

CANADIAN RACE RELATIONS FOUNDATION



FONDATION CANADIENNE DES RELATIONS RACIALES

Annual Report
For year ended
March 31, 2000

MISSION

The Canadian Race Relations Foundation 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.

VISION

The Canadian Race Relations Foundation aims to help bring about a more harmonious Canada that acknowledges its racist past, recognizes the pervasiveness of racism today, and is committed to creating a future in which all Canadians are treated equitably and fairly.

Canada

CANADIAN RACE RELATIONS FOUNDATION
CRRF  FCRR
FONDATION CANADIENNE DES RELATIONS RACIALES
4576 Yonge Street, Suite 701
Toronto, ON M2N 6N4

MESSAGE FROM THE CHAIR

During the past year, the Canadian Race Relations Foundation continued to take a leadership role in the fight against racism in Canada. This year has proved to be one of fruition for the Foundation. Completing our third full year of operation, we have set solid groundwork for governing policies and program direction, and successfully implemented our major areas of programming. The Foundation's efforts in 1999/2000 remained true to our mission – to build a national framework for the fight against racism in Canadian society.

In accordance with this mandate, the Foundation's Board and staff held consultations and community forums in different regions to hear perspectives from across the country. We commissioned research on race relations, and provided funding to numerous anti-racism initiatives throughout Canada. The Foundation took to the airwaves with the "Unite Against Racism" public education campaign, aimed at raising awareness and action on anti-racism issues.

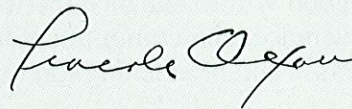
1999 was also a key year for the development of stronger working relationships with various Aboriginal communities through the Aboriginal Issues Task Force. A Task Force report was produced and the Board of Directors established a Standing Committee on Aboriginal Issues to ensure the continuation of the work that had begun.

A new task force was established to guide the direction for the Foundation's participation at the UN World Conference on Racism, Racial Discrimination, Xenophobia and Related Intolerance, which is taking place in South Africa in 2001. The Foundation will shape what we have learned through our consultations and program work into an effective contribution to international efforts to combat racism at this important conference.

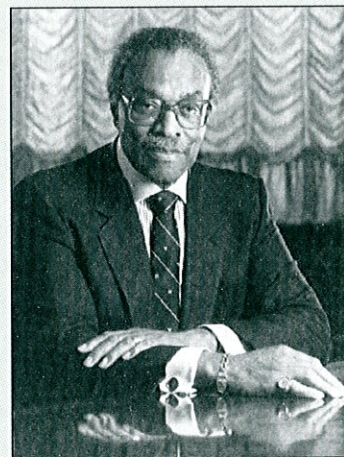
On our operational side, the CRRF completed the development and revision of our financial policies, which have served us well in managing financial resources. The Foundation's investment ethics policy came into play when we divested from Talisman Energy which was found to have helped fuel human rights abuses in Sudan.

There were also developments in the legislative arena. In September 1999, Bill C-44 died on the order paper when Parliament prorogued. The bill contained amendments that would have reduced the Foundation's mandate and independence. On behalf of the members of the board, I thank the many Senators, Members of Parliament, concerned organizations and citizens who made representations to the government on our behalf.

The Foundation's success over the past year could not have been achieved without the efforts of our Board of Directors, committees, task forces and staff. I would like to thank them all for their diligence and hard work. Through our efforts, I am confident that we can build a model society for the 21st century – a country that provides a place in the sun for all its people.



The Honourable Lincoln M. Alexander
Chair



MESSAGE FROM THE EXECUTIVE DIRECTOR

The past year has been an extremely active and fruitful one for the Canadian Race Relations Foundation. The CRRF's programs were fully and successfully implemented, and new elements were added to further meet our mandate and goals.

In early 1999, the Foundation undertook a strategic planning exercise involving Board members and staff to define and focus the CRRF's work in the coming few years. To help provide a context for strategic planning, the CRRF commissioned an environmental scan to solicit feedback from community-based organizations and anti-racism practitioners across the country. At the end of this planning process, the Foundation had reviewed and updated our mission and vision statements, and reaffirmed the need to continue our emphases on the areas of education and employment.

The Foundation initiated and launched the largest-ever national anti-racism campaign of its kind, bringing together over 20 partners with a wide range of interests. Innovative campaign advertisements under the banner "Unite Against Racism" reached over 22 million television viewers through several regional and national stations.



We continued to speak out forcefully against both overt and systemic racism in Canada, receiving extensive media coverage nationally. We called on the Crown to appeal the sentences that were issued against five skinheads in British Columbia who were convicted for beating an elderly Sikh man to death. We also made a substantive contribution to a controversial public debate about racism in broadcasting when a television news anchor made discriminatory remarks about various minority groups. The Foundation called a news conference to release the findings of one of its research reports, *Racist Discourse in Canada's English Print Media*, which underscored the need to continue efforts to eradicate racism in the print media.

In accordance with our national mandate, we held consultations and community forums in Newfoundland, Ontario and Nova Scotia. In St. John's, we had the opportunity to meet with community representatives and Aboriginal leaders and to discuss ways of raising public awareness about the importance of eliminating racism. Our community forum in Toronto examined whether current school reforms in Ontario will expose children to an increased risk of violence and racism, and the Halifax forum focussed on the state of anti-racist education in Nova Scotia public schools.

