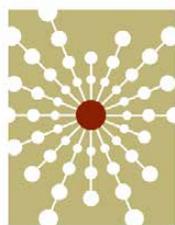


Centre for Race and Culture

Annual Report



CENTRE
FOR RACE
AND CULTURE

OUR FUNDERS



Human Rights
Education and
Multiculturalism
Fund



New
Horizons
for Seniors
Program

Canada 



Edmonton
Community
Foundation

THANK YOU FOR SUPPORTING OUR WORK

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MESSAGE FROM

OUR LEADERSHIP

Sarah Farooq, Interim Board Chair

2015 was a year of significant growth and renewal at the Centre for Race and Culture. With the on-boarding of Vanessa de Koninck as our new Executive Director, CRC continues to model bold leadership, and our close engagement with our community partners continues with our successful delivery of our Nehiyaw (Cree) language classes and our partnering for our Somali Seniors Partnerships. We are also thrilled by the overwhelming response and expansion of the Anti-Racism workshop series, which is a central part of our efforts to increase education and awareness. These exciting opportunities allow CRC to continue as an agent for real change through credible research and information sharing.

Over the next year, we look forward to expanding our partnerships with our new Syrian Refugee Awareness project, growing our Board, transitioning from an operational to an increased strategic focus, and building our research capacity.

It has been an exhilarating time to have joined the CRC board and I want to say



thank you for the opportunity. I continue to be inspired by the passion of my fellow board members and the team at CRC, and all of their commitment to building an inclusive society free of racism.

I would also like to give a special thanks to Roxanne Felix-Mah, and recognize her contributions as the former Chair of the Board at CRC. During her tenure, Roxanne has provided great leadership and guidance to the CRC board. She has lent her passion and dedication to enabling CRC in working towards its mission and vision. Thank you Roxanne for continuing to be a great supporter and friend of CRC!

Sarah

Vanessa de Koninck, Executive Director

I am delighted to present my first annual report as Executive Director of the Edmonton Centre for Race and Culture. Since joining the Centre in December, I have been warmly welcomed by the staff, board, members, and supporters of the CRC, and I have truly enjoyed these early months of becoming acquainted with the 'CRC family' and familiarizing myself with the organization's long and proud history of achievements.

This year has been seen some further transitions within our organization, with the departure of longtime staff members Ian Mathieson and Ashima Sumaru-Jurf. We are fortunate, though, to retain them both on our register of Associate Consultants, and I certainly continue to benefit from their expertise and experience even as they expand their own skills and knowledge in new roles beyond the CRC.



Also moving on from the CRC is our board chair Roxanne Felix-Mah, who I have greatly enjoyed working with in my first six months in this role. She leaves behind her an energetic and enthusiastic board, who I look forward to working together with over the coming year.

With departures, of course, come the opportunities of new arrivals, and we are delighted to have welcomed new staff members Kaitlin Lauridsen as Senior Consultant, Nega Jalal as Project Coordinator, and summer student Ashley Witiw as Communications Assistant. All three have quickly established themselves as indispensable members of the CRC team, and I can't thank them enough for the passion and dedication that they bring to their roles.

As I look back on all that we have achieved over this past year full of transitions, I am both proud of our many accomplishments and eager for the work that lies ahead. With a clear set of strategic priorities in place, and plans underway to revitalize our online presence and reach through our website and social media, the year ahead looks to be one full of opportunities for enhanced engagement, increased education, and improved dialogue and communications. It's an exciting time of new opportunities for our organization, and I thank you for your support in helping us to achieve our goals.

Vanessa

WHAT WE'VE

ACCOMPLISHED

NEWLY FUNDED PARTNERSHIP

Somali Canadian Cultural Society of Edmonton

EXPANDED EDUCATIONAL OFFERINGS

Winter Anti-Racism Workshop Series

Spring Anti-Racism Workshop Series

CONTINUITY OF CORE SERVICES

Nehiyaw (Cree) Language Lessons

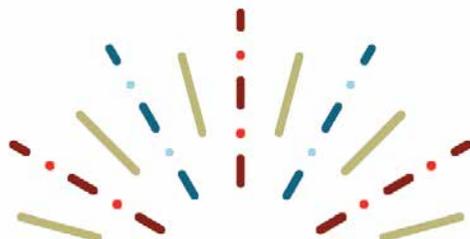
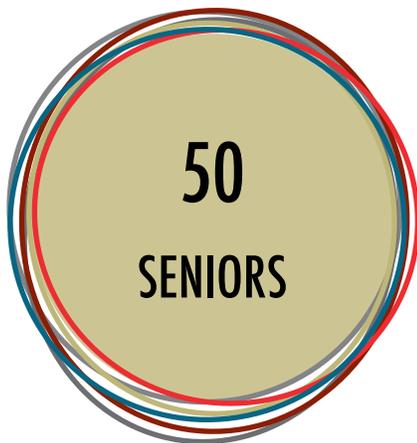
CRC Consulting

March 21 Campaign

Advocacy Services



IN 2015-2016 OUR SERVICES REACHED





OUR MISSION:

To create an inclusive society free of racism.

