together local organizations, youth groups, employers and educational institutions as a means to develop existing and new partnerships for the implementation of anti-racist initiatives.

**Maison des cultures amérindiennes, QC**  
*Les Autochtones et le racisme - Braver les préjugés*

*Les Autochtones et le racisme - Braver les préjugés* is a conference that aims to promote better understanding of Aboriginal peoples (culture, demystification of myths and stereotypes and legislation) by the general public. Key issues explored include the cultural differences within the Quebec First Nations, the distinctiveness of their status, and an historical overview and socio-economic analysis of issues affecting Aboriginal peoples.

**Ad Hoc Committee on the Displacement of Women through Vancouver Status of Women, BC**  
*Displacement of Women Participatory Video Project*

The purpose of the project is to dispel myths and promote public awareness about the challenges faced by displaced and persecuted women during their journeys to and within Canada, specifically focusing on immigrants, refugees, Aboriginal women and women of colour. The committee will provide the general public with an in-depth anti-racist and feminist analysis of substantive issues, with an emphasis on the effective role of the women's advocacy groups in eradicating racism and other forms of oppression.

**African Canadian Disability Community Association, MB**

*National policies and legal rights: From the disability and multicultural perspectives*

This conference aims to establish a national consultative forum to discuss the application of the Canadian Charter of Rights, and other national policy initiatives such as affirmative action and their impact on disability ethno-cultural communities.

### FEBRUARY 2004

**Women Working With Immigrant Women. ON**  
*Best Workplace Policies and Practices.*

The overall goal of this project is to improve employment equity for Muslim women. Drawing on the organization's study "No Hijab is Permitted Here," the project will review, analyze and expand on the best employment practices adopted by companies within diverse sectors of the Toronto region. The information generated will be used to produce educational media packages that will inform the general public, including ethnic communities, employers in the GTA, labour organizations, and the media about the facts of wearing hijab, develop public awareness of the workplace needs of Muslim women wearing hijab and improve their access to employment.

**Kenora Assembly of Resources/Youth Drop-In Centre, ON**  
*Bridging the Gap: Celebrating Diversity in Kenora*

The purpose of this project is to raise awareness and confront issues of racial discrimination or racism in educational institutions in the Kenora area. Through a collaboration with local boards of education, the project will develop a Complaints Resolution Mechanism that will put into practice Anti-Racist Policies and actively resolve issues of racism in schools. An integral part of this mechanism will be the establishment of diversity committees, which will provide a forum for youth of different cultural backgrounds to discuss racism and give a voice to marginalized communities. The project also aims to train youth to conduct interactive workshops in schools using skits and music. These workshops will be designed to show how problems facing the Aboriginal community are a direct result of racism, with particular emphasis on the intergenerational effects of Residential schools.

**Ryerson Caribbean Research Centre, ON**  
*African Canadian Historical Biographies.*

The overall goal of this project is to highlight the contributions that Canadians of African descent have



made to Canadian life, culture and history, as well as to produce anti-racist documentation. The compilation of 20 biographies of notable Black Canadians - famous and not famous - will be developed into education materials using different formats, including print material, CD ROMs, and a website. By making these materials available to educational institutions, libraries, heritage centers, museums and the general public, "African Canadian Biographies" has the potential of filling a wide gap in Canadian history that has marginalized Black Canadians, to challenge and reverse stereotypes and to provide positive role models for national and self empowerment.

#### **The Association for the Elimination of Hate, ON**

*Youth Anti-Hate Program.*

As part of a larger campaign for the elimination against hate, the Youth Anti-Hate Program (YAP) was initiated to create an opportunity for youth to become actively involved in the campaign within the context of their school community. "Anti-Hate Ambassadors," two students and a teacher, will be nominated in each secondary school to organize activities to raise awareness around important themes and dates, including the Holocaust Remembrance Day and Black History Month. By building understanding and offering practical strategies to combat hate and intolerance, the program endeavours to empower students to make their schools a better place to learn and the community a better place to live.