With the increase in the Foundation's activities, it became necessary to expand our modest office space. A task force investigated the feasibility of various options, which resulted in a plan to lease larger premises to accommodate a new phase of growth in our programs and activities.

I am grateful to the board members who have contributed their expertise, shared their insights, and extended their good will to enhance the work of the Foundation. I also thank the Foundation staff for their diligence, perseverance, and commitment to anti-racism work. I look forward to continuing our work with existing partners – and broadening the network to include new partners – to advance equity and fairness for all.

A handwritten signature in cursive script that reads "Moy C. Tam".

Moy C. Tam
Executive Director

BOARD OF DIRECTORS

CHAIR

Colonel The Honourable Lincoln M. Alexander, Hamilton, Ontario

EXECUTIVE DIRECTOR

Moy C. Tam, Thornhill, Ontario

VICE-CHAIR

Arthur K. Miki, Winnipeg, Manitoba

TREASURER-SECRETARY

Nicole Beaudoin, Montréal, Québec

MEMBERS

Shirley Adamson, Whitehorse, Yukon Territory**
Gerald A. Clarke, Halifax, Nova Scotia**
Frederick Ligoria D'Silva, Etobicoke, Ontario
Ajit Gautam, Moncton, New Brunswick
Andrew Hladyshevsky, Edmonton, Alberta
Chrystyna Holman, Charlottetown, Prince Edward Island
Myer Horowitz, Victoria, British Columbia* ***
Jack Jedwab, Montréal, Québec
Peggy J. Johnson, St. John's, Newfoundland
Krishan Chandra Joshee, Edmonton, Alberta**
Pana Merchant, Regina, Saskatchewan
Maria Ausilia Morellato, Vancouver, British Columbia
Subhas Ramcharan, Tecumseh, Ontario
Carolyn G. Thomas, East Preston, Nova Scotia*
Sandra Wilking, Vancouver, British Columbia*
Paul A. Winn, New Westminster, British Columbia**

* Indicates members who left the Board during 1999-2000.

** Indicates members who joined the Board during 1999-2000.

*** Dr. Horowitz resided in Edmonton, Alberta at the time of his appointment.

BACKGROUND

In 1988, the Government of Canada and the National Association of Japanese Canadians signed the Japanese Canadian Redress Agreement. The Agreement acknowledged that the treatment of Japanese Canadians during and after World War II was unjust and violated principles of human rights. Under the terms of the agreement, the federal government also promised to create a Canadian Race Relations Foundation, which would “foster racial harmony and cross-cultural understanding and help to eliminate racism.” The federal government proclaimed the Canadian Race Relations Foundation Act into law on October 28, 1996. The Foundation officially opened its doors in November 1997.

ORGANIZATIONAL PROFILE

In accordance with the Japanese Canadian Redress Agreement, the federal government provided the Foundation with a \$24 million endowment fund. The Foundation’s annual operational budget comes from the income generated by investing the endowment fund, and donations. For the fiscal years 1996/97, 1997/98, 1998/99, and 1999/2000, start-up funds were provided by the Department of Canadian Heritage.

The Foundation is governed by a Board of Directors consisting of a Chair and up to 19 other directors who are appointed by the Governor in Council. Directors serve for terms of up to three years, which are renewable. The Foundation’s Executive Director, who is appointed for a term of up to five years and serves as a non-voting Board member, manages the Foundation’s day-to-day operations. Directors come from all areas of Canada and bring to the Foundation a rich diversity of ethnocultural heritage and a wealth of expertise.

The Foundation operates at arm’s length from the federal government, and its employees are not part of the federal public service. The Foundation has registered charitable status.

STANDING COMMITTEES

The Honourable Lincoln M. Alexander, Chair of the Canadian Race Relations Foundation, is an ex officio member of all committees.

EXECUTIVE COMMITTEE (STANDING):

Arthur Miki (Chair), Nicole Beaudoin, Andrew Hladyshevsky, Jack Jedwab**, Peggy Johnson, Maria Morellato

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

FINANCE COMMITTEE (STANDING):

Arthur Miki (Chair), Nicole Beaudoin, Frederick D’Silva**, Ajit Gautam**, Andrew Hladyshevsky, Sandra Wilking*

The Finance Committee oversees the investment of the Foundation’s endowment fund, monitors the CRRF financial situation, and advises the Board in managing and disposing of investments. The Finance Committee also reviews the budget and financial statements. The Committee reports at all regularly scheduled Board meetings.

HUMAN RESOURCE COMMITTEE (STANDING):

Maria Morellato (Chair), Andrew Hladyshevsky*, Myer Horowitz*, Peggy Johnson**, Sandra Wilking*, Paul Winn**

The Human Resource Committee is responsible for ensuring the maintenance of a high standard of human resource policy and procedures. It is also responsible for addressing any extraordinary personnel issues.

PROGRAM COMMITTEE (STANDING):

Peggy Johnson (Chair), Gerald Clarke**, Chrystyna Holman, Jack Jedwab*, Krishan Joshee**, Pana Merchant, Subhas Ramcharan

The Program Committee provides advice on the overall direction of Foundation programs and ensures the development of effective and responsive programs.

