

CANADIAN RACE RELATIONS FOUNDATION



FONDATION CANADIENNE DES RELATIONS RACIALES

ANNUAL REPORT

For year ended March 31, 2003



**Canadian Race
Relations Foundation**

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:

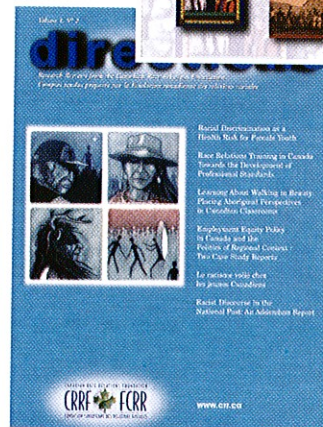
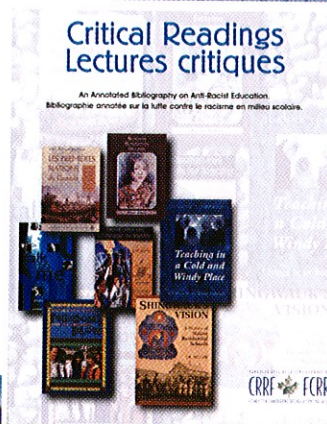
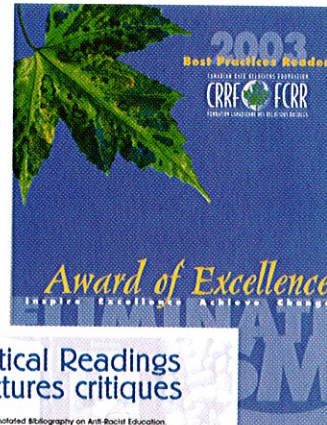
- shed light on the causes and manifestations of racism;
- provide independent, outspoken national leadership, and
- act as a resource and facilitator in the pursuit of equity, fairness and social justice.

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.

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LEARNING ABOUT WALKING IN BEAUTY: Placing Aboriginal Perspectives in Canadian Classrooms

by The Coalition for the Advancement of Aboriginal Studies (CAAS)
Published by Canadian Race Relations Foundation (CRRF)
November, 2002



What we do...

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 advertising, *Unite Against Racism* brings a contemporary edge to public education on anti-racism.

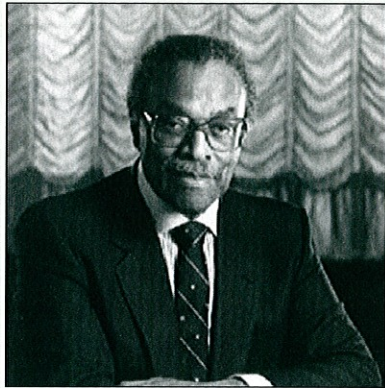
Publications: CRRF's newsletter *Perspectives*, the *Facts About* series, annotated bibliographies in the *Critical Readings* series, and the research journal *directions* are some of the key publications regularly produced by the CRRF.

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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Message from the Chair



For the past seven years I have had the honour and privilege of being the first Chairperson of the Board of Directors of the Canadian Race Relations Foundation (CRRF). This is my final report as Chair as I hand over the reins to a very capable person, Patrick Case.

Having a hand in building an organization such as the CRRF from the ground up has been a bittersweet experience. On the one hand, there is the promise of being able to play a critical role in the struggle against racism, with the commitment that racism of the kind that led to the internment of Japanese Canadians would never recur. Indeed, it held an ideal that racism would and could be eliminated.

On the other hand, one came to the realization that racism was more pervasive and deep-seated than one realized. We therefore found that we have to educate Canadians that racism was not just an outward expression - of name-calling or posted signs that denied access because of race. Racism is systemic as well. And that being systemic, it was unspoken, hidden and therefore more pernicious.

Since its inception, the CRRF has had the appearance of financial stability. The majority of its income derives from the interest which accrues on the investments of the endowment fund negotiated as part of the Japanese Canadian Redress Agreement. The performance of those investments this past year was poorer than anticipated or hoped. At the same time the Foundation faced one of its busiest years with many accomplishments that met our mission and mandate.

Within the Foundation's plans was a growing need to be more supportive of communities faced with the task of dealing with racism. At the same time the CRRF needed to become better known so that all Canadians would use us as a resource in the struggle to achieve the goals of a diverse society. The declining income therefore meant that we resolved to do more with less. Notwithstanding this challenge, I am pleased with the success we achieved through increased outreach, communications and programming.

Racial profiling involving the African Canadian community in Toronto and the Toronto Police Service (TPS) became a hot issue with the publication of a *Toronto Star* investigative report. It supported claims by the African Canadian community that some members of the TPS stopped young Black men more frequently and treated them more harshly than others. Similar reports came from other parts of the country and there have been many previous studies which pointed out there was indeed a problem.

When the reports were met with the predictable denials, the Foundation called for a "summit" of the decision-makers- the people who could and should do something about the problem. We met twice, November 25, 2002 and February 25, 2003. Progress was made, but certainly not enough. I know that the CRRF will continue to be ever vigilant regarding this matter.

The CRRF's ongoing task of fighting to eliminate racism now lies before Mr. Case, the members of the Board and the staff of the Foundation. Having worked closely with many of them over the years, I know they are committed to their assignments and to the mission of the CRRF. I thank them for the work that they have done and continue to do. They are professionals in every sense of the word. I thank them for the respect they have shown me and I know that they will continue to show that level of respect to Mr. Case. I wish them continued success. Perhaps they will take heart from Frederick Douglass' exhortation: "Without struggle, there is no progress."

A handwritten signature in dark ink, appearing to read "Lincoln Alexander". The signature is fluid and cursive.

Hon. Lincoln Alexander

Message from the Executive Director

This year for the CRRF was characterized by increased outreach across Canada to strengthen relationships and create partnerships, both with community organizations addressing racism, and with public and private sector



institutions. Increased communications greatly enhanced the Foundation's national profile, creating greater awareness of the CRRF as a resource and leader in race relations and social justice issues relevant to the lives and values of Canadians. It was also a year marked by a significant increase in CRRF sponsored events in response to local, regional and national needs and concerns.

In response to an overwhelming demand for follow up from Canadians who had attended the World Conference Against Racism last year, we convened a very successful symposium in Edmonton on *Strengthening the Agenda Against Racism*. The CRRF also took a leadership role on the very timely and important issue of racial profiling. From the community projects supported by the *Initiatives Against Racism* grants, to the many interventions on Aboriginal issues, to the terrific work being done with youth to develop a national network -- it is clear that most of our programs owe a great part of their success to the impact of networking and coalition building, and to the responsiveness of the CRRF to expressed needs across Canada. Our Board of Directors, Research Advisory Panel, Awards Jury and Aboriginal Issues Committee also ensure regional input to strategic direction and decision making. Volunteer committees ensured an inclusive approach to planning conferences and symposia in response to more frequent requests by people to become involved in the CRRF.

This year the *Report on the Activities and Organization of the Canadian Race Relations Foundation* was tabled in the House of Commons by the Minister of Canadian Heritage. The report recognized the CRRF as a credible and important means of promoting core Canadian values, and emphasized that the Foundation is a "facilitator as much as it is a 'doer' ...with an important and proactive role to play...through the application of knowledge and expert advice." We are pleased that in this regard, the CRRF

held public forums in Charlottetown, Edmonton and Toronto, and contributed to many public education programs and conferences in PEI, Nova Scotia, New Brunswick, Quebec, Ontario, Saskatchewan, Alberta and British Columbia, strengthening our national voice. We are encouraged by the very positive feedback from many community groups, particularly the youth leadership with whom we are working to facilitate the creation of a national network, respecting their independence while strengthening the youth voice for antiracism in Canada.

The CRRF's increased credibility as a national voice for race relations, antiracism and human rights in Canada was recognized this year when we were granted United Nations Special Consultative Status. This will provide us readier access to the UN, and enable us to contribute written or oral submissions to meetings and conferences, as well as to play a facilitative role for Canadian civil society in future UN events related to racism and other forms of intolerance.

As the Minister's report pointed out, the CRRF is a small organization with a large mandate and limited resources. The greatest challenge of the past year was to maintain and expand our programs to meet increased demands, while our operating revenue from the endowment interest declined significantly. Therefore we embarked on our first major fundraising campaign to lay the groundwork for ongoing resource development. In future years there will be an even greater need for volunteer participation and partnerships to supplement the demanding workload of a very committed staff team.

During my first year with the Foundation, it has been an honour and a privilege to work with Lincoln Alexander. It was appropriate and fitting that he received our inaugural Award for Lifetime Achievement at the Award of Excellence Gala Dinner for his life's work and for his role as the founding chair of the CRRF. We now look forward to working with our new chair, Patrick Case, to build on the solid foundation that was laid during the development phase. There is no doubt that the CRRF will continue to be committed to community consultation, networking and coalition building in order to facilitate dialogue, access and systemic change, whether the issue is racial profiling, redress, Aboriginal rights, or equity in education and employment. We will also continue to create partnerships and strategic alliances with the public and private sector to achieve our goals and to meet the need of a diverse society, not just for equality seeking groups but for all Canadians.

Karen R. Mock

Dr. Karen R. Mock

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, an *ex-officio* member of the board, manages the CRRF's day-to-day operations. The Governor-in-Council, on the recommendation of the Secretary of State (Multiculturalism) (Status of Women) and the Minister of Canadian Heritage, appoints all members of the board and the executive director who serves as chief executive officer. 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.

The Board of Directors (2002-2003)

Chair

Colonel the Honourable Lincoln M. Alexander
(Hamilton, Ontario)

Vice Chair

Arthur Miki* (Winnipeg, Manitoba)

Secretary-Treasurer

Nicole Beaudoin (Montreal, Quebec)

Executive Director

Dr. Karen Mock (Toronto, Ontario)

*indicates members who left the Board during 2002-2003

**indicates members who joined the Board during 2002-2003

Members

Shirley Adamson (Whitehorse, Yukon)
Frederick Ligorio D'Silva (Etobicoke, Ontario)
Dr. Inez N. Elliston** (Unionville, Ontario)
Benjamin Elms (Digby, Nova Scotia)
Ajit Gautam (Moncton, New Brunswick)
Andrew Hladyshevsky (Edmonton, Alberta)
Chrystyna Holman (Charlottetown, PEI)
Peggy J. Johnson (St. John's, Newfoundland)
Krishan Chandra Joshee* (Edmonton, Alberta)
Sr. Andrée Ménard** (Montreal, Quebec)
Pana Merchant* (Regina, Saskatchewan)
Beverley Nann (Burnaby, British Columbia)
Dr. Subhas Ramcharan* (Tecumseh, Ontario)
Paul A. Winn (Burnaby, British Columbia)
Dr. Mathew Zacariah** (Calgary, Alberta)



Members of the Board, along with senior staff, bid farewell to outgoing Chair, Lincoln Alexander, and welcome to incoming Chair, Patrick Case (seated left)

Standing Committees

The Honourable Lincoln M. Alexander, as Board Chair, is a member of all committees and Dr. Karen Mock, as Executive Director, is an *Ex-officio* member of all committees.

