

**2007-2008
Annual Report**

“Visioning a racism-free Canada”





RACISM

A mix of prejudice and power leading to domination and exploitation of one group (the dominant or majority group) over another (the non-dominant, minority or racialized group). It asserts that the one group is supreme and superior while the other is inferior. Racism is any individual action, or institutional practice backed by institutional power, which subordinates people because of their colour or ethnicity.

[CRRF Glossary of Terms]

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Effective leaders help others to understand the necessity of change and to accept a common vision of the desired outcome.

- John Kotter

The Canadian Race Relations Foundation

Our history

Between 1942 and 1949, some 23,000 Japanese Canadians, labelled “enemy aliens”, were forcibly removed from their homes, disposed 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 one-time \$24 million endowment fund to establish an organization that would assist communities which were similarly affected and were seeking redress. That organization became known as the Canadian Race Relations Foundation (CRRF).



Demonstration in support of the Japanese Canadian Redress on Parliament Hill, Ottawa

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 Canadian Heritage, the CRRF operates at arm’s length from the Government of Canada. The CRRF also has registered charitable status. Its operating income is derived primarily from the interest on the investment of the endowment fund.

Vision

To be a leading and authoritative voice and agent in the struggle to eliminate racism in all forms and to promote a more harmonious Canada.

Mission

The Foundation will

- provide leadership in the building of a national framework for the struggle against racism in Canada.
- The Foundation will advance understanding of the past and present causes and manifestations of racism.
- The CRRF will provide independent national leadership and serve as a resource and facilitator in the pursuit of equity, healing, fairness and justice in Canada.
- The CRRF will contribute to Canada's voice in the international struggle against racism.

Purpose

The purpose¹ 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 by:

(a) undertaking research, collecting data and developing a national information base in order to further 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;

(b) acting as a clearing-house, providing information about race relations resources and establishing links with public, private and educational institutions and libraries;

(c) facilitating consultation and the exchange of information, as they relate to race relations policies, programs and research;

(d) promoting effective race relations training and assisting in the development of professional standards;

(e) increasing public awareness of the importance of eliminating racism and racial discrimination;

(f) collaborating with business, labour, voluntary, community and other organizations, as well as public institutions and all levels of government, in instituting and supporting race-related programs and activities; and

(g) supporting and promoting the development of effective policies and programs for the elimination of racism and racial discrimination.

Governance

The CRRF's direction is vested in a Board of Directors consisting of a Chair 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 Canadian Heritage and Official Languages 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.

¹ Excerpted from the *Canadian Race Relations Foundation Act (1991, c.8)*

How we do it

In fulfilling its mandate of educating against racism, the Canadian Race

Relations Foundation, *inter alia*:

- Funds and publishes research through its **Contract Research Program** on contemporary issues of racism in Canada.

The Foundation issues a call for proposals every two years. The goal of the Contract Research Program is to create a body of research that addresses systemic racism in Canada. The CRRF's role and responsibility is to make the research findings and recommendations actionable and to promote the results widely.

- Supports, with sponsorship grants of up to \$7,500, at least 40 community initiatives across Canada, through the **Initiatives Against Racism (IAR)** program, to raise awareness of and to combat racism. There are at least two application deadlines annually.
- Recognizes outstanding efforts and contributions to anti-racism every two years through its **Award of Excellence (AoE)** program in at least six categories. The awards presentation is accompanied by a symposium to share best practices in the area of anti-racism.
- Recognizes the lifetime contributions of an individual through **The Award for Lifetime Achievement**, which has been presented to the Honourable Lincoln Alexander and to UN Human Rights Commissioner Louise Arbour. This award is currently designated for biennial presentations.
- Publishes the **Facts about...** series, annotated bibliographies in the **Critical Readings** series, the research journal **DIRECTIONS**, among other publications
- Conducts, promotes or sponsors **Forums, Workshops and Conferences**, takes part in **Panel Discussions, Conducts Anti-Racism Education and Training Activities** and conducts **Consultations** across the country.
- Independently, or in partnerships, works to develop anti-racism tools in various media, and public service announcements across Canada. **Unite Against Racism** was one such independent national anti-racism campaign, and work on this initiative is ongoing.

MESSAGE FROM THE CHAIR

"Vision without action is a dream. Action without vision is simply passing the time. Action with vision is making a difference."
- Joel Barker



The Canadian Race Relations Foundation is anchored in the same vision it has had since its inception, albeit some of the wording may have been refined and updated over the years. It is a vision that has always embodied the pursuit and sentiment of a "harmonious Canada". That is a sentiment which is also reflected in the Act of Parliament that created the Foundation. Today, the commitment to the core of that vision remains as strong as ever, as the "face" of Canada continues to change at a rapid pace.

The sense of that vision is rooted in the fact that Canada, and Canadians, must acknowledge that our national history is not without its unsavoury periods. The establishment of the Foundation came out of one such episode - the characterization of Japanese Canadians as "enemy aliens" followed by the confiscation of their property and their internment. In 2008, we will commemorate the Twentieth Anniversary of the historic Japanese Canadian Redress Agreement in which we acknowledged that what we did as a country was wrong. We at the Foundation believe that a firm knowledge of the past provides a firm footing for change.

The work of the Foundation has largely been focused on raising awareness. One of our principal roles is to bring to the attention of Canadians and Canada's institutions that racism still exists, and to point out its various manifestations. We provide and encourage research in race relations and anti-racism initiatives, and we study the overall impact of racism and racial discrimination. Our findings are communicated, directly and indirectly, through various media including conferences and our own publications.

Raising awareness is not an undertaking that comes without its challenges. Two significant hurdles have stood out in our experience. The first is reaching the target audiences, which are diverse and complex, and most of whom would rather not talk about racism. The second is having adequate resources to consistently and systematically keep driving the messages home while developing new methods of delivery.

Having joined the Foundation's Board of Directors during the middle of the year under review, it was comforting to know that the infrastructural development targets, such as the Governance and other committees and procedures,

were mostly completed or nearing completion. It was a pleasure to welcome four additions to the Board – the new members appointed by Governor-in-Council - this past January and February.

I am very encouraged by the pursuit of the Foundation's vision, although achieving it is not necessarily around the corner. Nevertheless, as a country, we have advanced considerably. The apology and redress to the Chinese Canadian community for the Head Tax and "Exclusion" Act, the agreements reached on the First Nations and their experiences in residential schools, and yes, the ongoing discussions around reasonable accommodation and other parallel issues, are all good indicators of progress.

I wish to thank my predecessors as acting chairpersons, Sister Andrée Ménard and Mr. Des Doran, as well as the rest of the Board of Directors and the Executive Director, Dr. Ayman Al-Yassini, for making the transition painless.

This year witnessed the completion of Sister Andrée's second term on the Board, which included the role of Acting Chair. On behalf of the Board and the staff, I wish to express our enormous gratitude for her service to the Foundation and for helping to keep the vision alive.

I also want to thank my colleagues and the staff for their contributions and work throughout the year. Together we will continue to provide the action to the vision in order to make the difference.

Albert Lo
Chair

MESSAGE FROM THE EXECUTIVE DIRECTOR



Our overall priority over the past year was to build on past successes and the Foundation's record of capabilities, by enhancing the CRRF's role as a national leader in the elimination of racism and discrimination. Whether through the

Board of Directors or our programs, the CRRF was actively involved in meetings and national initiatives with partners from across the country.

A key priority was to strengthen strategic alliances with partners in the private sector, government and community organizations. For example, in cooperation with the Montreal Chamber of Commerce, the Québec Ministry of Immigration and Cultural Communities, and the Council of Intercultural Relations, the CRRF participated in EDIT, "Talented and Diverse Enterprises", a program designed to encourage the Québec private sector to diversify its workforce.

I am also pleased to report on our partnership with ANIMA Leadership to deliver cutting edge training programs through a joint program of "the Equity Institute". The CRRF's participation in meetings, and cooperation with Canadian Heritage, Human Resources and Skills Development, and Correctional Service of Canada, are examples on the potential of the CRRF to serve as resource and facilitator in the pursuit of equity, healing, fairness and justice in Canada. Our joint sponsorship of research with the Association for Canadian Studies, and the CRRF's active role as a key partner in the Coalition of Municipalities Against Racism and Discrimination (CMARD), in cooperation with the Canadian Commission for UNESCO and human rights commissions across the country, reflect our commitment to eliminate racism at all levels of society.

Through our active communication strategy, which included a revamped website, timely media releases and commentaries on race relation issues across Canada, the CRRF acted as a leading and authoritative voice and agent in the struggle to eliminate racism in all its forms and to promote a more harmonious Canada.

Our public education engagements, media commentary, and participation in national and international meetings, provided the CRRF with the opportunity to attract public attention to the problems of racism and discrimination, notwithstanding Canada's strong commitment to human rights and its strong track record in establishing policies aimed at the elimination of racism and discrimination.

Over the past year, we have witnessed a steady growth in demand for our education and training workshops. We continue to be highly committed to enhancing our education and training capabilities and the content of our courses. Our funding of community initiatives and contract research has enabled some community organizations to undertake anti-racism public education activities, and our policy work has enabled the organization to maintain its national focus. A major contribution over the past year has been the CRRF's publication of a special issue of *Directions* to mark the Bicentenary of the Abolition of the Transatlantic Slave Trade by the British. This issue provided readers a Canadian perspective on the slave trade and slavery as a whole.

Organizationally, the review and strengthening of the Board's governance structure was completed and evaluation of the Board's performance conducted. Taking advantage of Board meetings in Ontario, Newfoundland and Labrador, and Québec the Board organized receptions in order to meet with community organizations and provincial government representatives in these provinces.

I want to express my gratitude to the Board of Directors and, in particular, our former Acting Chairs, Sister Andrée Ménard and Des Doran, for their guidance and support. I also would like to welcome our newly-appointed Chair, Albert Lo, and five new members; Roman Melnyk, Nazanin Afshin-Jam, Veronica Dewar, Marge Nainaar and Claudia Patricia Cáceres Cáceres.

Our accomplishments over the past year were the product of a team effort, including staff and Board. I am thankful to the staff for their commitment and dedication.

Ayman Al-Yassini, Ph. D.
Executive Director

BOARD OF DIRECTORS



(Standing l to r): Lyn Chow, Toni Silberman, Sharad Chandra, Ayman Al-Yassini, Hon. Jason Kenney, Secretary of State (Multiculturalism & Canadian Identity), Albert Lo, Des Doran, Veronica Dewar, Ashraf Ghanem, Nazanin Afshin-Jam (Seated l to r) Roman Melnyk, Art Miki, Marge Nainaar, Palinder Kamra, Lillian Nakamura Maguire and Claudia Patricia Cáceres Cáceres

	ALBERT C. LO ¹ Chair British Columbia	
NAZANIN AFSHIN-JAM ¹ British Columbia	DAVID DIVINE Nova Scotia	ROMAN MELNYK ¹ Ontario
CLAUDIA PATRICIA CÁCERES CÁCERES ¹ Québec	DESMOND DORAN Ontario	ANDRÉE MÉNARD ² Quebec
SHARAD CHANDRA Manitoba	ASHRAF GHANEM New Brunswick	MARGE NAINAAR ¹ Saskatchewan
LYN Q. CHOW Alberta	PALINDER KAMRA Newfoundland & Labrador	TONI SILBERMAN Ontario
VERONICA DEWAR ¹ Nunavut	LILLIAN NAKAMURA MAGUIRE Yukon	AYMAN AL-YASSINI (Ex-officio) Executive Director

¹ Joined the Board during the year

² Term expired during the year

COMMITTEES OF THE BOARD¹

THE 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 Lo (Chair), Andrée Ménard² (fmr. Acting Chair), Des Doran (fmr. Acting Chair), Palinder Kamra (Vice-Chair), Lillian Nakamura Maguire, Sharad Chandra, Ashraf Ghanem, Toni Silberman

THE FINANCE & 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, Des Doran, Andrée Ménard², Palinder Kamra and David Divine

THE 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: Lillian Nakamura Maguire (Chair), Andrée Ménard², Sharad Chandra, Ashraf Ghanem, Toni Silberman and Des Doran.