ABORIGINAL ISSUES COMMITTEE (STANDING):

Maria Morellato (Chair – to March 2000), Shirley Adamson (Chair – from March 2000), Pana Merchant, Ann Enge (Yellowknife, NT), Paul Chartrand (Victoria, BC), Bernd Christmas (Sydney, NS), Rosemarie Kuptana (Ottawa, ON), Tim Thompson (Toronto, ON), Billy Two Rivers (Kahnawake Mohawk Territory)

The Aboriginal Issues Committee advises the CRRF's Board of Directors on key race relations issues and concerns facing Aboriginal peoples in Canada.

* Indicates members who left the Committee during 1999-2000.

** Indicates members who joined the Committee during 1999-2000.

PANELS AND TASK FORCES

RESEARCH ADVISORY PANEL

Dr. Daurene E. Lewis, Chair (Bedford, NS), Jean-Claude Icart (Montréal, QC), Jo-Anne Lee (Victoria, BC), Tim Thompson (Toronto, ON), Sharon Venne (Enoch, AB)

The Research Advisory Panel advises on the development of research in race relations for the Foundation. Its principle functions are to review proposals in response to tender for research, to make recommendations for funding, and to evaluate completed research.

TASK FORCE ON ABORIGINAL ISSUES

Maria Morellato, Chair, Paul Chartrand (Victoria, BC), Ann Enge (Yellowknife, NT), Andrew Hladyshevsky, Rosemarie Kuptana (Ottawa, ON), Peter Meekison, Facilitator (Victoria, BC), Maurice Switzer (Ottawa, ON), Tim Thompson (Toronto, ON), Billy Two Rivers (Kahnawake Mohawk Territory)

In March 2000, the Board of Directors established a Standing Committee on Aboriginal Issues.

TASK FORCE ON OFFICE SPACE

Frederick D'Silva, Chair, Nicole Beaudoin

TASK FORCE ON THE CRRF REVIEW TERMS OF REFERENCE (newly formed in March 2000)

Andrew Hladyshevsky, Chair, Ajit Gautam, Paul Winn

TASK FORCE ON RESOURCE DEVELOPMENT

Paul Winn, Chair, Frederick D'Silva, Krishan Joshee

TASK FORCE ON THE UN WORLD CONFERENCE AGAINST RACISM, RACIAL DISCRIMINATION, XENOPHOBIA, AND RELATED INTOLERANCE

Subhas Ramcharan, Chair, Jack Jedwab, Arthur Miki

STAFF

The Foundation has a small core staff of eight full time positions consisting of an Executive Director and staff responsible for programs, communications, administration and finance. There are occasional staff and student interns engaged on a project-specific basis.

THE YEAR IN REVIEW

ORGANIZATIONAL DEVELOPMENT

In its third full year of operations, the Canadian Race Relations Foundation completed the development of its governance policies and infrastructure. The Board of Directors established the Aboriginal Issues Committee as a Standing Committee, and continued to create special task forces to effectively meet the challenges faced by the organization through the year.

The Task Force on Office Space undertook a feasibility study on office acquisition which resulted in the lease option. The CRRF began planning and negotiating for an office move to larger quarters which will accommodate the Foundation's growing breadth of activities. The Board created a Task Force on Resource Development to broaden its long term financial base. In preparation for the review of the CRRF, mandated at its fourth anniversary by the federal government, the Board established a task force to set the terms of reference for the review.

During the past year, the Canadian Race Relations Foundation made revisions to its Capital Preservation Policy and Investment Ethics Policy to round out a comprehensive set of policies governing its financial resources.

CONSULTATIONS

Consultations continued to play an important role in shaping the work and direction of the Foundation's initiatives. In 1999/2000, two major consultations were completed – the Environmental Scan and meetings of the Aboriginal Issues Task Force.

ENVIRONMENTAL SCAN – The Foundation commissioned the Canadian Council on Social Development to conduct an Environmental Scan – a cross-country survey of organizations, current events and community representatives. Most participants in the survey felt that race relations in Canada had improved over the past 10 years, but more still needs to be done. A number of participants had observed a backlash or regression in areas such as employment, hate crimes and the media. Overall, the survey participants encouraged the CRRF to raise its profile and “create a national framework for anti-racism work” and become a “credible and powerful advocate for Aboriginal peoples and visible minority groups.” The CCSD's report is an important resource for the CRRF's short and long term planning.

ABORIGINAL ISSUES TASK FORCE – Comprised of both Directors of the Foundation and external members, the Aboriginal Issues Task Force reviewed critical issues facing Aboriginal peoples in Canada, as well as examining key areas in which the Foundation could contribute most effectively. The Task Force completed its final report in October 1999, and some of the recommendations have already been incorporated into the CRRF's programming. A significant outcome of the report was the creation of the Standing Committee on Aboriginal Issues to advise and make recommendations to the CRRF Board of Directors.

STRATEGIC PLANNING

During 1999, the Foundation's Board of Directors reviewed the CRRF mission and vision statements and mapped out a Strategic Plan to guide the Foundation's program and communications efforts through 2003. The Strategic Plan examines both the internal and external environments that the Foundation operates in, articulates strategic issues and goals for the CRRF, and sets out tactics and performance targets.