OUR VISION:

We work to promote and support individual, collective, and systemic change to address racism and increase intercultural understanding.

STRATEGIC PRIORITIES



Leadership

CRC fosters and models bold leadership. Our organization and leaders focus the dialogue on racial discrimination in a way that fosters real change.

To support this goal, we will:

- Pursue funding opportunities for robust research on racism and discrimination
- Expand the reach of our print and social media presence
- Provide informed analysis to decision makers



Engagement

The work of CRC is grounded in the issues, concerns, and strengths in the community. Community members and agencies trust that we will engage and partner with them meaningfully.

To support this goal, we will:

- Explore opportunities for enhanced inter-agency partnerships
- Conduct an evaluation of our membership model
- Increase our involvement in community networks



Communications

CRC is a trusted source for generating, gathering, and sharing reliable and accurate information on anti-racism.

To support this goal, we will:

- Increase our offering of research-based resources and information
- Improve our website design and content with a redesign
- Increase our educational offerings to the general public

PROGRAM UPDATE:

NEHIYAW (CREE) LANGUAGE LESSONS

The Nehiyaw (Cree) Language Lessons Program is an ongoing offering of the Centre for Race and Culture that is unique to our organization. This is due to the methodology used by Reuben Quinn, our language instructor and project coordinator.

The methodology, which is called *cahkipehikanak* (syllabics) or the star chart, is a traditional format that incorporates the cultural and philosophical teachings of the Nehiyaw language. This method of teaching the Nehiyaw language is not used anywhere in the greater Edmonton area or in the entire educational system in Edmonton.

How does this program fit with CRC's mission, vision, and strategic priorities?

Our Nehiyaw language program is more than just an opportunity for people to improve their Cree language skills—it is also an important piece of the **reconciliation** process.

For survivors of the residential school system and other impacts of colonization, the revitalization of language is an important part of strengthening **culture and cultural identity**. The program also provides opportunities for students to make **connections with community leaders and elders** during field trips and guest speaker visits.

The objective of our language lessons is to teach Nehiyaw using this holistic approach based on 44 symbols, 14 consonants and the eight-direction syllabic system. The directions' philosophies are included as the lessons are taught in the manner of natural law.

For five years, we have been able to offer this learning opportunity to adults in Edmonton. This year, we ran two sessions in both Winter and Spring, with total enrolments of 55 students for the year.

Edmonton has the second largest Aboriginal population of all Canadian cities, second only to Winnipeg. Many of our citizens are searching for ways to regain their lost language and reconnect with their cultural identity. Through our language lessons, learners become empowered by learning Nehiyaw using the traditional and historical way of language transmission. This helps participants to reclaim and strengthen their own cultural and linguistic heritage while also ensuring the survival of this language.



Reuben Quinn, the Nehiyaw Language program coordinator.

PROGRAM UPDATE:

MARCH 21 CAMPAIGN

On March 21, 1960, police in South Africa opened fire on hundreds of peaceful demonstrators against Apartheid's passbook laws. Sixty-seven people were killed, and another 186 were wounded.

In 1966, the United Nations declared March 21st the International Day for the Elimination of Racial Discrimination, in memory of this tragedy.

Each year, the Centre for Race and Culture commemorates this important day. Over the years, our events including lectures, ceremonies, roundtables, and celebrations

have served as opportunities for us to come together and renew our commitment to building an inclusive society free of racism.

This year, we hosted an arts showcase at the Nina Haggerty Centre for the Arts, entitled 'Envisioning a Racism-Free Society'. The free evening included performances by Mohsin Zaman, Nasra Adem, Winter Tribe, and Tarabish Collective, as well as a display by visual artist Lana Whiskeyjack. Attendees also had the opportunity to join in a participatory design activity, where they created postcard-sized collages on their own vision for a racism-free society.



Winter Tribe perform at the Arts Showcase.



A youth participant joins in the design activity.

How does this program fit with CRC's mission, vision, and strategic priorities?

Our March 21st Campaign is a key annual effort to **engage** our membership and the wider community in becoming more aware of racism, and to work to build more **understanding** between all of us.

During an evening of visual and participatory art, music, and poetry, we both celebrated the rich diversity of Edmonton's many ethno-cultural communities, and enabled dialogue on future directions for the CRC's **engagement** and **research** directions.