THE NOMINATING COMMITTEE was reconstituted during the year.

MEMBERS: Toni Silberman (Chair), Lillian Nakamura Maguire, Des Doran, Palinder Kamra and Art Miki (external member).

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

MEMBERS: Sharad Chandra (Chair), Andrée Ménard², Ashraf Ghanem, Des Doran, David Divine, Palinder Kamra and Toni Silberman.

THE ADVISORY COMMITTEE ON ABORIGINAL ISSUES includes non-members of the Board and its mandate is to advise the organization with respect to issues facing First Nations, Inuit and Métis Peoples in Canada and guides CRRF programming and initiatives.

The Committee's membership has been revitalized with two new members. Dr. Lorna Wilson (BC) and Dr. Sakej Henderson (SK) joined Betty Ann Lavallée (NB), Edith Cloutier (QC) and Nahanni Fontaine (MB); Board member Lillian Nakamura Maguire (YK), chairs the Committee.

The group met in Toronto in February, 2008. They provided input into CRRF's strategic plan and will oversee the development of CRRF's research journal *DIRECTIONS*, with a specific focus in Aboriginal issues.

THE ADVISORY COMMITTEE ON ANTI-BLACK RACISM provides advice to the Board on key race relations issues concerning people of African descent residing in Canada.

MEMBERS: Des Doran (Chair). Others are to be appointed.

THE INVESTMENT COMMITTEE is mandated by the *Canadian Race Relations Foundation Act*. Its members includes the Board's Chair and 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: Ralph Weekes (Chair) and Craig Holden. Albert Lo, Ashraf Ghanem and Andrée Ménard² represent the Board.

THE RESEARCH ADVISORY PANEL advises the Foundation on the development of research in anti-racism. Its principal functions are to review proposals in response to requests or tenders for research, to make recommendations for funding, and to evaluate completed research projects.

MEMBERS: Agnes Calliste (NS), Jo-Anne Lee (BC), Jean-Claude Icart (QC) and Sharon Venne (AB)

¹ Mr. Albert Lo, as Board Chair, is a member of all committees. Dr. Ayman Al-Yassini, as Executive Director, is an *ex-officio* member of all committees.

² Term expired during the year

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

MEMBERS: Zanana Akande (Chair), Madeline Ziniak and Baijayanta Mukhopadhyay.

THE DEPUTY MINISTER of Canadian Heritage and Official Languages, 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 to vote at those meetings. The Deputy's designate was Anita Bigzus, Director General of Multiculturalism and Human Rights in the Department of Canadian Heritage for a part of the year. She was succeeded by Andrew Griffith both as Director General and as the Deputy's designate.

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.

There were, at year's end, nine full-time members of staff in addition to the Executive Director. Occasionally, when necessary, short-term contracts were engaged for temporary staff. Again, 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 YMCA of Greater Toronto.

The Board and staff of the Foundation are enormously grateful for the support of its volunteers.



Members of Staff of the CRRF with the Chair, Albert Lo and Executive Director, Ayman Al-Yassini

l-r: Erin Dowe (Receptionist/Office Assistant), Dr. Yassini, Linda Andersen (Mgr., Fundraising & Events), Mr. Lo, Anne Marrian (Programs Dir., Community Support & Knowledge Base), Sandra Carnegie-Douglas (Program Dir., Policy & Special Project), Nardeo Sham (Fmr. Finance & Administration Dir.), and Patrick Hunter (Communications Dir.)



Meg Mochizuki
Executive Secretary

Daniel Chong
Finance &
Administration
Director

Sandy Yep
Dir., Education and
Training

Dominique Etienne
Snr. Social
Development
Officer

Sandie Arunachalam
Fmr. Executive
Secretary

A SNAPSHOT of the RACE RELATIONS ENVIRONMENT

The CRRF is mindful of the events and developments which could, and often do, have an effect on its work, both nationally and internationally. Even if the Foundation does not respond directly to some of these events, it monitors their effects and potential effects. In that context, there were a number of issues – domestically and internationally – which fell into that category:

- At the beginning of the last fiscal year, the Herouxville “declaration” – a guideline of behaviour expected from newcomers – triggered what would become a national discussion under the heading of “reasonable accommodation”. The Government of Québec established a commission, co-chaired by Gérard Bouchard and Charles Taylor, “to take stock of accommodation practices in Québec; analyse the attendant issues bearing in mind the experience of other societies; conduct an extensive consultation on this topic; and formulate recommendations to the government to ensure that accommodation practices conform to the values of Québec society as a pluralistic, democratic, egalitarian society.”

The hearings generated considerable response in Québec, which reflected a diversity of opinions, some quite extreme and which were watched and reported on closely by the media Canada-wide.

- In Aboriginal issues, with the settlement reached on residential schools, discussions began concerning an apology to former victims and their families as well as a Truth and Reconciliation Commission.

The situation in Caledonia involving the Six Nations First Nation continued, as did other land claims disputes in Ontario, some of which were intensified by the use of blockades. There were also further revelations about the poor living conditions on reserves in the far north.

The Government of Canada announced a new plan to address the backlog in land claims.

The Government of Canada voted against the United Nations Declaration of Indigenous Peoples because of “significant concerns” about the language in the document.

- Canada’s 17th and 18th periodic report to the United Nations Committee on the Elimination of Racial Discrimination elicited a number of observations from the Committee, including the need to revisit the use of the term “visible minorities”. The CRRF submitted a brief on the subject to the UN Committee, copying the head of the Canadian delegation, suggesting that a more appropriate term would be “racialized groups or communities”.
- Internationally, there were a number of activities marking the bicentenary of the Act in the British Parliament with respect to the abolition of the transatlantic slave trade.
- There were a number of racially-motivated attacks on Asians across the country, including a series against Asian anglers in Ontario, as well as against Jews and Muslims.
- Canada established a “no-fly” list of its own under strong protest from human rights organizations.
- The CRRF, in association with the Association for Canadian Studies, released a survey of Canadians which, among other things, revealed that one in four Canadians felt that their rights had been violated.
- The Canadian Human Rights Commission’s Annual Report for 2007 shows slight decline in signed complaints of 4%, from 31% to 27%, of all complaints, when national or ethnic origin is combined with race and colour as grounds.

The Ontario Human Rights Commission’s (OHRC) 2006-2007 Annual Report received 837 complaints based on race and colour alone, or 35.82% of all complaints. It should be noted that the OHRC has other categories of complaints, such as place of origin or ancestry, which could be an indicator for race and colour as well.

STRATEGIC OBJECTIVES

In February 2007, the Board of Directors revisited the CRRF's Strategic Plan, initiated in 2006, with a view to updating and clarifying some of the language therein, without changing the intent of the goals identified in the original Plan. As such, the updated statements are as follows:

1. Strengthen and enhance CRRF's capacity as a national communication organization which operates in a way that reflects and works within regional contexts and variations, to promote racism awareness and to disseminate anti-racism information and knowledge.
2. Provide and promote effective training and education, including the development of best practices, models for successful delivery and instruments for assessing effectiveness, in order to facilitate meaningful change in race relations and anti-racism.
3. Strengthen and support the capacity of organizations at local, regional and national levels to pursue and undertake anti-racist change and to help eliminate racism through the use of tools that are more relevant and accessible to a wider audience.
4. Influence public policy and promote positive change in addressing systemic racism.

ENABLING GOALS

To support the efficacy of the CRRF and its ability to carry out its core goals, the Board representatives have clarified the principles contained in three enabling statements. These enabling statements, under the direct purview of the Board, are as follows:

1. Enhance and maintain a *strong governance and organizational structure*.
2. Ensure long-term *sustainability and development*. CRRF will ensure long-term sustainability and increase the financial resources for the operations of the CRRF.
3. While its *arm's length relationship* with the government is of paramount importance, the CRRF will seek to *create a favourable environment to strengthen cooperation with government departments*, including its sister Crown agencies and the Department of Canadian Heritage.

COMMUNICATIONS

Strengthen and enhance CRRF's capacity as a national communication organization, which operates in a way that reflects and works with regional contexts and variations, to promote racism awareness and to disseminate antiracism information and knowledge.

"Communicating and Educating against Racism" was the theme of the communications plan which was developed, entering the second year of the Strategic Plan. It was developed against the backdrop of:

- A survey by Leger Marketing and Sun Media that reported that 47% - almost half of all Canadians – admit to being racist. The same survey also revealed that 52% of Canadians think that "racism is a significant problem in Canada", and that 92% have witnessed racist comments or behaviour.
- The findings of a CRRF-commissioned report released in 2000, **UNEQUAL ACCESS: A Canadian Profile of Racial Differences in Education, Employment and Income**, that racism and racial discrimination had become more subtle, remains as true today as it was then.
- The 2003 report of the United Nations Special Rapporteur's visit to Canada – in which the CRRF acted as interlocutor for civil society - which confirmed the existence of pervasive racism. He nevertheless acknowledged that Canada has the legal framework for containing and defeating racism but lacked an effective strategy to implement the framework.
- **Canada's Action Plan Against Racism**, the Government of Canada's 2005 response to the World Conference Against Racism (2001) Declaration and Programme of Action which, in part, called for states to develop an action plan against racism and racial discrimination.
- Several reported racially-motivated attacks, name-calling by elected officials, intolerant opinion pieces in the media, among other activities.

The intent of the communications plan was to raise awareness of the existence of racism; provide or suggest measures to combat it; raise public awareness of the CRRF and its leadership role in combating racism and racial discrimination, and encourage institutional undertaking in all sectors to increase its attack on racial barriers.

Media Relations

A key plank of the CRRF's communications agenda is to make the CRRF a primary contact and information source on issues of race and racial discrimination. Over the course of the year, the CRRF issued a number of news releases in support of positions; in response to negative activities or comments, and for event promotion. The Executive Director was also interviewed by a number of print and electronic media, including SUN TV, CTV, CBC and Al Jazeera.

While the media, generally, is reluctant to take a critical look at issues dealing with race, it is often forced to do so in response to a blatant racist action or a survey or related indicator of the level of racism. They are also reluctant to examine their own role in perpetuating racism. Part of the CRRF's role is to point out these shortcomings and offer ways to address them.

From CRRF News Releases

June 2007: "The CRRF believes that the term 'visible minority' is no longer appropriate, in today's context, because it oversimplifies the experiences of racism. When it was originally coined, it had a specific purpose: to identify groups of people who were disadvantaged, for special corrective measures. It still has that purpose within the Employment Equity Act, but it takes on a different interpretation when used outside of that area."

- Dr. Ayman Al-Yassini,
*Executive Director of the
Canadian Race Relations
Foundation*

Dec. 2007: "The survey also revealed that the three most common responses to which rights were most violated were discrimination based on race, ethnicity or skin colour; discrimination based on gender, and discrimination based on freedom of expression."

**- Joint release CRRF
and the Association
for Canadian Studies**

Feb. 2008: "Notwithstanding these challenges, Canadians of African descent have risen above them to contribute substantially to the economy and well-being of Canada and Canadians. While we frequently, and with good reason, laud the stellar leadership of individual African Canadians who have made significant marks, we should also bear in mind those "unsung heroes" who contributed, paving the way for so many others to follow, irrespective of their race and colour."

