



CANADIAN RACE RELATIONS FOUNDATION
CRRF  **FCRR**
FONDATION CANADIENNE DES RELATIONS RACIALES

Annual Report

Understanding, Unlearning and Addressing Racism

For the financial year ending March 31, 2011



2010-11

Canadian Race Relations Foundation



Semi Finalist
2010-2011 Mathieu Da Costa Challenge
Citizenship and Immigration Canada
Age Category: 16-18 years old
Title: Homage to a woman, to a country
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City and Province: Sherbrooke, Quebec
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1988 Redress Acknowledgment



Acknowledgment

As a people, Canadians commit themselves to the creation of a society that ensures equality and justice for all, regardless of race or ethnic origin.

During and after World War II, Canadians of Japanese ancestry, the majority of whom were citizens, suffered unprecedented actions taken by the Government of Canada against their community.

Despite perceived military necessities at the time, the forced removal and internment of Japanese Canadians during World War II and their deportation and expulsion following the war, was unjust. In retrospect, government policies of disenfranchisement, detention, confiscation and sale of private and community property, expulsion, deportation and restriction of movement, which continued after the war, were influenced by discriminatory attitudes. Japanese Canadians who were interned had their property liquidated and the proceeds of sale were used to pay for their own internment.

The acknowledgement of these injustices serves notice to all Canadians that the excesses of the past are condemned and that the principles of justice and equality in Canada are reaffirmed.

Therefore, the Government of Canada, on behalf of all Canadians, does hereby:

- 1) acknowledge that the treatment of Japanese Canadians during and after World War II was unjust and violated principles of human rights as they are understood today;
- 2) pledge to ensure, to the full extent that its powers allow, that such events will not happen again; and
- 3) recognize, with great respect, the fortitude and determination of Japanese Canadians who, despite great stress and hardship, retain their commitment and loyalty to Canada and contribute so richly to the development of the Canadian nation.

Reconnaissance

En tant que nation, les Canadiens se sont engagés à édifier une société qui respecte les principes d'égalité et de justice pour tous ses membres sans égard à leurs origines culturelles ou raciales.

Pendant et après la Deuxième Guerre mondiale, des Canadiens d'origine japonaise, citoyens de notre pays pour la plupart, ont eu à souffrir de mesures sans précédent prises par le gouvernement du Canada et dirigées contre leur communauté

En dépit des besoins militaires perçus à l'époque, le déplacement forcé et l'internement de Canadiens japonais au cours de la Deuxième Guerre mondiale, ainsi que leur déportation et leur expulsion au lendemain de celle-ci, étaient injustifiables. On se rend compte aujourd'hui que les mesures gouvernementales de privation des droits civiques, de détention, de confiscation et de vente des biens personnels et communautaires, ainsi que d'expulsion, de déportation et de restriction des déplacements, qui ont été maintenues après la guerre, découlaient d'attitudes discriminatoires. Les Canadiens japonais internés ont vu leurs biens liquidés, le produit de la vente de ceux-ci servant à payer leur propre internement.

En reconnaissant ces injustices, nous voulons signifier à tous les Canadiens que nous condamnons les abus commis dans le passé et que nous reconfirmons pour le Canada les principes de justice et d'égalité.

En conséquence, le gouvernement du Canada, au nom de tous les Canadiens:

- 1) reconnaît que les mesures prises à l'encontre des Canadiens japonais pendant et après la Deuxième Guerre mondiale étaient injustes et constituaient une violation des principes des droits de la personne, tels qu'ils sont compris aujourd'hui;
- 2) s'engage à faire tout en son pouvoir pour que de tels agissements ne se reproduisent plus jamais;
- 3) salue, avec grand respect, la force d'âme et la détermination des Canadiens japonais qui, en dépit d'épreuves et de souffrances considérables, ont conservé envers le Canada leur dévouement et leur loyauté, contribuant grandement à l'épanouissement de la nation canadienne.



The Canadian Race Relations Foundation (CRRF)

Our history

Between 1942 and 1949, some 23,000 Japanese Canadians, labelled “enemy aliens”, were forcibly removed from their homes, dispossessed of their properties and placed in internment camps across the country.

In September 1988, after much negotiation with the National Association of Japanese Canadians (NAJC), representing the Japanese Canadian community, the Canadian Government apologized to the Japanese Canadian community on behalf of all Canadians, for the wrongs committed. Under the Japanese Canadian Redress Agreement, the Government provided compensation to the families who were affected by this racist policy.

In addition to the compensation, the NAJC also negotiated a contribution of \$12 million on behalf of the Japanese Canadian community, which was matched by the Federal Government, to create a onetime \$24 million endowment fund to establish the Canadian Race Relations Foundation (CRRF).

Legislation

The Canadian Race Relations Foundation Act was passed in 1990 and 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 Foundation opened its doors in November 1997. A Crown Corporation, one of the portfolio agencies of Citizenship, Immigration and Multiculturalism, the CRRF operates at arm’s length from the Government of Canada. The CRRF also has registered charitable status. Its operating income is derived primarily from the interest on the investment of the endowment fund.



Community kitchen at Japanese Canadian internment camp, ca. 1943.

© National Film Board of Canada. Photothèque / Library and Archives Canada / C-024452

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Statements of Purpose

Vision

The CRRF will be a leading and authoritative national voice and agent of change for the elimination of all forms of racism, and the promotion of a more harmonious Canada.

Mission

The CRRF will be a leader in the development of a national framework for eliminating all forms of racism and helping to strengthen Canadian identity as it refers, for example, to the principles of equality of opportunity, fairness, justice and human dignity. The Foundation will advance understanding of the past and present causes and manifestations of racism, and work toward its elimination through the promotion of effective and harmonious race and ethnic relations, civic responsibility, research, supporting and promoting the development of national policies, and the establishment of information databases. The Foundation will serve as a national voice and agent of change by working with all sectors of Canadian society.

Values

The work of the Foundation is premised on its desire to create and nurture an accepting society based on mutual respect and human dignity. Its underlying principle in addressing racism and racial discrimination emphasizes human rights, harmony, equality, social justice and Canadian identity, through:

- national leadership that is proactive, consultative, and provides a national intellectual framework for programs directed towards the elimination of all forms of racism, strengthening Canadian civic responsibility and identity, and promoting a more harmonious Canada;
- cooperation, coordination and collaboration through partnerships with all sectors of Canadian society to achieve shared Canadian values and the goals of the Foundation, and
- a sustained focus on being a national agent of change to promote positive systemic anti-racist change.

Purpose

The purpose of the CRRF, as defined by the *Canadian Race Relations Foundation Act 1991*, 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 by:

- understanding of the nature of racism and racial discrimination, and to assist business, labour, voluntary, community and other organizations as well as public institutions, governments, researchers and the general public in eliminating racism and racial discrimination;
- acting as a clearing house, 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 business, labour, voluntary, community and other organizations, as well as public institutions and all levels of government, 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.”*

* Excerpts from the *Canadian Race Relations Foundations Act*.



Governance

The CRRF's direction is vested in a Board of Directors consisting of a Chairperson and up to 19 other members. Attempts are made to have at least one representative on the Board from each province and territory.

An Executive Director, who serves as Chief Executive Officer and an ex-officio member of the Board, manages the CRRF's daily operations.

The Governor-in-Council, acting on the recommendation of the Minister of Citizenship, Immigration and Multiculturalism, appoints all members of the Board and the Executive Director.

The Act states that the Board of Directors must meet a minimum of twice a year. The Board tries to meet three times a year in a different province or Territory.

Board of Directors



From left to right:

First row:

Nazanin Afshin-Jam (Vancouver, British Columbia), Claudia Patricia Càceres Càceres (Québec, Québec), Albert Lo (Richmond, British Columbia), Dr. Ayman Al-Yassini (Ph.D), (Toronto, Ontario), Marge Nainaar* (Prince Albert, Saskatchewan), Art Miki¹ (Winnipeg, Manitoba)

Second row:

Toni Silberman (Toronto, Ontario), Andrew Griffith² (Ottawa, Ontario), Roman Melnyk (Toronto, Ontario), Ashraf Ghanem (Fredericton, New Brunswick), Kenny Blacksmith (Gloucester, Ontario), Lyn Q. Chow (Calgary, Alberta)

Back: Peter Campbell (Mississauga, Ontario), Hakim Feerasta (Toronto, Ontario)

¹NAJC Representative and Board Advisor

²Deputy Minister's Designate

* Term expired February 18, 2011



How We Do It

Award of Excellence

Recognizing outstanding initiatives in anti-racism work, this Symposium is designed to share information, best practices, and facilitate networking among organizations and agencies.

The Canada Lecture

This annual event features a lecture by a prominent speaker on an issue related to CRRF's mandate.

Directions

The CRRF's publication is issued twice a year. In order to widen its distribution and curtail production costs, this publication is released through CD and some articles are posted on the Foundation's website. Furthermore, at least one issue is released in cooperation with another organization.

Roundtable Series

Three roundtable discussions are organized annually focusing on current issues and topics of direct relevance to the CRRF's strategic priorities. The roundtable discussions take place in different parts of the country with teleconferencing opportunities, as occasion permits, to encourage national participation.

Capturing the Pulse of the Nation

One of the main challenges confronting CRRF is to gauge the national pulse with regard to the state of race relations in the country. Under this initiative, and in cooperation with the Association for Canadian Studies, the CRRF commissions an annual survey on issues related to race relations and human rights in Canada.

Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD)

Since CCMARD's inception, the CRRF has been an active and key partner. In cooperation with the Canadian Commission for the United Nations Educational, Scientific and Cultural Organisation (UNESCO), provincial human rights commissions, and municipalities across the country, CCMARD seeks the elimination of racism and racial discrimination and the promotion of harmonious Canada.

Education and Training

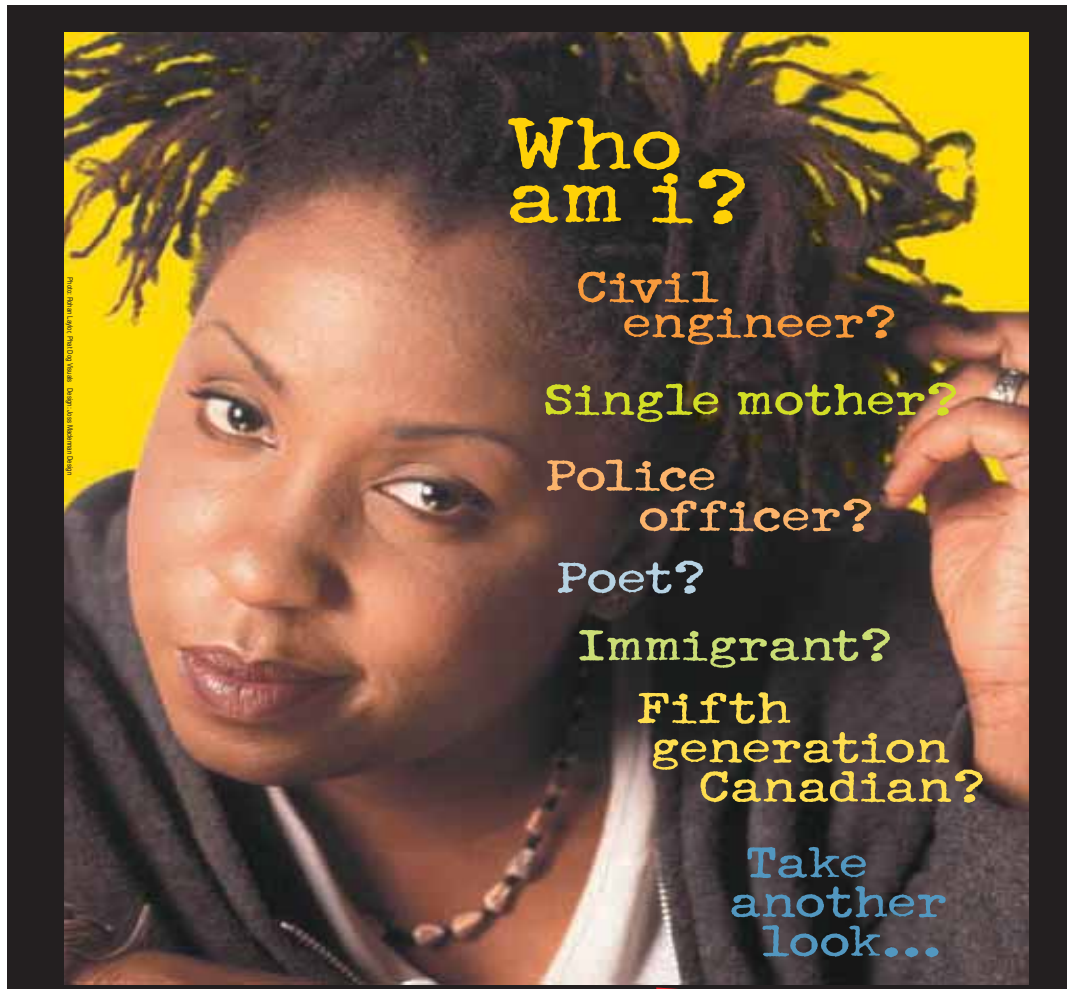
The CRRF's Education and Training Centre (ETC) develops and delivers diversity, equity and human rights education and training within an anti-racism framework through courses, workshops and dialogues. These are delivered to both the public and private sectors. The ETC provides facilitators, speakers and panelists to bolster educational initiatives. All initiatives and presentations are tailored to specific audiences and needs.