Executive Committee

Arthur Miki* (Chair), Nicole Beaudoin, Frederick D'Silva, Andrew Hladyshevsky, Peggy Johnson and Paul Winn.

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

Arthur Miki* (Chair) Nicole Beaudoin, Frederick D'Silva, Ajit Gautam and Andrew Hladyshevsky

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

Human Resources Committee

Paul Winn (Chair), Peggy Johnson and Sr. Andrée Ménard**.

The Human Resources 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

Peggy Johnson (Chair), Benjamin Elms, Chrystyna Holman, Krishan Joshee*, Sr. Andrée Ménard**, Pana Merchant* and Beverly Nann.

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

Aboriginal Issues Committee

[Board] Shirley Adamson (Chair), Pana Merchant*, [non-Board] Paul Chartrand (BC); Bernd Christmas (NS); Richard Powless [alt. Marie Frawley-Henry](AFN); Tim Thompson (ON).

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

Communications Committee

Dr. Subhas Ramcharan *(Chair), Shirley Adamson, Benjamin Elms and Krishan Joshee*.

The Communications Committee advises the Board on strategic communications directions for the Foundation.

Panels and Task Forces

From time to time, the Board will establish advisory panels or task forces with a view to increasing community input on specific issues. In most cases, these are limited in term.

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.

Award of Excellence Jury Panel, 2003

Fil (Felix) Fraser (Chair) (AB); Prof. E. Joy Mighty (NB); Prof. Corinne Mount Pleasant-Jetté (QC); Haroon Siddiqui (ON); Mary-Woo Simms (BC).

The Awards Jury provides leadership to the Foundation's Award of Excellence program by adjudicating the awards competition, selecting the winners and making recommendations regarding future directions for the Awards program.

Staff

The Foundation's core staff consists of an executive director and personnel responsible for programs, communications, and finance and administration. At full complement there are 12 permanent fulltime positions. The Foundation operated for most of the year with 10 fulltime staff with two vacancies in communications. Student interns and occasional staff are engaged as needed and as budget allows.



Secretary of State Jean Augustine with some members of CRRF staff at the "Strengthening the Agenda Against Racism" conference, Edmonton October 2002



Ontario Lieutenant Governor, James Bartleman, Gala Honorary Co-chairs, Bob Rae and Arlene Perly Rae, and Six Nations of the Grand River Chief, Roberta Jamieson pay tribute to Mr Alexander at the Award of Excellence Gala.

STRATEGIC ISSUES (2002-2003)

Strategic Objectives

The purpose of the Foundation, as described in the Canadian Race Relations Foundation Act, is to facilitate a better understanding throughout Canada of the causes of racism and racial discrimination with a view to its elimination.

The Act further specifies that the CRRF will accomplish this goal by:

- 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.

External Environment

In preparing its strategic plan, the Foundation had the assistance of the Canadian Council on Social Development to conduct an environmental scan to determine issues most pertinent to the Foundation. The Aboriginal Issues Task Force had also prepared a report.

The issues raised in both processes resulted in several observations. First, education and employment are consistently identified as the two sectors where antiracism initiatives are most needed. Second, the increasingly diverse demographics of Canada, specifically the growth of racialized minority populations and Aboriginal populations (especially youth) have occasionally given rise to tension and discord in urban centres. Canadian apathy, complacency and ignorance regarding racism and its history continue to be problematic and it is clear that information about the causes and manifestations of racism needs to reach the general public.

The environmental scan further revealed that the North American trend towards a non-progressive brand of conservative ideology is resulting in:

- backlash against equality initiatives
- backlash against equality-seeking groups
- intolerance (xenophobia) towards immigrants and refugees, particularly racialized minorities, and
- backlash against legal recognition of Aboriginal rights

Additionally, some existing legislation, policies and practices have had, and continue to have an adverse impact on racialized minorities and Aboriginal peoples.

An ongoing concern in Canada is organized hate activity and the proliferation of hate propaganda, particularly on the Internet.

Internal Environment

The CRRF has built a solid foundation for governance, program and general administration. Policies have been developed to guide the organization's management and operation areas such as board governance, finance, human resources, partnerships, media relations, official languages and conflict of interest.

The Foundation's Research and Awards programs, as well as its role as a national clearinghouse of anti-racism information have been established and continue to grow. The Foundation is focusing its efforts on fully developing effective communications and outreach, and this began with the launch of the National Anti-Racism Campaign, *See People for Who They Really Are: Unite Against Racism*, a public education campaign that has continued to the present. Electronic communications through the daily Newscan and the monthly E-Bulletin have greatly enhanced the CRRF's national outreach.

The consultants' assessment in preparation for the 2002-2003 strategic plan concluded that the Foundation's strength lies primarily in its Board of Directors with diverse expertise from various regions, as well as a competent, committed staff. However, given the growth in program activities and profile, the need to increase the staff complement over the next few years was highlighted, entailing more resources. By the end of the Foundation's development phase (1997-2001) it had become apparent that the income

from its investments was very limited when compared to its broad mandate. The analysis of the internal environment concluded that the need to address this issue will clearly be a priority in the coming few years and this has indeed proved to be the case.

Strategic Issues for the CRRF

Based on the external and internal scan several strategic priorities were set for the Canadian Race Relations Foundation for 2002-2003: A major focus would continue to be the development of innovative strategies that address racism in employment and education, and to ensure CRRF work is sufficiently inclusive of the issues facing all Aboriginal peoples and racialized minorities, including immigrants and refugees.

Of significant importance was to place and keep anti-racism on the public agenda by raising public awareness of racism and public support for anti-racism efforts. The challenge was to get the CRRF message heard in a competitive information environment. Therefore, strategies included developing innovative ways of delivering messages to the public; being proactive in dispelling misperceptions about racialized minorities and Aboriginal peoples; disseminating pertinent information, such as new developments and research findings to stakeholders; and increasing the Foundation's visibility in all regions of Canada.

Both the NGO community and government looked to the CRRF becoming a leader by creating a national framework for anti-racism work among groups with compatible objectives. Therefore, increased efforts were made to present facts supporting the need for equality initiatives, and to dispel myths about equality measures; to monitor and address media misrepresentation of Aboriginal peoples and racialized minorities, including immigrants and refugees; to increase public awareness of the history of racism in Canada and of the history and rights of Aboriginal peoples in Canada, and, at the same time, to maintain CRRF independence and arm's length relationships.

There was also an emphasis on developing measurement tools to monitor the level of racism in Canada and to evaluate the effectiveness of anti-racism strategies.

For a detailed overview of the CRRF's corporate performance in achieving its stated goals and

objectives for 2002-2003, please see Appendix "A".

This year, the results of the mandated review of the CRRF, conducted by KPMG, were submitted to the Minister of Canadian Heritage, the Honourable Sheila Copps. In turn, Minister Copps tabled a report to Parliament on the "*Activities and Organization of the Canadian Race Relation Foundation,*" (www.pch.gc.ca/progs/multi/assets/pdfs/ccrf_e.pdf) highlighting the achievements of the CRRF during its development phase.

The report focussed on three key areas that summarized the CRRF's "priorities for action" as follows:

1. "Increasing public awareness;
2. "Creating partnerships; and
3. "Influencing the national policy agenda".

Perhaps at no other time in its history has the Foundation made more progress in all three areas as it has during the year under review.

Building on the successes of this and previous years in building the programming and reputation of the CRRF, the Board of Directors has also determined the following to be among the strategic priorities of the Foundation in the future, with a continued emphasis on raising the profile of the CRRF as an effective ally in defeating racism:

- develop a fundraising office to enhance resources as interest from the endowment will no longer meet the operational needs of the Foundation with its expanding programs to fulfill a national mandate;
- review CRRF's activities with a view to restructuring and reallocating resources where appropriate and feasible;
- optimize the opportunities for local public promotion of CRRF activities, in partnership with NGOs and local agencies and institutions;
- conduct effective consultation across the country;
- create a national network to enhance communication and cooperation in anti-racism initiatives;
- decrease the response time to topical issues across the country, and
- review research partnerships, diffuse competition and increase the level of cooperation and sharing of research resources and outcomes.

THE YEAR IN REVIEW

Highlights

- Submitted of a brief to the Standing Committee on Canadian Heritage Roundtable on Cultural Diversity in Broadcasting.
- Increased outreach to regional communities, thereby increasing Initiatives Against Racism (IAR) submissions from across the country.
- Lent a supporting voice to Aboriginal peoples in British Columbia against the Government of British Columbia's referendum on treaty negotiations.
- Participated as a sponsor and presenter at the first Innoversity Conference, aimed at increasing diverse representation in the media.
- Contributed to the making of a public service announcement with the Centre for Addiction and Mental Health (CAMH) to encourage francophone racial minority to use its services.
- Provided expert testimony, training and resources on hate/bias cases and issues.
- Sponsored a community forum on bias in the media.
- Provided consulting and training services to school boards, policing services, government agencies and community organizations.
- Acknowledged as a leader in anti-racism in Canada by receiving UN Special Consultative Status under ECOSOC.
- Organized a national conference on "Strengthening the Agenda Against Racism" to move the domestic agenda forward further to the World Conference Against Racism.
- Launched a research report, *Learning About Walking in Beauty: Placing Aboriginal Perspectives in Canadian Classrooms* as well as several other innovative research reports.
- Convened and coordinated "summit" meetings on racial profiling.
- Tripled mainstream media coverage of CRRF events and interventions.
- Inaugurated the Race Relations Award for Lifetime Achievement at the first Award of Excellence fundraising Gala.
- Enhanced the Award of Excellence Symposium and laid the groundwork for the creation of a National Anti-Racism Youth Network.

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

The Canadian Race Relations Foundation concluded a banner year filled with inaugural and innovative events that helped raise its profile in the media and the general Canadian public.

As the climax of its sixth year of operations, the CRRF featured its third biannual Award of Excellence celebrations – an event which launched the Foundation's first ever fundraising Gala Dinner, as well as unveiled its first Award for Lifetime Achievement. Proceeds from the Gala were dedicated towards the creation of the *Race Relations Education and Training Centre* in order to enhance the delivery of antiracism education and training programs and materials to schools, school boards, colleges and universities, policing services and the public and private sectors in general.