**- Marking African
Heritage Month**

Website

Over the past year, the focus has been on making the Foundation's website one of its major tools for the dissemination of information. Following the re-vamping of the website, efforts are now devoted to updating and ensuring that the information is as current as possible.

Some examples of activities and outcomes in communications and outreach

ACTIVITY	OUTCOME
Website as key information source on the CRRF and anti-racism	With the re-vamping of the website in the 1 st phase, efforts are devoted to maintaining and updating the site with current and new information, publications and research findings.
News releases/ statements on key issues related to anti-racism	Ongoing. Efforts are made to provide commentary on key issues that have a national impact and to support the positive activities of other organizations and institutions.
Establishing and maintaining key partnerships with other organizations	<ul style="list-style-type: none"> • Solidifying our relationship with CMARD (The Canadian Coalition of Municipalities Against Racial Discrimination) • Issued a joint news release with the National Association of Japanese Canadians on two Bills tabled by the Parti Quebecois • Developing a working relationship with Correctional Service of Canada
Publicizing key events - those initiated by CRRF or in support of others	<ul style="list-style-type: none"> • Outreach and publicity for the biennial Award of Excellence program • Statements to mark international days for Human Rights, the Elimination of Racial Discrimination, Holocaust Memorial, African and Asian Heritage Months, and • The Coalition of Municipalities Against Racial Discrimination (CMARD), among others
Publications	<ul style="list-style-type: none"> • A commemorative edition of DIRECTIONS: "The Bicentenary of the Abolition of the British Slave Trade – A Canadian Perspective" and news release • An edition of DIRECTIONS: "Diaspora Communities in Canada: Identity, Belonging and Citizenship" • The completion of the Study Guide accompanying the "See People for who they really are: Unite Against Racism" multimedia public education campaign
Remarks, Keynote addresses, conference participation	The Foundation accepted many invitations to participate or address groups, conferences and workshop examining anti-racism.
Public education	Arrangements were concluded with ROGERS OMNI Television to make available three PSAs, produced for the first national multimedia campaign against racism, Unite Against Racism , in nine additional languages, including Mohawk.
Fundraising	The CRRF undertook its first organized donor mailing, targeted to acquiring sponsorship of the biennial Award of Excellence.

A tell-tale sign reflecting the reach of the Foundation's website is demonstrated by the number of electronic mail and telephone calls from individuals seeking assistance on a personal level with perceived discriminatory complaints. As the Foundation is not equipped to handle individual complaints, efforts are made to re-direct the complainant to an appropriate body with authority to follow up.

The Foundation also continues to receive a high volume of requests for interviews from Journalism students, high school students engaged in projects dealing with diversity, and invitations to speak.

A sampling of media relations activities

ACTIVITY	SUBJECT MATTER
News releases	<ul style="list-style-type: none"> • The CRRF marks the 2007 INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION • The CRRF is deeply disappointed at the closing of the office of the Treaty Commissioner • CRRF welcomes the appointment of two new African Canadian judges in Quebec and Ontario • The CRRF condemns the Quebec referee's head scarf decision • The CRRF Statement in Support of the CRARR-led Initiative against Discriminatory Employment Practices in the Canadian Aerospace Industry. • The CRRF registers its disappointment with Canada's opposition to the universal declaration of indigenous peoples' rights • The CRRF condemns racist attacks near Sutton, Ontario • The CRRF and the NAJC are deeply concerned about the Racist and Xenophobic climate evolving in Québec (Joint statement with the National Assn. of Japanese Canadians) • One in four Canadians feel their rights have been violated says a survey conducted by the CRRF and ACS: Rights of one in five racialized persons believed violated by employer • The CRRF calls for more proactive action against racism in response the OHRC preliminary findings.
Letters to the Editor	<ul style="list-style-type: none"> • Comment on the use of the term "Chinaman"-The Sault Star, April-07 • Response to "Destroying the dream" column -The National Post, May 15-07
Interviews	<ul style="list-style-type: none"> • Attack on Asian Fishers • Racism / anti-racism in Canada • Education system in B.C. • Survey (Perceptions of human rights violations by Canadians) • Canada and immigrants

Education and Training

Provide and promote effective training and education, including the development of best practices, models for successful delivery and instruments for assessing effectiveness, in order to facilitate meaningful change in race relations and anti-racism.

CRRF Education and Training Centre (ETCentre)

The ETCentre operates within the context of the CRRF's mandate to provide effective anti-racism education and training, strengthen partnerships, build capacity and act as an information clearinghouse. Since its creation in 2003, the ETCentre has been collaborating with Canadian school boards in the development and delivery of in-service training to educators. The education system remains a focus.

Striving to remain innovative in the field of training, the CRRF partnered with Anima Leadership to deliver a unique train-the-trainers course. Anima Leadership, international experts in the field of emotional literacy and equity, combined with the CRRF to deliver a series of Equity Institutes in Canada. The course equips equity practitioners with the ability to navigate the emotional landscape of conflict based on difference (e.g. race, gender, class, etc.), in order to enhance training effectiveness and program delivery.

Plans are underway to develop new training materials and resources. Building on the CRRF 'See People for Who They Really Are' public service announcements, a study guide to accompany the PSAs is scheduled to be released at the Award of Excellence symposium in Calgary, in May, 2008. With the support of Rogers OMNI Television and the Stephen Thomas agency, the PSAs will now be available in nine additional languages. In addition, a documentary featuring the directors of the PSAs 10 years later, 'Director's Speak', has been produced and is expected to air on OMNI Television some time in the fall of 2008.



Jack Nakamoto, a World War II veteran, with Fmr. Acting Chair, Andrée Ménard (r) at the Ottawa community reception



Members of the Board with the Hon. Shawn Skinner, Minister of Human Resources, Labour & Employment, Newfoundland and Labrador

EDUCATION AND TRAINING DELIVERABLES IN 2007-2008	
Foundations in Equity & Anti-Racism: Towards an Inclusive Classroom and Equitable School	A six-week intensive in-service course to build a foundational understanding and awareness of key equity issues in education today. The course equips educators with knowledge and skills to enhance inclusive classroom practice within an equitable school environment. <ul style="list-style-type: none"> • Hamilton Wentworth District School Board (ON), 2 course sessions delivered • Toronto District School Board (ON), 2 course sessions delivered
It's in Our Hands: Forum on Student Leadership and Advocacy, Toronto District School Board (ON)	Over 100 students participated in a plenary that was co-facilitated by the TDSB and the CRRF. Entitled "Creating a Common Understanding of Equity" the students discussed the key concepts of bias, stereotype and prejudice in order to understand how discrimination manifests in schools.
Education Equity Institute, Hamilton Wentworth District School Board (ON)	Conducted a workshop for 25 teachers on 'The James Banks Model of Inclusive Curriculum'
<i>SpeakOUT Against Racism</i> - Catholic Central District High School, London, (ON)	The CRRF conducted a workshop for over 100 students attending Catholic Central High School in London Ontario. Using the CRRF's public service announcements "See People for who they Really Are", the high school students gained a better understanding of the manifestations of racism in school and society. The workshop was delivered to the grade 10 English student classes studying the literary classics "Of Mice and Men", "To Kill a Mockingbird" and "The Merchant of Venice".
<i>SpeakOUT Against Racism</i> - Clarkson Secondary School, Peel District School Board (ON)	The Director of Education & Training delivered a speech to over 250 secondary students in Mississauga, Ontario on the topic of equity, human rights and racism in schools. This keynote address was part of their Community and Global Awareness Week wherein students identified issues of concern within the school and outside of the community.
The Integration of New Canadians in Canadian Schools & the Challenge of Racism	Conducted an interactive dialogue for a visiting group of 25 teacher candidates from Germany, attending a summer institute at York University (ON).
Effects of Inclusion/Exclusion on Youth Social Identity in Canadian Schools	Conducted an interactive dialogue with a visiting group of 25 teacher candidates from the United States attending York University (ON) exchange program.
<i>Moving Forward Together: Building Capacity for Tomorrow</i> , Ontario Police College, Aboriginal and Diversity Police Forum	The CRRF presented two workshops entitled: "Understanding Bias & Racial Discrimination in Society – The Implications for Police Work" to 45 senior Police Officers and community attending this national symposium. These workshops were part of a larger national symposium looking at cultural competency in police service in Canada.
<i>Diversity Leadership and Critical Social Work Practice</i> , Kinark Child and Family Services, Durham Region, (ON)	As part of an overall cultural competency in-service, the CRRF engaged 25 social workers in a discussion about critical social work and leadership. The purpose of the workshop was to look beyond the notions of culture to understand how issues of equity, discrimination and racism affect the access to, and the delivery of service.
CRRF/ANIMA Leadership Equity Institute – "Anti-Racism, Emotional Intelligence & Peace Building"	In partnership with Anima Leadership, the CRRF held its two Equity & Leadership Institutes in Toronto (2007) and Halifax (2008). Over 35 individuals attended this experiential training session that combined current research on emotional intelligence with the issues of bias, equity and racial discrimination. The participants came from across Canada; many worked in the field of human rights, education, justice, immigrant settlement and government.

Community Engagements, Networking and Partnerships

During the course of this Annual Report period, the CRRF met with and engaged in the following educational initiatives:

PARTNER / NETWORK	ACTIVITY / OUTCOME
Anti-Racist Multicultural Educator's Network of Ontario (AMENO)	The CRRF plays an active role in the Anti-Racist Multicultural Educator's Network of Ontario. AMENO has engaged a series of dialogues with school board officials in 15 jurisdictions across Canada (Equity Summit Group), and developed position papers that were presented to the Minister of Education (Ontario). Through the Literacy and Numeracy Directorate of the Ministry, the Minister is developing a framework for equity education in the province.
Canadian Policy Research Networks "Leadership Summit 2008", February 13, 2008.	The CRRF was represented at this national dialogue with major policy and research agencies on CPRN's 'Connecting with Canadians'. This initiative explored five policy areas: 1) Citizenship; 2) Diversity & Canadian Values; 3) Productivity & Skills; 4) Health and Aging Population, and 5) The Environment. One of the key outcomes of this initiative is the development of a National Dialogue on Canadian Identity & Civic Engagement.

Award of Excellence – Best Practices 2007-2008

A major focus of this reporting period was the preparation for the Award of Excellence Program and Symposium. This biennial program recognizes excellence, innovation and achievement in anti-racism practice in Canada. The symposium provides the CRRF with an opportunity to share Best Practices in the field and brings together key stakeholders, policy makers, academics and educators to review and discuss policy issues as they relate to race and racism in Canada.

The logistics, planning and programming were put in place for the Awards and Symposium during the reporting period. These included three separate calls for proposals: 1) Call for Award submissions; 2) Call for workshops, and 3) Call for policy papers in addition to the call for nominations for the Award. The CRRF Staff also worked on a range of initiatives to ensure the success of the event such as sponsorships, partnerships & funding; communications & media; the symposium program, including speakers, trainers & panellists, and conference materials.

The national symposium and awards ceremony "What is Canadian Racism? Engaging in a Critical Analysis of Racism and How to Tackle it?" was scheduled for Calgary, Alberta, April 30 – May 2, 2008. Over 200 people were expected to attend.