The Foundation will focus its work primarily on racial minorities and Aboriginal peoples and will:

- Raise public awareness of the causes and manifestations of racism;
- Support efforts of allies and potential allies to work actively for social, political and legislative solutions to racism in Canada;
- Speak out clearly and unequivocally against racism and not shy away from controversy;
- Be an authoritative source of information, providing perspectives and research data that will contribute to the elimination of racism;
- Form strategic partnerships to help combat racism by contributing to changes in the policies, practices and attitudes of Canadian institutions, businesses and other organizations;
- Recognize positive initiatives that promote harmony and the elimination of racism in Canadian society.

COMMUNICATIONS & OUTREACH ACTIVITIES

The Canadian Race Relations Foundation's mission and vision come alive through our communications and outreach activities which have expanded over the past year, as the Foundation grows and becomes more well known to the Canadian public. We shed light on the causes and manifestations of racism and provide independent outspoken leadership in our pursuit of equity, fairness and social justice.

NEWSLETTERS

The CRRF wrapped up its last issue of *Race Relations Bulletin* with a Spring/Summer issue focussed on Anti-racism and Education. In Fall 1999, the Foundation launched *CRRF Perspectives* – a longer format newsletter with a new look and thematic issues. The Fall issue focussed on Employment Equity and the winter issue examined Aboriginal Rights.

MEDIA ACTIVITIES

In 1999/2000, the CRRF continued efforts to expand its public exposure through media coverage. The Foundation both proactively raised issues and responded to current events involving racism and race relations. Through the year, the CRRF appeared in print, on radio and television nation-wide, commenting on issues including employment equity, policing, the justice system, media, hate crime, and immigration.

In March 2000, the Foundation held its first news conference to release the findings of the report *Racist Discourse in Canada's English Print Media* by Carol Tator and Frances Henry, funded through the CRRF contract research program. The report release garnered coverage on a national level.

The CRRF also supported Share (Toronto), Milestone Communications (Toronto), CHIN-Radio (Toronto), and CFMT/LMTV (Vancouver) in their licensing applications to the CRTC.

The redesign of the CRRF website <www.crr.ca> in 1999 ensured user-friendliness and greater accessibility to the Foundation's resource base and new materials.

COMMUNITY EVENTS AND OUTREACH

The CRRF held three major public education events in 1999/2000.

In July, the Foundation hosted a meeting and roundtable discussion with Aboriginal and anti-racism groups in St. John's, focussing on Aboriginal rights in Newfoundland and Labrador.

In December, educators, school board officials and anti-racism groups gathered at the Japanese Canadian Cultural Centre in Toronto to discuss changes in Ontario's education system and its impact on racism. Participants examined current school reforms underway in the province, and discussed whether these reforms will expose children to increased risks of violence and racism.

In March 2000, CRRF continued its consultation on anti-racist education with a community forum in Halifax titled "The State of Anti-Racist Education in Halifax Schools." The event looked at what is happening today in Nova Scotia schools, and discussed models of anti-racism and human rights curriculum.

In addition to these forums, CRRF representatives made speeches and presentations at numerous events this year.

The Foundation also provided public displays and website resources to recognize Black History Month and the International Day for the Elimination of Racial Discrimination.

INITIATIVES AGAINST RACISM SPONSORSHIP PROGRAM

The Canadian Race Relations Foundation continued to recognize the efforts made by non-governmental organizations in their effort to combat racism. The Initiatives Against Racism Sponsorship program aims to further advance our mission, goals and objectives. Funding support was provided to a maximum of \$5,000.

African Canadian Legal Clinic. *Toronto, ON*

Africana Studies Committee and McGill Black Student Network. *Montreal, QC*

Artists Against Racism. *Toronto, ON*

Black Artists Network of Nova Scotia. *Halifax, NS*

Burnaby Multicultural Society. *Burnaby, BC*

Canadian Council for Multicultural & Intercultural Education. *Ottawa, ON*

Carleton University, School of Social Work. *Ottawa, ON*

Citizens for Public Justice. *Toronto, ON*

CMS Productions. *Brampton, ON*

Faculty of Education, University of Ottawa, Access/Educational Equity Committee. *Ottawa, ON*

FRIENDS (Fostering Respect In Every Neighbourhood, Diversity and Support) and the Chatham-Kent Sexual Assault Centre. *Chatham, ON*

Grand Council Treaty #3. *Kenora, ON*

Images Interculturelles. *Montréal, QC*

Minority Advocacy & Rights Council. *Hull, QC*

Mission Community Services Society. *Mission, BC*

Multicultural Association of Fort McMurray. *Fort McMurray, AB*

Multicultural History Society of Ontario. *Toronto, ON*

Multiculture Centre; Thompson Citizenship Council Inc.. *Thompson, MB*

National Action Committee on the Status of Women (NAC). *Toronto, ON*

Pine Tree Native Centre of Brant. *Brantford, ON*

The Diversity Learning Institute. *Calgary, AB*

UY' À LA WU THUT. *Nanaimo, BC*

NATIONAL CAMPAIGN: UNITE AGAINST RACISM

“SEE PEOPLE FOR WHO THEY REALLY ARE”

The largest and most diverse anti-racism campaign of its kind in Canadian history was launched by the Canadian Race Relations Foundation last November in Toronto and last December in Montreal. Campaign partners came together from Aboriginal groups, the community, business and the broadcast media to “unite against racism.” Initiated by the CRRF with financial support from the Bank of Montreal, the campaign raises public awareness about breaking down stereotypes and the importance of eliminating racism in all its forms.