Engaging Youth

The Foundation places high importance on youth participation in social change. Through programs such as the Federal Public Sector Youth Internship Program, the CRRF provides the opportunity for unemployed or underemployed young Canadians between the ages of 15 and 30 to acquire the experience and skills they need to enter and fully participate in the labour market. Occasionally, the CRRF recruits graduate students to work on small research projects on a voluntary basis to help advance their research, analytical and writing skills.

Website (www.crrf-fcrr.ca)

The Foundation's website is a readily and easily accessible resource centre, providing information on racism and racial discrimination.



See **people**

for who they

really are.

Unite against racism.

www.uniteagainstracism.ca



Message from the Chairperson



On behalf of the Board of Directors of the Canadian Race Relations Foundation (CRRF), I am proud to present our Annual Report for the year 2010-2011.

Presented herein are the Foundation's programs and initiatives undertaken during the year, and the progress made toward promoting Canadian identity, civic responsibility and social harmony.

In May 2010, the Foundation held its biennial National Symposium and Award of Excellence ceremony in Montreal, Quebec. Among the attendees were dignitaries, government officials, community leaders, subject specialists and scholars, whose support, openness and active participation brought a special measure of meaning and relevance to the theme of the event – “Understanding, Unlearning and Addressing Bias.”

A highlight of the event was the Award of Excellence celebration. We were very pleased with the high calibre of the winners selected by the jury. Established to recognize the best practices and excellence of organizations and individuals in countering racism or advancing positive race relations, the program is aimed to inspire and encourage others to work toward the elimination of racism and racial discrimination in Canada.

We also took the opportunity to convene an annual Public Meeting in conjunction with one of our Board of Directors meetings while in Montreal. Other than to provide information and answer questions, public meetings do serve the important and valuable purpose of public accountability and transparency.

As stewards, we are committed to sensible and responsible management of CRRF's limited resources, especially in an environment of ongoing financial constraints. Members of our Board and Management constantly remind ourselves to add value, increase efficiency and maximize effectiveness in everything that we do. Flowing from this philosophy was CRRF's sustained effort to seek out opportunities for partnership and collaboration, an approach which has proven fruitful. And on the pages that follow are shown ample positive results that have been achieved.

Ongoing communication with our partners and stakeholders is important. One key stakeholder is Citizenship and Immigration Canada. While the Foundation's operation is conducted at arm's length from the Department, the continuing communication and open dialogue helped foster transparency and cooperation. It benefited us with insight into how best to avoid duplication of effort and prevent waste.

During the fiscal year, a project funding application was approved by Citizenship and Immigration Canada under the Department's Multiculturalism Program. The project is designed to improve race relations through positive dialogue and constructive engagement, aiming at cooperation, communication and civic education. It will explore ways to encourage a sense of belonging to Canada, and to strengthen the participatory role of all Canadians in an increasingly diverse society. The project envisions a national platform for substantive exchange amongst the diverse ethno-cultural and faith communities, in order to help strengthen understanding of our democratic values and traditions, as well as the rights and responsibilities as citizens and residents of Canada.

An organization cannot be successful without a clear understanding of its purpose and the guidance of a sensible and well-thought-out strategic direction. Together with Management, and with professional backup, considerable work was done on developing a new multi-year Strategic Plan, which will be finalized early in the new fiscal year. This forward-looking document is purposed to guide the CRRF's pursuit of its mandate, with a special focus on a national clearing house for race relations, an existing gap that's been identified and one which coincides with the Foundation's vision to be the national voice and agent of change for the elimination of all forms of racism, and the promotion of a more harmonious Canada.



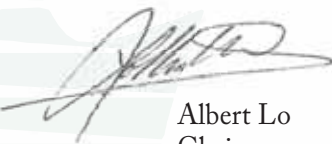

To ensure more effective oversight, CRRF's governance structure was reviewed, which resulted in the revision of the by-laws governing the Governance and Human Resources Committee. The revision allowed for the appointment to these Committees of persons who are not directors, as provided for under the Canadian Race Relations Foundation Act.

Two new members, Hakim Feerasta of Toronto and Kenny Blacksmith of Gloucester, were appointed to the CRRF Board of Directors during the year. The wealth of experience and skills that they bring is a welcome addition, for which we are appreciative.

At the same time, Marge Nainaar of Saskatchewan finished her term of office as a Board member. We are thankful for her contribution to the CRRF, and offer her our gratitude and the best of wishes.

Of particular note is Peter Campbell of Toronto, who was originally appointed to the CRRF's Investment Committee under the Foundation's governing Act. His commitment and leadership as Chair of the Investment Committee, and his support, helpful input and good advice to the CRRF Board is deeply appreciated.

The success of the Foundation over the past year could not have happened without the dedication of Board members, staff and volunteers, as well as the involvement and contribution of our stakeholders and partners. We thank you all, and we look forward to another exciting and fruitful year ahead.



Albert Lo
Chairman



Message from the Executive Director

The fiscal year 2010-2011 has been one of achievement and progress. Although we continued to encounter the financial challenges which were caused by the economic downturn, the CRRF was able to fulfill its mandate, and excel in the delivery of its programs. “Understanding, Unlearning and Addressing Bias” was the theme of the Foundation’s National Symposium and Award of Excellence (AoE) for 2010. The National Symposium/Award of Excellence, a biennial program to recognize and share best practices in anti-racism in Canada, bridged the link between the academic community, government, private sector and community organizations. Its success was due to the high quality of its program, which attracted some of Canada’s prominent scholars and policy makers in multiculturalism and anti-racism. It addressed theoretical and practical issues, such as “Millennial Cultural Shift: Is there a New Paradigm?” and “Advances in the Normalization of International Qualifications.”



Its success was also enhanced through the commitment of our partners. Leading Canadian agencies, such as the Canadian Human Rights Commission, the Department of Citizenship and Immigration, and OMNI Television provided financial and in-kind support. The partnership with the Centre d’études ethniques des universités montrealaises (CEETUM), enabled us to host the Symposium in Montreal and provided an opportunity for Canadians and Quebecers to hear from leading researchers of CEETUM, who specialize in the study of ethnic relations in Quebec, Canada and the world.

Our partnerships during 2010-2011 enabled us to deliver a vast array of additional initiatives. For example, in cooperation with the Centre of Crimino-

logy, University of Toronto, we hosted a round table discussion on “Youth, Race and Criminal Justice”. In partnership with OMNI Television, we hosted a panel discussion under the heading “The Selling of Anti-Racism”. This discussion featured Canadian directors who, in 1999, contributed to the creation, for the CRRF, of a massive anti-racism campaign. In partnership with the Canadian Human Rights Commission, the University of Ottawa and CBC, CRRF hosted a major national event titled “Human Rights and Multiculturalism: An Evening with Irshad Manji”. Finally, the Foundation’s Canada Lecture was delivered by Dr. Art Miki, former President of the National Association of Japanese Canadians, and NAJC Representative on the CRRF Board of Directors. The theme of “Recalling the Racist Past; Naming the Racist Present” is a constant reminder for all of us to maintain our commitment and work towards the elimination of racism and the strengthening of Canadian identity.

Finally, over the past year, we made major headway in securing three contracts to deliver projects on behalf of the Department of Citizenship and Immigration Canada, and the Ontario Ministry of Education. These projects demonstrate the Foundation’s commitment to fulfill its mandate of working towards the elimination of racism and racial discrimination through the promotion of effective and harmonious race and ethnic relations, and civic responsibility.

The above are only highlights to illustrate our accomplishments during 2010-2011. Although the challenges were major, we were able to move forward and contribute to making Canada a better place for all, thanks to the contribution of our staff, Board and partners.

Ayman Al-Yassini, Ph.D.
Executive Director



COMMITTEES OF THE BOARD

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

Members: Albert C. Lo ¹(Board Chairperson), Roman Melnyk, Ashraf Ghanem, Toni Silberman (Vice Chair)

FINANCE AND AUDIT COMMITTEE ensures the fiscal responsibility of the Foundation, oversees its financial activities, receives investment reports, advises the Board on financial policies and reviews, amends and recommends approval of budgets.

Members: Ashraf Ghanem (Chair), Lyn Chow, Roman Melnyk, Hakim Feerasta, Albert C. Lo (ex-officio member)

GOVERNANCE COMMITTEE ensures, inter alia, appropriate corporate governance, the proper delineation of roles and responsibilities and the duties and responsibilities of management, the Board and its committees.

Members: Roman Melnyk (Chair), Ashraf Ghanem, Toni Silberman, Claudia Patricia Cáceres Cáceres, Albert C. Lo (ex-officio member)

NOMINATIONS COMMITTEE assists the Board in identifying suitable candidates for the positions of Executive Director, Chair of the Board, Directors, and Standing and Advisory Committee members, in accordance with the established Director competency profile and selection criteria for such positions.

Members: Toni Silberman (Chair)*, Nazanin Afshin-Jam, Art Miki (external member), Albert C. Lo (ex-officio member)

HUMAN RESOURCES COMMITTEE ensures the maintenance of a high standard of human resources policies and procedures. It also addresses extraordinary personnel issues.

Members: Toni Silberman (Chair), Ashraf Ghanem, Claudia Patricia Cáceres Cáceres, Albert C. Lo (ex-officio member)

INVESTMENT COMMITTEE is mandated by the Canadian Race Relations Foundation Act. Its members include the Board's Chairperson, another Board member and up to three others who are appointed by Governor-in-Council to advise the Board on the investment of the Foundation's endowment fund.

Members: Peter Campbell (Chair), Ashraf Ghanem (ex-officio member), Albert C. Lo (ex-officio member)

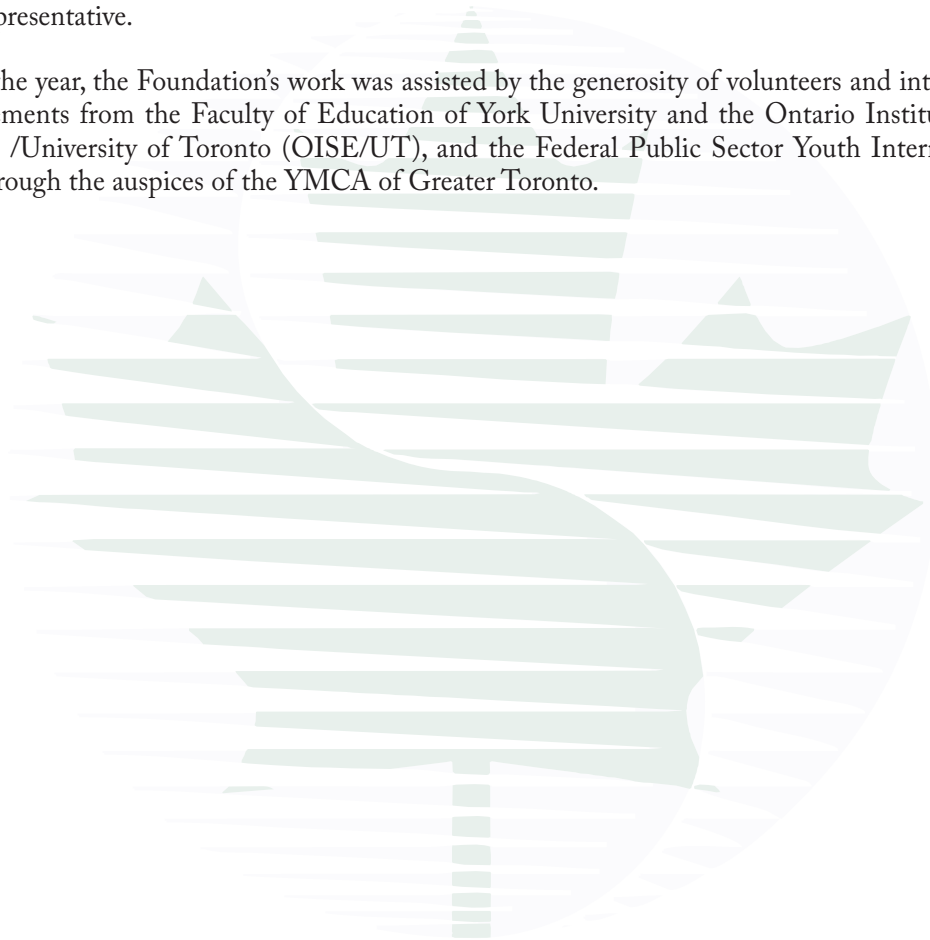


AWARD OF EXCELLENCE JURY is constituted every two years to adjudicate nominees for the Award of Excellence for best practices in anti-racism.