EXECUTIVE DIRECTOR'S SPEAKING ENGAGEMENTS	
Correctional Service Canada Conference	Speaker at the Plenary Session in Halifax on inclusive communities and removing barriers.
CRRF-organized round-table discussion	Teleconference with Prof. Elliot Tepper of Carleton University and a number of Ontario-based NGOs, on the use of the term "visible minorities."
St. Thomas University, Center for Human Rights, in Fredericton, NB	Delivered the 2008 Dr. Abdul Lodhi Annual Lecture. The address focused on "Racial Profiling from a Race Relations Perspective: Striking a Balance Between National Security and Human Rights."
Advisory Committee on Visible Minorities in the Department of Justice	Speaker at the conference on "Renewal and Culture Change: Fresh Perspectives on Employment Equity and Diversity". Conference organized on the occasion of International Day for the Elimination of Discrimination. Presentation focused on "Effective Approaches to Inspiring Culture Change."
Metropolis Conference, Halifax, NS	Speaker at the Plenary Session "Serving a Diverse Population"
Metropolis Conference, Halifax, NS.	Roundtable Discussion dealing with the term "Visible Minorities" in the <i>Employment Equity Act</i> , organized by the Department of Justice
Meeting of Pan Canadian Institutions	The Canadian Commission for UNESCO and Canadian Coalition of Municipalities Against Racism (CMARD).
Immigration and Refugee Board of Canada	Guest speaker on "Race Relations in Canada: Perspectives for Decision Makers" at the Immigration and Refugee Board Conference in Montreal, Québec .
John Howard Society of Toronto	Keynote speaker at the "Breaking Barriers & Building Bridges" conference
"Culture Link", Immigrant Settlement Agency	Keynote Speaker at AGM - "Canadian Multiculturalism: A Race Relations Perspective".
Metropolis International Conference	Presentation on "Measuring Impact of Social Policies". Melbourne, Australia
Metropolis International Conference	Presentation on "National Anti-Racism Policies". Melbourne, Australia
United Nations Peace University, Toronto	Plenary session on the role of Diaspora communities in peace building, at the International Conference on Diaspora Communities
Association for Canadian Studies	Speaker at the Diaspora, Transnationalism and Foreign Policy conference held at Columbia University
Association for Canadian Studies	Discussant at the Diaspora, Identity and Transnational Institutions, held at the University of Montreal, Quebec
Metropolis meeting in Toronto	Roundtable discussion on multiculturalism hosted by CIC
Policy Research Initiative, Department of Canadian Heritage and the Social Sciences and Humanities Research Council, Toronto	Roundtable discussion on multiculturalism and diversity
Correctional Services of Canada	Keynote presentation at Enhancing Cultural Competency conference
Kingston Area Race Relations Association	Keynote speaker at Annual General Meeting
Meeting of Correctional Service of Canada	Presentation on Correctional Services and Racialized Communities, Moncton

Community Support and Knowledge Base

Strengthen and support the capacity of organizations at local, regional and national levels to pursue and undertake anti-racist change and to help eliminate racism through the use of tools that are more relevant and accessible to a wider audience.

A central part of the CRRF’s mandate is its knowledge base and clearinghouse functions. The objectives of this function lay in increasing the public’s knowledge about racism and racial discrimination through research, public education and the support of initiatives against racism.

Directions – Research and Policy on Eliminating Racism

DIRECTIONS is CRRF’s flagship journal, publishing research, commentaries and perspectives on anti-racism and diversity issues. It is unique in that it publishes original research on anti-racism funded by the CRRF through its research program, and other research that focuses on combating racism in Canada. The articles feature timely, current and critical topics through special thematic issues, ensuring at all times that community-based, action-oriented research has a published forum. The journal provides a forum for dialogue on race-related issues and human rights and diversity policy development. Every item raises awareness of racism in Canada and offers strategies to eliminate racism.

Volume 4 # 1: The Bicentenary of the Abolition of the British Slave Trade – a Canadian Perspective

To mark the bicentenary of the British abolition of the Transatlantic Slave Trade, the CRRF published a special issue of **DIRECTIONS – Research and Policy on Eliminating Racism**. Afua Cooper Ph.D., acclaimed historian and author of a national best-seller, “The Hanging of Angelique – the Untold Story of Canadian Slavery and the Burning of Old Montreal”, was the invited guest editor.

With a unique Canadian focus, this reference-edition covered issues linked to this historical tragedy, the transatlantic slave trade, placing the Bicentenary in perspective as it relates to Canadians of African descent, and their significant contribution to Canada’s development. The impact of slavery in the present day life of descendants of enslaved Africans is raised through each article in the collection, investigated and interrogated by each author.



The CRRF invited contributions from across Canada and some from the United States, ensuring that the publication sent a strong message in this Bicentenary year. Provocative and cutting edge, the issues covered include:

- The realities of the situation in ‘New France’, i.e. Montreal
- Historical piece on slavery in Haiti and the Haitian Revolution
- Reparations, remedies and links to anti-Black racism in Canada as an historical phenomenon
- Black Loyalists and the story of Africville
- Alberta Settlement from Oklahoma – the Amber Valley community
- Post-traumatic experience of slavery – manifestations today

Volume 4 # 2: Diaspora Communities in Canada: Identity, Belonging and Citizenship

This issue examined the relationship between Canada and some of its racialized Diaspora communities. Thoughtful and historically poignant articles drew focus and generated debate about the interaction between members of racialized Diaspora communities and Canadian society at large. Every article encouraged discussion and provided analysis of the contributions of the various Diaspora communities in Canada, with specific emphasis on issues of citizenship, identity and belonging. The Walter and Duncan Gordon Foundation, through a \$5,000 grant, contributed to the publication of this issue. The invited guest editor was the Executive Director of the CRRF, Ayman Al-Yassini Ph.D.



The issues raised and articles covered:

- An interpretation of the interaction between gender, religion and national policy and the impact of security legislation
- The nature and relationship of multiculturalism, diversity and the pluralism of identity
- The Indian Diaspora and Canadian Citizenship that unravels a little known, but poignant episode in the quest for franchise by the Indian Diaspora
- Debates over multiculturalism and social cohesion, noting that many Canadians continue to maintain ties with their countries of origin rather than promoting a strong sense of belonging to Canada.

Some examples of activities and outcomes in community support

ACTIVITY	OUTCOME
Reactivate the Aboriginal Issues Advisory Committee	Membership has been updated and a face-to-face meeting convened. (Please see box in Committees of the Board)
Operationalize the Anti-Black Racism Advisory Committee	In the process of appointing members of the committee members and finalizing terms of reference
Initiatives /products to contribute to the commemoration of the Bicentenary of the British Abolition of the Transatlantic Slave Trade	<ul style="list-style-type: none"> • Preparation of a background paper on the Transatlantic Slave Trade and its relevance in the Canadian context and posting it on the CRRF's website. • Application (unsuccessful-pp.24-25) for funding to convene a national symposium on the historical linkages • Issue of <i>Directions</i> dedicated to a Canadian perspective on the Bicentenary
EDIT initiative – Talented & Diversified Businesses conference	Presentation of a new standard to the Québec business scene to measure diversity and encourage change, in partnership with a number of government and corporate sector organization.
Women's Intercultural Network (WIN)	Support of WIN's <i>Traditions and Transitions</i> video documenting the lives of seven immigrant women. The video is accompanied by a study guide.
Canadian Coalition of Municipalities Against Racism (CMARD)	Continues to be a national partner which encourages membership of municipalities to, among other things, adopt anti-racism principles.

Contract Research

The CRRF's Contract Research program is one of the key components of its mandate. The program was originally set on schedule of issuing a call for proposals every two years. The decline of available funds has forced a change to the schedule. No calls were issued during the period under review.

Unite Against Racism

“SEE PEOPLE FOR WHO THEY REALLY ARE” CAMPAIGN PHASE THREE OF THE UAR CAMPAIGN

Then... in 1999

In 1999, CRRF facilitated the largest anti-racism campaign in Canada. The campaign had active participation from the private sector, broadcasters, the non-profit sector and labour. Campaign partners included: Bank of Montreal, Canadian Teachers' Federation, CFMT, CBC TV, Radio Canada, TVO/tfo, Artists Against Racism, Assembly of First Nations, Canadian Council of Muslim Women, Canadian Council of Christians and Jews, Canadian Ethno-cultural Council, Chinese Canadian National Council and the Harmony Movement. CFMT (now OMNI) played a pivotal role in the success of the campaign.

*"Our objective is to help bring about a more harmonious Canada, which acknowledges its racist past, the pervasiveness of racism today, and is committed to a future in which all Canadians are treated equitably and fairly."
(CRRF ACT)*

The Foundation used television as the primary vehicle for the campaign, with a mix of paid time and donated time from broadcast partners. TV spots include a 30- and a 60-second ad and a two-minute vignette.

Since the context of race relations differs from region to region in Canada, it was decided to hire a diverse group of aspiring directors in five regions (Atlantic, Quebec, Southwestern Ontario, the Prairies and British Columbia). They conceptualized and created spots for each of their regions. The ads were aired nationally by CFMT, CBC, Radio Canada, TVA, and TVO/tfo and were viewed well over 50 million times. The spots are as timely and current – and feel as contemporary – today as they did when they were produced.

*"The message from this partnership is clear. Although we have different views on some issues, there are common values we share -- that diversity of race and culture enhances our Canadian culture."
UAR Campaign partners 1999*

In total, 15 spots were produced by Canadian directors and producers. They were: Dana Inkster (Atlantic): “We Can Go Anywhere”; Michael Jarvis (Quebec): “Angelique”; Rion Gonzales (Southern Ontario): “Dub Poets”; Cynthia Lickers (Prairies): “Ingin Among Us”, and Paul Wong (British Columbia): “Class of 2000”. At the time, funding was limited to the production of the ads in French and English.

And Now... in 2007-2008

Work that began in 2006 became a reality for the CRRF when OMNI TV, Rogers Media lent their support for Phase III of the Unite Against Racism Campaign. Gail Picco, the original Campaign co-ordinator in 1999 was invited to work with the CRRF in developing the proposal for Phase III. This project has been a work in progress for the past three years and OMNI's support, through the OMNI TV Documentary and PSA Fund, ensured that the Campaign was taken to the next level. This is a major achievement for the CRRF..

The CRRF's request to OMNI was to provide funding to translate 7 of the 15 ads from the 1999 Campaign in the following prioritized languages: Cantonese, Italian, Mandarin, Mohawk, Polish, Portuguese, Spanish, Tamil and Urdu.

The selected spots most appropriate for translation are: “We Can Go Anywhere” (30 second, 60 second and 120 second); “Dub Poets: Dwayne” (30 second), and “Ingin Among Us” (30 second, 60 second and 120 second). The ads will be distributed as PSAs to appropriate television stations.

In addition to the translation of the PSAs, a 48-minute documentary, *Directors Speak*, which offers insight into what inspired the directors to create the five original visual clips is in production. Their account of how the ads were conceptualized



Art Miki (c) with producer, Gail Picco (3rd from right) and four of the PSA directors.

and their personal experience of racism, stereotyping, and the role the media plays in re-enforcing these stereotypes is the focus of the documentary. This will serve as an additional public awareness and educational tool for the CRRF to undertake national outreach by providing it to TV stations across Canada, to include in their programming line-up.

Initiatives Against Racism (IAR)

The Initiatives Against Racism (IAR) is one of the longest running programs of the CRRF. It provides an opportunity for the Foundation to encourage local organizations to develop anti-racism projects geared to their communities. Each year, the CRRF issues two calls for proposals nationally and distributes up to \$7,500 per project.