PROGRAM UPDATE:

SOMALI SENIORS PARTNERSHIP

The Somali Seniors program is a partnership between the CRC and the Somali Canadian Cultural Society of Edmonton. The program's goals are to rekindle the role of Somali seniors in teaching their history and traditional crafts to youth and other community members, to reduce the isolation of seniors by bringing them together several times a week to meet and revitalize their roles as mentors, and to engage the seniors in discussions and information sharing around their needs.

Since the program's commencement in August, participation has exceeded our expectations. The program has worked

with 50 community participants to date, including 27 regular senior attendees who meet at least once a week for presentations from speakers, visits to senior centres and other facilities, and group dialogue.

The participating seniors have achieved a number of creative outcomes, including the creation of a 'cultural box' to be used in connection with the active role of seniors in traditional marriage practices, and the development of outreach practices amongst the seniors themselves, where seniors have taken it upon themselves to assist other seniors with limited English abilities or limited mobility.



A group of seniors meet with Indo-Canadian seniors at the Multicultural Women and Seniors Services Association.



Seniors attend a SAGE presentation on housing and programs.

How does this program fit with CRC's mission, vision, and strategic priorities?

The Somali Seniors Partnership program is a key part of CRC's efforts to **engage** with the issues, strengths and concerns of our diverse communities. The program is providing **information** to the City of Edmonton and other stakeholders on how to improve access to services for seniors from Edmonton's ethno-cultural communities. The program will also be producing a booklet of poetry, oral history, and personal narratives that the seniors are working to translate from their oral tradition, which will serve as a key **resource** for the wider Somali community.

ENTERPRISE UPDATE:

This was a year of growth and change for CRC Consulting. We sadly said farewell to one of our founding consultants and long-time staff members, Ian Mathieson. Ian's extensive anti-racism and equity knowledge, along with his passion for facilitating, are greatly missed but we know Ian is happy at his new home as the Director of Operations at Boyle Street Community Centre.

In October, we welcomed a new Senior Consultant, Kaitlin Lauridsen, who has been involved with CRC since 2012 when she started as a practicum student during her Masters. Kaitlin is excited to be back at CRC full-time and looks forward to

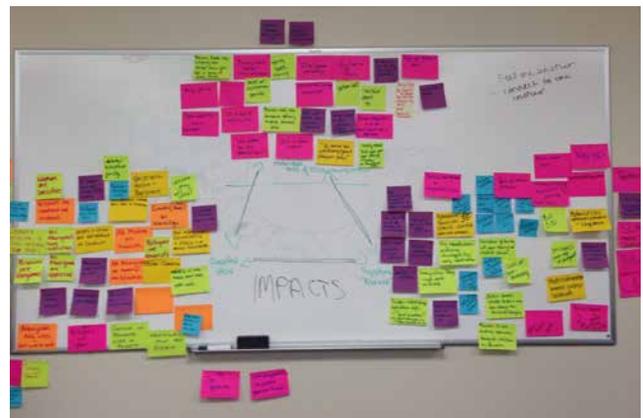
How does this enterprise fit with CRC's mission, vision, and strategic priorities?

The operation of CRC Consulting as a social enterprise is central to the sustainable future of the Centre for Race and Culture, and to our vision of **promoting and supporting societal change**. The workshops and trainings we offer provide participants with knowledge, skills, and tools to **understand and address racism** on individual, organizational, and systemic levels, and to increase their understanding of the importance of diversity and inclusion. Our work with a range of clients is establishing us as a **leader** in the provision of these services both within and beyond Edmonton.

CRC CONSULTING

expanding CRCC's contributions in and around the Edmonton area.

Over the past year, we have worked with over 25 different organizations and presented workshops to 850 participants, including 150 youth. CRCC continues to have a strong partnership with REACH and Enbridge in the delivery of yearly workshops, and also built relationships with new organizations this year including the Child and Youth Advocate, Dawson Creek Literacy Society, and the Ministry of Human Services. This year, CRCC was excited to be invited to AUPE's Labour School where we developed and delivered a four-day *Culture of Inclusion* course. CRCC is also coming to the final stages of two years of diversity and inclusion work with the Millwoods Senior Centre. Three tools have been developed from the project for senior-serving organizations: a Diversity and Inclusion Toolkit, an Inclusive Meeting and Events Guide and an Ambassador Curriculum. These tools will be made available at a public launch in Fall 2016.



An activity from our Anti-Racism Workshop Series.