The Deputy Minister of Citizenship, Immigration and Multiculturalism or a person designated by the Deputy, in accordance with the Canadian Race Relations Foundation Act, is entitled to receive notice of meetings of the Board or its committees and may attend and take part, but not vote at those meetings. The Deputy's designate was Andrew Griffith in his capacity as Director General of the Citizenship and Multiculturalism Branch of the Department of Citizenship and Immigration Canada (CIC).

The Board also enjoys an established and productive association with the National Association of Japanese Canadians (NAJC). The NAJC representative may attend meetings of the Board but may not vote. Art Miki is the NAJC representative.

Throughout the year, the Foundation's work was assisted by the generosity of volunteers and interns, including student placements from the Faculty of Education of York University and the Ontario Institute for Studies in Education /University of Toronto (OISE/UT), and the Federal Public Sector Youth Internship Program (FPSYIP) through the auspices of the YMCA of Greater Toronto.



¹. Mr. Albert Lo, as Board Chairperson, is a member of all Board Committees. Ayman Al-Yassini (Ph. D.), as Executive Director, is an ex-officio member of all Committees.

* indicates members who resigned or whose term expired during the year.

** indicates members who joined or were reappointed to the Board during the year.



A Snapshot of the Race Relations Environment through the Eyes of the CRRF

Over the year, the CRRF issued a number of media releases concerning race relations in Canada and are available on its website: www.crrf-fcrr.ca. The Executive Director met with stakeholders across the country, and made numerous presentations as keynote speaker or panelist in national conferences and regional meetings on issues related to Canadian identity, racism and racial discrimination. The following snapshot highlights some of the areas that dominated the Canadian scene and with which the CRRF dealt.

Although racism and discrimination continue to exist, some events, such as the Foundation's Symposium/Award of Excellence, "Understanding, Unlearning and Addressing Bias", offered a glimmer of hope that we are making serious progress towards a strengthened social harmony and belonging. The Symposium took place in Montreal, May 17-19, 2010 and brought together experts, policymakers, community groups, researchers and specialists who engaged in a lively discussion on timely issues such as changing demographics in Canadian society, policing and human rights, racial and social profiling, Aboriginal rights, inclusive strategies in the educational system, and foreign credentials.

The Award of Excellence recognized five recipient institutions for their best practices in anti-racism. These institutions, among many other equally committed and talented agencies, have contributed to making Canada an inclusive society. Nevertheless, the year under review continued to witness challenges in the equivalency of foreign credentials and the hiring of members of racialized communities. It was not surprising that on July 23, 2010 the CRRF supported the initiative to review the rules surrounding employment equity policies in public service hiring, while reiterating the commitment to the principles of equity and merit which underlie the *Employment Equity Act*.

On August 12, 2010, the CRRF expressed its deep concern about two racist incidents which were reported in two distinct parts of Canada. In Saint John's, Newfoundland, a racial slur was scrawled on a car. Two weeks earlier in the same part of the city, a swastika was spray-painted on a church community center and another car. In Richmond, B.C., two youths spray-painted racist graffiti in the stairway of a Chinese market at the Richmond Public Market. The Richmond RCMP quickly arrested 18-year old and 16-year old males who faced mischief charges.

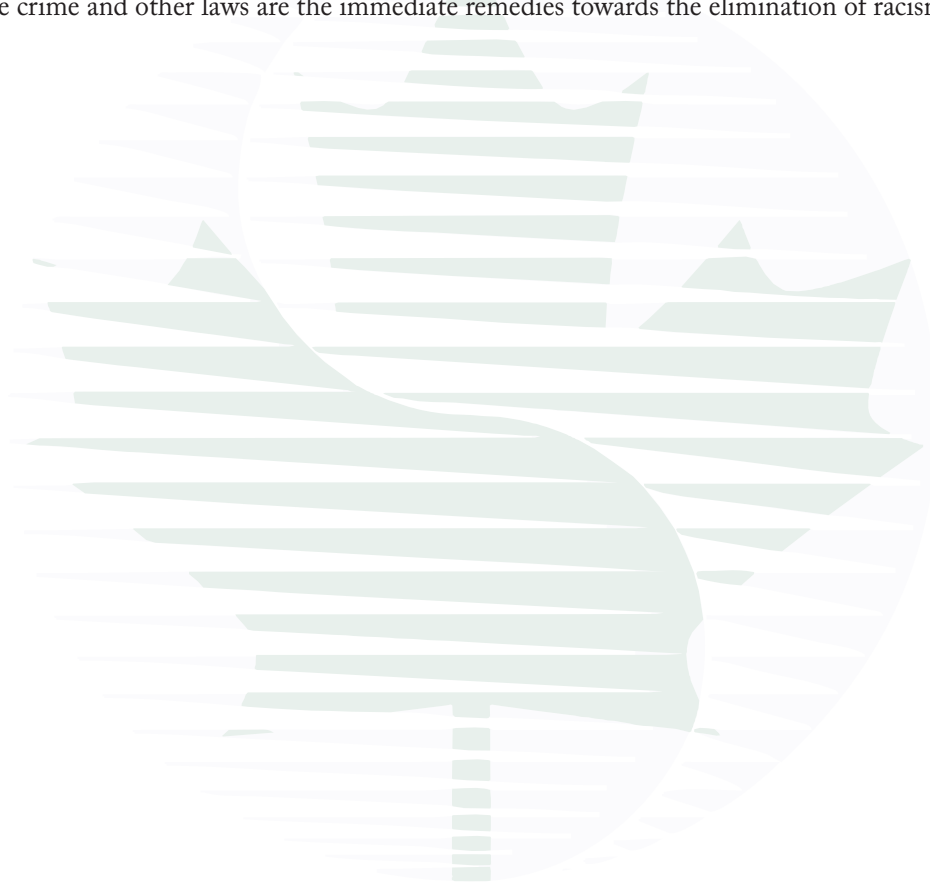
The Foundation also expressed its concern about the acts of vandalism which were committed against a number of Montreal synagogues and a Jewish school in early January 2011. Similarly, a survey which was conducted on behalf of the International Association for the Study of Canada (a division of the Association for Canadian Studies) and the Canadian Race Relations Foundation in early January 2011, found three in ten respondents accept the view that Muslim Canadians share Canadian values. The implication of this perception is the categorization of Muslim Canadians as "the other".

As found in a survey conducted by Leger Marketing on behalf of the CRRF and the Association for Canadian Studies, many nations continue to deal with racism and racial discrimination. The survey was conducted in an attempt to understand the views of the population around racism and its incidence, particularly if we are committed to the well-being of society where visible minorities will constitute an increasing percentage of the population. The four-country survey (Germany, Spain, Canada and the United States) was conducted during September-October 2010 and looked at various aspects of racism and discrimination. Among the findings we note that two in three Canadians agree that visible minorities and whites are treated equally in their place of work. German respondents were more likely than Canadian, American and Spanish respondents to think that visible minorities and whites are treated equally at the work place. One in three Canadian, American and Spanish respondents claimed they witness a racist incident in the past year. Canadians were evenly divided over whether racism is on the rise in the country. Opposition to interracial marriage is lowest in Canada, and highest in Spain. Finally, Spanish and German respondents were more likely than American and Canadian respondents to agree that national government should take the lead in combating racism.



In January 2011, the CRRF and the Association for Canadian Studies released another survey, which indicated that Canadians are split on whether racism is a growing problem in the country. The survey, exploring experiences with racism in Canada, shows contrasting views. For example, 65 per cent of Canadians in this survey said whites and visible minorities are treated equally in the workplace. However, Canadians were almost evenly split on whether racism is a growing problem in the country. This survey, which interviewed about 1,700 Canadians, showed 46 per cent feel racism is on the rise. Slightly less - 45 per cent - disagreed. Asked if they'd witnessed a racist incident in the last year, 38 per cent of Canadians in this survey said yes.

On the whole, the score card for 2010-2011 is a favourable one. Although we continue to have many challenges, our accomplishments as a country outweigh the negative effects of hate mongers. We believe that each member of society has a responsibility to confront racism. We need to learn from one another's experience how to fight racism, discrimination and prejudice. Public education, individual and collective responsibility, and the application of Canadian hate crime and other laws are the immediate remedies towards the elimination of racism.





Activities

Provide leadership and serve as a national voice and agent of change by working with all sectors of Canadian society in the development of a national framework and programs for eliminating all forms of racism and strengthening Canadian identity

Strategic Objective

National Symposium/Award of Excellence

Montreal, May 17-19, 2010

Canada is undergoing a major transformation influenced by a number of factors, including immigration, demographics, economic and political events. A key component in this change is the management of the issues that flow from a diverse society.

A fundamental measure of a good symposium is its relevance and responsiveness to emerging trends and issues. The National Symposium/Award of Excellence reflected the essence of current public debate and provided the venue for open dialogue and discussion. In partnership with CEETUM (Centre d'études ethniques des universités montréalaises), the Symposium/Award of Excellence looked into two fundamental questions: Is there a new paradigm to understand, unlearn and address age-old biases, prejudices, stereotypes and discrimination rooted in human history and behaviour? How can Canadians harness this cultural shift and combine knowledge and expertise to develop tools to transform diversity into opportunity and hope for present and future generations?

One of the key outcomes of the symposium was to gain a better understanding of racism in the Canadian and Quebec context, its manifestations and how to counteract its effects in work, school, and everyday life. It addressed current issues through policy, research, current multidisciplinary research, and education and training.

Award of Excellence 2010

CRRF's Award of Excellence program serves to recognize public, private, and voluntary organizations whose efforts represent excellence and innovation in race relations practice in Canada. The Awards Program upholds the Foundation's mandate to eliminate racism in Canada, acknowledge best practices and honour excellence in the field of anti-racism, collect and disseminate information and materials aimed at the elimination of racism, establish partnerships with a broad range of organizations, and celebrate achievement in the ongoing struggle against racism in Canada.

The Awards acknowledge organizations whose innovative efforts represent excellence in combating racism, demonstrate a systemic or institutional approach to change, involve community partners and/or racial minorities and Aboriginal peoples, lead to significant and specific positive outcomes, and have the capacity to inspire others.



Organizations and Best Practices selected for the CRRF's 2010 Award of Excellence:

	Organization & Award Category	Best Practices	Impact & Success
C O R P O R A T I O N A L	Anima Leadership	The Diversity and Equity Leadership Program	
	Anima Leadership has been at the forefront of diversity training since 2006, helping individuals, organizations, and communities achieve holistic, transformative change. Its cross-disciplinary approach to anti-racism and bias integrates traditional models with recent developments in emotional intelligence, conflict transformation and mindfulness skills.	<p>Co-founders Annahid Dashtgard and Shakil Choudhury recognized that traditional approaches to anti-racism and bias weren't addressing subtler, systemic forms of exclusion, nor were they taking into account the central role of feelings in guiding behaviour.</p> <p>The Diversity and Equity Leadership Institute (DELI) was launched in January 2007 to meet this growing need. Since then, thousands of participants across Canada have taken part in this unique three-day experiential learning process.</p>	<p>Response to the DELI has been overwhelmingly enthusiastic, with growing numbers of organizational leaders and staff from the not-for-profit and public sectors attesting to its behaviour-shifting power.</p> <p>The program has proven especially successful with school-board staff, police, and health-care workers. A 2006 pilot project with middle-school students at the Toronto District School Board saw a significant reduction in suspensions and expulsions, while staff from the British Columbia Nurses' Union reported greater self-awareness and a corresponding decrease in personal bias.</p>
E D U C A T I O N	Association for Canadian Studies	Anti-Racism Public Education Initiative	
	Founded in 1973, the Montreal-based Association for Canadian Studies (ACS) seeks to influence policy-making as it relates to racism and discrimination; it does so mainly through the publication of evidence-based research and surveys, as well as through large-scale forums and policy symposia.	<p>According to ACS's social and demographic research, Canadians are unaware of the extent and nature of racism in Canada. Findings also indicated high levels of inertia on the political and bureaucratic level.</p> <p>Since 2001, the ACS has taken more decisive steps to address this situation. As part of its anti-racism public education initiative, every quarter, ACS magazines Canadian Issues and Canadian Diversity publish evidence-based research on discrimination and racism in Canada.</p>	<p>The results of ACS surveys are regularly released in nationally syndicated newspapers, and in 2009, The Globe and Mail drew on ACS research for a series of reports on income inequities affecting visible minorities.</p> <p>According to representatives of Indian and Northern Affairs Canada, the Winter 2009 edition of Canadian Issues on Aboriginal well-being led to a significant increase in funding for Aboriginal health care. As well, a series of articles published in Canadian Issues between 2007 and 2009 contributed to policy changes benefiting immigrant workers.</p>