Projects supported by the Initiatives Against Racism program¹

ORGANIZATION	PROJECT	LOCATION
Festival Tsigane Romani Yag (ou Romani Yag)	Qui sont les Roma?/Who are the Roma?	Montreal, QC
Levasion St-Pie X	Une diversité pour mieux grandir	Québec, QC
Centre for Aboriginal Media: imaginNATIVE Film & Media Arts Festival	ImaginNATIVE Film and Media Festival	Toronto, ON
A Space Gallery	The Black Prairie Gospel Singers Project	Toronto, ON
YOU CAN - Youth Canada Association	EYAN (Edmonton Youth Anti-Racism Network)	Edmonton, AL
Seniors Education Centre, University of Regina	Intercultural Grandmothers Uniting (IUG): Building Capacity for Anti-racism Outreach to Seniors and Children	Regina, SK
John Howard Society of Toronto	Diversity and Justice Summit 2007	Toronto, ON
Saskatchewan Intercultural Association	Making Canada Safe, Inclusively	Saskatoon, SK
Canadian Arab Federation	CAF at 40 - Embracing Diversity	Toronto, ON
Elephant Thoughts	Canadian Children's Aboriginal Festival - Education Week	Duntroon, ON

EDIT – Entreprises diverses et talentueuses

EDIT is a measuring tool created in partnership with the Conseil des relations interculturelles, Imges interculturelles, Ministère de l'Immigration et des Communautés culturelles (MICC), Chambre de commerce du Montréal métropolitain (CCMM), and other local groups to measure workforce diversity and highlight good diversity managerial practices. It consists of a survey of business and is currently focussed on in the Montreal area.

- 80 organizations have been contacted and 46 surveys successfully administered. The goal is 100 completed surveys.
 - "Media Mosaic" has agreed to publish articles relating to the report on the first page of the publication for a year.
- Once the information has been collected, it will be reviewed and analyzed and a jury will select the winners. An event is being planned for the presentation of the winners.

Unite Against Racism

The Unite Against Racism website has been updated, and the accompanying study guide will be launched in May 2008.

CRRF Virtual Community

The goal of the CRRF Virtual Community is to create a Web presence that will encourage discussions of racism and racial discrimination, and an awareness of their impact.

One of the roles of the Social Development Officer is to facilitate the growth of an antiracism network. As it has not been financially feasible to accommodate the necessary travel for such an endeavour, CRRF is exploring the development of a "virtual community". The virtual community would facilitate communication between organizations, academics and stakeholders.

¹ A more detailed listing which includes more information on each project is appended

Volunteer Management

The CRRF has been fortunate to have had the support of a number of volunteers, particularly in the area of fundraising and special events, as well as providing access for interns at many levels, including teacher candidates from the Faculty of Education, York University and the Ontario Institute for Studies in Education (OISE/UT).

Policy Development

Influence public policy and promote positive change in addressing systemic discrimination

In the past year, work in the policy arena has continued to enhance the CRRF's capacity to combat racism on a national scale, through influencing public policy and contributing to the development of tools and mechanisms to advance the anti-racism agenda. This work has been carried out both through internal efforts and through collaboration and partnerships with other organizations.

INFLUENCING PUBLIC POLICIES

The Development of National Anti-racism Policies

The CRRF's work to develop four national anti-racism policies - *A National Anti-Racism Policy, Racial Profiling, The Collection of Race-Based Statistics, The Integration of Race and Anti-Racism in Education and Training* – continued throughout the past year.

The initial plan to complete the remaining regional policy dialogues in the Atlantic Region and in Quebec was restructured, due to funding constraints, to form part of a larger national policy dialogue. This national policy dialogue has therefore been organized as a principal component of the CRRF's Biennial Awards of Excellence (AoE) Symposium to be held May 2008. Given this adjustment, much of the work focused on analyzing the data gathered thus far, and developing and posting a Call for Papers on the aforementioned policy thematic areas. As well, two new themes, *Reasonable Accommodation* and *Racism as a Determinant of Health* have been added to the roster of policy themes for the Dialogue.

Some examples of initiatives to influence public policy

ACTIVITY	OUTCOME
Development of national anti-racism policies	Regional dialogues aimed at developing four anti-racism policies were delayed and re-structured due to financial constraints. Another
Reasonable Accommodation commission in Québec	A position paper was presented to the Bouchard-Taylor Commission on Reasonable Accommodation was drafted as part of the CRRF's contribution to the Bouchard-Taylor Commission's Review in Québec.
Hate on the Internet	The CRRF facilitated a group discussion on "Combating hate on the Internet" organized by the Department of Justice, Canada.
The "visible minority" terminology	Submission of a position paper to the International Committee on the Elimination of Racial Discrimination (ICERD) and Canadian Heritage on the use of the term , along with a preferred suggestion: "racialized communities" or "racialized groups".
News releases	Sent in support of, or challenging activities or the handling of issues in the public and private sectors.

Other Policy Work & Interventions

□ 200th Anniversary of the TransAtlantic Slave Trade (the Bicentenary)

Following from the concept paper that was developed by the policy department, a backgrounder document on the TransAtlantic Slave Trade and its relevance to the Canadian Context was developed and posted on the CRRF's website as an information and educational tool.

The CRRF also applied for funding from the Ontario Provincial Government, under the Bicentenary Funding Initiative, to support the CRRF's efforts to convene a national symposium to examine the historical linkages of the TransAtlantic Slave Trade, Enslavement, Colonialism and Racism to the present day manifestation of anti-Black racism; and the Implications for public policy. The funding application was unsuccessful.

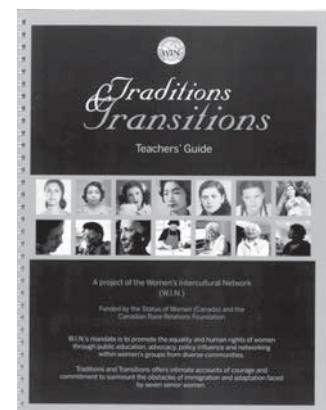
□ Strategic Priorities for the CRRF - Social Issues, Environmental Context

Environmental Scan Paper: Through staff consultation, a paper was prepared focusing on the work of the CRRF, from the staff perspective, as a resource for the CRRF Board Retreat.

PARTNERSHIPS & COLLABORATION

□ Women's Intercultural Network (WIN)

The CRRF's support of the Women's Intercultural Network (WIN) educational project came to fruition in this reporting year. The video documentary highlighting the experiences of seven senior women and their experiences as immigrants to Canada was completed. The Video which is titled "**Traditions and Transitions**" offers intimate accounts of the women's courage and commitment to surmount the obstacles of immigration and adaptation to a new country. It addresses topics such as immigration, settlement, women and community development, race, racism/anti-racism and culture issues, among others.



The video is accompanied by a *Teachers' Guide* and is developed as an educational tool for high school students. While the video is primarily targeted at the education system, other sectors such as community-based organizations, government and other public institutions will find the video to be of interest.

Traditions and Transitions is promoted on the CRRF's Website @ www.crrf-fcrr.ca



Honourees of the Women's Intercultural Network at the launch of the "Traditions and Transitions" video

□ ***The Coalition of Municipalities Against Racism and Discrimination (CMARD)***

The CRRF continues to be a national partner on the pan-Canadian Working Group for CMARD. The Working Group's primary role has been to establish the CMARD including developing the infrastructure for its operations. By the March 2008 fiscal year-end, there were 26 municipalities which were members of the Coalition. Further to the on going outreach and recruitment of municipalities to join the Coalition, the Working Group has focused its work in three key areas: (1) the establishment of the CMARD website, which will provide a pivotal communication medium for the Coalition members and the public at large on the developments and work of CMARD; (2) the development of a structure to support the work of the Coalition, and (3) the identification and mapping of stakeholders at the municipal, provincial and federal levels, who can play a role in advancing the work of the Coalition.

Towards these objectives, the CRRF has also provided in-kind contribution to the development of a website for CMARD National; participated in the outreach and recruitment of municipalities to join the Coalition and participated in the official launch of the Coalition which took place in Calgary in June 2007.



Enabling Goals

A summary of the “Enabling Goals” outcomes

Goal	Outcomes
Enhance & maintain a strong governance and organizational structure	<ul style="list-style-type: none"> • Re-establish the Nominations Committee. • Completed the terms of reference for the Executive , Governance and Nominations Committees. • Completed the evaluation forms for the Vice-Chair, Secretary-Treasurer, the Committees and their Chairs. • Developed a Board evaluation process. • Completed the development and approvals of several policies, including Board meeting format, independent advisors to the Board and Communications guidelines. • Updated the Conflict of Interest Guidelines. • Developed terms of reference for the Special Advisor to the Board. • Updated a Board reference manual.
Ensure long-term sustainability and development	<ul style="list-style-type: none"> • Due to a number of setbacks, the goal of \$5 million in five years is under review. • Re-established contact with previous donors/sponsors/supporters • Completed a modest mail out
Strengthening relations with Government departments	<ul style="list-style-type: none"> • The Executive Director engaged in a number of meetings with senior officials of various departments including Canadian Heritage, as well as other portfolio agencies within PCH. • The staff of the CRRF met with the Director General and staff of Multiculturalism and Human Rights for a mutual briefing on our respective missions

In supporting the stated goals of the Foundation, there were a number of systemic premises which needed to be adjusted or emplaced to meet the desired targets. The Board identified three critical ones, among others, which would be the focus of its attention. As identified earlier, these are:

1. Enhance and maintain a strong governance and organizational structure

Governance Committee

The Governance Committee is a standing committee of the Board responsible for developing, monitoring and evaluating the effectiveness of CRRF's system of corporate governance. It is also responsible for developing and implementing orientation procedures for new Directors. Among some of its accomplishments were:

- Re-establishing the Nominations Committee which was temporarily incorporated into the Governance Committee. The Nominations Committee reviews and recommends names to the Minister of Canadian Heritage and Official Languages for appointment to the CRRF's Board.
- Completion of the terms of reference for the Executive Committee, Governance Committee and Nominations Committee as well as the evaluation forms for the Vice-Chair and Secretary-Treasurer, the Chairs and Committees. The Board also approved a “job description” which outlines the roles and responsibilities of Board members. Terms of reference were also completed and approved for the DIRECTIONS Editorial Advisory Panel.

- The development of a Board evaluation process was undertaken in November and December 2007, with a final report to the Board in January 2008. With the guidance of James Scharfstein, past Chair of the Governance Committee, the Governance Committee provided input into the design of the Strategic Planning retreat.
- Developed and submitted several policies subsequently approved by the Board. These included: Policy on Board meeting format and agenda, Policy on Board meeting minutes, Policy on independent advisors to the Board, and Communications Guideline Policy.
- Updated Bylaw 2 on Conflict of Interest Guidelines and developed terms of reference for the Special Advisor to the Board (Art Miki).
- Updated a CRRF Board reference manual with background information about CRRF, Board governance information, (updated policies, procedures, Committee and position descriptions) and CRRF operations.

2. Ensure long-term sustainability and development CRRF will ensure long-term sustainability and increase the financial resources for the operations of the CRRF.

Resource Development / Fundraising and Events

In a previous strategic planning session, the Board had established a target of raising \$5 million in five years. Due to a number of setbacks, the demand it would have on the Foundation's current resources as well as the state of the economy, generally, the goal was subsequently placed under review.

In 2007/08, as part of an attempt to address the CRRF's sustainability, the CRRF began a program of regular outreach to constituents to re-establish relationships with previous supporters of CRRF initiatives and events.

The CRRF will hold the fifth presentation of the Award of Excellence Awards Dinner and Symposium in Calgary, Alberta in May 2008. Generous sponsorship has already been gratefully received from the following corporate sponsors:

<p>Rogers OMNI Television Family and Community Support Services/City of Calgary TD Canada Trust CAW/TCA Canada Power Corporation KPMG</p>
--

CRRF thanks all those who made donations and contributions in support of CRRF's programs and services. Special thanks to **Rogers OMNI Television** for their substantial contribution in the production of Phrase III of the Unite Against Racism (UAR) Campaign comprising the *Directors Speak* documentary, translation of the PSAs into nine languages, and the creation of the DVD for an accompanying study guide. The UAR Study Guide was launched at the Award of Excellence in Calgary.