The Foundation also took a lead role in facilitating the *Summit on Policing, Race Relations and Racial Profiling* initiated by CRRF Chair, Lincoln Alexander, in response to a series of reports in the *Toronto Star* (October 2002) outlining data corroborating differential treatment by Toronto Police of the city's Black community. In addition to these high profile events, the CRRF continued its mandated work through programs, communications, media relations and published materials, as well as community events and outreach.

In keeping with its mandate, the CRRF's activities across Canada continued to raise public awareness of the causes and manifestations of racism, while supporting community efforts geared towards social, political and legislative solutions to racism. This ongoing work with communities helps create strategic partnerships in combating racism. Through programs and media interventions, the CRRF recognizes positive initiatives that promote the elimination of racism in Canada, while speaking out against incidents that incite racism.

This past year, the CRRF has ensured community input in the initial planning of major initiatives through volunteer participation and the inclusion

of advisory and planning committees. Inclusive community representation is paramount in the selection of formal CRRF Committees, e.g. Research Advisory Panel, the Award of Excellence Jury Panel, and the CRRF's Aboriginal Issues Advisory Committee, as well as *ad hoc* community advisory committees for educational projects, public forums and conferences.

Due to the increased presence and profile of the CRRF, this past year also reflected a marked increase in the quantity of funding requests to the Initiatives Against Racism and Research programs from the community-at-large. However, because of fiscal constraints resulting from diminished investment returns on the endowment fund, the CRRF was limited in its ability to fund a number of worthwhile projects. This reality resulted in frustration from both the CRRF and community stakeholders requiring funding support. But it also resulted in an increased impetus for fundraising initiatives and partnership projects, which remain strategic priorities for the coming years.

Communications & Outreach

In order to develop a National Network which is one of the goals of the CRRF, it is important to take advantage of opportunities to consult widely on issues and activities, as well as to establish or cement relationships and partnerships and share information while facilitating new alliances. The following are such opportunities.

Community Forums

The Board of Directors of the CRRF meets three times a year, in different provinces. A community forum is usually planned to coincide with each board meeting, with invitations to local organizations and institutions and well as the wider community. Public announcements and paid advertisements are also used to extend invitations. Members of the Board also use this as an opportunity to network with and hear directly from those present. This past year, public forums were held in Charlottetown, PEI, Edmonton, Alberta, and Toronto, Ontario. The feedback from these public meetings has been outstanding. They have raised awareness of both the CRRF and the issues the Foundation addresses.

"Strengthening the Agenda Against Racism" Symposium - Edmonton, Alberta

In response to an overwhelming demand from NGOs and youth groups to have some meaningful follow-up to the World Conference Against



Opening plenary at the Edmonton "Strengthening the Domestic Agenda Against Racism" conference

Racism (WCAR) over a hundred delegates, including youth, who attended the WCAR in Durban South Africa in 2001 were invited to participate in a follow-up conference in Edmonton in October, 2002. Organized by the CRRF, the objective was to determine a set of "priorities for action" towards establishing a domestic agenda against racism in Canada, based on the implications of the WCAR Declaration and Program of Action. These wide-ranging priorities, which included several recommendations of tasks to be undertaken by the CRRF, were presented to a plenary which included the Secretary of State (Multiculturalism) (Status of Women), the Honourable Jean Augustine, and members of the Board of the CRRF. The many NGOs who were represented expressed their appreciation to the Foundation for convening this much sought after meeting. The Symposium also offered the opportunity for the CRRF to facilitate discussions of the formation of a National Anti-Racism Youth Network, an entity that had been highly recommended by all youth who had participated in the entire WCAR process.

Summit on Policing, Race Relations and Racial Profiling - Toronto, Ontario

The CRRF garnered significant coverage in the national and Toronto media when it hosted two summits (November 2002 and February 2003) on policing and racial profiling with Ontario's key decision makers and police leadership. CRRF Chair Lincoln Alexander initiated the summit in response to a series of reports in the *Toronto Star* (October 2002) outlining data corroborating differential treatment by Toronto Police of the city's African Canadian community. The summit meetings helped to:

- Reinforce CRRF ties with communities in Toronto, primarily the African Canadian community, by keeping the issue at the forefront and working towards comprehensive solutions. (CRRF staff attended most of the meetings of the African Canadian Coalition as well as other community meetings, including some convened by the Foundation);



Norm Gardner, Chief Julian Fantino, Mr. Alexander and Ontario Minister Robert Runciman at the "summit"

- Support activities of other groups, including the African Canadian Coalition of Community Organizations and the Ontario Human Rights Commission;
- Focus the position of the CRRF in terms of policy development and training initiatives, consultations with the Ontario Ministry for Public Safety and Security, participation in several conference panels in Ottawa, Toronto, and Montreal; and contribution to research projects on this important issue;
- Establish a staff working group (involving the City of Toronto Access and Equity Unit, the Ontario Human Rights Commission (OHRC), the Canadian Human Rights Commission (CHRC) and the Department of Canadian Heritage (PCH) to share information and explore various avenues for solutions. The work of this group is ongoing.

Learning About Walking in Beauty **report launch**

In November 2002, the CRRF invited media and community to the launch of the report *"Learning About Walking in Beauty: Placing Aboriginal Perspectives in Canadian Classrooms"*. The report was based on a research study of university and college students, conducted by the Coalition for the Advancement of Aboriginal Studies, revealing a lack of knowledge on Aboriginal issues and a tremendous desire for more learning about Aboriginal people and perspectives. The report contains very concrete strategies to incorporate Aboriginal perspectives in the classroom. The launch and ongoing dissemination of the report has a accompanying workshop. So successful was the demand for the report, although it was available on the CRRF website, a second printing had to be ordered. Copies of the report were provided to Ministers and Deputy Ministers of Education across Canada, and the demand for copies of the report continues across the country.

Couleur Coeur Video and Education Kit

Couleur Coeur, the CRRF's first comprehensive French language education video resource kit for elementary schools, was launched in February 2002 at the "Racism in our Schools" forum in Ottawa. The CRRF contracted TFO (the Ontario government's French public broadcasting organization) to develop a series of television clips with testimony from students ages 8 to 14 years of age, to demonstrate the presence and impact of racism in the school setting. The launch event was a three-way joint effort between the CRRF, Ottawa-Carleton Immigrant Services Organisation (OCISO) and with le Conseil des écoles catholiques de langue française du Centre-Est. School Board officials, educators and media attended the launch event.

Since this initiative has become a much sought after resource amongst educators, plans continued throughout this year to promote *Couleur Coeur* nationally and provide the opportunity for school boards to organize workshops for teachers who will find this a useful tool. Workshops have already been held in Moncton, Ottawa, Montreal, and several teachers' conferences.

Unite Against Racism PSAs and Study Guide

These outstanding public service announcements continue to air on the CHUM-CITY network (MuchMusic, MuchMoreMusic, etc.). The estimated value of the airtime provided for airing these spots during the year under review was over \$80,000.

CRRF staff, in partnership with the Ontario Human Rights Commission along with an advisory committee comprised of educators and community members, has begun drafting a study guide to accompany the PSAs. The proposed target audience is the general public, in particular post-secondary students and the workplace.

International Contributions

In July 2002, the United Nations granted the CRRF Special Consultative Status under ECOSOC (the Economic and Social Council). The CRRF is increasingly asked by national and international organizations to provide materials and presentations on the state of Canadian race relations. The Foundation takes these opportunities to promote its work and resources. In the coming year the Foundation will help to facilitate the visit to Canada by the UN Special Rapporteur on Racism and Related Intolerance, including meetings with NGOs across the country. International interventions this year included:

- A presentation to the Committee on the Elimination of Racial Discrimination (CERD) as

part of Canada's 13th and 14th Report to CERD (Geneva, Switzerland August, 2002).

- The World Conference Against Racism for African and African Descendants (Barbados, October 2002).
- Seminar on "The Struggle Against Racism and its Impact on the Struggle Against Anti-Semitism", organized by the Stephen Roth Institute for the Study of Racism and Anti-Semitism (Mexico City, October 2002).

CRRF Database of Community and Media Contacts

The CRRF database is comprised of 2,850 organizational contacts. With the assistance of students last summer, the CRRF undertook an Aboriginal outreach strategy across Canada. Compared to just 28 entries in 1997 there are currently 431 Aboriginal organizations in our database who now receive regular correspondence from the Foundation. With 1,640 e-mail addresses in the database, the CRRF also uses e-mail bulletins as a means to communicate information. This enables the Foundation to reach 60 percent of its database entries electronically, in addition to outreach with more traditional means.

Newsletter and E-bulletin

Normally the Foundation produces three issues of *Perspectives*, its newsletter, each fiscal year. Due to a combination of staff vacancies and budget constraints, only one issue was published this past year. It was a special feature issue, more extensive than usual, with a focus on the results of the World Conference Against Racism. Copies of this special issue were distributed at many post-WCAR events across the country. In general, copies of the newsletter are mailed to all entries in our database. Additional copies are circulated, along with other publications, at conferences and other events in which the Foundation participates. In addition, a monthly E-bulletin is sent to e-mail addresses in our database that indicate they wish to receive regular information and updates from the CRRF.



Discussing redress issues at a workshop at the Award of Excellence Symposium

The CRRF started a service last year of providing a daily scan of news dealing with racism in Canada. The *NewsScan* goes to stakeholders who have expressed an interest in receiving it. Subscribers to this service have increased significantly in the past year, and we continue to receive expressions of gratitude for providing it.

Other interventions/support

During the past year, the CRRF has issued many press releases, letters, interventions and statements responding to racist incidents and challenging policy changes which may exacerbate racial tensions across the country. These included among others:

- Letter to the Premier & Attorney General of British Columbia urging cancellation of the referendum on Treaty negotiations April 2002; meeting of the Executive Director with the Office of the Treaty Commissioner of Saskatchewan to assist in the facilitation of implementation of the *Treaties in the Classroom* Education Kit.
- Letter to the BC Premier and Attorney General in June 2002 urging them not to dismantle the BC Human Rights Commission, and a visit by the Executive Director to Vancouver to meet with various groups and government officials to assess the situation to determine further interventions
- Support to Aboriginal communities in their efforts to mobilize against the First Nations Governance Act, or Bill C-7. The CRRF issued a press release on the issue in June, 2002 and submitted a letter to the Senate Standing Committee on Aboriginal Affairs at its hearing on March 21, 2003 in Toronto urging withdrawal of the bill.