The CRRF-commissioned survey of Canadian anti-racism public education materials and campaigns helped shape and inform the campaign strategy. The findings confirmed the need for a national public education campaign on racism, recommended that the CRRF work in partnership with other organizations, and elaborated on themes and strategies for the campaign.

The hallmark of Phase I of the Unite Against Racism campaign was a series of dynamic television ads created by five talented Canadian video artists. Featuring narrative styles ranging from urban dub poets to historical storytelling to autobiographical monologue, the innovative ads aired broadly across the country on eight network stations from December to March.

A campaign website <www.uniteagainstracism.com> was also launched with campaign ads and materials available for downloading.

The Unite Against Racism campaign is continuing with Phase II planned for the next fiscal year.



RESEARCH

COMMISSIONED RESEARCH REPORTS

The Canadian Race Relations Foundation received four reports in 1999/2000, commissioned to support program activities related to the information base and public education programs:

• *A Feasibility Study on Indicators of Racism*

An exploratory study on the development of a report card on racism was undertaken by Gentium Consulting and John Samuel and Associates. The study identified a set of indicators which might be used to develop a report card to monitor race relations and promote the development and implementation of initiatives to eliminate racism.

Following the *Feasibility Study on Indicators of Racism*, the Foundation commissioned the Canadian Council on Social Development to undertake a *Report Card on Indicators of Racism*. The Report Card will use both qualitative and quantitative approaches and will focus on three main indicators: employment, education and income.

• *Environmental Scan*

The Environmental Scan was undertaken by the Canadian Council on Social Development (CCSD) to provide guidelines for the CRRF to set priorities for the next five years. The CCSD consulted with individuals and organizations through focus groups and interview sessions.

• *Educating Against Racism: An annotated bibliographic tool of anti-racist resources for activists and educators*

A project undertaken by researchers Bina Mehta and Joelle Favreau scanned print material and web sites to explore anti-racism training options and bring together the most recent tools and debates in the field of anti-racism training and education developed in the past five years.

• *Survey of Public Education Materials and Campaigns*

This research was undertaken by the League for Human Rights of B'nai Brith Canada for the purpose of determining the current feasibility of a national public education campaign to increase public awareness of the importance of eliminating racism and racial discrimination.

FINAL RESEARCH REPORTS

In 1999, the CRRF released three research reports from the first call for research proposals issued in 1997.

Curricula and Special Programs Appropriate for the Study of Portrayal of Diversity in the Media.

Researchers: Media Awareness Network/Réseau Éducation-médias.

This project is part of the Media Awareness Network's Portrayal of Diversity media education/race-relations project aimed to determine where, and how best, to integrate media education/race-relations resources for teachers and students into existing curricula and into special in-school and community-based programs for children and youth.

Children's Rights Curriculum Resource. Researchers: Katherine Covell and R. Brian Howe, Children's Rights Centre, University College of Cape Breton.

This study assessed the impact of rights education on attitudes toward minorities and Aboriginal peoples. The study explored the research questions: will knowledge and understanding of children's rights (as in the United Nations Convention of the Rights of the Child) result in greater acceptance of minorities and Aboriginals among adolescents as is suggested in the research with children?

Racist Discourse in Canada's English Print Media. Researchers: Carol Tator and Frances Henry in association with the Canadian Association of Black Journalists.

This project examined the role of the print media in the production, reproduction and dissemination of racist discourse in Canadian society. The study focussed on an analysis of articles in Canadian mainstream English newspapers which dealt with racial minorities and the images, meanings and messages contained within their representations.

These reports were received by the CRRF in 1999/2000 and are being reviewed:

Systemic Racism in Employment in Canada: Diagnosing Systemic Racism in Organizational Culture.

Researchers: Carol Agocs and Harish C. Jain.

This study developed assessment tools that can be used to identify the extent and nature of systemic racism, and of systemic racism in combination with sexism, within the culture of an organization. What are the patterns of behaviour within the culture of a workplace that create invisibility, a chilly climate or a poisoned environment that constitute barriers to career advancement and equal participation in the workforce from the standpoint of members of racial minorities.

Race Relations Training in Canada: Towards the Development of Professional Standards.

Researchers: League for Human Rights of B'nai Brith Canada.

This research described, through concrete examples, the history of race relations training in Canada, determined the most effective types of race relations/anti-racism training and key factors in success, and proposed a strategy towards the development of professional standards based on empirical evidence.

Integration and/or Expulsion? The Second Generation Born of Haitian and Jamaican Immigrants.

Researchers: Micheline Labelle, Daniel Salée, and Yolande Frenette, Université du Québec à Montréal, Centre de recherche sur l'immigration, l'ethnicité et la citoyenneté with the support of the Bureau d'appui à la jeunesse québécoise d'origine haïtienne (BAJQO) and the Jamaica Association of Montréal.

This project defined experience of racism in employment and education among young Haitians and Jamaicans in the Montreal area, and identified modifiable factors which lead to exclusion and which should be the target of special efforts. The study intends to locate this experience within a more global context and understand the experiences, the type of socialization and the conditions of social and economic integration, including systemic racism, that create exclusion and feeling of exclusion.

Teachers Candidates' Racial Identity Development and its Impact on Learning to Teach.

Researchers: R. Patrick Solomon and Goli Rezai-Rashti, York University.