3. While its arm's length relationship with the government is of paramount importance, the CRRF will seek to create a favourable environment to strengthen cooperation with government departments, including its sister Crown agencies and the Department of Canadian Heritage.

Relationship with the PCH and Other Agencies

As a Crown Corporation, and while maintaining an arm's length relationship with the Federal Government, the CRRF strengthened its cooperation with government departments and agencies over the past year. A joint meeting of CRRF staff and some staff of the Department of Canadian Heritage took place at the Foundation's offices to exchange information about programs and activities. Through the participation of the Deputy Minister's designate at the CRRF's Board meetings, the two organizations had a first hand opportunity to exchange information about programs and activities, and explore areas of potential cooperation.

The CRRF's Executive Director participated in meetings organized by the Department of Canadian Heritage for heads of the Department's portfolio agencies, and the Communications Director joined in meetings with his counterparts from other portfolio agencies, by teleconference.

The CRRF met with the National Film Board to explore areas of possible cooperation. The National Library and Archives, a sister Crown, provided the CRRF with facilities to hold a reception for Ottawa-based community organizations and Departments on the occasion of the CRRF's Board meeting in Ottawa. The CRRF participated in a number of meetings/conferences organized by the National Ethnocultural Advisory Committee of the Department of Correctional Service Canada, and the Department of Justice to counter internet-based hate crimes. Finally, the Foundation was an active participant in the Metropolis conference and attended meetings organized by the Department of Human Resources and Social Development (HRSD).

Conclusion

The history of human rights and anti-racism in Canada is bitter-sweet. Although we can, and should, take pride in the tremendous achievements made through the supreme efforts of dedicated individuals, organizations and governments over the years, the sad reality is that racism continues to exist, predominantly in its most insidious form - systemic racism and discrimination.

The CRRF will focus its efforts towards educating against systemic racism in the coming years, and look forward to increasing its partnerships with both the private and public sectors in order to achieve our mutual goals.

Financial Management Discussion and Analysis 2007-08

Statement of Financial Position Discussion

	2007-08 (Actual \$)	2006-07 (Actual \$)	Change(\$)	Change (%)
Assets				
Cash	234,717	222,304	12,413	6
Income receivable	-	167,259	-167,259	-100
Prepaid expenses and other receivables	85,183	53,494	31,689	59
Investments	26,291,002	25,774,092	516,910	2
Capital assets	35,173	36,695	-1,522	-4
Total Assets	26,646,075	26,253,844	392,231	1
Liabilities, and Equity				
Liabilities	100,093	91,248	8,845	10
Deferred revenue	49,000	-	49,000	-
Equity	26,496,982	26,162,596	334,386	1
Total Liabilities, and Equity	26,646,075	26,253,844	392,231	1

Assets

Cash is composed of cash at banks and cash balances held by investment managers. These cash balances have increased compared to balances in 2006-07, cash at banks increased by \$6,244 and cash balance held by investment managers increased by \$6,169.

Income receivable is the accrual interest receivable from fixed income securities in the investment portfolio. In 2007-08 there is a change in accounting policy where investments are now measured at fair value. Accrued income is reflected in the fair value.

Investments for 2007-08 are comprised of short term investments of \$1,366,464 and long term investments of \$24,924,538. Short term investments are those fixed income securities maturing within twelve months from the year-end date. In 2007-08 investments are measured at fair value. In 2006-07, investments of \$25,774,092 were measured at cost.

The **Capital assets** are the net book value of office furniture and equipment, computer hardware and software, and artwork.

Liabilities

Accounts payable and accrued liabilities represent amounts payable to suppliers, grants payable to recipients, and vacation and payroll accruals owed to employees. There is an increase of \$8,845 in 2007-08 compared to last year. It is mainly due to the accrual of vacation and salary.

Deferred revenue for 2007-08 of \$49,000 is the contribution received in the year for a restricted fund project. The work for this project will be performed in 2008-09.

Equity In 2007-08 there is a change in the accounting standards for presentation of equity and changes in equity during the year. The standard requires the presentation of new components of equity called contributed surplus and other comprehensive income. Contributed surplus refers to the Endowment Fund. Retained earnings are the cumulative net operating income (or loss) which have not been transferred into another fund. Accumulated other comprehensive income represents unspent externally restricted contributions. Total equity at year end of 2007-08 of \$26,496,982 is comprised of contributed surplus of \$24,000,000, retained earnings of \$2,466,522 and accumulated other comprehensive income of \$30,461.

Statement of Operations Discussion

	2007-08 (Actual \$)	2006-07 (Actual \$)	Change(\$)	Change (%)
Revenues				
Sponsorships, donations, honoraria, and fundraising gala	17,511	102,102	-84,591	-83
Publications and conferences	16,156	14,442	1,714	12
Workshops	11,878	14,157	-2,279	-16
Total Revenues	45,545	130,701	-85,156	-65

	2007-08 (Actual \$)	2006-07 (Actual \$)	Change (\$)	Change (%)
Investment Income (loss)				
Investment income earned	1,609,659	1,805,406	-195,747	-11
Change in fair value (change in accounting policy in 2007-08)	-2,550,436	-	-2,550,436	-
Investment Income (loss)	-940,777	1,805,406	-2,746,183	-152

Revenues from **Sponsorships, donations, honoraria and fundraising gala** relate to revenues received from stakeholders for our services including education and training programs, public speaking engagements, panel discussions, conference facilitation, and gala. Decrease in revenue during 2007-08 is attributed to the fact that the Lifetime Achievement Award Gala is held every second year. It was held in 2006-07 and not repeated in 2007-08.

Revenues from **Publications and conferences** are sale proceeds of reports, publications and subscriptions in *DIRECTIONS*.

Revenues from **Workshops** represent consulting fees received by the Foundation for conducting education and training sessions.

The Foundations' primary source of income is derived from the **investment income** earned on the investment of the original contribution of \$24 million. Investment income includes interest, dividends, gain/loss on sale of investment and on foreign exchange, and net after portfolio management fees. In 2007-08 the Foundation adopted the new sections of the Handbook of the Canadian Institute of Chartered Accountants, including Section 3855 - financial instruments recognition and measurements and Section 3861 - financial instruments disclosure and presentation. As a result of adopting the new standards, the Foundation's investments will be classified as Held for Trading and measured at fair value. Consequently, at the commencement of the current fiscal year, retained earnings have increased by \$2,478,736. With the change in economic conditions at year end, there is a decline (unrealized loss) of \$2,550,436 in fair value of the investment portfolio. The decrease in investment income earned for the year 2007-08 is mainly due to the decrease in realized profits on sale of investments compared to previous year.

	2007-08 (Actual \$)	2006-07 (Actual \$)	Change (\$)	Change (%)
Expenses				
Salaries and benefits	717,782	694,496	23,286	3
Board of directors honoraria and expenses	125,258	153,923	-28,665	-19
Fundraising gala and other related expenses	5,986	107,609	-101,623	-94
Professional fees	5,174	21,365	-16,191	-76
Research	17,147	1,083	16,064	1,483
Rent, public education and others	377,771	395,039	-17,268	-4
Total Expenses	1,249,118	1,373,515	-124,397	-9

Most of Foundation's expenses are recurring expenses. They are consistent with that of the previous year after allowing for marginal increases for inflation. Major increases and decrease compared to 2006-07 are as follows:

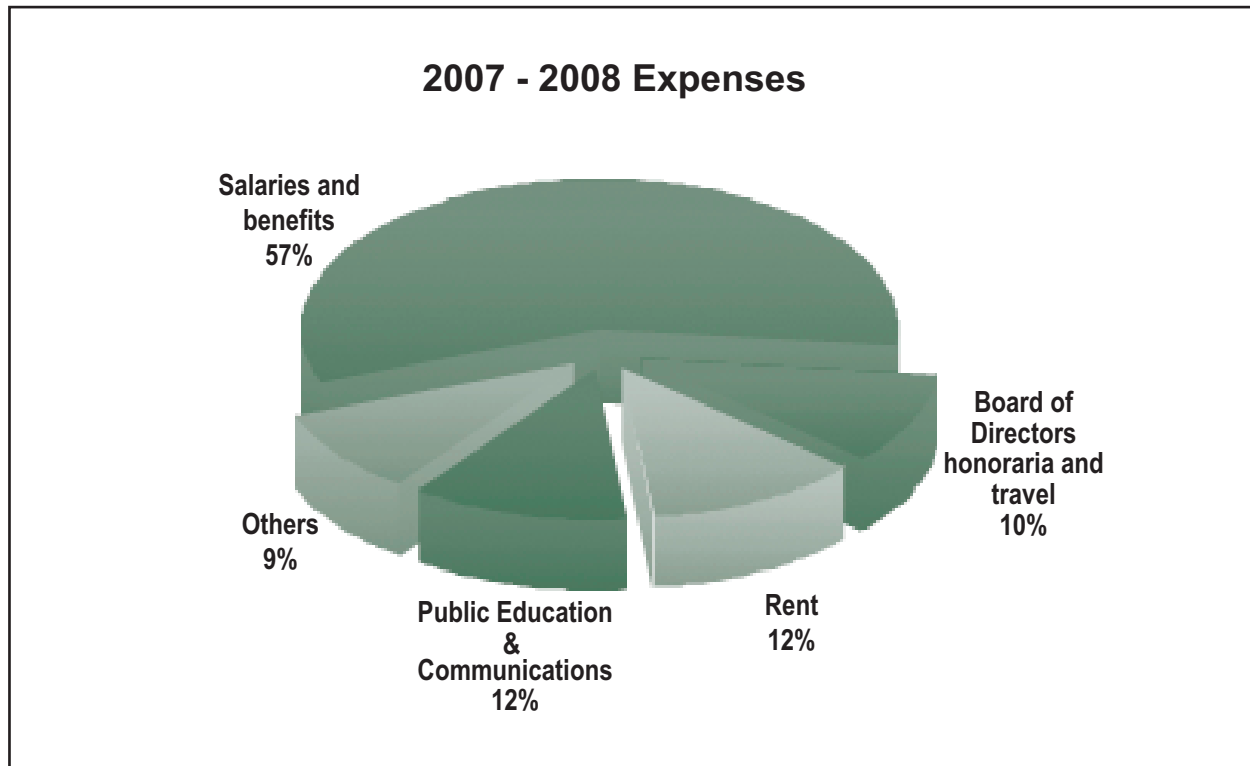
Salaries and benefits increased by \$23,286 as the net result of the cost of living adjustment and the increase in premiums for staff benefits plan.

Honoraria and expenses for the **Board of Directors** decreased by \$28,665 from 2006-07. The Foundation, as a national organization, holds Board meetings in different provinces/regions of the country to increase visibility and public awareness of its mandate and work. In 2006-07 a Board meeting was held in a northern region with costs higher than normal and there were more Governance Committee meetings

Fundraising gala and other related expenses decreased by \$107,609. The decrease is attributed to the fact that the Lifetime Achievement Award Gala is held every second year. It was held in 2006-07 and not repeated in 2007-08.

Professional fees are corporate services and accounting consultancy fees. The Office of the Auditor General became the auditor for the Foundation starting the fiscal year 2006-07. The \$5,174 fees in 2007-08 were professional fees charged by an accounting firm for accounting consultancy services.