C O M M U N I T Y	Fighting Antisemitism Together (FAST)	Choose Your Voice	
	Tony and Elizabeth Comper started Fighting Anti-Semitism Together (FAST) in 2004, in response to the sudden rash of anti-Semitic violence in Canada. Much of their work involves funding education programs that help young people find the courage to speak out against hate.	In September 2005, FAST, in partnership with the Canadian Jewish Congress Charities Committee, released Choose Your Voice (CYV), a bilingual education tool designed to empower students in grades 6–8 to resist bigotry in all its forms. Available free to all educators across Canada, the program comes with four lesson plans, an assessment strategy, and an award-winning DVD. Because it can be used to meet curriculum requirements in various subject areas, CYV has found favour with countless educators, who can incorporate this resource into their own lesson plans.	The experience of hearing firsthand from persecuted racial minorities has helped students to look beyond stereotypes. As well, by highlighting the work of Canadian human rights champions, CYV’s DVD encourages students to consider how they would speak out against racism. CYV has young people talking—from those who have been discriminated against, to bullies realizing for the first time just what they are doing. It also has young people writing—one grade 6 class was encouraged by CYV to write their own collection of Holocaust poetry, “The Future Is in Our Hands.”
P U B L I C	York Regional Police	Hate Crimes Reporting Hotline	
	Boasting over a million residents, York Regional Police (YRP) is one of the fastest-growing census divisions in Canada. The motto “Deeds Speak” inspires the work of over 1,364 full-time police professionals and almost 500 support staff.	York Region’s 30% visible minority population includes a high number of Chinese and South Asian residents. During the 2007 fishing season, several violent assaults on Asian-Canadian anglers were reported. To address this and similar problems, in September 2007, YRP’s Diversity & Cultural Resources Bureau established a Hate Crimes Reporting Hotline, as well as a Hate Crimes Community Working Group, with representatives from vulnerable Jewish, Asian, Muslim and LGBT communities.	The hotline allows York residents targeted outside of their jurisdiction to report incidents to YRP, which forwards their statement to the appropriate jurisdiction. Beyond sending a clear message to perpetrators that hate will not be tolerated, these initiatives facilitate greater dialogue between law enforcement jurisdictions. The impact has been considerable: With YRP’s efforts, a conviction was secured in the case of the most serious angler attack, and a community isolated by racist attacks has found an advocate.



G O V E R N M E N T	Ontario Ministry of Education	Inclusive Education Branch/ Equity and Inclusive Education Strategy	
	As the government agency responsible for all levels of public education in Canada's most diverse province, the Ontario Ministry of Education (EDU) has taken many successful measures to promote an educational system where all students can reach their highest potential.	<p>In 2008, the EDU found that 43 of Ontario's 72 school boards had some form of equity policy in place, while only 12 boards had a policy related to religious accommodation. These sobering figures rekindled the EDU's resolve to work towards a truly equitable and inclusive public education system.</p> <p>An EDU-initiated Equity Roundtable laid the groundwork for the Equity and Inclusive Education Strategy. Released in April 2009, the strategy provides a provincial framework to help identify and remove discriminatory biases and systemic barriers to student achievement. The EDU established the Inclusive Education Branch (IEB) to direct and support this initiative.</p>	<p>The IEB supplies guidelines and best practices to help school boards implement equity policies in line with the strategy's core commitments. In June 2009, the EDU issued an expanded version of Policy/Program Memorandum No. 119, recognizing the potential barriers created by the intersection of race, gender, sexual orientation, class, and so on. Powerful partnerships have been formed with key stakeholders: Canadian Muslim Community, Ontario Police College, and Curriculum Subject Division Heads, to name a few.</p> <p>All ministry regional offices have received training on the strategy, as have 350 school-board representatives and some 2,000 educators. As well, 15,000 CDs, including OHRC materials, have been distributed to Ontario schools, where local staff receive ongoing training in equity education.</p>

Lead Partner: CEETUM

The success of the National Symposium and Award of Excellence is attributed to a number of factors, including the Foundation's partnership with a number of partners.

Le CENTRE D'ETUDES ETHNIQUES DES UNIVERSITES MONTREALISES (CEETUM) was the Symposium's lead partner.

The CEETUM is an inter-university and multidisciplinary research centre which brings together researchers specialized in the study of ethnic relations in Quebec, Canada and the world. The role of the CÉETUM is to stimulate research

in ethnic studies by bringing together complementary expertise, offering its members and students a scientific and administrative framework allowing them to go beyond the limits of their discipline. Founded in 1992, it now numbers 46 researchers affiliated to the French and English universities in Montréal including the Université de Montréal, HEC Montréal, Institut National de la Recherche Scientifique - Urbanisation, Culture et Société (INRS-UCS), Université du Québec à Montréal (UQAM), McGill University, Concordia and Sherbrooke Universities.





Citizenship and Immigration Canada

Citoyenneté et Immigration Canada



CANADIAN HUMAN RIGHTS COMMISSION

COMMISSION CANADIENNE DES DROITS DE LA PERSONNE



Provide and promote effective education and training across the country to facilitate effective changes in civics and race relations and the strengthening of a harmonious Canada.

Strategic Objective

The activities of the Education and Training Centre (ETC) fulfill the CRRF's mandate and Strategic Plan to provide and promote effective education and training across the country, to facilitate changes in civics and race relations and the strengthening of a harmonious Canada.

The ETC works with individuals, communities and organizations to challenge all manifestations of racism and discrimination. Through transformative and adult education, as well as experiential and participatory approaches, our programs empower learners to effectively challenge social inequities and provide anti-racist education and training in the pursuit of eliminating all forms of racial discrimination and the strengthening of a harmonious Canada.

Foundations of Equity and Anti-Racism Course (Foundations)

Originally conceived in 2004 as a partnership with the Toronto District School Board (TDSB), the Foundations course is geared towards teachers, administrators, and school board officials who are interested in grounding their understanding of, and abilities to deal with, diversity and racism in the school system. Since 2008, the TDSB has incorporated this course into their professional development in-service training for teachers.

The Foundation's course serves as a model for other equity and anti-racism training, and aspects of it have been adapted for other in-service training workshops.

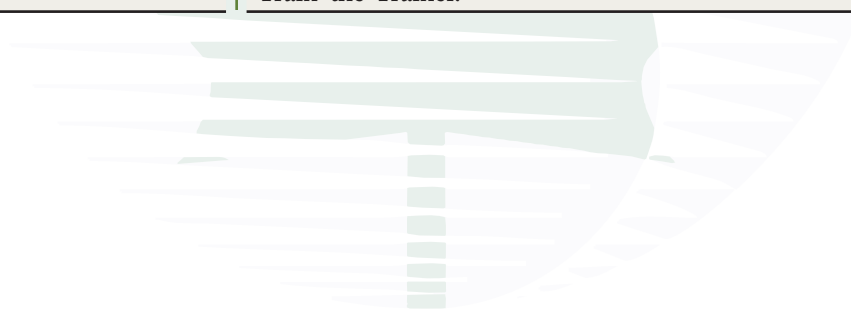
The Diversity Equity Leadership Institute: Integrating Anti-Racism with Emotional Intelligence and Conflict Resolution

This utilizes a unique and holistic approach – in partnership with Anima Leadership – that integrates self-awareness and mindfulness with anti-discrimination work. The participatory nature of the course allows learners to delve deeply into equity issues, and offers tools to facilitate courageous conversations around the thorny terrain of race, culture and difference. The Institute offers:

- Emotional intelligence and mindfulness tools
- Diversity and anti-bias research
- Conflict transformation and dialogue skills



Activity	Outcome
<p>Foundations of Equity and Anti-Racism Course: Towards Equitable and Inclusive School</p>	<p>This course was delivered to the Hamilton-Wentworth District School Board and the Dufferin-Peel Catholic District School Board. There were 25 participants, including teachers, school administrators and principals.</p> <p>Grounded in adult education pedagogy, the Foundation's course combines theory and practice with dialogue and experiential learning. Participants explore racial discrimination and the ways it intersects with other forms of discrimination. They learn to identify and recognize racism and its impact on individuals, communities and institutions. Community speakers are woven throughout the sessions to allow participants to hear first-hand accounts of how students experience marginalization and exclusion. Participants learn concrete strategies to un-learn racism, and gain tools to activate their analyses into inclusive and equitable environments.</p>
<p>The Diversity Equity Leadership Institute: Integrating Anti-Racism with Emotional Intelligence and Conflict Resolution</p>	<p>In partnership with Anima Leadership, the Diversity Equity Leadership Institute delivered training to 14 educators, school administrators, counsellors and community leaders in Tatamagouche, Nova Scotia.</p> <p>The Institute is aimed at learners with a baseline understanding of equity and anti-racism. This leadership course helps participants strengthen their capacity to develop their communication skills and to approach difference from a compassionate lens. Participants learned to assist others with navigating through these concepts. The Institute provided an intense 5 night workshop, which is based on emotional intelligence and conflict transformation material. The last 2 days were devoted to Train-the-Trainer.</p>





Influence public policy and promote positive systemic anti-racist change through research, collection of data and national information base, and act as a clearing house to provide information about race relations resources and establish links with public, private and educational institutions.

Strategic Objective

In partnership with leading Canadian organizations, the CRRF organized roundtable discussions and the Canada Lecture with the objective of promoting positive systemic anti-racist change.

Youth, Race, and Criminal Justice

December 10, 2010

Lead Partner: Centre of Criminology, University of Toronto

The Canadian Race Relations Foundation held a public round-table discussion and seminar on “Youth, Race, and Criminal Justice”, in partnership with and hosted by the Centre of Criminology, University of Toronto.

The aim of the round-table was to explore the reasons for over-representation of youth from racialized backgrounds in the Canadian criminal justice system, and to identify potential causes of racial disparity.

A panel of experts reflected on a number of relevant issues ranging from racial profiling and police practices to preventative and restorative justice mechanisms in Canada. Studies elucidating criminal behaviour amongst minority youth from disadvantaged groups and other significant factors leading to violent victimization were presented.

The discussion highlighted some fundamental misconceptions and barriers to more effective cooperation between law enforcement authorities and social justice groups. The panelists further examined the relationship between Canadian criminal justice institutions and various ethnocultural communities, and made suggestions for creating synergies that will help reduce youth violence in communities while promoting social reintegration.

The panel was represented by Peter Sloly (Deputy Chief, Toronto Police Service), Dr. Sara Thompson (Professor of Criminology, Ryerson University), Selwyn A. Pieters (Criminal Lawyer), Dr. Livy Visano (Professor of Criminology & Sociology, York University), Ben Marshall (Program Manager, PACT) and Akwasi Owusu-Bempah (PhD candidate at the Centre of Criminology). The discussion was moderated by Dr. Scot Wortley from the University of Toronto’s Centre of Criminology.

Dr. Mariana Valverde, Director of the Centre of Criminology, and Dr. Ayman Al-Yassini, CRRF Executive Director, delivered opening remarks and pledged to work together on similar projects in the future.

The event attracted a number of attendees from the government at all levels, law enforcement, academia, as well as members of diverse ethnocultural and community organizations.

The CRRF is working to create a video of the event on a dedicated website and to facilitate further online discussion on these important topics.



Directors Speak: The Making of an Anti-Racism Campaign

January 13, 2011

Lead Partner: National Film Board of Canada

As a prelude to OMNI's broadcast of a documentary on the making of Canada's largest known anti-racism campaign on public television, the Canadian Race Relations Foundation staged a premiere screening of "Directors Speak", followed by a panel discussion at the National Film Board (NFB) in Toronto.

Produced and directed by Gail Picco with an original soundtrack by Joe Sealy, "Directors Speak" is a mix between Michael Apted's Up Series and Terry O'Reilly's The Age Of Persuasion. It follows the lives of five emerging Canadian directors who, in 1999, helped create the largest anti-racism campaign ever produced for television in Canada, for the Canadian Race Relations Foundation.

Based on interviews with the directors in 1999 and again in 2010, it tells the story of how the issue of race has played out in their lives, their careers and in the entertainment industry in general. The film features Dana Inkster, Michael Jarvis, Rion Gonzales, Cynthia Lickers-Sage and Paul Wong, with a special appearance by Walter Borden.

A panel discussion under the heading "The 'Selling' of Anti-Racism" was moderated by Dwayne Morgan, a prominent Canadian spoken word artist. The experts on the panel included the film's producer Gail Picco, director Michael Jarvis, and Toronto-based media artist Wayne Dunkley. What ensued was a highly engaging and thought-provoking dialogue on how to advance such values as anti-racism, equity and social justice through media.

A striking feature of the event was the relevance of the public service announcements today and the persistent nature of racism in society. The panelists reflected on a wide range of issues including the unprecedented role and impact of modern technologies and media entertainment to reach out to various groups, and impact prevailing social attitudes.

"Recalling the Racist Past; Naming the Racist Present"

March 21, 2011, Winnipeg

Lead Partner: University of Winnipeg

To mark the International Day for the Elimination of Racial Discrimination, the Canadian Race Relations Foundation in cooperation with the University of Winnipeg Global College, held a public lecture with guest speaker Dr. Art Miki, a Distinguished Alumnus of the University.