Research Program

In keeping with one of the main purposes of the CRRF as outlined in the Act and in our strategic direction as described above, this past year the CRRF launched several research reports and supported action-based research on timely and provocative issues facing racialized minorities today.

The CRRF continued to ensure that the most current information on issues involving racism would be available to the public. Accordingly, the CRRF commissioned and funded a report by Frances Henry and Carol Tator entitled "*Racial Profiling in Toronto: Discourses of Domination, Mediation and Oppression*". The initial results were featured at a panel on media at the 2003 Award of Excellence symposium. The final report will be available in

July 2003 and distributed electronically across the country.

The most recently published research reports, along with reports from previous years, are available in hard copy and electronic format to community members and stakeholders through the CRRF's website www.crr.ca. Among the CRRF funded research reports released in the past year are:

- *Racial Discrimination as a Health Risk for Female Youth: Implications for Policy and Healthcare Delivery in Canada*

By Women's Mental Health Program, Centre for Addiction and Mental Health, Health Promotion Unit and Women's Health in Women's Hands Toronto, Ontario

- *Learning About Walking in Beauty – Placing Aboriginal Perspectives in Canadian Classrooms*

By The Coalition for the Advancement of Aboriginal Studies (CAAS) Toronto, Ontario

- *Symbolic Racism in Young Canadians* (French)

By Daniel Guérin, Department of Political Science, Université Laval, Québec

In December 2002, the CRRF provided bridge funding to the **African Canadian Community Coalition**, through the African Canadian Legal Clinic, for their project: *Best Practices in preventing and ending racial profiling*. We look forward to the results of this important study in the coming months.

Initiatives Against Racism (IAR)

In the past six years, the Initiatives Against Racism (IAR) program has funded more than half (156) of the approximately 300 applications it has received. Exceeding its expected outcomes, the IAR program also supports the CRRF in its objective to develop training resources, policies, and programs. The IAR has also been instrumental in community consultations, information-exchange, ensuring geographically representative partnership-building, and promoting youth involvement in anti-racism work.

As a main tool for community support, the IAR program allows the CRRF to financially support the work of organizations throughout the country, and build partnerships towards achieving the Foundation's overall mandate. Since the IAR is a grants program, projects are planned and implemented by community groups working in conjunction with racialized groups and Aboriginal peoples. The CRRF supports these initiatives through small grants ranging from \$500 to \$5000 for urban organizations, and \$7500 for groups

located in rural areas. With the introduction of the rural region sponsorship category in 2000, more Aboriginal groups have received support for their initiatives.

The activities funded through the IAR program focus specifically on anti-racism work that meets two or more of the following objectives: 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 and deconstruct 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.

Activities considered for support include co-sponsorship of anti-racism conferences, panels, symposia, commemorative events aimed at achieving broad public awareness, and seed money for developing large scale anti-racism activities that have the potential to achieve broad public awareness. All groups that receive funding are required to submit a final report, including a copy of the deliverable(s). Each project is evaluated on the basis of its having achieved what it had set out to accomplish, and on the level of impact of the activity.

Over the years the IAR Program has been an invaluable tool in ensuring that the CRRF, despite its limited financial resources, reaches its multi-faceted objectives. A detailed list of projects funded through the IAR Program in 2002-2003 may be found in Appendix "B".

CRRF Outreach through Aboriginal Community Initiatives

The CRRF continues its support of **Initiatives Against Racism** proposals touching on issues affecting First Nations communities. As a result of increased outreach regionally to rural areas and Aboriginal groups last year, the CRRF supported a number of proposals from First Nations and Métis groups and/or organizations whose efforts impact on Aboriginal concerns. They include:

- "Le Racisme au Lac St-Jean" from La société d'information du lac St-Jean. This organization works with the local community to produce a series of television reports aimed at addressing prejudice and discrimination towards Aboriginal peoples in that area of Quebec.
- "Aboriginal Teaching Circles" of the Indian Art & Crafts Ontario
The Aboriginal Teaching

Circles teach children about Aboriginal culture and heritage; teachers are provided with an information package to add to their Native Studies program.

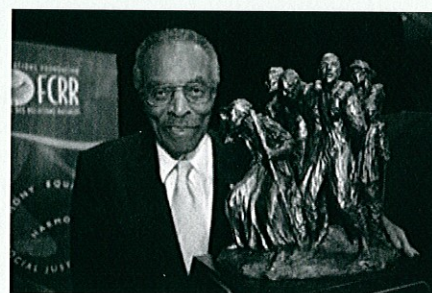
- “*Guiding Spirits: Bridging the Gap*” for the Duke of Edinburgh’s Award: Young Canadians’ Challenge, ON. This project seeks to encourage First Nations youth to learn from elders and mentors about their culture and traditions in comparison with western values.
- “*Many Voices, Many Journeys, Symposium on Aboriginal Education Issues*” organized by the Canadian Teachers’ Federation. This event brings together educators in Aboriginal studies to share knowledge and information. A report on Aboriginal education in Canada is to be produced.
- “*Aboriginal Justice Inquiry*” by the Urban Native Youth Association. This report looks at the impact of racism on the relationship between Aboriginal peoples and the BC justice system. It will explore the shortcomings of the system and identify meaningful responses to address the situation.
- “*4 Days for Action: A Regional Youth Conference*” by the Sioux Lookout Anti-Racism Committee. This conference brings together 100 youth to look at current issues like post-Sept. 11, and the Government’s FNGA and provide information and skills to youth to deal with them.
- “*Native Awareness Week and Pow Wow: Wellness Through Tradition*” by the University of Lethbridge Native American Student’s Association. This series of workshops serves to strengthen the University’s relationship with the First Nations communities and student population.
- “*Métis Women and Youth Conference*” by the Regina Métis Women. This project will increase the awareness, knowledge and skills sets of Métis women and youth in the areas of career development, employment, leadership, racism and other related issues.

Award of Excellence Program

In order to fulfil its mandate of supporting and promoting effective programs for the elimination of racism and racial discrimination, the CRRF has staged three successful *Award of Excellence* events: Ottawa (1999), Vancouver (2001) and Toronto (2003) to highlight best practices in race relations and anti-racism across the country. This year for the first time, the CRRF incorporated a major fundraising initiative into our *Award of Excellence* Program.

2003 Award of Excellence Gala Dinner Toronto, Ontario (March 27)

More than 600 patrons and supporters attended the CRRF’s inaugural fundraising event -- the 2003 *Award of Excellence* Gala hosted by co-chairs the Honourable Bob Rae and Arlene Perly Rae. The occasion also marked the unveiling of the CRRF’s *Race Relations Award for Lifetime Achievement*. Presented to the Foundation’s founding Chair, the Honourable Lincoln M. Alexander, the inaugural Award recognized his life-long contributions to race relations and social justice. Proceeds from the fundraising event are dedicated towards establishing an education and training centre to better fulfil the Foundation’s mandate in the area of public education and training.



Mr Alexander with the Award for Lifetime Achievement

The *Award of Excellence* program honours organizations for best practices in race relations. The Awards were presented at the Gala Dinner. The overall winner of this year’s *Award of Excellence*, which included a cash prize of \$10,000, was

- Ryerson University School of Journalism (ON) for its course on diversity.

Four winners of the *Awards of Distinction* (\$2,500 each) were presented to:

- Images Interculturelles (QC)
- Regional Multicultural Youth Council (ON)
- Students Against Discrimination (BC)
- Community Builders (ON)

Awards of Honour plaques were presented to the 15 remaining finalists. (The complete list of finalist is available in Appendix “C”). The enthusiastic response of all the Award winners and the participants in the Gala indicated that the CRRF’s first fundraising effort was a resounding success. The enhanced *Award of Excellence* program garnered a significant amount of media coverage, and the Gala enabled the CRRF to begin to lay the infrastructure for ongoing fundraising initiatives. With a much greater awareness now of the Foundation in the corporate sector, the groundwork has been laid to facilitate fundraising in the future to supplement declining interest on

the endowment funds, and thereby enhance CRRF programming to keep up with increased demands.



John Miller of Ryerson University School of Journalism accepts the top award.

2003 Award of Excellence Symposium Toronto, Ontario (March 28-30)

The Gala kicked off the 3-day biannual *Award of Excellence* Symposium which featured all 20 finalists in panels, roundtables and poster sessions, along with dynamic speakers on the topic of *Racism: Breaking Through the Denial*.

More than 200 anti-racism practitioners, academics, activists and youth from across the country attended the symposium. This was a significantly higher attendance than in previous years. Delegates gathered to review current anti-racism research, discuss strategies, and to network. Participants left the symposium with many new ideas to strengthen local and national anti-racism initiatives. The *2003 Best Practices Reader* was disseminated at the gala and symposium. It documents all the outstanding initiatives of the finalists in the Award of Excellence Program, and forms an important part of the CRRF's clearinghouse of information on anti-racism across the country. It is available on line as well as in hard copy, and is being disseminated widely, in keeping with the Foundation's mandate.

National Anti-Racism Youth Network

In partnership with the Multiculturalism Program of the Department of Canadian Heritage, the CRRF funded more than forty youth from across the country to attend the 2003 *Award of Excellence* Symposium. As a follow up to recommendations submitted in October 2002 by the Youth Caucus at the CRRF's "Strengthening the Agenda Against Racism" conference in Edmonton, the CRRF facilitated a meeting at the Toronto symposium of approximately 80 youth to continue discussions on the feasibility of a National Anti-Racism Youth Network.

At the Toronto meeting, the youth agreed unanimously that it was necessary to connect nationally to enhance their capacity to deal with

issues of racism, both locally and globally. A national network would facilitate resource and information sharing, as well as strengthen the advocacy of individual youth organizations. The youth agreed that the network would not act as a single voice on behalf of youth organizations but would respect and support the integrity of each participating organization's mandate. The proposed network will facilitate information sharing through a variety of resources including a national youth website, listserves, newsletters, conferences and a nationally accessible database.

The youth also tabled recommendations to the CRRF seeking funding support for the building of a National Anti-Racism Youth Network, including the facilitation of a three day youth conference to further discuss its mandate, infrastructure and sustainability. The Foundation is continuing to advise the youth on strategies to secure funding, and the CRRF will continue to play a facilitative role in the creation of the Network, as per the recommendation of the youth themselves.

The recommendations of the youth were presented to both the CRRF Board of Directors and the Ontario Regional Director of Canadian Heritage, Marie Moliner on Sunday, March 30, 2003, to carry forward to the Secretary of State for Multiculturalism for the purposes of securing partnerships in the creation of the National Anti-Racism Youth Network continued youth outreach and facilitation is among the strategic priorities of the CRRF for the coming year.