#### **The Bus Riders Union., BC**

*The Bus Riders Union.*

The Bus Riders Union represents the mass transit and public health needs of the transit dependent, the majority of which is made up of working class Aboriginal people and racial minorities. Specifically, this project wants to place these communities at the centre of public policy and create a form of resistance against systemic racism, oppression and discrimination. Challenging privatization of transit services, deterioration of services, and rising bus fares are key action areas. To complement and enhance ongoing activities in public education, organizational development and capacity building, two new initiatives are being proposed: "Beat the Fare Hike Campaign" and "Women in Transit Project." By empowering marginalized communities to engage in public advocacy and increase their access to economic, political and social participation, the project seeks to improve racial equality in the Vancouver region.

#### **Youth Environmental Network, ON**

*Green Justice: Recreating A Movement.*

"Green Justice" is a project that emerged out of the need to broaden the outreach of the mainstream environmental movement beyond a predominantly white middle class focus. By inviting youth from different ethnic and cultural backgrounds to participate in a workshop/retreat, the project creates an opportunity to explore and debate issues of racism in relation to the environmental movement within an open, diverse, and dynamic learning community. In this way, the project strives to promote greater representation and participation among people of colour and Aboriginal peoples within the environmental movement.

#### **Youth Encouraging Self Empowerment, ON**

*Visions of Excellence Awards.*

The purpose of this initiative is to acknowledge the exceptional contributions made by black youth and other youth of colour in bettering their communities through their creativity, leadership, entrepreneurship and volunteerism. By bringing together youth of different ethnic backgrounds to celebrate the achievements of their peers, event organizers hope to inspire more youth to become meaningfully engaged in their schools and communities, and to create networking opportunities for youth groups, thereby focusing their efforts onto a common goal of building a fair and equitable society.

#### **Inanna Publications and Education Inc, operating as Canadian Woman Studies, ON.**

*Canadian Woman Studies Winter 2004 issue on "Women and the Black Diaspora" (volume 23, no. 2).*

The CWS Winter 2004 issue is committed to examining the various ways the Black Diaspora is gendered, and how the histories and the experiences of migration, dispersal and displacement impact women's lives. In addition, this publication will further explore the links between racism and gender at the grassroots, political, and institutional levels locally and nationally. In this way, "Women and the Black Diaspora" becomes a resource tool to facilitate better communication and understanding, as well as to promote the exchange of ideas and strategies between women of diverse ethnic backgrounds affected by racism and all forms of discrimination.

## Appendix 'c'

## United Nations' Special Rapporteur 2003

The following is a list of some of the groups that made presentations to the UN Special Rapporteur