Introduced by Dr. John Corlett, Vice-President Academic, Dr. Miki reflected on his deeply personal journey from the injustices of the past that paved his way for the struggle against racism, as well as on modern manifestations of racial discrimination which ought to be explored, debated and confronted at all levels of society.

Art Miki was president of the National Association of Japanese Canadians from 1984 to 1992, and is best known for his work in seeking apology and compensation for Japanese-Canadians who were interned by the Government of Canada during World War II. His leadership and steadfast pursuit of harmonious race relations were instrumental in the founding of the CRRF.



Canada Lecture: “Human Rights and Multiculturalism”

March 29, 2011, Ottawa

Lead Partners: The Canadian Human Rights Commission, University of Ottawa, CBC

The CRRF – in partnership with the Canadian Human Rights Commission, the University of Ottawa and CBC – successfully held an event at the Canadian Museum of Nature in Ottawa, titled “Human Rights and Multiculturalism: An Evening with Irshad Manji”.

Moderated by Paul Kennedy of CBC Radio’s Ideas, the discussion examined the impact of individual rights on social integration and Canadian identity, how responsibilities play into the process of integration within a diverse society, and how Canadians should address rights that are in conflict. The conversation was recorded for future broadcast on CBC Radio One.

The guest, Irshad Manji, is a critically-acclaimed author and activist from Vancouver. Her first internationally best-selling book, *The Trouble with Islam Today*, was published in 2004. Ms. Manji is Director of the Moral Courage Project at New York University. The project aims to develop leaders who will challenge political correctness, intellectual conformity and self-censorship.

Partners in Recognition of Excellence: CRRF on the Panel of Judges

Department of Citizenship and Immigration Canada

As part of its partnership with the Department of Citizenship and Immigration Canada, the CRRF is an active participant and promoter of the Department’s three flagship national competitions: the *Mathieu Da Costa Challenge*, the *Racism. Stop it! National Video Competition* and the *Paul Yuzzyk Award for Multiculturalism*. Our participation in adjudicating these competitions provided the CRRF an opportunity to pay homage to the accomplishment of Canadians in the promotion of civic commitments and Canadian values.

The Mathieu Da Costa Challenge

The Mathieu Da Costa Challenge is an annual writing and artwork contest, open to youth between the ages of 9 and 18. Launched in 1996, the Challenge encourages youth to discover how diversity has shaped Canada’s history and the important role that pluralism plays in Canadian society. This year, the Challenge celebrated its fifteenth anniversary.

The winners of the Challenge received an all-expenses paid trip to Halifax, Nova Scotia during the Canada Winter Games in February 2011 (accompanied by a parent/guardian), and took part in an awards ceremony hosted by the Minister of Citizenship, Immigration and Multiculturalism, the Honourable Jason Kenney.

Racism. Stop It! – National Video Competition

The Racism. Stop It! National Video Competition is part of Canada’s March 21 campaign against racial discrimination organized by Citizenship and Immigration Canada (CIC). Young Canadians between 10 and 20 years of age were invited to create videos about eliminating racism. The panel of judges was represented by the CRRF and professionals from other organizations who selected ten winning videos which will be broadcast on national television, reaching millions of Canadians.

The winning videos were selected for their originality, audiovisual quality and the effectiveness of the Racism.



Stop It! message. The creators of the 10 winning videos also received an all expenses paid trip to Canada's Capital Region where they participated in an awards ceremony hosted by the Minister of Citizenship, Immigration and Multiculturalism.

The Paul Yuzyk Award for Multiculturalism

The Paul Yuzyk Award for Multiculturalism commemorates the achievements of the late Senator Yuzyk's pioneering legacy establishing multiculturalism as one of the fundamental characteristics of Canadian heritage and identity.

The Award recognizes individuals in communities across Canada who have made exceptional contributions to multiculturalism and diversity. One award is given annually for either Lifetime Achievement or Outstanding Achievement.

The Lifetime Achievement category is given to an individual who has demonstrated ongoing dedication to promoting a strong multicultural society in Canada over a period of at least ten years. The Award in the Outstanding Achievement category is given to an individual or group (i.e., either an informal group of individuals, or a registered or legally recognized group) who has made a significant contribution to Canadian multiculturalism for at least one year within the last five years. The award recipients are granted a certificate of honour signed by the Minister of Citizenship, Immigration and Multiculturalism and a monetary award is provided to a worthy recipient selected by the Award winner.





Develop strategic alliances with national and regional private, public and other institutions to strengthen and enhance the CRRF's capacity to design and deliver programs, and act as a national communication organization to disseminate anti-racism information and knowledge.

Strategic Objective

The CRRF continues to strengthen relationships with existing partners and proactively develops new ones to promote equity and diversity on local and national levels. Such synergies have allowed the Foundation to leverage its resources and bolster activities in the areas of community support, education and capacity building.

During 2010-2011, the CRRF submitted two proposals for funding. The first proposal, "Interfaith and Belonging: A Civic Education and Engagement Initiative", was submitted to the Department of Citizenship and Immigration Canada. The second project, "Diversity and Equity Leadership Institute" (DELI) for Ontario School System Leadership, is in partnership with Anima Leadership and funding was obtained from the Ontario Ministry of Education in 2011. The project will be implemented during the fiscal year 2011-2012

Interfaith and Belonging: A Civic Education and Engagement Initiative

Funding provided by the Department of Citizenship and Immigration

Commencing mid-2010, the CRRF embarked on a major project proposal under the Inter-Action: Canada's New Multiculturalism Grants and Contributions Program administered by Citizenship and Immigration Canada. The 3-year project, which received CIC's approval and funding commitment, has been carefully designed to promote dialogue and civic engagement amongst and between faith-based and ethnocultural communities. It aims to enhance the civic participation and responsibility of these communities while strengthening their sense of belonging to Canada. Just as importantly, in cooperation with Canada's leading religious and ethnic community organizations, this initiative will help construct a national framework for engaging these groups in exploring and understanding Canadian diversity, democratic values and traditions, as well as their rights and responsibilities as residents and citizens of Canada.

As part of this project, the CRRF will establish a "Leadership Circle" (a non-denominational national network of leaders representing diverse religious and ethnocultural communities, grassroots and youth) who will identify related issues, challenges and opportunities and will engage in the development of educational tools and resources to fulfill the project goals. Workshops will be delivered across the country with the aim of advancing Canadian values, identity, citizenship and civic education, accompanied by public awareness and media campaigns. The latter will include public service announcements and film/media content to be developed in partnership with the National Film Board of Canada (NFB). The project will be endowed with a dedicated website to allow all Canadians to avail themselves of project-related information, materials and resources.

Diversity and Equity Leadership Institute (DELI) for Ontario School System Leaders

In partnership with Anima Leadership and with funding from the Ontario Ministry of Education

The CRRF, in partnership with Anima Leadership and with the generous support of the Ontario Ministry of Education, will be organizing and delivering 2-day DELI workshops for Ontario's school system leaders, including principals, vice-principals, superintendants, trustees and diversity/equity officers.



The Diversity and Equity Leadership Institute skilfully integrates emotional intelligence with implicit bias and leadership development to offer an experiential, holistic and non-dogmatic approach to issues of equity and inclusion for Ontario system leaders. Developed by Anima Leadership and supported by the Canadian Race Relations Foundation, the DELI has been offered across Canada to rave reviews by educators.

The project is part of Ontario's bold plan to become the best publicly funded education system in the world, with inclusion as foundational to the delivery of high-quality instruction for all learners. The workshops will be held throughout the year in the Greater Toronto Area (GTA), Ottawa and Thunder Bay.

The Canadian Coalition of Municipalities Against Racism and Discrimination

The Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) is part of an international network launched by UNESCO in 2004. It is a network of municipalities interested in sharing experiences and best practices on policies and programs to fight racism and discrimination. CCMARD taps the national, regional, and local expertise of municipal governments, federal and provincial partners, human rights commissions, police boards, and civil society organizations. By taking action to combat racism and multiple forms of discrimination, municipalities contribute greatly to achieving respectful, inclusive and safe societies.

The CRRF continues to work closely with the Canadian Commission for UNESCO as a national partner in promoting CCMARD. The Foundation has been providing steady support in maintaining CCMARD's website, which serves as an essential communications tool for members of the Coalition and the public at large. As part of the Pan-Canadian Working Group for CCMARD, the CRRF contributes to the development of an infrastructure for CCMARD to carry out its operations, in addition to participating in conferences and workshops.



**COALITION OF
MUNICIPALITIES
AGAINST
RACISM AND
DISCRIMINATION**



Financial Management Discussion and Analysis 2010-11

Statement of Financial Position Discussion

	2010-11 (Actual \$)	2009-10 (Actual \$)	Change(\$)	Change (%)
Assets				
Cash	206,836	11,787	195,049	1,655
Investments	24,577,280	23,596,651	980,629	4
Prepaid expenses, other receivables and inventories	62,541	49,777	12,764	26
Capital assets and intangible assets	35,220	38,222	-3,002	-8
Total Assets	24,881,877	23,696,437	1,185,440	5
Liabilities and Equity				
Accounts payable and accrued liabilities	32,078	36,474	-4,396	-12
Salaries and benefits payable	30,208	41,296	-11,088	-27
Deferred revenue	61,642	4,522	57,120	1,263
Obligation under capital lease	9,093	11,254	-2,161	-19
Equity	24,748,856	23,602,891	1,145,965	5
Total Liabilities and Equity	24,881,877	23,696,437	1,185,440	5

Assets

Cash is composed of cash at banks, cash balances held by the Foundation's investment managers, and cash for "Diversity and Equity Leadership Institute for Ontario School System Leaders" project in a restricted bank account.

Investments for 2010-11 have increased 4% compared to the investment value in 2009-10. This is mainly due to the increase in fair value of the Foundation's investments. For the year March 31, 2011, the combined portfolio returned 8.4% (or \$1,975,617) after all fees, performing in line with gross of fees market benchmark.

Prepaid expenses, other receivables and inventories are mainly prepaid expenses, trade accounts receivable, refunds of Federal Government's Goods and Services Tax, Ontario Government's Harmonized Sales Tax, and the cost of inventories of the Foundation's publications in hardcopy and DVD format package intended for resale of \$6,890.

The **Capital assets and intangible assets** are the net book value of office furniture and equipment, computer hardware and software, and artwork. The net decrease of capital assets in 2010-11 is the result of the purchase of software of \$3,693 reduced by the annual amortization of all assets of \$6,695.



Liabilities

Accounts payable and accrued liabilities represent amounts payable to suppliers and year end expense accruals. There is a decrease in accounts payable and accrued liabilities of \$4,396 in 2010-11. This is the net result of an increase of \$5,375 in accounts payable offset by a decrease of \$9,771 in accrued expenses.

Salaries and benefits payable are vacation and severance pay accruals owed to employees. It is made up of accruals in current liabilities of \$20,185 and the non-current severance pay of \$10,023. There is a decrease in salaries and benefits payable of \$11,088 in 2010-11 compared to 2009-10. This is mainly due to a decrease in accrual for salaries and benefits in 2010-11.

Deferred revenue is made up of unspent balance of contributions received by the Foundation for “Diversity and Equity Leadership Institute (DELI) for Ontario School System Leaders” project funded by the Ontario Ministry of Education, Competencies for the Management of Diversity project, and subscriptions received in advance for *DIRECTIONS*, the Foundation’s periodical. There is an increase of \$57,120 in 2010-11 for deferred revenue compared to 2009-10. This is mainly due to \$52,335 advanced contribution received close to the year end for the “DELI” project.

Obligation under capital lease is the balance of capital repayment owed for the office equipment under lease (current \$2,484 and non-current \$6,609). This is for the printer/copier lease which started at the end of 2009-10. The \$2,161 decrease represents this years lease obligation payments.

Equity has increased 5% in 2010-11 (2009-10, 12%) mainly due to the net operating gain in 2010-11. The increase represents an increase in fair value of investments (included in the net investment gain / the combined portfolio returned of \$1,975,617) due to the continued stability in the global equity markets.

Statement of Operations Discussion

	2010-11 (Actual \$)	2009-10 (Actual \$)	Change(\$)	Change (%)
Revenues				
Workshops	27,145	51,265	-24,120	-47
Sponsorships, donations, honoraria and fundraising gala	13,227	2,170	11,057	510
Publications	1,800	3,599	-1,799	-50
Project - “Competencies for the Management of Diversity”	0	34,418	-34,418	-100
Total Revenues	42,172	91,452	-49,280	-54

	2010-11 (Actual \$)	2009-10 (Actual \$)	Change(\$)	Change(%)
Net investment gain				
Investment income earned	596,607	754,393	-157,786	-21
Changes in fair value	1,379,010	2,472,446	1,093,436	-44
Net investment gain	1,975,617	3,226,839	-1,251,222	-39



Revenues from **Workshops** represent fees received by the Foundation for conducting education and training sessions. In 2010-11 there were significantly less training sessions on “Foundations of Equity and Anti-Racism in Education” for school boards than compared to 2009-10.