Summary

Overall, this year's *Award of Excellence* program achieved the following:

- CRRF outreach and promotion in the greater Toronto area (it was the first major event held by the CRRF in Toronto).
- Initiation of an infrastructure for the CRRF to do ongoing fundraising.
- Recognition of excellence in anti-racism, and the sharing of best practices.
- Release of key CRRF reports and research: along with the distribution of CRRF many resources.
- Development of the "Vision and Mandate" for a National Anti-Racism Youth Network.
- Media coverage of Gala and symposium by over 25 media outlets.

Management's Responsibility for Financial Statements

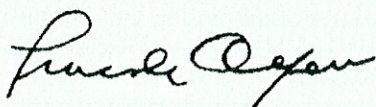
The accompanying financial statements of the Canadian Race Relations Foundation are the responsibility of management and have been approved by the board of directors. These financial statements have been audited by Hilborn Ellis Grant LLP, Chartered Accountants.

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 and the endowment fund.

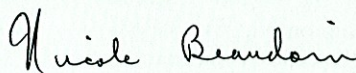
During this fiscal year, the Foundation funded 30 Initiatives Against Racism (IAR) projects, two commissioned research projects, and continued funding for four research contracts. The CRRF's biannual Award of Excellence was held in Toronto, Ontario where five organizations were recognized with cash prizes for their work in anti-racism efforts-- more than 150 educators, activists and students from across the country attended the three-day symposium to share their best practices. This year, the Foundation also presented the first Award for Lifetime Achievement to the Honourable Lincoln Alexander, founding chair of the Canadian Race Relations Foundation. The CRRF further strengthened its effort in providing public education through various activities, including speaking engagements and distribution of the report *Learning about Walking in Beauty: Placing Aboriginal Studies in Canadian Classrooms* to educators across the country. During the year, the Foundation held a number of workshops and community forums. A three-day conference was held in Edmonton to discuss the strengthening of Canada's domestic agenda against racism. To reach out to local communities, the CRRF engaged in seminars and consultations nationally and internationally and facilitated the "Summit" on Policing, Race Relations and Racial Profiling.

The investment accounts this year experienced a negative return primarily due to ongoing global, political and financial uncertainties. The outbreak of war in the Middle East, although expected, has lifted energy prices and slowed economic growth. During this fiscal year, the accounts declined by 7.11%, performing 3.83% below the established benchmark return. During this period of low investment returns, we mounted our first ever major fundraising event.

It is anticipated that the markets will remain volatile in the coming months, although currently on a positive upswing. As such, we will continue to work closely with our investment advisors to strengthen our ability to maximize our investment returns. As well, we have begun to create an infrastructure for further fundraising initiatives to ensure other sources of revenue are increased. We will continue our efforts to build our Capital Preservation Fund and Reserve Fund to preserve the endowment and to provide stability for the future.



Chair



Secretary-Treasurer

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, 2003 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 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, 2003 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 29, 2003, except as to note 13
which is as of June 12, 2003

Hilborn Ellis Grant LLP

Chartered Accountants

CANADIAN RACE RELATIONS FOUNDATION

Statement of Financial Position

March 31, 2003	2003 \$	2002 \$
ASSETS		
Current Assets		
Cash	113,846	87,403
Investments (notes 3 and 13)	-	2,223,688
Income receivable	112,047	144,475
Prepaid expenses and sundry receivables	112,395	20,413
	<u>338,288</u>	<u>2,475,979</u>
Investments (note 3)	<u>23,548,450</u>	<u>24,000,000</u>
Capital assets (note 4)	<u>51,443</u>	<u>64,249</u>
	<u>23,938,181</u>	<u>26,540,228</u>
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	<u>167,205</u>	<u>69,853</u>
NET ASSETS		
Net assets invested in capital assets	51,443	64,249
Net assets restricted for Education and Training Centre (note 5)	57,937	-
Net assets restricted for endowment (note 6)	24,000,000	24,000,000
Net assets internally restricted for capital preservation (note 7)	-	1,166,562
Net assets internally restricted for reserve (note 8)	-	1,239,564
Deficiency in unrestricted net assets	(338,404)	-
	<u>23,770,976</u>	<u>26,470,375</u>
	<u>23,938,181</u>	<u>26,540,228</u>

Approved on behalf of the Board:

Patrick Coe Director

April Gauland Director

CANADIAN RACE RELATIONS FOUNDATION

Statement of Operations

Year ended March 31, 2003	2003 \$	2002 \$
Revenues		
Interest and dividends <i>(note 3)</i>	1,003,085	1,501,900
Loss on sale of investments	(97,401)	(242,198)
Sponsorships, donations and honoraria	31,213	-
Publications and conferences	10,425	14,335
Fundraising <i>(note 5)</i>	209,550	-
	<u>1,156,872</u>	<u>1,274,037</u>
Expenses		
Amortization	34,010	36,387
Award of Excellence symposium <i>(note 9)</i>	180,797	21,247
Award of Excellence gala dinner <i>(note 5)</i>	151,613	-
Communication	127,675	128,733
Conferences, symposia and consultations	142,370	58,161
Board of directors' honoraria and travel	136,516	105,529
Information systems and development	6,285	3,542
Library	5,783	5,666
Office and general	43,710	41,850
Professional fees	16,096	17,354
Public education <i>(note 10)</i>	211,420	272,991
Rent	105,911	107,750
Research	77,318	90,331
Salaries and benefits	666,563	620,767
Staff recruitment and development	16,823	19,246
	<u>1,922,890</u>	<u>1,529,554</u>
Excess of expenses over revenues before the following	(766,018)	(255,517)
Provision for decline in value of investments to market value	<u>(1,933,381)</u>	-
Excess of expenses over revenues for year	<u>(2,699,399)</u>	<u>(255,517)</u>

CANADIAN RACE RELATIONS FOUNDATION

Statement of Changes in Net Assets

Year ended March 31, 2003	Invested in Capital Assets \$	Restricted for Education and Training Centre \$ <i>(note 5)</i>	Restricted for Endowment \$ <i>(note 6)</i>
Balance, beginning of year	64,249	-	24,000,000
Excess of revenues over expenses (expenses over revenues) for year	(34,010)	57,937	-
Net investment in capital assets	21,204	-	-
Internally imposed restrictions	-	-	-
Balance, end of year	51,443	57,937	24,000,000

CANADIAN RACE RELATIONS FOUNDATION

Restricted for Capital Preservation \$ <i>(note 7)</i>	Restricted for Reserve \$ <i>(note 8)</i>	Unrestricted for Operations \$	2003 Total \$	2002 Total \$
1,166,562	1,239,564	-	26,470,375	26,725,892
-	-	(2,723,326)	(2,699,399)	(255,517)
-	-	(21,204)	-	-
(1,166,562)	(1,239,564)	2,406,126	-	-
-	-	(338,404)	23,770,976	26,470,375

CANADIAN RACE RELATIONS FOUNDATION

Statement of Cash Flows

Year ended March 31, 2003	2003 \$	2002 \$
Cash flows from operating activities		
Excess of expenses over revenues for year	(2,699,399)	(255,517)
Items not requiring a current cash payment		
Amortization	34,010	36,387
Loss on sale of investments	97,401	242,198
Provision for decline in value of investments to market value	1,933,381	-
	<u>(634,607)</u>	23,068
Changes in non-cash working capital		
Decrease (increase) in income receivable	(43,085)	1,940
Decrease (increase) in prepaid expenses and other receivables	(16,469)	18,184
Increase (decrease) in accounts payable and accrued liabilities	97,351	(68,764)
	<u>(596,810)</u>	<u>(25,572)</u>
Cash flows from investing activities		
Proceeds from sale of investments	16,173,924	22,343,185
Purchase of investments	(15,529,467)	(21,756,831)
Net additions to capital assets	(21,204)	(9,772)
	<u>623,253</u>	<u>576,582</u>
Cash flows from financing activities		
Decrease in bank indebtedness	-	(463,607)
Net increase in cash during year	26,443	87,403
Cash, beginning of year	87,403	-
Cash, end of year	<u>113,846</u>	<u>87,403</u>
	2003 \$	2002 \$
Supplementary Disclosure of Cash Flow Information		
Interest paid	-	-
Income taxes paid	-	-

Notes to Financial Statements

March 31, 2003

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.

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 when 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.

CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements (continued)

March 31, 2003

2. Significant Accounting Policies (continued)

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
Leasehold improvements	- over term of sub-lease

Amortization is not being provided for artwork.

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 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.

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.

CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements (continued)

March 31, 2003

3. Investments

	Average Cost \$	Market Value \$
Investment portfolio	25,481,830	23,548,450

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. 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 year end, all of the investment portfolio is presented as a non-current asset as the market value of the investment portfolio is less than the net assets restricted for endowment of \$24,000,000.

The average cost and market value of the investment portfolio at March 31, 2002 was \$26,223,688 and \$27,057,126, respectively. At March 31, 2002, of the \$26,223,688 investment portfolio cost, \$2,223,688 was 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 (\$833,438) was included in the net assets restricted for capital preservation.

Investment counsel fees paid by the Foundation are offset against interest and dividend income. During the year, these fees amounted to \$156,760 (2002 - \$173,939).

4. Capital Assets

	Cost \$	Accumulated Amortization \$	2003 Net Book Value \$	2002 Net Book Value \$
Office furniture and equipment	106,972	88,825	18,147	29,666
Computer hardware	116,811	103,424	13,387	11,772
Computer software	21,903	18,219	3,684	-
Leasehold improvements	23,707	23,707	-	8,811
Artwork	16,225	-	16,225	14,000
	285,618	234,175	51,443	64,249

CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements (continued)

March 31, 2003

5. Net Assets Restricted for Education and Training Centre

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. Net Assets Restricted for Endowment

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

7. Net Assets Internally Restricted for Capital Preservation

The Foundation has established a capital preservation policy to facilitate the recognition of inflation in order to preserve the earnings capability of the net assets restricted for endowment. At March 31, 2003, the net assets internally restricted for capital preservation is \$nil (2002 - \$2,000,000). This internal restriction is subject to variances based upon the unrealized appreciation in the value of investments at any point in time and direction given by the Finance Committee of the Foundation.

	2003 \$	2002 \$
Net assets internally restricted from operations, prior year	1,166,562	2,969,410
Current year - transfer to operations	(1,166,562)	(563,284)
- transfer to reserve	-	(1,239,564)
Net assets internally restricted from operations, end of year	-	1,166,562
Unrealized appreciation in the value of investments (note 3)	-	833,438
Total net assets internally restricted for capital preservation	-	2,000,000

CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements (continued)

March 31, 2003

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. 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 \$87,000 (2002 - \$95,000) during the year.