Research includes disbursement for contract research and honorarium for the Research Advisory Panel for its evaluation of research. The research expenses of \$17,147 for 2007-08 are made up of research contract payments of \$12,104 and honorarium and expenses of \$5,043 for the Research Advisory Panel. Research expense for 2006-07 of \$1,083 was a net amount after researchers' return of unspent research funding from previous years.



Outlook for the Future

Fiscal Year 2008-09

In light of a volatile market, unstable investment income and without any Parliamentary appropriations, the Foundation will continue its effort to secure funds for its operations. For 2008-09 the total revenues are budgeted at \$1,471,000, including investment income of \$1,335,000. The Foundation aims at achieving a balanced budget.

The approved budget is closely monitored by management. Variance reports are reviewed by management, as well as by the Finance and Audit Committee on regular basis. Adjustments are made as required.

The Foundation is committed to building strategic alliances with sister Crown corporations, federal and provincial government departments and agencies, the labour and business sectors, community groups, and civic society organizations. Our outlook for 2008-09 is premised on cooperation with our partners and stakeholders with the objective of fulfilling our vision, mission and mandate. For example, during 2008-09 the CRRF is in the process of engagement with the Human Resources and Social Development Canada for the development of a train-the-trainer and mentorship program under the Racism-Free Workplace Strategy. The CRRF will continue to cooperate with Anima Leadership, a private education and training consulting firm, to design and deliver the Equity Institute training program across Canada. The CRRF signed a Memorandum of Understanding with the Canadian Human Rights Commission to explore areas of possible cooperation in research, policy development and other areas of mutual interest. The CRRF is collaborating with the Association for Canadian Studies on initiatives of mutual interest. Moreover, the CRRF is collaborating with the National Film Board to develop a "Race Project", which is a multiplatform initiative.

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 Canadian Heritage and Official Languages 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.

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 her opinion on the financial statements. Her report is presented on the following page.



Ayman Al-Yassini
Executive Director

October 31, 2008



Daniel Chong
Finance and Administration Director

October 31, 2008



Auditor General of Canada
Vérificatrice générale du Canada

AUDITOR'S REPORT

To the Minister of Canadian Heritage and Official Languages

I have audited the balance sheet of the Canadian Race Relations Foundation as at March 31, 2008 and the statements of operations and comprehensive income, changes in equity and cash flows for the year then ended. These financial statements are the responsibility of the Foundation's management. 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 plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Foundation as at March 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the *Financial Administration Act*, I report that, in my opinion, these principles have been applied, except for the change in the method of accounting for financial instruments as explained in note 2a) to the financial statements, on a basis consistent with that of the preceding year.

Further, in my opinion, the transactions of the Foundation that have come to my notice during my audit of the financial statements have, in all significant respects, been in accordance with sections 131 to 148 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.

Louise Bertrand, CA
Principal
for the Auditor General of Canada

Ottawa, Canada
September 26, 2008, except as to Note 13 which is as of October 31, 2008

BALANCE SHEET
as at March 31

	2008	2007
Assets		
Current assets		
Cash	\$ 234,717	\$ 222,304
Investments (note 3)	1,366,464	467,712
Income receivable	-	167,259
Prepaid expenses and other receivables	<u>85,183</u>	<u>53,494</u>
	1,686,364	910,769
Investments (note 3)	24,924,538	25,306,380
Capital assets (note 4)	<u>35,173</u>	<u>36,695</u>
	<u>\$ 26,646,075</u>	<u>\$ 26,253,844</u>
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	\$ 100,093	\$ 91,248
Deferred revenue	<u>49,000</u>	<u>-</u>
	<u>149,093</u>	<u>91,248</u>
Equity		
Retained earnings (Schedule I)	2,466,521	2,132,135
Accumulated other comprehensive income (note 5)	<u>30,461</u>	<u>30,461</u>
	2,496,982	2,162,596
Contributed surplus (note 6)	<u>24,000,000</u>	<u>24,000,000</u>
	<u>26,496,982</u>	<u>26,162,596</u>
	<u>\$ 26,646,075</u>	<u>\$ 26,253,844</u>

Commitments (Note 9)

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

Approved on behalf of the board



Albert Lo
Director



Ashraf Ghamen
Director

STATEMENT OF CHANGES IN EQUITY*Year ended March 31*

	2008	2007
RETAINED EARNINGS		
Balance, beginning of year	\$ 2,132,135	\$ 1,569,543
Change in accounting policy (notes 2a & 3)	<u>2,478,736</u>	<u>-</u>
Adjusted retained earnings, beginning of year	4,610,871	1,569,543
Net operating income (loss)	<u>(2,144,350)</u>	<u>562,592</u>
Balance, end of year	<u>\$ 2,466,521</u>	<u>\$ 2,132,135</u>
ACCUMULATED OTHER COMPREHENSIVE INCOME		
Balance, beginning of year	\$ 30,461	\$ 37,007
Other comprehensive (loss) income for year	<u>-</u>	<u>(6,546)</u>
Balance, end of year	<u>\$ 30,461</u>	<u>\$ 30,461</u>
RETAINED EARNINGS AND ACCUMULATED OTHER COMPREHENSIVE INCOME	<u>\$ 2,496,982</u>	<u>\$ 2,162,596</u>

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

STATEMENT OF OPERATIONS AND COMPREHENSIVE INCOME*Year ended March 31*

	2008	2007
Revenues		
Sponsorships, donations, honoraria and fundraising gala	\$ 17,511	\$ 102,102
Publications and conferences	16,156	14,442
Workshops	11,878	14,157
	<u>45,545</u>	<u>130,701</u>
Expenses		
Salaries and benefits	717,782	694,496
Rent	147,515	146,932
Board of Directors honoraria and travel	125,258	153,923
Public education	61,210	72,998
Communication	46,225	40,808
Office and general	35,245	38,535
Library and publications	28,731	27,316
Conferences, symposia and consultations	26,136	24,309
Research	17,147	1,083
Amortization	12,586	10,884
Education and training centre	7,652	14,157
Award of Excellence symposium	7,550	3,134
Fundraising gala and other	5,986	107,609
Professional fees	5,174	21,365
Information systems and development	3,478	1,805
Resource development	789	6,138
Staff recruitment and development	654	8,023
	<u>1,249,118</u>	<u>1,373,515</u>
Excess of expenses over revenues before the following	(1,203,573)	(1,242,814)
Net Investment (loss) income (note 10)	<u>(940,777)</u>	<u>1,805,406</u>
Net operating income (loss)	(2,144,350)	562,592
Other comprehensive (loss) income for year	<u>-</u>	<u>(6,546)</u>
Net operating income and other comprehensive income (loss)	<u>\$ (2,144,350)</u>	<u>\$ 556,046</u>

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

STATEMENT OF CASH FLOWS

Year ended March 31

	2008	2007
Operating activities		
Net operating income (loss)	\$ (2,144,350)	\$ 562,592
Items not affecting cash		
Amortization	12,586	10,884
Gain on sale of investments	-	(1,261,907)
Loss on foreign exchange	241,375	313,528
Changes in fair value of investments held	1,474,494	-
	<u>(415,895)</u>	<u>(374,903)</u>
Changes in non-cash operating assets and liabilities		
Decrease (increase) in income receivable	167,259	(50,504)
Increase in prepaid expenses and other receivables	(31,689)	(2,792)
Increase in accounts payable and accrued liabilities	8,845	51,409
Increase in deferred revenue	49,000	-
	<u>(222,480)</u>	<u>(376,790)</u>
Cash used by operating activities		
Financing activities		
Contributions received	-	14,157
Contributions used	-	(20,703)
	<u>-</u>	<u>(6,546)</u>
Cash used by financing activities		
Investing activities		
Proceeds from sale of investments	13,399,174	48,313,647
Purchase of investments	(13,153,217)	(47,713,489)
Additions to capital assets	(11,064)	(8,671)
	<u>234,893</u>	<u>591,487</u>
Cash provided by investing activities		
Net increase in cash during year	12,413	208,151
Cash, beginning of year	<u>222,304</u>	<u>14,153</u>
Cash, end of year	<u>\$ 234,717</u>	<u>\$ 222,304</u>

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

NOTES TO FINANCIAL STATEMENTS

March 31, 2008

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) Significant accounting policies adopted during the year

During the year, the Foundation adopted the following new sections of the Canadian Institute of Chartered Accountants' (CICA) Handbook - Section 1506 Accounting Changes, Section 3855 Financial Instruments - Recognition and Measurement, Section 3861 Financial Instruments – Disclosure and Presentation and Section 1530 Comprehensive Income.

Section 1506, Accounting Changes, aims to improve the relevance, reliability and comparability of financial statements over time and to those of other entities by establishing criteria for accounting changes and related disclosures. The standard also requires that an entity set out disclosure about new primary sources of Canadian generally accepted accounting principles that have been issued but are not yet effective (note 2k). The Foundation adopted the standard for the fiscal year ended March 31, 2008.

Section 3855 Financial Instruments - Recognition and Measurement addresses when financial instruments should be recognized and how they should be measured. Section 3861 Financial Instruments - Disclosure and Presentation provides presentation and disclosure requirements around financial instruments. The Foundation adopted both of the standards for the fiscal year ended March 31, 2008. As a result of adopting these new standards, the Foundation recorded a credit of \$2,478,736 to retained earnings for the change in accounting for financial assets classified as held for trading and measured at fair value rather than cost as at the commencement of the current fiscal year.

Section 1530 - Comprehensive Income provides standards for the presentation of equity and changes in equity during the year and requires the presentation of a new component of equity called other comprehensive income. The Foundation adopted the standard for the fiscal year ended March 31, 2008. As a result of adopting this standard, the Foundation has moved from the deferred contribution method of accounting for externally restricted contributions to recognizing externally restricted contributions directly in other comprehensive income. As at March 31, 2007, the Foundation has reclassified deferred contributions related to the Education and Training Centre in the amount of \$30,461 to accumulated other comprehensive income.

b) Revenue recognition

Externally restricted contributions are recorded as other comprehensive income until recognized as revenue in the statement of operations in the year in which the related expenses are incurred.

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.

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 and transaction costs

Investment transactions are accounted for using trade-date accounting. 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, realized gains and losses on the sale of investments, distributions from pooled funds and changes in the fair value of investments designated as held for trading.

Interest from cash is recognized on an accrual basis. Interest on fixed income investments is recognized over the terms of these investments using the effective interest method. Dividends are recognized as income on the ex-dividend date. Distributions are recognized as income 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. Transaction costs incurred for investment transactions prior to April 1, 2007 were capitalized and included in the cost of investments purchased or were deducted from the proceeds received upon the sale of investments.

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

e) Capital assets

Capital assets are recorded at acquisition cost. 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
Computer hardware	3 years
Computer software	3 years
Database development	3 years
Artwork	no amortization is provided for

f) Research payments

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

g) Foreign currency translation

Transactions in a foreign currency have been 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 have been translated into Canadian dollars at the rates prevailing at the end of the year. Translation gains and losses are recorded in investment income.

h) Donated materials and services

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.

i) Financial instruments other than investments

The Foundation's other financial instruments include cash, income receivable, other receivables and accounts payable and accrued liabilities. Due to their nature or capacity for prompt liquidation, the fair values of these financial instruments approximate their carrying values. It is management's opinion that the Foundation is not exposed to significant interest rate, currency or credit risks arising from these financial instruments.