Revenues from **Sponsorships, donations, honoraria and fundraising gala** relate to honoraria received from public speaking engagements, donations and revenues from sponsorships and fundraising gala. In 2010-11 there was \$4,500 of sponsorship received for the gala and \$6,977 donations in kind received by the Foundation. There was no honoraria and fundraising galas revenue in 2010-11.

Revenues from **Publications** are sale proceeds of research reports, publications and subscriptions for *DIRECTIONS*. Publications sales in 2010-11 were lower due to less demand for subscription for *DIRECTIONS* and sale of *Couleur Coeur* DVD.

The **Project – “Competencies for the Management of Diversity”** was completed in fiscal year 2009-10. No work was performed in 2010-11.

Investment income earned: The Foundation’s primary source of income is derived from the investment income earned on the investment of the original contribution of \$24 million. Investment income earned includes interest, dividends, gain/loss on foreign exchange net after portfolio management fees. Income from investment for 2010-11 is \$ 596,607 a decrease of \$157,787 from 2009-10. This is mainly due to the strong performance of Canadian dollar in the money market in 2010-11 which resulted in a foreign exchange loss of \$172,013 on investments in the foreign securities.

Change in fair value of the investment portfolio in 2010-11 is \$1,379,010 and is made up of a realized gain on sale of investment of \$439,092 (2009-10, (\$360,850)) and an unrealized change in fair value of the investments of \$939,918 (2009-10, \$2,833,296). The increase in fair value has been the result of the continued stability in the global equity markets.

	2010-11 (Actual \$)	2009-10 (Actual \$)	Change(\$)	Change (%)
Expenses				
Salaries and benefits	492,277	485,894	6,383	1
Rent	110,070	116,053	-5,983	-5
Board of Directors honoraria and travel	80,671	23,766	56,905	239
Award of Excellence symposium and fundraising gala	56,682	7,481	49,201	658
Professional fees	41,352	58,485	-17,133	-29
Communication	26,099	30,017	-3,918	-13
Office and general, conference, symposium and others	67,448	133,078	-65,630	-49
Total Expenses	874,599	854,774	19,825	2

There were no significant changes in 2010-11 **Salaries and benefits** expenses compared to 2009-10. There was an increase of \$39,035 in salaries expenses which was offset by decrease of \$32,651 in benefits and severance pay expenses. During the last two years one employee was on long-term disability leave without salary.



Rent expense for the office space decreased by \$5,983 due to extension of the sublet of office space. In 2010-11 Foundation's total rent expenses of \$169,257 were reduced by the sublet income of \$46,075 and property tax rebate of \$13,112.

Honoraria and expenses for the **Board of Directors** have increased by \$56,905 because of two Directors' face to face meetings in May (Montreal) and October (Ottawa) 2010, rather than only one in 2009-10, in addition to teleconferences meetings throughout the year. Additionally in 2010-11 there were expenses incurred related to the Award of Excellence gala for the Board of Directors.

The **Award of Excellence symposium and gala** is an event held every other year. The 2010-11 expenses were for travel, meals and hotel accommodations subsidies for winners, trainers and panellists, meals and room rental for the gala and symposium, printed materials and audio and visual expenses for the event. In 2009-10 \$7,481 was spent in preparation for the May 2010 event. The May 2010 event expenses were lower compared to the expenses for April 2008 event of \$165,959 held in Calgary because there was no prize award, the rental of conference/meeting rooms at University of Quebec (Montreal) paid at a reduced rate, the event was held at a university and not in a hotel, no food served at the award presentation, and staff travel expenses was less, because the venue was in Montreal as opposed to Calgary.

Professional fees are for legal, accounting and corporate services fees. The decrease of \$17,133 is the net result of a decrease in legal fees of \$10,091 and accounting consulting fees of \$18,743 offset by \$11,701 expenses for corporate services consulting fees, mainly for the Foundation's strategic planning. Legal fees were decreased because of ending the negotiation with union for signing the collective agreement in November 2010. Accounting expenses in 2010-11 were mainly for accounting services for preparation of the last year (2009-10) financial statements and there were no repeated expenses for International Financial Reporting Standards Services in 2010-2011.

Communications are public and media relations expenses. The decrease of \$3,918 in 2010-11 is mainly due to decrease in special projects communication expenses.

Office and general, conference, symposium and others expenses decreased by \$65,630 mainly due to reduction in project "Competencies for the Management of Diversity" and "Research" expenses.

Outlook for the Future

Fiscal Year 2011-2012

The Canadian Race Relations Foundation continues to fund its operations through the investment income. However, the fiscal year 2011-2012 includes the implementation of "Interfaith and Belonging" project which was approved and is expected to be funded by the Department of Citizenship and Immigration Canada, and "Diversity and Equity Leadership Institute for Ontario School System Leaders" project which has been funded by the Ontario Ministry of Education.

The approved budget for the year is closely monitored by senior management and the Board of Directors. We review and monitor budget variance reports on a regular basis; adjustments are made as required; and expenditures are consistent with the approved budget and are according to Board resolutions, and guidelines of the Treasury Board.

The Foundation's programs and activities are designed in accordance with the Foundations' recently adopted 2011 to 2014 Strategic Plan. A key component in the Plan is the development and implementation of the Foundation's role as a clearing house. We are committed to the strengthening of strategic alliances with sister Crown corporations, federal and provincial government departments and agencies, community groups, and relevant sectors of Canadian society. Our outlook for 2011-2012 is premised on cooperation with our partners and stakeholders with the objective of fulfilling the Foundation's strategic plan and priorities.



Management's Responsibility for Financial Statements

The preparation of the financial statements of the Canadian Race Relations Foundation in accordance with Canadian generally accepted accounting principles is the responsibility of management. These financial statements have been approved by the Board of Directors. An external auditor conducts an audit of the financial statements and reports to the Minister of Citizenship, Immigration and Multiculturalism on an annual basis. The financial statements include some amounts that are necessarily based on management's best estimates and judgement. Financial information presented elsewhere in the annual report is consistent with that contained in the financial statements.

Management is also responsible for the financial reporting process that produces the financial statements. 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 and to ensure that transactions are in accordance with subsection 105(2) and sections 113.1, 131 to 148 and 154.01 of Part X of the Financial Administration Act and regulations, the *Canadian Race Relations Foundation Act*, and the articles and by-laws of the Foundation.

The Board of Directors is responsible for ensuring that management fulfils its responsibilities for financial reporting as stated above. The Board carries out its responsibilities mainly through the Finance and Audit Committee. The Committee meets with management and the external auditor to review internal controls, financial reports, and other relevant financial matters. The Auditor General of Canada conducts an independent audit, in accordance with Canadian generally accepted auditing standards, and expresses his opinion on the financial statements. His report is presented on the following page.

Ayman Al-Yassini
Executive Director

July 20, 2011

Arsalan Tavassoli MA, CGA
Finance and Administration Director

July 20, 2011



Auditor General of Canada
Vérificateur général du Canada

INDEPENDENT AUDITOR'S REPORT

To the Minister of Citizenship, Immigration and Multiculturalism

Report on the Financial Statements

I have audited the accompanying financial statements of Canadian Race Relations Foundation, which comprise the balance sheet as at 31 March 2011, and the statement of operations and comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used

and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of Canadian Race Relations Foundation as at 31 March 2011, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Report on Other Legal and Regulatory Requirements

As required by the *Financial Administration Act*, I report that, in my opinion, Canadian generally accepted accounting principles have been applied on a basis consistent with that of the preceding year.

Further, in my opinion, the transactions of the Canadian Race Relations Foundation that have come to my notice during the audit of the financial statements have, in all significant respects, been in accordance with the applicable provisions of Part X of the *Financial Administration Act* and regulations, the *Canadian Race Relations Foundation Act*, and the articles and by-laws of the Canadian Race Relations Foundation.

Sylvain Ricard, CA
Assistant Auditor general
for the Interim Auditor General of Canada

20 July 2011
Ottawa, Canada



BALANCE SHEET as at March 31, 2011

	2011	2010
Assets		
Current Assets		
Cash	\$ 206,836	\$ 11,787
Investments (note 4)	312,129	603,143
Prepaid expenses, other receivables and inventories (note 3)	<u>62,541</u>	<u>49,777</u>
	581,506	664,707
Investments (note 4)	24,265,151	22,993,508
Capital assets and intangible assets (note 8)	<u>35,220</u>	<u>38,222</u>
	<u>\$ 24,881,877</u>	<u>\$ 23,696,437</u>
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	\$ 32,078	\$ 36,474
Salaries and benefits payable (note 10)	20,185	33,779
Deferred revenue	61,642	4,522
Obligation under capital lease current (note 9)	<u>2,484</u>	<u>2,161</u>
	116,389	76,936
Obligation under capital lease (note 9)	6,609	9,093
Salaries and benefits payable (note 10)	<u>10,023</u>	<u>7,517</u>
	<u>133,021</u>	<u>93,546</u>
Equity (note 12)		
Retained earnings (deficit)	711,466	(431,724)
Accumulated other comprehensive income (note 11)	<u>37,390</u>	<u>34,615</u>
	748,856	(397,109)
Contributed surplus	24,000,000	24,000,000
	<u>24,748,856</u>	<u>23,602,891</u>
	<u>\$ 24,881,877</u>	<u>\$ 23,696,437</u>

Commitments (note 13)

The accompanying notes are an integral part of the financial statements.

Approved on behalf of the board

Albert C. Lo
Director

Ashraf Ghanem
Director



STATEMENT OF CHANGES IN EQUITY

Year ended March 31, 2011

	2011	2010
Retained earnings		
Balance, beginning of year	\$ (431,724)	\$ (2,895,241)
Net operating gain	_____ 1,143,190	_____ 2,463,517
Balance, end of year	_____ 771,466	_____ (431,724)
Accumulated other comprehensive income		
Balance, beginning of year	34,615	35,652
Other comprehensive income (loss) for year	_____ 2,775	_____ (1,037)
Balance, end of year	_____ 37,390	_____ 34,615
Retained earnings and accumulated other comprehensive income	\$ _____ 748,856	\$ _____ (397,109)

The accompanying notes are an integral part of the financial statements.



STATEMENT OF OPERATIONS AND COMPREHENSIVE INCOME

Year ended March 31, 2011

	2011	2010
Revenues		
Workshops	\$ 27,145	\$ 51,265
Sponsorships, donations, honoraria and fundraising gala	13,227	2,170
Publications	1,800	3,599
Project - "Competencies for the Management of Diversity"	-	34,418
	<u>42,172</u>	<u>91,452</u>
Expenses		
Salaries and benefits	492,277	485,894
Rent	110,070	116,053
Board of Directors honoraria and travel	80,671	23,766
Award of Excellence symposium and fundraising gala	56,682	7,481
Professional fees	41,352	58,485
Office and general	30,588	39,769
Communication	26,099	30,017
Conferences, symposia and consultations	21,408	23,130
Amortization	6,695	7,717
Information systems and development	4,983	973
Education and training centre	2,360	9,260
Staff recruitment and development	1,414	1,757
Project - "Competencies for the Management of Diversity"	-	34,418
Research	-	14,519
Resource development	-	1,535
	<u>874,599</u>	<u>854,774</u>
Excess of expenses over revenues before net investment gain	(832,427)	(763,322)
Net investment gain (note 14)	<u>1,975,617</u>	<u>3,226,839</u>
Net operating gain	1,143,190	2,463,517
Other comprehensive (loss) income for year	<u>2,775</u>	<u>(1,037)</u>
Net operating gain and other comprehensive income	<u>\$ 1,145,965</u>	<u>\$ 2,462,480</u>

The accompanying notes are an integral part of the financial statements.



STATEMENT OF CASH FLOWS

Year ended March 31, 2011

	2011	2010
Operating activities		
Net operating gain	\$ 1,143,190	\$ 2,463,517
Items not affecting cash		
Amortization	6,695	7,717
Loss on foreign exchange	172,013	24,105
Changes in fair value of investments (note 14)	<u>(1,379,010)</u>	<u>(2,472,446)</u>
	(57,112)	22,893
Changes in non-cash operating assets and liabilities		
Increase in prepaid expenses, other receivables and inventories	(12,764)	(9,265)
Decrease in accounts payable, accrued liabilities, and salaries and benefits payable	(15,484)	(43,212)
Increase (decrease) in deferred revenue	<u>57,120</u>	<u>(2,534)</u>
Cash used in operating activities	<u>(28,240)</u>	<u>(32,118)</u>
Financing activities		
Contributions received (used)	<u>2,775</u>	<u>(1,037)</u>
Cash provided by (used in) financing activities	<u>2,775</u>	<u>(1,037)</u>
Investing activities		
Proceeds from sale of investments	9,780,668	6,376,050
Purchase of investments	(9,551,617)	(6,342,275)
Additions to capital assets and intangible assets, net of capital lease	<u>(8,537)</u>	<u>(1,459)</u>
Cash provided by investing activities	<u>220,514</u>	<u>32,316</u>
Net increase (decrease) in cash during year	195,049	(839)
Cash, beginning of year	<u>11,787</u>	<u>12,626</u>
Cash, end of year	<u>\$ 206,836</u>	<u>\$ 11,787</u>
Non-cash transactions:		
Acquisition of equipment under capital lease (notes 8 and 9)	\$ -	\$ 11,254

The accompanying notes are an integral part of the financial statements.



