

Centre for Race and Culture



Annual Report 2017 - 2018



CENTRE
FOR RACE
AND CULTURE

Our funders



Government of Canada
Gouvernement du Canada

Canada



Human Rights
Education and
Multiculturalism
Fund



COMMUNITY FOUNDATIONS OF CANADA
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CANADA 150

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Thank you for your support!

For over 20 years, the Edmonton Centre for Race and Culture has brought together diverse people with an interest in promoting and supporting individual, collective, and systemic change.



Our vision

To create an inclusive society free of racism.

What we do

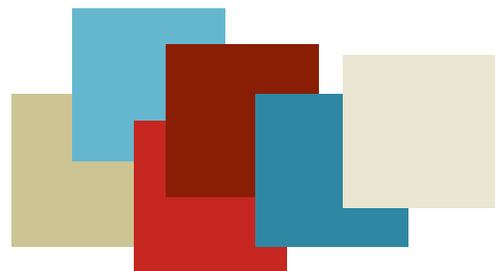
The work of CFRAC is grounded in the issues, concerns, and strengths in the community. We engage in a range of work that addresses our key objectives:

- To educate about prejudice and discrimination through seminars, workshops, public forums, and conferences.
- To conduct research, compile data, and disseminate results about racism or ethno-racial disparities, to increase understanding and awareness.
- To establish and maintain programs for individuals, groups, and organizations that have experienced discrimination by providing information, follow-up, support, and referral to counselling or legal services.
- To work towards the eradication of racially or culturally motivated violence through public education, research, programs and activities.



Our mission

We work to promote and support individual, collective, and systemic change to address racism and increase intercultural understanding. Our expertise spans workplace development, community building, research, and education.





*Refugee
Awareness
Alberta*

Initiative Update: Refugee Awareness Alberta

Refugee Awareness Alberta addresses the need to create welcoming and inclusive communities through building community and service-provider awareness of newcomer needs and experiences, and enhancing the capacity of communities to serve and welcome newcomers effectively.

This project is a two-pronged approach aiming to increase host community awareness and readiness by (i) providing workshops to frontline service providers and the general public in Alberta, and (ii) contributing to public dialogue and education through social media campaigns and engagement.

Most settlement funding is focused on preparing refugees to integrate and participate in their new communities, but very little is dedicated to preparing the host country. Many refugees face multiple barriers during resettlement, and providing accurate information to host communities about refugees and the reasons behind their displacement is critical to their successful and sustainable settlement in Canada.

By taking an approach of continuous evaluation and revision, the workshops give us an opportunity to respond to emerging questions and issues that community members have, such as irregular border crossings that Canada has been experiencing in the past year.

For our service provider beneficiaries, we have heard that the information and tools presented in the workshops are valuable not only to their work with those from refugee communities, but to building their understanding of working with diverse communities more broadly.

We are thankful to the Government of Alberta for providing funding support for this program.

There is a great deal of interest among service providers to access content on **equity, social inclusion, and intercultural competency**. Members of the public also need spaces to discuss issues in an informed and constructive way. This program has provided an important opportunity for us to be able to provide this education at no cost.



UNHEARD
youth
PODCAST



New
Initiative

Initiative Update: Unheard Youth Voices



Unheard Youth Voices is a podcast project that highlights the voices of newcomer youth in Canada. The project is focused on capturing the voices of youth from three different provinces, who are sharing their experiences on the topics of identity, migration and belonging.

The project involves working with partners in Alberta, British Columbia, and Ontario to deliver workshops and record content for the creation of a podcast. Through education and direct dialogue, the project aims to create safe spaces for youth to share their experiences of exclusion, discrimination, and racism that have contributed to feelings of inferiority, marginalization, and othering.



Our podcast producer, Rose-Eva Forgues-Jenkins, has been recording these interviews, conversations and stories that youth are having with each other. This content will be edited into a podcast that will be made available to the public in late 2019. Listening parties will be hosted by the Centre for Race and Culture in participating communities to encourage dialogue about the issues raised in the podcast episodes, and to promote understanding that everyone's story matters to the Canadian mosaic.