This study focussed on teacher education and systemic racism. This research integrates the study of race, racism and anti-racism pedagogy into mainstream teacher education, scholarship and prepares graduates to implement anti-racism education into their classroom practice.

SECOND CALL FOR RESEARCH PROPOSALS

The Canadian Race Relations Foundation emphasizes research that is practical, strategic, focussed, with constructive options for change. In 1999, the Foundation issued its second call for research proposals, with the following themes:

- Racism and Aboriginal peoples in Canada
- Employment equity for racial minorities and Aboriginal peoples
- Racism and youth

The Foundation's Research Advisory Panel reviewed the proposals and made recommendations to the CRRF to fund these six projects:

Improving Aboriginal Studies in Non-Aboriginal Controlled Schools. Researchers: The Coalition for the Advancement of Aboriginal Studies.

The project identifies practical strategies for improving the elementary and secondary Aboriginal Studies programs delivered to youth in Canada's non-Aboriginal controlled schools. The inadequacies of current policies, programs and curriculums will be addressed and will serve to raise non-Aboriginal peoples' awareness of Indigenous history and culture.

The Contribution of Education Strategies to Employment Equity: The Case of Social Work.

Researchers: Dr. Fred Wien and Dr. Wanda Thomas Bernard, School of Social Work, Dalhousie University. This research will track professional progression of racialized minority students enrolled in Dalhousie's School of Social Work Program and assess whether the students from different socio-economic and racial/cultural backgrounds have similar experiences in the labour market as their mainstream counterparts.

Research on Integrating Accountability for Employment Equity in Canada. Researcher: Dr. Rebecca Hagey, Faculty of Nursing, University of Toronto.

This study uses participatory action research with selected nursing leaders to explore the feasibility for a province-wide research-based, equity assurance program that would integrate accountability for equal access and participation in employment and regulatory practices in one profession and in one province. A secondary analysis will examine how racial backlash is experienced in relation to employment equity in nursing.

Racial Discrimination as a Health Risk for Female Youth: Implications for Policy and Healthcare Delivery in Canada. Researchers: Women's Mental Health Program, Centre for Addiction and Mental Health; Health Promotion Unit, Women's Health in Women's Hands.

The need for anti-racist healthcare delivery for racialized minority youth between the ages of 16 and 22 years will be researched. The project will involve the articulation of health concerns affecting young females in relation to healthcare delivery, and the development of practical and anti-racist approaches to programming and policy initiatives.

Paths to Healing: Youth Surviving the Impact of Everyday Racism. Researchers: Ga Ching Kong and Celia Haig-Brown, Faculty of Education, York University.

This participant-driven research project explores the impact of racism on the psycho-social health of youth of colour in Vancouver. Testimonial and concrete programming initiatives will examine the effects of racism on the mind, body and spirit of youth living with racism; interrogate barriers within current service provision models and policies to provide for full health and well being of at-risk youth and provide them with alternative models to engendering health and wellness.

Symbolic Racism in Young Canadians. Researcher: Daniel Gu  rin, Department of Political Science, Universit   Laval.

This research assesses the presence and evolution of new manifestations of racism within the Canadian youth population and will analyze the emergence of new "subtle" and "symbolic" racist discourses and their legitimatization processes even within anti-racist social and political environments.

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The accompanying 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 audited by Hilborn Ellis Grant LLP, Chartered Accountants.

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 Foundation carries out its responsibilities for the financial statements mainly through the Finance Committee. The Finance Committee meets with management and the external auditor to review internal controls, auditing and other relevant financial matters. In addition, the Finance Committee is responsible for monitoring the performance of the investment managers.

In the past year, there has been continued growth in the area of program and research development. During this fiscal year the Foundation has funded 22 Initiatives Against Racism (IAR) projects and awarded five research contracts. One of the major expenditures this past year has been associated with the National Anti-Racism campaign to raise public awareness about the importance of eliminating racism.

Also of note this year, the Foundation was able to successfully secure new office premises at 4576 Yonge Street. Preparations for the office move were completed in March.

The Canadian Race Relations Foundation has again ended the year with a surplus attributable to positive investment returns and prudent financial management. During this fiscal year, the investment accounts earned a total of 11.89%, performing 1.41% above the established benchmark return. Since inception (approx. three years) the total monetary return on investments as at March 31, 2000 is \$7,630,000. In the "Statement of Operations," under the "Revenues" section, a loss on sale of investments is reported. It represents selling transactions due to a change in money managers.

Also, within the financial statements, under the "Statement of Financial Position," "Liabilities" section, it is important to clarify that the line item "Bank indebtedness" does not reflect outstanding loans or debts by the Foundation, but rather a timing related issue of cheques not yet having cleared the bank.

In its effort to provide stability for the future, the Foundation will continue to allocate the surplus to the Reserve Fund which is necessary to fund operational expenditures in case of low investment returns.


Chair


Secretary-Treasurer

June 21, 2000

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, 2000 and the statements of operations, changes in net assets 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 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, 2000 and the results of its operations and its cash flows for the year then ended in accordance with generally accepted accounting principles.

