

**CENTRE  
FOR RACE  
AND CULTURE**

# **ANNUAL REPORT**

**For the year ending March 31, 2015**

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# Vision, Mission & Objectives

**Vision:** An inclusive society free of racism.

**Mission:** CRC works within the community to promote and support individual, collective, and systemic change to address racism and encourage intercultural understanding. Our expertise spans workplace development, community building, research, and education.

## **Objectives:**

- To advocate
  - Be a voice of thoughtful truth on the issues of racism, diversity, equity and inclusion
  - Share the stories of who, where, how and why racism affects society, community, organization and family
  - Communicate with everyone what CRC stands for, why we do this work and how they can connect and contribute to an inclusive society free of racism
  
- To serve
  - Educate about racial prejudice and discrimination
  - Conduct research, compile data, and disseminate results about racism or ethnoracial disparities to increase understanding and awareness
  - Support and maintain programs for individuals, groups, and organizations that have experienced discrimination
  
- To consult
  - Provide solutions to businesses, organizations and communities who are looking to address the challenges and opportunities that diversity and inclusion present

# Report from the Executive

The Centre for Race and Culture is undergoing a transition. Over the past few years, we have experienced some significant challenges. This context is not unique as many of our partners and friends are experiencing similar challenges. CRC will embrace this changing world - connected, citizen focused, technology enabled – wherein social challenges are becoming ever more complex.



We have seen success in this environment.

- CRC Consulting remains a strong backbone offering a flexible scope of services with a lens of equity and systemic change. We have a network and portfolio of strong contractor expertise and solid relationships with local organizations, businesses and partners.
- We continue to deliver programs and to engage with partners and community associations in research and other initiatives.

In its two decade existence CRC has become a generative ground for community, members, partners and employees to connect with their passion around issues of diversity, race, equity and to gain experience. The friends and alumni of CRC are positioned in roles across the city and country and they contribute meaningfully to our vision. With the power of technology, we look forward to ever stronger engagement with these networks and our members.

We see our opportunities are multiplying.

Organizations, communities, school boards and governments are seeking a critical perspective and creative solutions.

Going forward, we will strive to leverage our collective voice to address issues of racism. Most importantly, this means listening and collaborating – we need you, members, experts and partners to help shape our future.

In the coming year, we look forward to more engagement as we move through revitalizing our strategy in the pursuit of an inclusive society free of racism.



In closing, we want to thank Charlene Hay, the recently retired Executive Director of CRC. Charlene dedicated over 20 years to the work of anti-racism - challenging systems, structures and biases through education, research and programs - at CRC. Thousands of participants, families and organizations benefited from programs, projects and research during Charlene’s tenure.

We wish to thank Charlene for her endless dedication and energy to making a difference in Edmonton, in the province and in building a strong foundation for us to continue this work.

Well wishes in the next phase of your journey Charlene.

CRC Executive & Board

# Highlights

## 1. CRC Consulting

A strength of our organization continues to be CRC Consulting, led by Ian Mathieson. This network – staff and subcontractors – is collected in a social enterprise to deliver services from educational sessions to organizational audits to diversity and inclusion plans. In 2014-15 we worked for clients such as:

- City of Edmonton
- Municipality of Wood Buffalo
- Edmonton Police Service
- REACH Edmonton
- Government of Alberta – Child and Family Services
- Government of British Columbia
- At. Albert Food Bank
- Enbridge
- University of Alberta
- Edmonton Public Schools
- Ramada Hotel
- Fort St. John Schools (district 60)
- St. Paul Schools
- HIV Edmonton

The focus of CRC Consulting is both assisting communities in tackling the issues of racism, whether in evaluation, analysis, education, training, through campaigns or in branches related to human services. CRC Consulting also supports organizations in their efforts to become inclusive and equitable workplaces as well as to benefit from the perspectives and experience of culturally diverse teams. Our clients are from the public and private sectors, institutions and community organizations.