This project gives an opportunity for the wider community to listen and reflect on the voices and experiences of newcomer youth. We also want to give newcomer youth the chance to express themselves and give voice to topics that can be difficult subject matter for Canadians to talk about: **identity, migration and belonging**. This provides an **educational opportunity** for the community at large, as well as spark dialogue between youth to provide them the space to learn from each other.



Initiative Update: Living History youth initiatives

This year, we built on the success of our Canada150 Living History project to work with a new group of drama students from Jasper Place High School and present an event exploring Edmonton's race relations both past and present.

Over a period of several months, students were guided through a series of workshops that utilized drama to explore a historical timeline of race relations in Edmonton. The workshops included lessons and discussions on various topics such as: Truth and Reconciliation, challenging the narrative of Canada, colonization, race and racism, and how to gather and share stories from our communities. Students also heard from guest speakers from some of Edmonton's ethnocultural and Indigenous communities.

The Centre for Race and Culture undertook a similar initiative last year with students from Lillian Osborne High School, as our contribution to the observation of 150 years since Canada's federation.

The success that project had in engaging youth in discussions around Canada's history and policies, and acknowledging the ongoing impacts of racial discrimination on Indigenous and racialized communities encouraged us to repeat the project with another school. The work with the students at Jasper Place High School has been thoughtful and vulnerable, with the students identifying hope as their primary goal for their work.

Photos and video from our Canada150 project are currently available on our website. We will also be launching an online version of the timeline of events from our work with youth during both initiatives during 2018-19.

We are grateful for the efforts of Michelle Kennedy, who facilitated the workshops alongside drama teacher Edith Mitchell. We would also like to thank the Edmonton Heritage Council for providing funding support to make our YEG: A Living History initiative possible.

These initiatives are an important part of our work to increase **awareness** of the diversity of Canada's population over time, build understanding of the lasting effects of historical events and policies in shaping the contemporary landscape of **race relations**, and create opportunities for **engagement** between diverse individuals in Amiskwaciwaskahikan (Edmonton).



Program Update: Nehiyaw (Cree) Language Lessons

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

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.

Mr. Quinn teaches Nehiyawewin using a 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 six years, we have been able to offer this learning opportunity to adults in Edmonton. This year, we ran sessions in Winter and Spring, with total enrolments of over 50 students for the year. Mr. Quinn also offers language lessons to others in the community through partnerships and programs we develop each year. This year, we have continued to work to provide learning opportunities to adults throughout the community through a variety of learning opportunities, as well as providing opportunities through formal learning institutions such as the University of Alberta. We also added a unique component to the program this year, with the addition of language learning videos which are now available on our website.

Edmonton has the second largest (and fastest growing) Indigenous 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 Nehiyawewin using the traditional and historical way of language transmission.

We are thankful to the Government of Canada's Aboriginal Languages Initiative for providing support for this program for Edmonton's Nehiyaw language learners.

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**.



Initiative Update: Mapping Gaps and Barriers

In 2016, we began a research project to understand what racialized and Indigenous individuals experience after an incident of racial or cultural discrimination or harassment. Specifically, we wanted to understand more about people's attempts to access support and complaint processes.

At our organization, we are regularly contacted by individuals from Edmonton's diverse communities who are seeking assistance after such an incident. We know from speaking to these individuals, as well as our colleagues at other community-based organizations, that people find their way to organizations such as ours through varying routes and points of contact, and that their journeys have often been frustrating and filled with dead ends.

This situation has existed for some time, and has implications for both the individuals who experience racial and cultural discrimination, and the municipalities and organizations that provide services and supports to them.

In our experience, though, understandings of these cases are largely anecdotal and based on personal experience. This reliance on piecemeal understandings of individual experiences is currently limiting the capacity of service and support providers to create better outcomes for individuals.