Toronto, Ontario
May 19, 2000

Hilborn Ellis Grant LLP
Chartered Accountants

Statement of Financial Position

March 31, 2000	2000 \$	1999 \$
ASSETS		
Current Assets		
Cash	141,298	194,577
Investments (note 3)	2,821,052	2,470,375
Income receivable	167,216	229,966
Government grant receivable	83,333	-
Prepaid expenses and sundry receivables	53,514	25,743
	<u>3,266,413</u>	<u>2,920,661</u>
Investments (note 3)	<u>24,000,000</u>	<u>24,000,000</u>
Capital assets (note 4)	<u>99,799</u>	<u>96,147</u>
	<u>27,366,212</u>	<u>27,016,808</u>
LIABILITIES		
Current Liabilities		
Bank indebtedness	389,073	44,658
Accounts payable and accrued liabilities	130,154	60,477
	<u>519,227</u>	<u>105,135</u>
Deferred contributions - government grants (note 5)	-	283,431
NET ASSETS		
Net assets invested in capital assets	99,799	96,147
Net assets restricted for endowment (note 6)	24,000,000	24,000,000
Net assets internally restricted for capital preservation (note 7)	109,467	1,262,425
Net assets internally restricted for reserve (note 8)	2,637,719	1,269,670
	<u>26,846,985</u>	<u>26,628,242</u>
	<u>27,366,212</u>	<u>27,016,808</u>

Approved on behalf of the Board:

Chair *Lucie O'Gara*

Secretary-Treasurer *Michelle Beaudoin*

Statement of Operations

Year ended March 31, 2000	2000	1999
	\$	\$
Revenues		
Government grant <i>(note 5)</i>	533,431	1,033,251
Interest and dividends <i>(note 3)</i>	1,612,098	1,107,548
Gain (loss) on sale of investments	(135,295)	127,425
Corporate sponsorship	81,240	-
	<u>2,091,474</u>	<u>2,268,224</u>
Expenses		
Amortization	48,608	45,916
Awards program <i>(note 9)</i>	-	51,038
Communication	155,035	46,482
Conferences, symposia and consultations	57,149	136,846
Directors' honoraria and travel	121,810	92,277
Information systems and development	7,519	16,106
Library	7,343	6,891
Office and general	40,992	40,839
Professional fees	18,971	24,583
Public education <i>(note 10)</i>	624,651	204,542
Rent	55,322	61,639
Research	172,093	260,041
Salaries and benefits	543,520	534,742
Staff recruitment and development	19,718	10,917
	<u>1,872,731</u>	<u>1,532,859</u>
Excess of revenues over expenses for year	<u>218,743</u>	<u>735,365</u>

Statement of Changes in Net Assets

Year ended March 31, 2000

	Invested in Capital Assets \$	Restricted for Endowment \$ <i>(note 6)</i>
Balance, beginning of year	96,147	24,000,000
Excess (deficiency) of revenues over expenses for year	(48,608)	-
Net investment in capital assets	52,260	-
Internally imposed restrictions	-	-
Balance, end of year	<u>99,799</u>	<u>24,000,000</u>

Restricted for Capital Preservation \$	Restricted for Reserve \$	Unrestricted for Operations \$	2000 Total \$	1999 Total \$
<i>(note 7)</i>	<i>(note 8)</i>			
1,262,425	1,269,670	-	26,628,242	25,892,877
-	-	267,351	218,743	735,365
-	-	(52,260)	-	-
(1,152,958)	1,368,049	(215,091)	-	-
109,467	2,637,719	-	26,846,985	26,628,242

Statement of Cash Flows

Year ended March 31, 2000	2000 \$	1999 \$
Cash flows from operating activities		
Excess of revenues over expenses for year	218,743	735,365
Items not requiring a current cash payment (receipt)		
Amortization	48,608	45,916
Loss (gain) on sale of investments	135,295	(127,425)
Deferred contributions - government grant	(283,431)	(283,251)
	<u>119,215</u>	<u>370,605</u>
Changes in non-cash working capital		
Decrease in income receivable	62,750	46,623
Increase in government grant receivable	(83,333)	-
Increase in prepaid expenses and other receivables	(27,771)	(13,795)
Increase in accounts payable and accrued liabilities	69,677	38,165
	<u>140,538</u>	<u>441,598</u>
Cash flows from investment activities		
Proceeds from sale of investments	37,748,147	27,508,608
Purchase of investments	(38,234,119)	(27,936,851)
Net additions to capital assets	(52,260)	(9,220)
	<u>(538,232)</u>	<u>(437,463)</u>
Cash flows from financing activities		
Increase in bank indebtedness	344,415	44,417
Net increase (decrease) in cash during year	(53,279)	48,552
Cash, beginning of year	194,577	146,025
Cash, end of year	<u>141,298</u>	<u>194,577</u>

	2000 \$	1999 \$
Supplementary Disclosure of Cash Flow Information		
Interest paid	-	-
Income taxes paid	-	-

Notes to Financial Statements

March 31, 2000

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”).

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) Financial statement presentation

These financial statements have been prepared in accordance with the accounting standards for not-for-profit organizations published by the Canadian Institute of Chartered Accountants using the deferral method of reporting for contributions.

b) Revenue recognition

Restricted contributions are deferred and recognized as revenue in the year in which the related expenses are incurred. Other contributions are recognized as revenue when received.

Endowment contributions are recognized as direct increases in net assets in the period received.

c) Investments

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

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.