11. Commitments

- a) The Foundation, on the expiry effective March 31, 2003 of its current sub-lease of office premises, 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 will be \$154,000 per year.
- b) As at March 31, 2003 the Foundation is committed to fund approximately \$116,000 in research and public education grants during the fiscal year ending March 31, 2004.

12. Line of Credit

During the year, the Foundation entered into an unsecured operating line of credit with HSBC Bank Canada. The line of credit is limited to \$150,000. Interest is payable at the bank's prime rate plus 1.5% on the outstanding balance. The line of credit has not been drawn upon as at March 31, 2003.

13. Subsequent Event

The investment portfolio, as referred to in note 3 to these financial statements, had a market value of \$25,243,333 as at June 10, 2003.

Appendix "A"

CORPORATE PERFORMANCE - Overview

Goals	Strategies	Performance Targets	Achievements
Raise public awareness of the causes and manifestations of racism	Develop extensive external media contacts	Increase the number of media quotes by 50% over 2000-01, by 2001-02, and then by 20% in 2002-03 and 2003-04	Media quotes increased exponentially between 2001 and 2003, with quotes sought from CRRF on topical issues
	Increase public awareness of race issues in education	Explore and facilitate means for anti-racism: change in the education system.	Several completed research reports addressed systemic change in education.
		Host forums on status of anti-racist education in school curriculum	Consultations and panels on anti-racist education and youth at several public forums
	Equip the Foundation to anticipate and address current issues of racism and to react to crises in a timely manner		Have all elements in place for quick information retrieval, consistent positioning and spokesperson preparedness
Ongoing updating of directory and e-mail mailing list.			Increased significantly the number of entries on the electronic mailing list, with an emphasis on Aboriginal outreach.
Identify significant dates which commemorate the fight against racism and develop resources that will provide further information.			Special commemorative web pages were launched for Black History Month, Asian Heritage Month, and Aboriginal Day. Resource distribution and Award of Excellence in March 2003
Increase public access to materials and information gathered, supported or developed by the Foundation		Develop innovative means of distributing CRRF materials	Mass mailing of resource package of CRRF materials to libraries, schools and universities for March 2002 Produced newsletters with special focus on topical issues for anti-racism Disseminated Best Practices Reader on Award of Excellence. Promoted IAR projects in newsletters. Distributed NGOs Report Card on Racism pre- and post WCAR
		Produce three newsletters each year	
		Feature Award of Excellence recipients and selected IAR projects	
		Release findings related to "Report Card on Racism"	
Support the efforts of allies and potential allies to press for solutions to racism and racial discriminations	Use media channels, contacts and networks to add profile and cachet to identified issues	Identify at least five organizations that could potentially act as allies and proactively champion issues of concern to them on an ongoing basis	Created partnerships with several organizations across the country; strengthened relationships forged with Canadian delegation at WCAR; worked with ad hoc advisory committees for CRRF programs that included these partner organizations
		Sustain linkage with established Unite Against Racism Campaign partners	Continued to meet with Ontario Human Rights Commission on Unite Against Racism Campaign, as well as members of several school boards.
		Enhance IAR program for broader reach	Developed and disseminated the E-Bulletin monthly to thousands of stakeholders
		Develop an electronic bulletin where CRRF activities and initiatives are posted and shared with NGOs	Participated in more than 20 anti-racism conferences, panels and workshops
		Participate in and occasionally support anti-racism workshops and/or conferences across Canada	

Goals	Strategies	Performance Targets	Achievements
	Enhance organizational awareness of issues being championed by others and take steps to support their efforts	Maintain ongoing two-way communication with identified allies in all provinces Develop ongoing contact with researchers Participate actively in the UN World Conference Against Racism	Maintained regular communication with stakeholders across the country. Held board meetings and public forums in different provinces Enhanced communication with researchers and Research Advisory Panel Prepared position paper for WCAR NGO forum and held post WCAR follow up conference
	Develop strategic alliances with anti-racism organizations to enable information exchange and action planning	Strategically link organizations around specific issues, themes etc. that correspond with CRRF focus Maintain updated website links to include organizations supported through RFP and IAR programs Develop in-house research capacity	Created working group on Racial Profiling, Advisory group on Unite Against Racism Campaign, and planning group of various organizational reps for the Award of Excellence Updated all website links in 2002-3 Enhanced in-house research with active interns program
	Maintain IAR grants program to accomplish the goals of the Foundation	Fund and monitor projects through Initiatives Against Racism program Explore ways to enhance IAR Program Evaluate IAR Program in 2001-02 and make necessary adjustments in 2002-03	156 IAR grants have been awarded in the past six years Significantly increased outreach to regions across the country, and exceeded expected outcomes in the number of projects. External scan included evaluation of the program and slight modifications made to the criteria , reporting and evaluation of outcomes
	Develop partnerships that reflect broad-based public stance against racism in Canada	Continue National Anti-Racism Campaign activities in 2000-01 and 2001-02 Assess effectiveness of public education campaigns in 2002-03	Public service announcements for the National Anti-racism Campaign continued for an in-kind contribution of \$80,000 of air time annually. Feedback continues to be positive
Form strategic partnerships to help combat racism by contributing to change in Canadian organizations	Leverage the profile and influence of selected partners to broaden the scope of race-related perspectives	Feature the Foundation and anti-racism in non-traditional contexts Seek out new channels for communication Disseminate relevant information through forums, and other means Liaise with NGOs working on anti-racism	Increased profile and participation with all Portfolio agencies; CRRF and anti-racism presentations to Status of Women, National Gallery staff, policing conferences, and several religious and ethno-specific organizations Mounted several displays at educational and other forums Continued liaison with NGOs across the country. Granted UN Special NGO Consultative Status under ECOSOC in July 2002.
	Develop relationships in key sectors that will strengthen future partnership initiatives Capitalize on the influence	Publish "best practices" reader jointly with a key partner in 2001-02; and 2002-03	Published two very professional volumes of the Best Practices Reader in conjunction with the Award of Excellence Programs and with the assistance of a \$20,000

Goals	Strategies	Performance Targets	Achievements
	and networking results of CRRF directors and champions		donation from OMNI television in 2003 CRRF Board members hosted successful forums in their cities
	Strengthen CRRF links with the Aboriginal communities	Implement key recommendations of CRRF Aboriginal Issues Task Force Report from 2000-01 to 2002-03 Work with Aboriginal Issues Committee to enhance public education on issues Establish networks where relevant information may be distributed	Most of the key recommendations have been implemented, including the ongoing work of the Aboriginal issues committee, enhanced relationship with Aboriginal organizations, and greater participation of Aboriginal groups in the IAR programs and CRRF conferences. Bibliography of Aboriginal resources published, and two documents in the "Facts About" series on Aboriginal Treaty Rights and Aboriginal Rights cases.
	Keep the Foundation abreast of even small but significant shifts in race issues, attitudes and perspectives.	Ensure that issues tracking system is sophisticated enough to detect subtle differences in messaging. Broaden scope of issues tracking to include trends in other jurisdictions Learn from experiences of other countries, e.g. attend UN World Conference	Media monitoring more extensive through daily Newscan International monitoring and networking has increased through strengthening relationships with similar organizations world wide Participated in the WCAR and continued to network with international contacts, and well as Canadian follow up initiatives
	Present the Foundation in a context that emphasizes its mission to create a national framework for anti-racism work in Canada	Partner with other organizations to commemorate selected significant dates each year	Through funding and co-hosting various events, the CRRF gained a greater presence in regional and national events and organizations in 2002-2003
	Equip partners to operationalize anti-racist practices in their organizations, as well as others in their sectors	Develop and find niches for publicizing unique CRRF products	Preparation of a publications brochure and order form, and their wide dissemination this past year has significantly increased publicity of CRRF events and products
Speak out clearly and unequivocally against racism and not shy away from controversial issues	Enhance the Foundation's media profile to increase its name recognition	Generate positive media coverage through paid and unpaid airtime Issue press releases and conduct media interviews as appropriate Undertake public speaking engagements Publicize selected research findings each year. Increase the Foundation's name recognition by reaching out to 250,000 households (2000-01), to 500,000 in 2001-02, and 1 million in 2002-03.	With the decision to make the community forums public in each city, and to advertise them in local and community papers and on air, the CRRF has greatly increased its profile Press conferences to release research reports, and an increased number of press releases to react to newsworthy issues concerning racism in Canada have resulted in far greater media coverage in the past year than in previous years CRRF staff and several board members have become more sought after to deliver keynote addresses and serve on panels at public and organizational events
	Create opportunities for Board members to discuss	Arrange meetings with local organizations/ corporations as part	Every Board meeting now includes a public forum and meetings or

Goals	Strategies	Performance Targets	Achievements
	relevant local issues.	of Board meetings	events with local groups, government officials, and Aboriginal organizations
	Develop a crisis communication protocol that enables timely, informed response to crises	Re-organize and integrate internal information storage system Outline crisis communication path.	The data base and resource materials have been reorganized for easier retrieval and access. Media relations and immediate response have improved considerably
	Identify new vehicles to extend the reach and influence of Foundation perspectives.	Use board meetings strategically to strengthen regional ties Identify at least one new vehicle annually	Last year the innovative strategy was to publicize regional meetings widely (instead of by invitation only) and this past year new vehicle for outreach was a major fundraising initiative with greater outreach to the corporate sector in Ontario for the first time
	Conduct scholarly research on identified themes.	Issue calls for research proposals in 2001 and 2003 on identified theme; maintain a research advisory panel and monitor project progress Develop in-house research capacity.	The Research Advisory Panel has been maintained and greater scrutiny and monitoring or research progress and evaluation have been implemented. Briefs have been prepared in-house this year, and capacity building continues in this area
Become an authoritative source of information, perspectives and research data that will contribute to the elimination of racism	Develop up-to-date information base on racism and anti-racism, providing comprehensive links to available resources	Publish 5 Fact sheets on identified topics each year Increase resources to feature new publications, print and media resources To produce annotated bibliographies and selected readings in 2001 and 2003	Several new fact sheets have been produced, and this past year many re-produced because of the high demand Partnerships are sought to enhance publication capability. A review of the research publications is ongoing. Two thorough bibliographies have been produced as planned.
	Develop anti-racism information in an accessible format	Develop two 'signature products' each year, be it electronic or paper based	In 2001/02, and 2002/03 the special web pages for commemorative months and days have been very well received; the research journal <i>directions</i> and the special focus issues of the newsletters have become signature products, as have the Best Practices Readers
	Use results of IAR projects and research projects to provide new information on and insight into racism and anti-racism.	Publish selected research findings through a dedicated CRRF journal. Develop new themes for bibliographies and selected readings.	Research results have been published in the dedicated journal <i>directions</i> ; dissemination of published research reports has been increasingly extensive; an Aboriginal issues bibliography and one on anti-racist education were published this year
	Publicize the outcomes of CRRF-sponsored projects.	Release selected research findings and publicize IAR-projects in multiple formats.	Research findings and IAR projects were publicized through press conferences, workshops, in the e-bulletin, and in the newsletters as well as annual reports