The goal of this research is to improve this situation by collecting and analyzing a number of case studies. By fully documenting the post-incident journeys of individuals as they sought to find information and access services and support, our aim is to create documentation that is more robust than isolated anecdotes, and that benefits from a research-based analysis of the commonalities between these cases. This rich documentation and complementary analysis will also allow us to suggest ways forward in removing barriers and closing gaps, to increase the accessibility of supports and services across diverse communities.

Many thanks to the Alberta Human Rights Commission for providing the funding that has made this research possible.

This project will **give voice to experiences** that in many cases remain silent, and provide **research insight** into anecdotal understandings of individual experiences. The research findings will also suggest concrete ways to move forward in **closing gaps and removing barriers** to increase the accessibility of supports and services for those experiencing **racial and/or cultural discrimination and harassment**.



New
Initiative

Initiative Update: Race and Respect

Edmonton's classrooms and after-school programs reflect the increasing racial and cultural diversity of Alberta. This initiative is working to address the need for anti-racism education in schools and communities by developing an updated anti-racism resource for teachers and educators.

Diversity is a reality for Edmonton's population: as reported in the 2016 Edmonton Community Foundation's Vital Signs report, for example, nearly one-quarter of Edmontonians indicate that they know someone who is a refugee and more than two-thirds say that they know someone who is an immigrant. However, along with these changing demographics have come increasing reports of racism and discrimination in our city, reinforcing the ongoing need for anti-racism dialogue and action.

This initiative is working with teachers, educators, and anti-racism experts to revamp a previously developed resource, Race and Respect (2005), to reflect current demographics and best practice. We will also be increasing the availability of the resource by creating an online version.

The new resource will guide the user through a number of activities that can be conducted with youth, with lesson plans provided for each activity. As part of the project, we have also been offering free educational workshops to secondary schools and youth groups to pilot new and revised activities, and evaluate the resource before our final launch in the fall. This has given us the chance to use experiential activities, group discussion, and role play to bring these topics into classrooms, at no cost to schools or other groups.

We are grateful to the Edmonton Community Foundation for providing the funding that has made this initiative possible.

This project contributes to improving both the substance and scope of our **anti-racism education** with youth in Edmonton, and helps create sustained impacts in this area. Educators currently have few options that assist them in their efforts to bring anti-racism education to the youth they work with; creating an anti-racism resource that guides teachers and others who work with youth through activities that they can conduct on their own, with links to the Alberta curriculum, can achieve a broader and more sustainable impact than through direct programming alone.



Program Update: March 21

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 launched our 21for21 campaign to commemorate March 21st. The campaign invited organizations and individuals in Edmonton to commit to an intentional action that can help build a racism-free community.

This initiative built on our belief that in order to address racism in our communities and society, we must work collectively to create action that focuses on the root causes of racism such as structural inequities, bias and prejudice. We asked individuals and organizations to demonstrate their commitment and willingness to act, and counter these attitudes and behaviours.

We provided a number of suggested action ideas, from individual actions such as attending a cultural event or engaging in a dialogue with friends and family about race and racism, to organizational ideas such as hosting an anti-racism training or conducting an equity audit.

By committing to an intentional action in the 21for21 campaign, community members helped contribute to anti-racism work within the broader Edmonton community. Engaging in deliberate anti-racism action also allowed individuals and organizations to put their knowledge into practice as part of larger movements working for racial equity.

Enterprise Update: CRC Consulting

CRC Consulting is the social enterprise arm of the not-for-profit Centre for Race and Culture. This year, CRC Consulting has continued to offer its services to businesses, organizations, and community groups looking to address the challenges and opportunities that diversity and inclusion present. With content built on a blend of research and community-based knowledge and practice, CRC Consulting aims to provide essential, effective and unique perspectives in our education and training.



This past financial year saw the continuation of many institutional partnerships that CRCC has formed over the preceding years, as well as exciting new work with clients including the City of Grande Prairie and the Edmonton Community Foundation.

We also embarked on a major project in partnership with Creating Hope Society and the Multicultural Health Brokers Cooperative, to deliver training to over 70 program staff and board members supported by funding from the City of Edmonton's Family and Community Support Services Program.