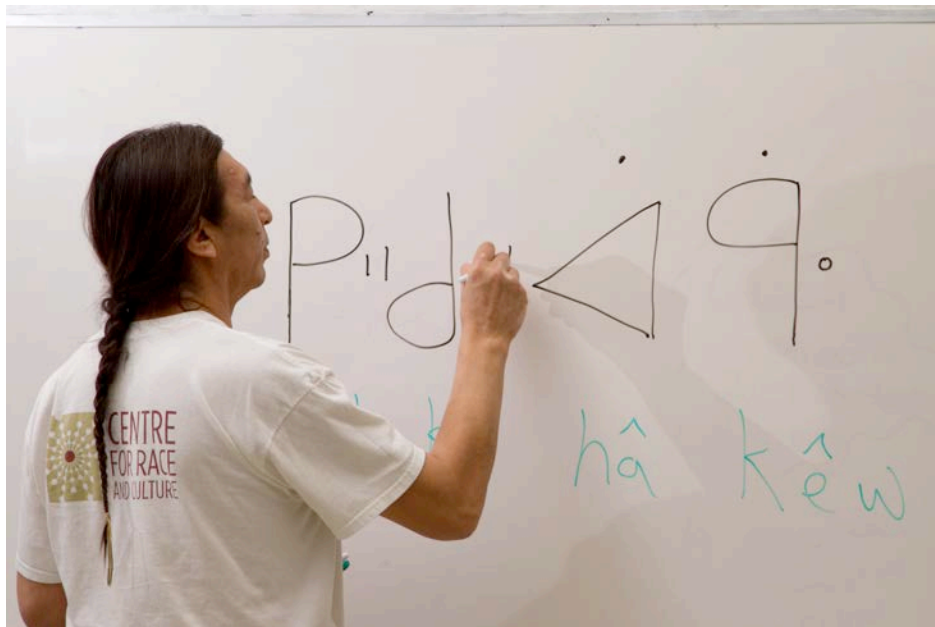
Over the past few years, we have seen increasing contribution of total work from the consulting area of the organization. Staff changes and market related challenges have tested leadership and our model yet we have proven to be sustainable and are continuously fine-tuning. The consulting structure, scalable facilitated expertise approach and inclusive, anti-racism lens from which we frame our work are clear; they continue to position us to support the growing need and increased awareness of the organizational, structural and systemic challenges faced by people of color.

## Programs

### Cree Language Instruction

For the third year we offered our Cree Language Classes. We continued to use a unique methodology called cahkipehikanak (syllabics) or star chart, a traditional format that incorporates the cultural and spiritual teachings of the Cree language. Aboriginal participants were empowered by reclaiming their language and work to, one day, become literate in it as well as having mainstream demographic also joining the class.

Students also participated in traditional ceremonies to add to their cultural understanding.



**Funded by Edmonton Community Adult Learning Association Canadian Heritage  
Coordinator Reuben Quinn**

## Bamboo Shield

Bamboo Shield continued in 2014-15 through the development and review of a curriculum that was printed and offered as an online course for interested community groups, educators or schools – This was provided through the support of the Alberta Human Rights and Multiculturalism Education Fund

Via the City of Edmonton: Emerging Communities Grant, Bamboo shield continued to support immigrant youth in partnership with the Somali Canadian Cultural Society of Edmonton . A coordinator works with young people using a specific curriculum designed to

- build personal skills
- promote essential life skills and
- foster personal and social responsibility

By developing these skills, participants work through their challenges and develop competencies to influence their making more positive decisions.

## Other Programs

The Centre continued to support the evolution of several past programs, acting in agency, partnering, promoting or otherwise. Updates are posted regularly on CRC's website.