NOTES TO FINANCIAL STATEMENTS

March 31, 2011

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’s Education and Training Centre develops and delivers diversity, equity, and human rights education and training within an anti-racism framework.

The Foundation is a registered charity under the *Income Tax Act* and, as such, is not subject to income tax.

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles (GAAP). The significant accounting policies of the Foundation are as follows :

a) Revenue recognition

Externally restricted contributions are deferred and recognized in Other Comprehensive Income. The Accumulated Other Comprehensive Income is transferred to revenue in the year the revenue is earned.

Unrestricted contributions are recognized as revenue in the year received or in the year the funds are committed to the Foundation if the amount can be reasonably estimated and collection is reasonably assured. Unrestricted investment income is recorded as revenue in the year it is earned.

Revenues from sponsorships, honoraria, fundraising gala, publications, conferences and projects are recognized in the year in which the services or events relating thereto takes place. Funds received in return for future services or events are deferred.

b) Financial instruments

The Foundations’ financial instruments consist of cash, investments, other receivables, accounts payable and accrued liabilities, salaries and benefits payable, deferred revenue and obligation under capital lease. Investments have been designated as held for trading and fair valued based on the policies described below. Other financial assets are categorized as loans and receivables and financial liabilities are categorized as other financial liabilities. Financial instruments other than investments are carried at amortized cost. The carrying values of cash, other receivables, accounts payable, accrued liabilities, deferred revenue and the current portion of salaries and benefits payable approximate their fair values given their short-term nature. The fair value of the non-current portion of salaries and benefits payable is based on the discounted cash flows method, using the implicit borrowing rate of the Foundation. However, given the low implicit borrowing rate of the Foundation and the medium-term of the non-current salaries and benefits



payable, the fair value approximate the carrying value. The fair value of the obligation under capital lease is measured as the present value of contractual future lease payments discounted at the current market rate for similar leases. The fair value approximates the carrying value due to the stability of market rates of interest since inception.

c) Investments

Investments consist of fixed income investments, equities and pooled funds. Fixed income investments maturing within twelve months from the year-end date are classified as current.

All investments have been designated as held for trading and are recorded at fair value as active management of the investment portfolio including capitalizing on short-term pricing opportunities is integral to generating funding for the Foundation. Fair values are determined by reference to published bid price quotations in an active market at year end for fixed income investments and equities and by reference to transactional net asset values for pooled funds.

The transactional net asset value per unit of a pooled fund is calculated by dividing the net assets of the fund (based on closing market prices) by the total number of units outstanding.

d) Investment transactions, income recognition and transaction costs

Investment transactions are accounted for on a trade-date basis. Trade-date accounting refers to the recognition of an asset to be received and the liability to pay for it on the trade date; and the derecognition of an asset that is sold, recognition of any gain or loss on disposal, and the recognition of a receivable from the buyer for payment on the trade date.

Investment income includes interest from cash, interest from fixed income investments, dividends, distributions from pooled funds and changes in the fair value of investments designated as held for trading.

Interest from cash and fixed income investments are recognized as revenue when earned. Dividends are recognized as revenue on the ex-dividend date. Distributions are recognized as revenue on the date the distribution is declared.

Transaction costs, such as brokerage commissions incurred in the purchase and sale of investments are expensed as incurred and charged to investment income.

Investment counsel fees are expensed as incurred and charged to investment income.

e) Inventories

The Foundation records its inventories of publications for resale at the lower of cost or net realizable value at the year-end date. The Foundation uses the “specific identification of cost method” of assigning costs to its ending inventories. This method requires the amount of specific inventory on hand be multiplied by its actual production cost to calculate the amount of ending inventory cost.

e) Capital assets

Capital assets are recorded at acquisition cost. Assets under capital lease are recorded at the present value of the minimum lease payments and are amortized over the term of the lease. Except for the assets under capital lease, amortization is provided for over the estimated useful lives of the assets on a straight-line basis as follows:



Office furniture and equipment	5 years
Office equipment under capital lease	Over the term of the lease
Computer hardware	3 years
Artwork	No amortization is provided for

g) Intangible assets

Intangible assets are recorded at acquisition cost. Amortization is provided for over the estimated useful lives of the asset on a straight-line basis as follows:

Computer software	3 years
Database development	3 years

h) Research payments

The contractual research payments are recorded as expenses in the year they become due under the terms and conditions of the agreements.

i) Foreign currency translation

Transactions in a foreign currency are translated to Canadian dollars at the rate of exchange prevailing at the transaction date. The fair value of investments quoted in a foreign currency and accounts denominated in a foreign currency are translated into Canadian dollars at the rates prevailing at the end of the year. Translation gains and losses are recorded in investment income.

j) Donation in kind

Donated materials and services are recognized in these financial statements when a fair value can be reasonably estimated; the materials and services are used in the normal course of the Foundation's operations and would otherwise have been purchased. During this fiscal year the fair value of donated services and materials included as revenue in "sponsorships, donations, honoraria and fundraising gala" in the financial statements was \$6,977 and the corresponding cost classification were "Award of Excellence symposium and fundraising gala" and "conference, symposia and consultations" expenses.

k) Management estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ significantly from these estimates such as amortization of capital assets and the calculation of year-end salaries and benefits accruals.

l) Future accounting changes

Currently, the Foundation is classified as a Government Business-Type Organization (GBTO). In December 2009, the Public Sector Accounting Board (PSAB) amended the Introduction to Public Sector Accounting Standards, eliminating the GBTO classification effective for fiscal years beginning on or after January 1, 2011. Government organizations previously classified as a GBTO are required to reclassify themselves as a Government Not-For-Profit Organization (GNPO) or Other Government Organization (OGO), and adopt the ap-



plicable accounting standards for years beginning on or after January 1, 2011.

Effective for its 2011-12 fiscal year, the Foundation will be classified as a GNPO and will implement Public Sector Accounting Standards including the 4200 series of accounting standards applicable for government not-for-profit organizations. The Foundation has developed, and is implementing, a plan for the transition to the new accounting standards on a retrospective basis for the year ending March 31, 2012.

3. INVENTORIES

The inventories on hand consist of the Foundation's publications in hardcopy and DVD format package intended for resale. At March 31, 2011 the cost of inventories is \$6,890.

4. INVESTMENTS

	2011 Fair value \$	2010 Fair value \$
Current		
Fixed income investments – Canadian	_____ 312,129	_____ 603,143
Non-current		
Fixed income investments – Canadian	8,112,878	8,497,276
Fixed income investments – Foreign	137,967	161,567
Equity securities – Canadian	2,239,785	2,214,218
Equity securities – Foreign	9,206,341	8,552,856
Pooled fund units	_____ 4,568,180	_____ 3,567,591
	_____ 24,265,151	_____ 22,993,508
Total fair value of investments	_____ 24,577,280	_____ 23,596,651

Canadian fixed income investments have effective interest rates ranging from 0.2% to 9.2% (2010 – 0.2% to 6.2%), with maturity dates ranging from April 7, 2011 to December 14, 2105 (2010 – April 7, 2010 to December 14, 2105).

One foreign fixed income investment has an effective interest rates of 5.5% (2010 - 5.5% to 7.7%) with maturity date of November 17, 2014. (2010- November 17, 2014 to March 30, 2015).

Canadian fixed income investments included in the pooled funds have effective interest rates ranging from 0.5% to 13.5% (2010 – 0.9% to 16.7%), with maturity dates ranging from April 11, 2011 to June 30, 2108 (2010 - September 20, 2010 to December 21, 2057).



5. FINANCIAL RISK MANAGEMENT

In the normal course of business, the Foundation is exposed to a variety of financial risks: credit risk, interest rate risk, currency risk, other price risk and liquidity risk. The value of investments within the Foundation's portfolio can fluctuate on a daily basis as a result of changes in interest rates, economic conditions and market news related to specific securities within the Foundation's portfolio. The level of risk depends on the Foundation's investment objectives and the types of securities in which it invests.

The Foundation manages these risks by following a diversified investment strategy which is defined and set out in its Investment Policy Statement. The portfolio is diversified according to asset class by combining different types of asset classes such as money market, fixed income and equities within the portfolio. The percentage of the portfolio allocated to each asset class is defined within a specific range and the allocations are reviewed at least every quarter to ensure that they remain within the target range or the portfolio is rebalanced to the target range.

a) Asset Mix

As of March 31, 2011, the Foundation's investment portfolio investment asset mix was as follows:

- 47% in Cash & Fixed Income (2010 – 49%)
- 14% in Canadian Equities (2010 – 13%)
- 16% in US Equities (2010 – 16%)
- 23% in International Equities (2010 – 22%)

Within each asset class, the Foundation also holds investments with different risk-return characteristics. For example, equities are diversified across industry sectors and by company size (market capitalization) while bonds are diversified by credit ratings, term to maturity, as well as across the government and corporate bond sectors. In addition, the Foundation employs investment managers with different investment styles such as value, growth and growth at a reasonable price (GARP). Diversification also occurs at the individual security selection level whereby securities are selected based on either top-down analysis or bottom-up analysis. The Foundation is also diversified across geographic regions by investing in Canadian, US and international securities.

b) Credit risk

Credit risk is the risk that the counterparty to a financial instrument will fail to discharge an obligation or commitment that it has entered into with the Foundation. The Foundation's investments in fixed income securities represent the main concentration of credit risk. The market value of fixed income securities includes consideration of the credit worthiness of the issuer, and accordingly, represents the maximum credit risk exposure of the Foundation.

As at March 31, 2011 the Foundation was invested in fixed income securities with the following credit ratings:

Debt instrument by credit rating	Percentage of Value	
	2011	2010
AAA (+ R1 rated short term)	30.4%	29.6%
AA	28.4%	30.6%
A	29.4%	28.2%
BBB	6.8%	7.9%
BB or less	5.0%	3.7%



Credit ratings are obtained from a number of reputable rating agencies (e.g. Standard & Poor's, Moody's, Fitch or Dominion Bond Rating Services). Where more than one rating is obtained for a security, the lowest rating has been used.

c) Interest rate risk

Interest rate risk arises from the possibility that changes in interest rates will affect future cash flows or fair values of financial instruments. Interest rate risk arises when the Foundation invests in interest-bearing financial instruments. The Foundation is exposed to the risk that the value of such financial instruments will fluctuate due to changes in the prevailing levels of market interest rates. Typically longer maturity instruments have greater interest rate risk; however a more sophisticated measure of interest rate risk taking into account the interest (or coupon) received is the duration of the securities. Duration is a measure of the sensitivity of a fixed income security's price to changes in interest rates and is based on the relative size and the time to maturity of expected cash flows. Duration is measured in years and will range between 0 years and the time to maturity of the fixed income security. The Foundation has divided its portfolio to be managed by several independent investment managers. The duration of the Foundation's fixed income portfolio is calculated based on the weighted average of the individual investment manager durations. Individual investment manager durations are computed based on the weighted average of the durations of individual securities (e.g. bonds) within each manager's fixed income portfolio.

The Foundation's fixed income investments comprise:

	2011 \$	2010 \$
Fixed income investments – Canadian - current	312,129	603,143
Fixed income investments included in pooled fund units – current	4,964	46,900
Fixed income investments – Canadian- non-current	8,112,878	8,497,276
Fixed income investments – Foreign - non-current	137,967	161,567
Fixed income investments included in pooled fund units - non-current	2,737,611	2,348,756
	<u>11,305,549</u>	<u>11,657,642</u>

As at March 31, 2011 the Foundation's exposure to debt instruments by maturity and the impact on operating results and equity had the yield curve shifted in parallel by 25 basis points with all other variables held constant ("sensitivity analysis"), is as follows:

Fixed income securities by maturity date:

	2011 \$	2010 \$
Less than 1 year	502,412	650,043
1-3 years	2,430,159	1,651,455
3-5 years	2,453,864	2,784,528
Greater than 5 years	5,919,114	6,571,616
	<u>11,305,549</u>	<u>11,657,642</u>
Sensitivity	1.25%	1.39%
	\$141,5960	\$161,750

The Foundation's overall portfolio duration is 5.01 years (2010 – 5.55 years). If the yield curve experiences a parallel shift of 25 basis points, the value of the Foundation's fixed income allocation would shift by approximately 1.25% or \$141,596 (2010 – 1.39% or \$161,750). In practice actual trading results may differ from the above sensitivity analysis and the difference could be material.

d) Currency risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates. Currency risk arises from financial instruments (including cash) that are denominated in a currency other than Canadian dollars, which represents the functional currency of the Foundation.