Notes to Financial Statements (continued)

March 31, 2000

2. Significant Accounting Policies (continued)

e) Capital assets

Capital assets are recorded at acquisition cost. Amortization is provided for based on 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
Leasehold improvements	- over term of sub-lease

f) Foreign currency translation

Transactions in a foreign currency have been translated to Canadian dollars at the rate of exchange prevailing at the month end closest to the transaction. The market value of investments quoted in foreign currencies and accounts denominated in foreign currencies 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 organization's financial instruments consist of cash, investments, income receivable, government grant receivable, sundry receivables, bank indebtedness and accounts payable and accrued liabilities. The fair values of these financial instruments approximate their carrying values, unless otherwise noted.

h) Measurement uncertainty

Financial statements are based on representations that often require estimates to be made in anticipation of future transactions and events and include measurements that may, by their nature, be approximations.

Notes to Financial Statements (continued)

March 31, 2000

3. Investments

	Average Cost \$	Market Value \$
Total investment portfolio	26,821,052	30,282,185
Less: net assets restricted for endowment (note 6)	24,000,000	24,000,000
Less: unrealized appreciation in the value of investments internally restricted for capital preservation (note 7)	-	3,461,133
Classified as a current asset	<u>2,821,052</u>	<u>2,821,052</u>

The portion of the investment portfolio related to net assets restricted for endowment is presented as a non-current asset as the underlying contribution is to be maintained permanently by the Foundation and is not available to fund the expenses of the Foundation.

Investment counsel fees paid by the Foundation are offset against interest and dividend income. During the year, these fees amounted to \$212,577 (1999 - \$261,871).

4. Capital Assets

	Cost \$	Accumulated Amortization \$	2000 Net Book Value \$	1999 Net Book Value \$
Office furniture and equipment	88,443	39,465	48,978	47,699
Computer hardware	92,200	62,659	29,541	33,931
Computer software	17,482	14,459	3,023	8,850
Leasehold improvements	18,257	-	18,257	5,667
	<u>216,382</u>	<u>116,583</u>	<u>99,799</u>	<u>96,147</u>

Notes to Financial Statements (continued)

March 31, 2000

5. Deferred Contributions - Government Grants

During the year, the Foundation received \$250,000 (1999 - \$750,000) in government grants from the Department of Canadian Heritage through the Secretary of State for Multiculturalism to fund its start-up expenses net of capital asset amortization and to fund the acquisition of capital assets. These monies were received pursuant to a memorandum of agreement dated February 25, 1997, and amended May 29, 1998.

	2000 \$	1999 \$
Balance, beginning of year	283,431	566,682
Add:		
Government grants received or receivable during year	250,000	750,000
	<u>533,431</u>	<u>1,316,682</u>
Less:		
Start-up expenses incurred, excluding amortization	481,171	1,021,413
Purchase of capital assets	52,260	11,838
	<u>533,431</u>	<u>1,033,251</u>
Balance, end of year	<u>-</u>	<u>283,431</u>

6. Net Assets Restricted for Endowment

On formation, the Foundation received an initial endowment contribution of \$24 million. The endowment contribution was comprised of \$12 million, which was part of the Redress Agreement with the National Association of Japanese Canadians, and a matching contribution of \$12 million from the federal government. This contribution was made in commemoration of members of the Japanese Canadian community who suffered injustices during and after World War II.

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 on these funds may be expended for the purpose of the Foundation and is reported as revenue of operations.

Notes to Financial Statements (continued)

March 31, 2000

7. Net Assets Internally Restricted for Capital Preservation

The Foundation has established a capital preservation policy to facilitate the preservation of the net assets restricted for endowment at an annual rate of inflation. At March 31, 2000, the net assets restricted for endowment adjusted for inflation is \$27,570,600 (1999 - \$27,030,000) and the inflation component is \$3,570,600 (1999 - \$3,030,000). This internal restriction is subject to variances based upon the unrealized appreciation in the value of investments at any point in time.

The balance is as follows:

	2000	1999
	\$	\$
Operational surplus transfer		
- from prior years	1,262,425	1,046,040
- current year	<u>(1,152,958)</u>	<u>216,385</u>
	109,467	1,262,425
Unrealized appreciation in the value of investments (note 3)	<u>3,461,133</u>	<u>1,767,575</u>
	<u>3,570,600</u>	<u>3,030,000</u>

8. Net Assets Internally Restricted for Reserve

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.

Operational surplus in excess of any transfer to the net assets internally restricted for capital preservation is transferred to the net assets internally restricted for reserve at the end of each fiscal year.

9. Awards Program

The Foundation recognizes positive initiatives in the elimination of racism and the promotion of harmonious race relations through an awards program held every two years. The awards program is next scheduled for March 2001.

Notes to Financial Statements (continued)

March 31, 2000

10. Public Education

Public education during the year included grants awarded in connection with Initiatives Against Racism and the production of a National Anti-Racism Campaign.

The Foundation received donated television and radio airtime valued at approximately \$340,000 during the year. The airtime was utilized in connection with the National Anti-Racism Campaign.

11. Commitments

- a) The Foundation is party to a sub-lease agreement for its office premises. The sub-lease agreement provides for approximate annual rental payments of \$97,000 during the period May 1, 2000 to March 30, 2003.
- b) As at March 31, 2000 the Foundation is committed to fund approximately \$220,000 in research and public education grants during the fiscal year ending March 31, 2001.