## **2. The Intercultural Centre**

CRC is a proud member of the Board and the operating committee of the Intercultural Centre in McCauley School at 9538-107<sup>th</sup> Street. Joining the Multicultural Health Brokers Cooperative Ltd., Creating Hope Society, the Edmonton Multicultural Coalition, and the Intercultural Child & Family Centre as founding tenants, CRC moved in to the shared, collaborative building space in December 2014.

We look forward to the continued growth in occupancy and of vision for the Intercultural Centre as a community hub and will continue to offer our skills and strengths as relevant to the success of the Centre.

## **4. March 21 Campaign 2015**

CRC organized its annual public awareness campaign with the City of Edmonton under the banner “Edmonton for All” in March 2015.

The campaign featured a panel discussion on the issues of racial equity in various sectors. Panelists brought forward the perspective on the roles of

- Government
- Unions
- Public institutions
- Private sector
- Service providers

This year also marked the 10<sup>th</sup> year of support from Councilor Amarjit Sohi and the City of Edmonton.

**Funded by the City of Edmonton**

**Coordinated by Serena Ma of Pacific Events Management**



# Acknowledgements

## Donors

Our donors, whether individual or organizations are a committed part of our vision and continued success. Every contribution helps us deliver the value of and richness of cultural diversity and inclusiveness to the community and to working away at the systemic roots of bias, discrimination and racism.

## Clients

We wish to acknowledge all of our clients recognizing that any organization, institution or group embracing auditing, training, review or other services is undertaking to better understand diversity, equity, intercultural dynamics, inclusion and is our ally in working toward a society free of racism.

## Funders

We appreciate the support from our funders in 2014-15:

- Canadian Heritage
- Alberta Human Rights and Multiculturalism Education Fund
- City of Edmonton: Operating Grant
- City of Edmonton: Emerging Communities Grant
- ECALA: Edmonton Community Adult Learning Association
- Social Enterprise Fund
- Edmonton Community Foundation – Youth Grant

## Partners

To many to name, we recognize all allies in the municipalities, province, country and beyond .... Whether we just speak or gain perspective or we partner formally, our partners are our allies in making progress. In a complex world with complex social issues, we understand collaboration is key to success. Thank you for sharing in this endeavor.



# Financial Statements

The following is a presentation of the unaudited financial statements. CRC is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement.

## Review of Financial Statements

An “audit” shall be performed on the books, accounts, and records of the Centre. The method of audit shall be considered in accordance with bylaws, with the needs of the organization, key stakeholders and clients and in the interest of members to certify independently by an accredited source that the financial statements present fairly the financial position of the organization.

## Financial Position

Without third party opinion, we consider the CRC to be in an operationally sustainable position due to solid expense management and favorable conditions extended for the outstanding loan. Statements of summary include

- A surplus was generated in 2015 due to solid expense management
- Total revenues declined slightly year over year due to less program revenue. The decline related to less federal program revenues while municipal and provincial program revenues remained stable year over year
- CRC Consulting (Fee-for-service) continues to increase as a percentage of total revenue year over year

The Centre's as at March 31, 2015 had

- net assets (deficit) of \$(55,944) (2014 - \$(108,822))
- surplus of revenues over expenses of \$52,878 (2014 - \$(104,152))
- cash flows from operating activities of \$(96,542) (2014 - \$(65,877))

The Centre's ability to continue is dependent upon its ability to attain profitable operations and generate funds from operations and/or in borrowing from third parties sufficient to meet current and future obligations. The Centre has an approved loan facility, under which it may draw an additional \$30,000.