The Foundation is exposed to currency risk on its investment portfolio from the following currencies:

2011	USD (\$)	GBP (\$)	Euro (\$)	Yen (\$)	Others (\$)
Market Value	\$4,381,591	1,119,802	2,465,561	\$634,010	\$1,548,847
% of Portfolio	17.8%	4.5%	10.0%	2.6%	6.3%

2010	USD (\$)	GBP (\$)	Euro (\$)	Yen (\$)	Others (\$)
Market Value	\$3,453,548	\$1,136,585	\$2,309,668	\$514,654	\$1,342,752
% of Portfolio	14.6%	4.8%	9.8%	2.2%	5.7%

These amounts are based on the market value of the Foundation's investments. Other financial assets and financial liabilities that are denominated in foreign currencies do not expose the Foundation to significant currency risk.

As at March 31, 2011, if the Canadian dollar strengthened or weakened by 1% in relation to other currencies, with all other variables held constant, operating results and equity would have an increase or decrease, respectively, by approximately:

	2011 Increase in value \$	2011 Decrease in value \$	2010 Increase in value \$	2010 Decrease in value \$
US dollars	43,816	(43,816)	34,535	(34,535)
British pound	11,198	(11,198)	11,366	(11,366)
Euro	24,656	(24,656)	23,097	(23,097)
Japanese yen	6,340	(6,340)	5,147	(5,147)
Others	15,488	(15,488)	13,426	(13,426)

In practice actual results may differ from the above sensitivity analysis and the difference could be material.



e) Other price risk

Other price risk is the risk that the fair value or future cash flows of financial instruments will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk). All investments represent a risk of loss of capital. The investment managers of the portfolio contracted by the Foundation moderate this risk through a careful selection and diversification of securities and other financial instruments within the limits of specified statements of investment policy and guidelines (SIPGs) which are negotiated and agreed upon with each investment manager. The maximum risk resulting from financial instruments is determined by the market value of the financial instruments. The Foundation's overall market positions are monitored on a daily basis by the portfolio managers. Financial instruments held by the Foundation are susceptible to market price risk arising from uncertainties about future prices of the instruments.

The portfolio's actual return is compared to the benchmark return as a measure of relative performance. The benchmark return is based on the index returns for each asset class and the long term target allocation of each asset class in the portfolio. The portfolio's long term target asset allocation is specified in the Foundation's Investment Policy Statement. The revised Investment Policy Statement which was approved in 2009-2010 fiscal year was implemented in this year. As a result, the Foundation's long term target asset allocation and individual asset class indices in effect as at March 31, 2011 is as follows:

Target Asset Allocation	Asset Class Index
50% Fixed Income (including cash)	DEX Universe Bond Index (DEX 91-day T-Bill Index for cash)
15% Canadian equities	S&P TSX Composite Index
17.5% US equities	S&P 500 Index (C\$)
17.5% International equities	MSCI EAFE Index (C\$)

The historical correlation between the Foundation's investment returns and the combined benchmark returns is 0.94% (2010 – 0.89%). The impact on the operating results and equity of the Foundation due to a 1 percent change in the benchmark, using historical correlation between the Foundation's return as compared to the return of the combined benchmarks, with all other variables held constant, as at March 31, 2011 is estimated to be approximately 0.94% or \$231,026 (2010 – 0.89% or \$210,010).

The historical correlation may not be representative of the future correlation, and accordingly the impact on operating results and equity could be materially different.

f) Liquidity risk

Liquidity risk is defined as the risk that the Foundation may not be able to settle or meet its obligations on time or at a reasonable price. The Foundation is exposed to liquidity risk as the Foundation is only able to utilize the investment income earned on the Endowment Fund to settle its obligations and such investment income fluctuates with the market conditions relating to the Foundation investment portfolio. The Foundation manages its investments by maintaining capital management policies (as described in Note 7).



As at March 31, 2011, the Foundation's liabilities have contractual maturities as follows:

	Less than 3 months	3 to 12 months	Over 1 year	Total
	\$	\$	\$	\$
Accounts payable and accrued liabilities	27,700	3,381	997	32,078
Salaries and benefits payable	14,457	5,728	10,023	30,208
Obligation under capital lease	621	1,863	6,609	9,093

As at March 31, 2010:

	Less than 3 months	3 to 12 months	Over 1 year	Total
	\$	\$	\$	\$
Accounts payable and accrued liabilities	36,474	-	-	36,474
Salaries and benefits payable	21,822	11,957	7,517	41,296
Obligation under capital lease	621	1,540	9,093	11,254

6. FINANCIAL INSTRUMENTS – DISCLOSURE

All financial instruments measured at fair value must be classified in fair value hierarchy levels, which are as follows:

Level 1	Inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities.
Level 2	Inputs that are based on quoted prices for similar assets or liabilities and inputs other than quoted prices that are observable for the asset or liability either directly or indirectly, including inputs in markets that are not considered to be active.
Level 3	Fair value determination requiring significant management judgment or estimation and at least one significant model assumption or input that is unobservable.

Financial Assets at fair value as at March 31, 2011:

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
Fixed income investment	838,926	7,724,048	-	8,562,974
Equity securities	11,446,126	-	-	11,446,126
Pooled fund units	-	4,568,180	-	4,568,180
Total investments	<u>12,285,052</u>	<u>12,292,228</u>	<u>-</u>	<u>24,577,280</u>

During the year ended March 31, 2011, there were no significant transfers between Level 1 and Level 2 of the fair value hierarchy.



As at March 31, 2010:

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
Fixed income investment	324,986	8,937,000	-	9,261,986
Equity securities	10,767,074	-	-	10,767,074
Pooled fund units	-	3,567,591	-	3,567,591
Total investments	<u>11,092,060</u>	<u>12,504,591</u>	<u>-</u>	<u>23,596,651</u>

During the year ended March 31, 2010, there were no significant transfers between Level 1 and Level 2 of the fair value hierarchy.

7. CAPITAL MANAGEMENT

The Foundation's capital cost consists of:

	2011	2010
	\$	\$
Contributed surplus	24,000,000	24,000,000
Accumulated other comprehensive income	37,390	34,615
Retained earnings (deficit)	<u>711,466</u>	<u>(431,724)</u>
Total	<u>24,748,856</u>	<u>23,602,891</u>

The Foundation's Contributed surplus represents the original \$24,000,000 endowment fund, which is restricted. As described in Note 12, the *Canadian Race Relations Foundation Act* stipulates that the Endowment Fund is to be used only for investment and the earning of income, which income may be expended for the purpose of the Foundation. In management's opinion the Foundation is in compliance with the Act.

The overall objectives in investing the assets of the Foundation are to preserve and enhance the value of capital through adequate diversification in high quality investments and achieve the highest investment return that can be obtained with the assumption of an acceptable degree of risk.

The Accumulated other comprehensive income consists of contributions received by way of donations that have been restricted for specific purposes by the donors. The Foundation has complied with the requirements of these external contributions.

The Foundation employs a capital management plan and a Statement of Investment Policies and Guidelines that are reviewed by the Board of Directors. The Statement of Investment Policies and Guidelines outlines the Foundation's approach to investment growth, credit quality and profitability objectives.

The Statement of Investment Policies and Guidelines states that the Foundation's assets shall be invested in fixed income and equity securities in such proportions as may be established from time to time by the Board of Directors upon recommendation of the Investment Committee in consultation with the portfolio managers contracted by the Foundation. The Foundation's investment in equities, bonds and short term securities are diversified by industry group and by individual companies with industry groupings. The portfolio is not fragmented into individual



holdings of uneconomic and unmanageable size. The Foundation's investment in income trusts or pooled fund units and similar investment instruments is limited to those securities that are listed on a recognizable stock exchange and are resident in jurisdictions that provide limited liability to unit holders. Each portfolio manager has flexibility within certain ranges in determining their asset mix. The overall long term asset mix of the Foundation is subject to a 45% investment allocation to equities (20% Canadian and 25% foreign common stocks) and 55% investment allocation to fixed income (cash, short term investments and bonds). In unique circumstances the portfolio managers may be granted approval by the Board of Directors upon the recommendation of the Investment Committee to temporarily alter the asset mix limitation guidelines. As per Foundation's Investment Policy Statement the investment portfolio's assets split in to the restricted and unrestricted funds and shall be reported separately by the investment advisors, managers and custodians. Based on the Foundation March 31, 2011 investment portfolio report, approximately 94% of the current portfolio is comprised of restricted funds and 6% of unrestricted funds.

8. CAPITAL ASSETS AND INTANGIBLE ASSETS

	2011	2011	2011	2010	2010	2010
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
	\$	\$	\$	\$	\$	\$
Capital Assets						
Office furniture and equipment	115,714	110,599	5,115	115,714	108,851	6,863
Computer hardware	151,437	150,763	674	151,437	147,557	3,880
Artwork	16,225	-	16,225	16,225	-	16,225
	283,376	261,362	22,014	283,376	256,408	26,968
Equipment under capital lease	11,254	1,125	10,129	11,254	-	11,254
	294,630	262,487	32,143	294,630	256,408	38,222
Intangible Assets						
Computer software	27,036	23,959	3,077	23,343	23,343	-
Database development	5,539	5,539	-	5,539	5,539	-
	32,575	29,498	3,077	28,882	28,882	-
Total	327,205	291,985	35,220	323,512	285,290	38,222

Amortization expense of capital assets is \$6,079 (2010 - \$6,728) and intangible assets is \$616 (2010 - \$989).

Addition to intangible assets is \$3,693 (2010 - nil).



9. OBLIGATION UNDER CAPITAL LEASE

The Foundation has entered into an agreement to rent office equipment under capital lease in March 2010.

	2011	2010
	\$	\$
Obligation under capital lease, repayable in blended quarterly instalments of \$621, including principal and interest at 4.25%, maturing March 31, 2015, and secured by related equipment	9,093	11,254
Less: current portion	(2,484)	(2,161)
	<u>6,609</u>	<u>9,093</u>
Future minimum lease payments as at March 31 are as follows:		
2011	-	2,484
2012	2,484	2,484
2013	2,484	2,484
2014	2,484	2,484
2015	2,484	2,484
	<u>9,936</u>	<u>12,420</u>
Less: Amount representing interest	(843)	(1,166)
	<u>9,093</u>	<u>11,254</u>

10. SALARIES AND BENEFITS PAYABLE

The current portion of the salaries and benefits payable of \$20,185 (2010 - \$33,779) relates to accruals for vacation pay and overtime pay for the staff of the Foundation.

The non-current portion of the salaries and benefits payable of \$10,023 (2010 - \$7,517) is an accrual for severance pay for the staff of the Foundation.

11. ACCUMULATED OTHER COMPREHENSIVE INCOME

Accumulated other comprehensive income represents unspent externally restricted contributions received by way of donations that have been restricted by the donors.

12. EQUITY

Contributed surplus represents the original contribution of \$24,000,000, which constitutes an Endowment Fund and is considered restricted funds. The original contribution included \$12,000,000 which was part of the Redress Agreement with the National Association of Japanese Canadians, and \$12,000,000 from the Government of Canada.

The “*Canadian Race Relations Foundation Act*” stipulates that this Endowment Fund is to be used only for investment and is not available to fund the Foundation’s activities. Investment income earned from the Endowment Fund excluding changes in the fair value of investments held is available to fund the Foundation’s activities.



The Foundation has established two policies for the allocation of operating surplus. The Capital Preservation Fund policy is intended to recognize inflation in order to preserve the capital endowment fund of \$24,000,000. The Reserve Fund policy is used for the accumulation of unallocated operating surplus.

13. COMMITMENTS

The Foundation entered into a lease agreement for office premises commencing April 1, 2008 and expiring March 31, 2013.

The Foundation is also committed to two office equipment leases and a contract for on-line event management.

The commitments for the next five years are:

	\$
2012	193,000
2013	195,000
2014	5,000
2015	3,000
2016	-
	<u>396,000</u>

14. NET INVESTMENT GAIN

	2011	2010
	\$	\$
Realized gains (losses) on sale of investments	439,092	(360,850)
Unrealized change in fair value of investments	<u>939,918</u>	<u>2,833,296</u>
Changes in fair value of investments	1,379,010	2,472,446
Interest from cash and fixed income investments, dividends, distributions from pooled fund units, gains (losses) on foreign exchange less transaction costs and investment counsel fees	<u>596,607</u>	<u>754,393</u>
Net investment gain	<u>1,975,617</u>	<u>3,226,839</u>

15. RELATED PARTY TRANSACTIONS

The Foundation is related in terms of common ownership to all Government of Canada departments, agencies, and crown corporations. There are no material related party transactions for the fiscal year ended March 31, 2011.

16. COMPARATIVE FIGURES

Certain 2010 figures have been reclassified to conform to the presentation adopted in 2011. The changes do not affect prior year earnings.