Goals	Strategies	Performance Targets	Achievements
Recognize and support positive initiatives against racism	Raise the profile of the CRRF Awards to enhance appeal to the corporate and institutional sectors	<p>Increase Award prize in 2000-01</p> <p>Hold Awards events in 2000-01 and 2002-03 at high-profile venue and seek media publicity</p> <p>Highlight 'best practices' and disseminate widely</p> <p>Seek five champions in the business/ institutional sectors by 2001-02</p>	<p>The Award of Excellence prize is now \$10,000 for the winner, with another \$10,000 divided among the Awards of Distinction winners (two in 2001 in Vancouver, and four in 2003 in Toronto)</p> <p>Media coverage was extensive in 2003 and greater than in any other year</p> <p>The Best Practices reader is featured at all CRRF displays and events. Several major corporate sponsors were secured for the 2003 Awards Program</p>
	Enhance scope and relevance of CRRF Awards	Track current issues that are relevant to Awards theme and provide background materials	This past year the Awards symposium theme was topical and "cutting edge" and very well received
	Use the Awards Program as a key vehicle for increasing the Foundation's visibility at a community level	<p>Increase community involvement in the Awards event</p> <p>Use existing communications and marketing vehicles to generate awareness of and interest in Award Program</p>	<p>For the first time this year, the Awards Program included a community advisory committee for planning, promotion and implementation</p> <p>Youth were also more actively involved than ever before</p> <p>There was also greater media awareness and attention</p>
	Engender support for innovative, leading-edge projects using CRRF funds and leveraged influence	Fund research and IAR projects that have potential for impact at the grass roots and systemic change	This remains the distinctive feature of the research and IAR projects, and highly valued by the community, as evidenced in the Quickscan conducted in 2002
Increase public exposure to CRRF-sponsored events	Keep stakeholders informed of CRRF events and ensure CRRF recognition in funded IAR materials and events	<p>Improving media relations was a significant thrust in the past year. Community groups and community press were kept better informed through enhanced communication outreach; CRRF was acknowledged in all funded and cooperatively planned projects and events.</p> <p>Feedback continued to be increasingly positive from across the country, with gratitude expressed for the CRRF's increased presence at and support for community events.</p>	

APPENDIX "B": Initiatives Against Racism:

Funded Projects - June 2002

Access to Media Education Society (BC) Peer Perspectives

- This video-based series is by and for youth. It draws from the experiences of culturally diverse youth to create educational resources that address racism. It will offer 54 participants over a 10 day-period hands-on media instruction from an accomplished group of media artists and industry professionals and share their views on issues which concern them and equip them with tools to effect positive change.

Alternatives to Racism (BC)

Racism Today - Echoes of the Holocaust

- This anti-racism curriculum engages secondary school students in a critical analysis of the Holocaust and human rights issues. A series of readings and activities are presented on the Holocaust, racism, sexism, able-ism and homophobia.

The League for Human Rights of B'nai Brith (ON)

Black/Jewish Dialogue - Multicultural Youth Outreach

- To hold a youth forum to promote dialogue between Black and Jewish youths. The project promotes multicultural relationship building as a positive means of pursuing social equality, inclusion and progressive social change in a multiracial and multi-ethnic urban environment.

Canadian Teachers' Federation (ON)

Many Voices Many Journeys, Symposium on Aboriginal Education Issues

- This symposium presents information on the very diverse lives and experiences of Aboriginal nations in Canada. The sessions will focus on their contributions to Canada's history and development and will illustrate the benefits that Aboriginal studies can bring to the learning experience of all students. A document providing an overview on the state of Aboriginal education will be produced by two Aboriginal researchers.

Caribbean Tales (ON)

The People's History of the Caribbean" Interactive Website

- This website will document and create a living popular history of the Caribbean, and feature the voices and testimonies of all the diverse strains that make up the peoples of the Caribbean. It will document oral histories, stories of villagers, as well as those of scholars, artisans, business people, etc.

Citizenship Council of Manitoba Inc. (MB)

Enhancing Corporate Human Resources Opportunities (ECHO) Through Diversity

- The ECHO program seeks to design, develop and deliver a comprehensive training program to assist Winnipeg companies and organizations in managing diversity in the workplace. The program will aid employers in recognizing and eliminating systemic barriers in the workplace, which will lead to the development of equitable and inclusive policies, programs and practices.

Comité de Solidarité Tiers-Monde

Trois-Rivières (QC)

Animations "à la découverte de l'autre"

- The goal of this project is to promote understanding and respect by creating a virtual education kit and organizing a series of workshops aimed at the primary and secondary school population and the general public of the Mauricie region in Quebec.

Iced in Black (ON)

ICED IN BLACK: Canadian Black Experiences on Film, Annual Film Festival

- An annual film festival that features films that reflect and speak to the African-Canadian experience, and holds panel discussions with filmmakers, professors, community members and students.

Indian Art & Crafts of Ontario (ON)

Aboriginal Teaching Circles

- The Aboriginal Teaching Circles are designed to give students a positive experience and to instill in them a desire to learn more about Aboriginal peoples in Canada. In addition to teaching children about Aboriginal culture and heritage, teachers are given a package containing articles to assist them in their Native Studies program.

Mission Community Services Society (BC)

Widening the Circle of Education

- This initiative builds on an earlier project, "Widening the Circle of Education" which made presentations on racism in select high schools and elementary schools. Its main goal is to increase awareness of issues around racism for children in the 6th and 7th grades.

Multicultural Association of Nova Scotia (NS)

Communities Uniting: An Atlantic Multicultural Conference

- An Atlantic Conference that brings together diverse communities from all four Atlantic provinces to examine multicultural, racial, social justice and equality issues. Communities will gather to generate discussion, share best practices, disseminate information, develop policy and revitalize the Atlantic Multicultural Council.

National Anti-Racism Council of Canada

at the Metro Toronto Chinese & Southeast Asian

Legal Clinic(ON)

Making the Commitments Real - At Home and Abroad

- To establish a clear language version of the WCAR declaration and program of action; to develop and publish an NGO "CERD shadow report"; to better NARCC's information gathering and disseminating capabilities, and to continue to build the national network's communications role and facility.

The Centre for Addiction and Mental Health (ON) Health Promotion & Prevention Action Plan for French-Speaking Ethnoraacial Communities

- To improve access for ethnoraacial/ethnocultural Francophone communities to the services provided by the Centre for Addiction and Mental Health. Lack of awareness regarding mental health and addiction contribute significantly to the stigma & discrimination experienced by people with addiction & mental health problems.

The Duke of Edinburgh's Award: Young Canadians' Challenge (ON)

Guiding Spirits: Bridging the Gap

- This project will support First Nations youth to take hold of their lives and become more responsible in building a positive future for themselves and others. The program will encourage youth to learn from elders and mentors about cultural awareness and traditional values of caring, sharing, co-operation, trust and community responsibility - in comparison with Western values.

Youth Action Network (ON)

Ruckus

- This project will bring together high-school-aged youth of colour from the GTA at a two-day conference to address the lack of inclusion of young people of colour into current social justice and environmental advocacy movements. The design and implementation of this project will largely be determined by issues and concerns that are specific to youth of colour.

Youth Millennium Project (BC)

Action for Equality Workshop Series

- To involve youth with adults in workshop settings to support youth in creating and leading projects for positive change in their communities. Four two-day workshops will be held inviting youth from all backgrounds, but targeting racial minority and Aboriginal youth in particular.

Funded Projects - October 2002

Chinese Canadian National Council(ON)

Re/present: Youth Remake History

- This project is called Re/present because its about representing history to youth in ways that captivate through personal interactions and critical thought, as well as the creation of an accurate representation of the Chinese communities in Canadian history. By interviewing Chinese elders in their lives and in their own communities and learning the skills to present these stories through short videos, the youth will be able to engage directly with history.

Emily Carr Institute of Art and Design(BC)

IntraNation: Race, Politics and Canadian Art

- This project will bring together more than thirty arts administrators, cultural workers, First Nations artists and artists of colour to showcase their current work and to engage in critical discussions about anti-racism in Canadian art. The conference will focus on an investigation of recent history in art-making practice in the context of race politics.

First Nations Friendship Centre(BC)

Cultural Diversity Embraced by Peace

- To produce in co-sponsorship with Sensisysten School a three-minute Public Service Announcement in video format to be broadcast as part of the "Ullus" television program.

MISCELLANEOUS Productions Society(BC)

What You Carry With You... Production of Youth & Elder Project

- The purpose of this initiative is to examine and explore emigration/immigration in a post-September 11th era, racism, violence and xenophobia, aging and intergenerational relationships, memory and belonging, this project will be created and developed by a team of professional artists and technicians. MISCELLANEOUS Productions' professional Artistic Team will mentor and collaborate with non-professional youth 15 - 23 years old and elders 50 and up from Richmond, British Columbia.

Multicultural Inter-Agency Group of Peel (ON)

Providing Newcomers with the Tools to Combat Racist/Biased Undertones in the Media

- The main goal of this project is to increase public awareness of the media's impact on the fuelling and exacerbation of racism after 9/11. Research of print and TV media for racist and biased references to certain minority groups following September 11 will be done. The project will culminate with the development of a booklet and publication that will chronicle immigrants' and refugees' experiences with racism and discrimination since September 11, 2001.

Muslim Educational Network, Training and Outreach Service (MENTORS)(ON)

Toward Understanding: Moving Beyond Racism and Islamophobia

- The overall project involves the development of anti-Islamophobia resource kits for elementary, intermediate and secondary schools which will be developed into workshops delivered by community facilitators in schools in Toronto, York Region and Halton.

North Shore Multicultural Society(BC)

Train the Trainers - Gen Y

- To train 10 young people ages 15-21 to become peer diversity trainers. Through a supported examination of Canada's history, critical self-analysis and a training practicum, young people will be able to educate their peers both in a workshop setting but also in the community at large.