Aboriginal Research Committee, NB	Canadian Jewish Congress, ON	Fédération des Femmes du Québec, QC
Action Jeunesse Franchophone, ON	Canadian Jewish Congress, Quebec Region, QC	Femmes Autochtones du Québec, QC
African Canadian Community, ON c/o African Canadian Legal Clinic	Canadian Labour Congress, ON	Filipino Nurses' Association of Quebec, QC
Africville Genealogy Society, NS	Canadian Research Institute for the Advancement of Women, ON	Filipino Nurses' Association of Quebec, QC
Algonquins of Barriere Lake, QC	Canadian Union of Postal Workers, NS	Grand Council of the Crees (Eeyou Istchee), ON
Alliance des chinois-canadiens pour la réparation, QC	Carolyn E. Fowler & Associate, NS	Harmony Movement, ON
Alliance of South Asian Communities, QC	CCHO-Communauté Catholique des haïtiens de l'Outaouais, ON	Immigrant Workers' Centre, QC
Alliance Quebec, QC	Centre for Research-Action on Race Relations QC	Innu Council of Nitassinan, QC
Alternatives, QC	Chinese Canadian National Council, NS	Institute for the Advancement of Aboriginal Women, AB
Amnesty International, ON	Chinese Canadian National Council, ON	International Civil Liberties Monitoring Group, ON
Annapolis Valley Regional School Board, NS	City of Hamilton, ON	Islamic Association of Maritime Provinces, NS
Annapolis Valley Regional School Board - RCH Division, NS	Comité d'action des sans statute, QC	J'Nikira Dinqinesh Education Centre (for Black Studies), ON
Assembly of First Nations, ON	Communauté Haïtienne de Canada, ON	Leonard Peltier Defence Committee Canada, ON
Association for the Elimination of Hate, ON	Community and Race Relations Advisory Committee, NS	Ligue des Droits et Libertés, QC
Association multi-ethnique pour l'intégration des personnes handicapées, QC	Community Justice Society, NS	Métis Nation of Ontario, ON
Black Community Resource Centre, QC	Community Justice Society, NS	Metro Toronto Chinese and Southeast Asian Legal Clinic, ON
Black Educators Association of N.S., NS	Conseil Économique & Social d'Ottawa Carleton, ON	University College Cape Breton
Black Youth in Action, QC	Conseil élu par les haïtiens de Montréal, QC	M'kmag College Institute, NS
B'nai Brith Canada, ON	Conseil national des citoyens et citoyennes d'origine haïtienne, QC	MISA, NS
B'nai Brith Canada, QC	Conseil pour l'intergration des francophones-minorité, ON	Minority Rights Association of Greater Châteauguay, QC
Dalhousie Law School, NS	Consultante en Gestion et accès à l'égalité en emploi, QC	Moose Jaw Multicultural Council Inc. SK
Canadian Arab Federation, ON	Council of Agencies Serving South Asians, ON	Mother's for Peace, ON
Canadian Bar Association, ON	Dalhousie University, NS	Multicultural Association of Nova Scotia, NS
Canadian Council of Muslim Women, SK	Department of Education, NS	Multicultural Education Council of Nova Scotia, NS
Canadian Ecumenical Jubilee Initiatives, ON	Ethno-Cultural Council of Calgary, AB	Muslim Council of Montreal, QC
Canadian Ethnocultural Council, ON		National Aboriginal Health
Canadian Islamic Congress, ON		



## Appendix 'c'

Organization, ON

National Association of Friendship Centres, ON

National Association of Japanese Canadians, MB

National Council of Visible Minority Employees in the Federal Public Service, ON

Native Council of Nova Scotia, NS  
Native Women's Association of Canada, ON

New Brunswick Aboriginal Peoples Council, NB

Nigerian Liberation and Anti-Slavery Campaign, ON

North Halton Cultural Awareness Council, ON

Observatoire international sur le racisme et les discriminations, QC  
Oliver Management Connexus Inc., NS

Pan-Canadian Network of Human Rights, Antiracism and Social Justice

Advocates, ON

Parity Consulting, SK  
Parole Arabe, QC

PEI International Friendship Association, PE

Pilipino Heritage Language School Inc., SK

PINAY, QC

Public Service Alliance of Canada, NS  
Rainbow Youth Centre, SK

Regroupement québécois des centres d'aide et de lutte contre les agressions à caractère , QC

Saskatchewan Intercultural Association, SK

Saskatchewan Intercultural Association, SK

Social Planning Council of Winnipeg, MB

Solidarity for Palestinian Human Rights, QC

South Asian Women's Community

Centre, QC

St. George Orthodox Church, QC  
St. Mary's University, NS

Success Skills Centre, MB

Table de concertation des organismes au service des personnes réfugiées et immigrantes, QC

The Committee for the Elimination of Racism in Sport and Recreation, SK

Toronto Police Services, ON

Ugnayan ng Kabataang Pilipino sa Canada / Filipino-Canadian Youth Alliance, BC

Union of Ontario Indians, ON

University of Calgary, AB

Women's Health in Women's Hands, ON

YMCA Newcomers Program, NS

York University, ON