CRC Consulting is central to the sustainable future of the Centre for Race and Culture, and to our vision of promoting and supporting societal change. Whether through our trainings and workshops with clients, or our sessions available for public enrolment, the services we offer provide participants with knowledge, skills, and tools to understand and address racism and equity on individual, organizational, and systemic levels, and to increase their understanding of the importance of diversity and inclusion.



Our Team

2017/18 Directors

Sarah Farooq, Chair
Elaf Khadhair, Vice Chair*
Pree Tyagi, Treasurer
Sarah Russell, Interim Secretary
Shion Aonuma
Leah Dejenu*
Sharif Mohamed Haji
Fatmeh Kalouti
Nas Shariff
Sogand Zakerhaghighi*

2017/18 Staff

Vanessa de Koninck, Executive Director
Kaitlin Lauridsen, Senior Consultant
Ashima Sumaru-Jurf, Associate Consultant
Reuben Quinn, Project Coordinator
Elli Dehnavi, Project Coordinator
Rose-Eva Forgues-Jenkins, Podcast Producer/Project Coordinator
Sarah Brandvold, Project Assistant
Shruti Arora, Project Assistant*
Sarah Kim, Summer Project Administrator*
Eugene Chok, Accountant

Statement of Financial Position

	2017-18	2016-17
ASSETS		
<i>CURRENT</i>		
Cash	\$ 364,145	\$ 220,418
Accounts receivable	46,488	59,052
Prepaid expenses and deposits	5,534	6,438
Total financial assets	416,167	285,908
Tangible capital assets	-	-
TOTAL ASSETS	416,167	285,908
LIABILITIES		
<i>CURRENT</i>		
Accounts payable and accrued liabilities	25,318	16,758
Goods and service tax payable	63	3,359
Vacation payable	4,726	5,708
Employee deductions payable	85	-
Deferred contributions	175,095	34,280
Deferred casino revenue	32,562	63,360
Current portion of long-term debt	21,440	20,396
	259,289	143,861
Long-term debt	90,636	112,076
Deferred capital contributions	-	-
	349,925	255,937
NET ASSETS		
Unrestricted	66,242	29,971
Invested in capital assets	-	-
Restricted	-	-
	66,242	29,971
	\$ 416,167	\$ 285,908

Statement of Revenue and Expenditures

	2017-18	2016-17
REVENUE		
Fee For Service	\$ 111,759	\$ 210,453
Government of Canada	132,742	48,571
Province of Alberta	66,571	113,070
City of Edmonton	92,304	73,277
Other Funders	35,730	6,115
Donations, fundraising, memberships and other	6,310	20,497
Casino	30,798	35,316
Amortization of deferred capital contributions	-	-
TOTAL	476,214	507,299
EXPENSES		
Salaries, wages and benefits	272,504	281,418
Consulting fees	101,283	79,511
Rental	11,440	17,546
Advertising and promotion	2,825	3,427
Sub-contracts	11,872	5,860
Repairs and maintenance	9,049	4,345
Professional fees	5,595	4,000
Website	253	2,308
Travel	4,816	11,597
Office and general	5,150	9,981
Interest and bank charges	6,565	7,376
Telephone	1,863	3,222
Insurance	4,985	5,952
Amortization	0	529
Meetings and conventions	127	50
Workshop supplies & expenses	1,188	1,200
Memberships	250	275
Training	178	579
TOTAL	439,943	439,176
SURPLUS/DEFICIT OF REVENUE OVER EXPENSES	\$ 36,271	\$ 68,123

Statement of Changes in Net Assets

	Unrestricted	Invested in Tangible Capital Assets	Restricted	2018	2017
NET ASSETS - BEGINNING OF YEAR	29,971	-	-	\$29,971	(\$38,152)
Amortization	-	-	-	-	-
Surplus/Deficit of revenue over expenses	36,271	-	-	\$36,271	68,123
Current year transfer	-	-	-	-	-
NET ASSETS - END OF YEAR	\$ 66,242	-	-	\$ 66,242	\$29,971

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