Northern Alberta Alliance on Race Relations(AB)

Research Plenum on Race Relations: Alberta Experiences and Prospects for Change

- This plenum will bring together individuals from community groups, research institutes, government departments, service agencies and

social justice advocacy groups with an objective of providing the participants with the opportunity to share ideas on how to move beyond analysis to concrete plans for action. A resource handbook will also be compiled in print and for posting on the NAARR website.

Sioux Lookout Anti-Racism Committee(ON)

4 Days for Action Regional Youth Conference

- This youth conference will bring together approximately 100 youth delegates from across the region. Canadian youth face new challenges in the wake of September 11 and the federal government's plans to change their relationship with First Nations. Workshops will attempt to provide information and skills to deal with these challenges. Two proposed topics will be: Responding to Islam: What do we/should we know? And, the American Civil Rights Movement: What can Aboriginal people learn from their historic struggles?

PRUDE - Pride of Race, Unity, Dignity through Education(NB)

Racial Discrimination Hurts Everybody

- To research, identify and develop training materials for anti-racism presentations, seminars and workshops for teachers, students and community organizations.

SOY - Supporting Our Youth(ON)

The Welcoming Diversity Initiative

- To provide a series of anti-oppression workshops that will broaden the awareness of staff, volunteer facilitators, and our community partners to issues of racism and other forms of oppression within the lesbian, gay, bisexual, transsexual and transgender communities.

This Magazine/The Red Maple Foundation(ON)

Special Issue on Race Relations and Racial Discrimination

- To publish an issue that will include compelling reportage and essays by some of Canada's best journalists of colour and a few emerging writers; to elevate the level of the discourse around racism and to examine a variety of strategies of reconciliation being developed by Aboriginal peoples.

Urban Native Youth Association(BC)

Aboriginal Justice Inquiry

- To identify the impact of racism on the relationship between Aboriginal peoples and the justice system in British Columbia, to look at where the justice system may be failing the province's Aboriginal peoples and identify meaningful short and long-term responses that Aboriginal people can undertake to address the situation.

Approved Projects - February 2003

Alberta Association for Multicultural(AB)

Antiracism Toolkit Pilot Study: Building Education Capacity in School Activists

- The present project seeks to improve educator's ability to respond to racial discrimination in school settings while furthering the understanding of those interested in studying and promoting antiracism. By seeking out and documenting exemplary existing school-based programs, and engaging in-depth interviews with students and teachers currently engaged in antiracism activism in schools, the Project personnel will develop long-needed integrated programming to help reduce racism and other forms of discrimination. An electronic web-based toolkit will be developed as the main resource for the project.

Camp Sisters in the Struggle(ON)

Hot Seat 5, Film and Video Festival in Celebration of African Liberation Month

- The main objective of the project is to organize a film festival dealing with various topics such as racism and homophobia and featuring films that would not generally get a large audience. The festival aims at providing participants with a forum that allows public education on issues of racism and anti-racism.

Regina Métis Women (SK)

Métis Women and Youth Conference

- The objective of the project is to increase the knowledge and skill base of Métis women and youth and to promote their awareness of entrepreneur/business development, career, employment and training strategies, leadership development, racism, poverty and other related issues.

University of Lethbridge Native American Student's Association (AB)

Native Awareness Week and Pow Wow: Wellness Through Tradition

- As part of the overall strategy of the University of Lethbridge to develop a stronger commitment to First Nations communities and students, this program entails the development and delivery of a series of five (5) workshops aiming at fostering an understanding of the Native versus the Western perspectives of wellness. The four directions of wellness (spiritual, emotional, mental and physical) run throughout the week and workshop topics include: drum making and round dancing, traditional native family roles and teachings, traditional wellness practices, and wellness through educational empowerment and youth perspectives. Videos of the workshop will be produced.

University of Saskatchewan, Division of Media and Technology (SK)

A New Life in a New Land: The Muslim Experience in Canada

- The purpose of the project is to address the lack of understanding of and information on the Muslim community in Canada, through the development of a three-part documentary (3 hours in total) targeting the educational, general broadcast and distribution market. Additionally, a print package and an internet resource will be produced to assist in the presentation of the topic and discussion of the video series.

Visceral Visions Society (BC)

The Malaysia Hotel

- The objective of the project is the production of a play that will challenge people's views of Asian women by forcing them to acknowledge the stereotypical images of Asian women. The play also raises questions about Canada's immigration policy. It addresses the definition of the bona fide refugee and examines the presence of systemic racism in the immigration eligibility requirements, at the policy and at the frontlines levels.



John Tory, President and CEO of Rogers Cable and Madeline Ziniak, Vice President and Station Manager, OMNI Television make a presentation to the Canadian Race Relations Foundation



Issbin Daik'ko



Members of the Ngoma Drum and Dance Ensemble

Appendix "C" Award of Excellence - List of 20 finalists

Anishanabek Nation, Union of Ontario Indians (ON) Nijiji ("Friends") Circle Initiatives in Public Education

A First Nations initiative which facilitates discussion leading to proactive public awareness activities that encourage a broader understanding of the Aboriginal community.

Canadian Bar Association (CBA) (ON)

Political and Administrative Structural Change of the Canadian Bar Association

Over the past ten years, the CBA has implemented several changes to advance racial equality within the legal profession and within Canadian law and society.

Community Builders (ON)

Community Builders Youth Leadership Initiative

An innovative community-based program developed in partnership with elementary schools that aims to make sustainable change in school culture, and schools more inclusive and caring of people of all backgrounds.

Elementary Teachers' Federation of Ontario (ON)

The Power of Story

A Kindergarten to Grade 8 resource that links the experiences of Canadian girls and women to the Ontario curriculum, offering stories that provoke thought and examine attitudes and assumptions.

Images Interculturelles (QC)

Semaine d'Actions Contre le Racisme (SCAR)

For many years, Images Interculturelles has been organizing public activities to raise consciousness and educate the public regarding the manifestation of racism. SCAR was created two years ago to combat racism through demystification, and has achieved in significantly raising public and media awareness on the issue in Quebec.

Jewish Family Services of Ottawa-Carleton (ON) Community to Community

A unique mentoring initiative with the Somali Centre for Family Services that provides professional training and has positive ramifications for international collaboration.

Multicultural Association of Nova Scotia (NS) Youth Against Racism (YAR)

YAR educates junior and senior high school youth around social justice issues through examining racism, discrimination, and equality, and by encouraging their active leadership and involvement with their schools and communities.

Multicultural Heritage Society of Prince George, (BC) Building Safer Communities

A community-wide network of dedicated and concerned agencies and individuals was established to advocate for multiculturalism, anti-racism, anti-hate activities and related issues through education and consultation with those partners.

Native Canadian Centre of Toronto (ON) Visiting Schools Program (VSP)

A year-round school touring program, at the elementary, secondary and post-secondary levels, which aims to bring Native people out the history books and into the lives of young people in Toronto.

Ottawa Community Immigrant Services Organization (OCISO)(ON)

Multicultural Liaison Officer (MLO) Program

Through the intervention of the MLOs, immigrant/refugee parents, the community and school staff are able to work together towards ensuring a good education for children, as well as increased knowledge about anti-racism and harmonious integration for immigrants.

Regional Multicultural Youth Council (ON)

Empowering Youth to Make a Difference

A well-established campaign to mobilize youth toward a fair and just society in which there is equal access, opportunity, and participation in every aspect of Canadian life by all citizens, regardless of race, ethnicity, or cultural background.

School of Journalism, Ryerson University (ON) Journalism Diversity Course

"Covering Diversity" is the only course of its kind at a Canadian journalism school and stems from the belief that properly-educated journalism students offer the best hope to change the media's historic marginalization and stereotyping of visible minorities.

Sioux Lookout Anti-Racism

Committee (SLARC) (ON)

"5 Days for the Future and 4 Days for Change" Regional Youth Conferences

A dynamic and original format for youth conferences that helped break down barriers by bringing youth face-to-face with current social justice issues in a stimulating, interactive environment.

Students Against Discrimination (BC)

"Say What!?" Video

The video is being recognized for its success in initiating sometimes heated discussions among students about discriminatory language used in schools. Both the process of making the video and the product are considered to have educational value.

The Canadian Islamic Congress (ON)

The Canadian Islamic Congress Media Research Project

Since 1998, the Congress has conducted a pioneering annual study of anti-Islam in the media, which has led to a modest overall improvement in the usage of anti-Islam language.

The Centre for Addiction and Mental Health (CAMH) (ON)

Health Promotion and Prevention Action Plan for French-speaking Ethnoracial Communities

A collaborative project which aimed to identify addiction and mental health needs for ethnoracial/ethnocultural Francophones living in Toronto, and provides responses to those needs.

United Nations Association in Canada (ON) Youth Forums Against Racism (YFAR) and the Kit: Manual by Youth to Combat Racism

At the forums, diverse youth worked together to generate ideas/concrete action to best address racism through education. The end result was The Kit - an innovative, long-term, anti-racism education model developed by youth and for youth.

Vancouver Holocaust Education Centre (ON) Open Hearts-Closed Doors: The War Orphans Project

An educational, multi-media web project that chronicles the lives of eight war orphans as they emerged from the Holocaust into displaced person camps and onto ships that brought them to new lives in Canada.

Vision TV (ON)

"Vision TV"

As a multi-faith/multicultural broadcaster, Vision TV is committed to programming that celebrates diversity and community, and helps to build bridges between people of different faiths and cultures, promoting understanding and tolerance through their programming.

YWCA of Peterborough, Victoria and Halliburton (ON)

"Internal Anti-Racism/Anti-Oppression Committee"

The Committee actively promotes anti-racism work at the YWCA. While the focus has been primarily agency-based (80 staff/volunteers receive training each year), the impact echoes beyond the confines of the organization to clients, volunteers, and staff family members.

Appendix "D"

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The success of the Canadian Race Relations Foundation will depend increasingly on the support and contribution of sponsors and donors. In the past year, with the initiation of our first fundraising campaign, the CRRF has benefited from strengthening our network of supporters and partners. The CRRF would like to take this opportunity to acknowledge and thank the following companies and individuals for their generous support of the Canadian Race Relations Foundation *Award of Excellence Gala Dinner*, and also to express our appreciation to those donors who contributed to CRRF in 2002-2003.

Special Thanks

We gratefully acknowledge CHUMi Television for their generous donation of airtime for the "We can go anywhere" segment of our *Unite Against Racism* campaign this past year, and OMNI Television for their significant contribution to the publication and dissemination of the 2003 Best Practices Reader for the Race Relations Education and Training Centre. Special thanks also to the Department of Canadian Heritage for enabling youth to participate in both our Edmonton Conference on *Strengthening the Agenda Against Racism* in October, 2002, and the *Award of Excellence* Program and Symposium in Toronto in March, 2003.

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