WHO WE ARE

2015 - 2016 Directors

Roxanne Felix-Mah, Chair
Sarah Farooq, Chair (interim)
Leah Dejenu
Sarah Russell
Sogand Zakerhaghighi
Aliza Dadani
Abdullahi Osman
Crystal Vanier-Verbeek

Current Staff

Vanessa de Koninck, Executive Director
Kaitlin Lauridsen, Senior Consultant
Ashima Sumaru-Jurf, Associate Consultant
Reuben Quinn, Project Coordinator
Nega Jalal, Project Coordinator
Eugene Chok, Accountant
Ashley Witiw, Communications Assistant

STATEMENT OF FINANCIAL POSITION

	2015-16	2014-15
ASSETS		
<i>CURRENT</i>		
Cash	\$ 276,023	\$ 134,629
Accounts receivable	56,141	69,281
Prepaid expenses and deposits	5,943	5,306
Total financial assets	338,106	209,216
Tangible capital assets	1,693	-
TOTAL ASSETS	339,799	209,216
LIABILITIES		
<i>CURRENT</i>		
Accounts payable and accrued liabilities	15,814	14,040
Goods and service tax payable	5,142	3,868
Vacation payable	4,007	3,796
Employee deductions payable	-	-
Deferred contributions	175,104	25,000
Deferred casino revenue	25,729	50,943
Current portion of long-term debt	9,151	9,151
	234,948	106,798
Long-term debt	142,739	151,901
Deferred capital contributions	-	-
	377,687	258,699
NET ASSETS		
Unrestricted	-39,581	-55,140
Invested in capital assets	1,693	-
Restricted	-	5,657
	-37,888	-49,483
	\$ 339,799	\$ 209,216

STATEMENT OF REVENUE AND EXPENDITURES

	2015-16	2014-15
REVENUE		
Fee For Service	\$ 194,719	\$ 177,617
Government of Canada	65,185	46,575
Province of Alberta	15,927	55,000
City of Edmonton	23,449	73,833
Other Funders	32,204	7,950
Donations, fundraising, memberships and other	1,970	27,143
Casino	25,214	59,874
Amortization of deferred capital contributions	-	-
TOTAL	358,669	447,992
EXPENSES		
Salaries, wages and benefits	198,843	247,039
Consulting fees	69,130	64,481
Rental	17,635	16,620
Advertising and promotion	7,059	5,980
Sub-contracts	6,305	5,294
Repairs and maintenance	1,866	8,383
Professional fees	5,103	6,345
Website	1,682	877
Travel	7,268	6,618
Office and general	1,889	7,847
Interest and bank charges	8,136	9,603
Telephone	2,344	3,327
Insurance	4,960	4,960
Amortization	564	-
Meetings and conventions	222	115
Workshop supplies & expenses	4,000	-
Memberships	453	747
Training	1,170	417
Mosquers Reserve payout	8,445	-
TOTAL	347,074	388,653
SURPLUS/DEFICIT OF REVENUE OVER EXPENSES	\$ 11,595	\$ 59,340

STATEMENT OF CHANGES IN NET ASSETS

	2015-16	2014-15
Increase/Decrease in Net Assets	\$ 11,595	\$ 46,878
Operating Activities		
Accounts receivables	\$ 13,140	\$ -32,807
Prepaid expenses and deposits	-637	5,643
Accounts payables & miscellaneous liabilities	-5,902	6,587
Deferred contributions, Casino revenue & capital contributions	124,890	62,791
Cashflow from operating activities	131,491	-96,542
Investing Activity		
Purchase of tangible assets	-1,693	-
Financing Activity		
Proceeds from long-term financing	-	-
Increase/decrease in cashflow	141,393	-43,664
Cash - Beginning of year	134,629	178,293
Cash - End of year	276,022	134,629

	Invested in Tangible Capital			2016	2015
	Unrestricted	Assets	Restricted		
NET ASSETS - BEGINNING OF YEAR	(\$ 55,140)	-	\$ 5,647	(\$ 49,483)	(\$ 108,822)
Amortization	564	(564)	-	-	-
Surplus/Deficit of revenue over expenses	11,595	-	-	11,595	59,339
Current year transfer	\$ 5,657	-	-5,657	-	-
NET ASSETS - END OF YEAR	(\$ 37,324)	(\$ 564)	\$ 0	(\$ 37,888)	(\$ 49,483)

“

“Learning lots - thanks for all that you are doing to make this learning experience a success for me.”

”

“

“It helps me to feel and know that I have a cultural identity that I am proud of.”

”

“

“The workshop is really good. It definitely makes you aware of the cultural challenges we face in our work with new immigrants.”

”

“

“This class was exactly what I hoped it to be. A bit of language, a bit of culture, meeting people, and opening up new doors. Thank you!”

”

“

“Gentle, supportive environment that allowed me to feel safe and absorb insights.”

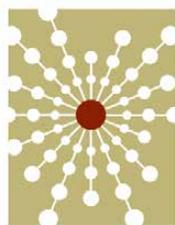
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“

“Very interactive and lots of practical applications of examining racial issues on a professional lens and also self.”

”

Feedback from some of our 2015-2016 course participants. For information on our upcoming course offerings, please visit our website at www.cfrac.com



**CENTRE
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