**CENTRE FOR RACE AND CULTURE**  
**Statement of Financial Position**  
**As At March 31, 2015**

	2014-15	2013-14
<b>ASSETS</b>		
CURRENT		
Cash	\$ 134,629	178,293
Accounts Receivables	75,581	42,774
Prepaid Expenses and Deposits	5,306	10,949
	<u>215,516</u>	<u>232,016</u>
Tangible Capital Assets	-	-
	<u>\$ 215,516</u>	<u>232,016</u>
<b>LIABILITIES</b>		
CURRENT		
Accounts Payable and Accrued Liabilities	\$ 17,165	26,423
Goods and service tax payable	3,918	1,708
Vacation payable	3,796	2,862
Employee deductions payable	-	473
Deferred contributions	25,000	111,833
Deferred casino revenue	51,581	27,539
Current Portion of long term debt	75,465	24,530
	<u>176,925</u>	<u>195,368</u>
Long Term Debt	94,535	145,470
Deferred Capital Contributions	-	-
	<u>271,460</u>	<u>340,838</u>
<b>NET ASSETS</b>		
Unrestricted	-64,389	-114,479
Invested in capital assets	-	
Restricted	8,445	5,657
	<u>-55,944</u>	<u>-108,822</u>
	<u>\$ 215,516</u>	<u>232,016</u>

**CENTRE FOR RACE AND CULTURE**  
**Statement of Revenues and Expenditures**  
**As At March 31, 2015**

	2014-15	2013-14
<b>REVENUE</b>		
Fee For Service	\$ 183,617	192,666
Government of Canada	46,575	139,978
Province of Alberta	55,000	60,843
City of Edmonton	56,833	57,158
Other Funders	24,950	27,184
Donations, fundraising, memberships and other	27,143	26,907
Casino	59,236	24,684
Amortization of deferred capital contributions	-	2,609
	<b>453,354</b>	<b>532,029</b>
<b>EXPENSES</b>		
Salaries, wages and benefits	247,039	388,505
Consulting fees	64,481	72,641
Rental	16,186	58,587
Advertising and promotion	5,980	21,809
Sub-contracts	5,727	19,202
Repairs and maintenance	8,383	13,071
Professional fees	9,220	11,362
Website	877	9,225
Travel	6,618	8,568
Office and general	7,847	7,741
Interest and bank charges	18,552	7,609
Telephone	3,327	5,541
Insurance	4,960	5,101
Amortization	-	3,734
Meetings and conventions	115	1,478
Supplies		1,287
Memberships	747	695
Training	416.78	25
	<b>400,477</b>	<b>636,181</b>
<b>SURPLUS/DEFICIT OF REVENUE OVER EXPENSES</b>	<b>\$ 52,878</b>	<b>-104,152</b>

**CENTRE FOR RACE AND CULTURE**  
**Statement of Changes in Net Assets**  
**As At March 31, 2015**

	Unrestricted	Invested in Tangible Capital Assets	Restricted	2015	2014
<b>NET ASSETS - BEGINNING OF YEAR</b>	(\$114,479)	-	5,657	<b>-108,822</b>	-4,670
Amortization	-	-	-	-	-
Surplus / Deficit of Revenue Over Expenses	52,878	-	-	<b>52,878</b>	-104,152
Current Year transfer	(\$2,788)	-	2,788	-	-
<b>NET ASSETS - END OF YEAR</b>	(\$64,389)	-	\$8,445	<b>-55,944</b>	-108,822

**CENTRE FOR RACE AND CULTURE**  
**Statement of Changes in Net Assets**  
**As At March 31, 2015**

	2014-15	2013-14
<b>Operating Activities</b>		
Accounts Receivables	<b>-32,807</b>	72,316
Prepaid Expenses & deposits	<b>5,643</b>	5,992
Accounts Payables & Miscellaneous Liabilities	<b>-6,587</b>	-43,542
Deferred Contributions, Casino Revenue & Capital Contributions	<b>-62,791</b>	-224
Cashflow from Operating Activities	<b>-96,542</b>	34,542
<b>Investing Activity</b>		
Purchase of Tangible Assets	-	3,733
<b>Financing Activity</b>		
Proceeds From Long Term financing	-	130,000
Increase/Decrease in Cashflow	<b>-43,664</b>	64,123
Cash - Beginning of year	<b>178,293</b>	114,170
<b>Cash - End of Year</b>	<b>\$ 134,629</b>	178,293