Disclosure related to investments is found in note 3 Investments.

j) 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, calculation of year-end salaries and benefits accruals.

k) Future accounting changes

The following summarizes future accounting changes that will be relevant to the Foundation's financial statements subsequent to the current year. The impact of the new standards is being evaluated by the Foundation.

i) Financial instruments

The CICA has issued two new accounting standards, Section 3862 Financial Instruments - Disclosures and Section 3863 Financial Instruments - Presentation, which replace Handbook Section 3861 Financial Instruments - Disclosure and Presentation. The new standards revise and enhance disclosure requirements to provide additional information on the nature and extent of risks arising from financial instruments to which an entity is exposed and how it manages those risks. The standards are effective for reporting periods beginning on or after October 1, 2007.

ii) Capital disclosures

The CICA has issued a new accounting standard, Section 1535 Capital Disclosures, which establishes standards for disclosure of an entity's objectives, policies and processes for managing capital, quantitative data about what is considered capital and whether an entity has complied with any externally imposed capital requirements and consequences of non-compliance with such capital requirements. The standard is effective for reporting periods beginning on or after October 1, 2007.

iii) International financial reporting standards

The Accounting Standards Board has announced that publicly accountable enterprises in Canada will adopt International Financial Reporting Standards (IFRS's) as Canadian generally accepted accounting principles for reporting periods beginning on or after January 1, 2011. The Foundation will be adopting IFRS for its fiscal year beginning on April 1, 2011.

3. INVESTMENTS

	2008 Fair value \$	2007 Fair value \$
Current		
Canadian fixed income investments	1,366,464	465,223
Non-current		
Canadian fixed income investments	10,002,002	11,120,842
Foreign fixed income investments	177,060	119,623
Canadian equity securities	2,340,297	2,830,529
Foreign equity securities	8,692,524	9,742,703
Pooled funds - Canadian fixed income investments	3,712,655	3,973,908
	<u>24,924,538</u>	<u>27,787,605</u>
Total fair value of investments	<u>26,291,002</u>	<u>28,252,828</u>

At March 31, 2007 the cost of the investment portfolio was \$25,774,092 (current portion - \$467,712; non-current portion - \$25,306,380) and the excess of the fair value of the investment portfolio in relation to the cost of the investment portfolio was \$2,478,736.

The fair value of the investment portfolio at March 31, 2007 was disclosed as \$28,390,209 in the notes to the March 31, 2007 financial statements. Included in this amount was \$137,381 due from broker which should have been excluded. Management has therefore restated the fair value of its investments held as at March 31, 2007 to \$28,252,828.

Canadian fixed income investments have effective interest rates ranging from 1.6% to 7.6% (2007 - 4% to 5.8%), with maturity dates ranging from April 3, 2008 to December 14, 2105 (2007- April 20, 2007 to December 14, 2105).

Foreign fixed income investments are comprised of one investment. This investment has an effective interest rate of 4.3% (2007 - 4.3%), with a maturity date of March 30, 2015 (2007 - March 30, 2015).

Canadian fixed income investments in the pooled funds have effective interest rates ranging from 3% to 7.75% (2007 - 4.1% to 8.3%), with maturity dates ranging from October 14, 2008 to June 18, 2037 (2007 - October 14, 2008 to June 2, 2037).

Interest Rate Price Risk

The Foundation manages the interest rate price risk exposure of its fixed income investments by using a laddered portfolio with varying terms to maturity. The laddered structure of maturities helps to enhance the average portfolio yield while reducing the sensitivity of the portfolio to the impact of interest rate fluctuations. Investments in equity securities are not exposed to significant interest rate risk.

Currency Risk

The Foundation mitigates the currency risk exposure of its foreign equities through diversification by investing in Canadian, US and International securities.

Credit and Market Risk

The Foundation has an investment policy which restricts the types and amounts of eligible investments. The policy permits investments in investment grade fixed income investments and equities included in selected market indices. Risk and volatility of investment returns are mitigated through diversification of investments in different countries, business sectors and corporation sizes.

4. CAPITAL ASSETS

	Cost	Accumulated Amortization	2008 Net Book Value	2007 Net Book Value
	\$	\$	\$	\$
Office furniture and equipment	109,067	106,019	3,048	3,562
Computer hardware	154,479	141,667	12,812	11,480
Computer software	23,343	23,104	239	720
Database development	5,539	2,690	2,849	4,708
Artwork	16,225	-	16,225	16,225
	<u>308,653</u>	<u>273,480</u>	<u>35,173</u>	<u>36,695</u>

5. ACCUMULATED OTHER COMPREHENSIVE INCOME

Accumulated other comprehensive income represents unspent externally restricted contributions received by way of donations that have been restricted for education and training purposes established by the donors.

6. CONTRIBUTED SURPLUS

Contributed surplus represents the original contribution of \$24,000,000, which constitutes an Endowment Fund. 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

7. CAPITAL PRESERVATION FUND

The Foundation has established a capital preservation policy to facilitate the recognition of inflation in order to preserve the earnings capability of the fund balance externally restricted for endowment.

As at March 31, 2008, the capital preservation fund is \$1,732,576 (2007 - \$1,514,622).

This internal restriction is subject to variances based upon the growth in value of investments at any point in time and direction given by the Board of the Foundation upon the recommendation of the Finance and Audit Committee.

8. RESERVE FUND

The Foundation has established a reserve policy to provide stability to the operations of the Foundation from year to year in the event of a shortfall in investment income.

As at March 31, 2008, the reserve fund is \$698,772 (2007 - \$580,818).

This internal restriction is subject to variances based upon the operational surplus of the Foundation in excess of any transfer to the capital preservation fund and direction given by the Board of the Foundation upon the recommendation of the Finance and Audit Committee.

9. COMMITMENTS

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

The Foundation is committed to organize the 2008 Award of Excellence, Award Gala and Symposium (approximately \$28,872) and to fund grants (approximately \$20,918) in research and public education in 2008/09.

The commitments for next five years are:

2008/09	\$232,000
2009/10	184,000
2010/11	186,000
2011/12	187,000
2012/13	190,000

10. NET INVESTMENT (LOSS) INCOME

	2008 \$	2007 \$
Realized gains on sale of investments	1,075,942	1,261,907
Unrealized changes in fair value of investments held	<u>(2,550,436)</u>	<u>1,261,907</u>
Changes in fair value of investments	(1,474,494)	1,261,907
Interest from cash and fixed income investments, dividends, distributions from pooled funds, gains (losses) on foreign exchange less transaction costs and investment counsel fees	<u>533,717</u> <u>(940,777)</u>	<u>543,499</u> <u>1,805,406</u>

11. 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, 2008.

12. COMPARATIVE FIGURES

Certain 2007 figures have been reclassified to conform to the presentation adopted in 2008. The changes do not affect prior year earnings.

13. SUBSEQUENT EVENT

Due to prevailing market conditions beginning in September 2008, the Foundation has experienced a decline in the fair value of its investments totalling approximately \$4.3 million as of October 31, 2008.

SCHEDULE I***Changes in retained earnings by Fund Balances******Year ended March 31***

	Capital Asset Fund \$	Capital Preservation Fund \$	Reserve Fund \$	Unrestricted (Operating Fund) \$	2008 Total \$	2007 Total \$
Fund balance, beginning of year	36,695	1,514,622	580,818	-	2,132,135	1,569,543
Change in accounting policy (note 2a)	-	-	-	2,478,736	2,478,736	-
	36,695	1,514,622	580,818	2,478,736	4,610,871	1,569,543
Net operating income (loss)	(12,586)	-	-	(2,131,764)	(2,144,350)	562,592
Additions to capital assets	11,064	-	-	(11,064)	-	-
Internally imposed restrictions	-	217,954	117,954	(335,908)	-	-
Fund balance, end of year	35,173	1,732,576	698,772	-	2,466,521	2,132,135

APPENDIX

Initiatives Against Racism (IAR)

Fighting Racism one Community at a time across Canada

Festival Tsigane Romani Yag (ou Romani Yag)

Montreal, QC

Project: Qui sont les Roma?/Who are the Roma?

Over a period of six days (October 12th to 14th and 19th to 21st), Romani Yag hosted six conferences and three round tables including the staging of five documentary films and three exhibits to create public awareness and a better understanding about the Roma peoples, who continue to be discriminated against. For Centuries this group has experienced racism and prejudice in significant ways including attempts to exterminate the culture and members of this population. The events organized through this initiative address the stereotypical image of gypsies that are common among Canadians. Through information exchange and public awareness the **Festival Tsigane Romani Yag** aim to replace racist backlash against this group with a more realistic and diversified image of the Roma people. The objectives of the Festival included public education about how racism against the Roma developed over centuries, a form of racism referred to as anti-gypsism? and the event drew parallels between racism against Roma and other types of racism in Canadian society.

Lvasion St-Pie X

Quebec, QC

Project: Une diversite pour mieux grandir

By facilitating the acceptance and integration of immigrants in the local community, the project was aimed at reducing the risks of criminality. Social theatre or theatre-action was the creative tool utilized in this initiative.

This is participative theatre that conveys ideas that make the audience want to effect change by encouraging audience participation and interactivity. This interactive aspect has been demonstrated to be effective in stimulating the interest of teenagers in particular. It allows both distancing, which is essential for analyzing and understanding the issues, and identification with the situations and characters. Above all, it makes the youth feel that they are active participants. There was outreach to young people in high schools, Maisons de jeunes and other youth organizations by means of a tour with three activities: a preparatory meeting, an interactive play, and a return trip for discussion. The overall program was designed by a committee of citizen volunteers from the area where Lvasion St-Pie X is active.

Centre for Aboriginal Media: imaginNATIVE Film & Media Arts Festival

Toronto, ON

Project: ImagiNATIVE Film and Media Festival

A target outreach strategy was implemented by the Festival organizers over recent years to increase and diversify both audience and artistic participation particularly amongst youth. A strong component of the Festival is to ensure that there is outreach to communities outside of the greater Toronto area. The Six Nations Reserves represents one of the diverse and untapped non-urban Aboriginal audiences. The goal for the 2007 Festival was to expand the targeted outreach. Funding support from the CRRF will facilitated this goal.

A Space Gallery

Toronto, ON

Project: The Black Prairie Gospel Singers Project

This project captures African-American/Canadian spirituals as sung and performed by Black Prairie Pioneers. These "old-timers" are descendents of a wave of African Americans who fled racial discrimination and violence in the southern United States during the early 1900s by heading to Canada despite Canadian government interventions that reflected biased immigration laws. The project includes interviews with several of the singers and musicians who explain the history behind how these pioneers arrived in western Canada. Their challenges and the ways in which they created a new community, together with exploring the issue from the early years of their settling to the present time will ensure that the history is preserved for future generations in Canada.

YOU CAN - Youth Canada Association

Edmonton, AL

Project: EYAN (Edmonton Youth Anti-Racism Network)

This initiative is a partnership between YOU CAN and Northern Alberta Alliance on Race Relations (NAARR) to create an online tool to network with youth in the Edmonton area about racism and anti-racism initiatives. Information sharing is the goal. The pilot project involves encouraging other youth to join the network and expand the work being done in the area of anti-racism. Tools, workshops and resources are the tangible outcomes of this project that will be accessible online.

Seniors Education Centre, University of Regina

Regina, SK

Project: Intercultural Grandmothers Uniting (IGU): Building Capacity for Anti-racism Outreach to Seniors and Children

This initiative aims to undertake leadership training for younger members of this community organization. The Seniors Education Centre at the University of Regina worked with IGU members in developing a training program. Over the years, this group has presented workshops and has made done public education on anti-racism at various events. Schools, churches and professional agencies have benefited from learning about the day to day experience of intercultural grandmothers. A resource guide, speaking notes and participatory exercises are outcomes of the leadership training project. A mentoring component is included in the training sessions.

John Howard Society of Toronto

Toronto, ON

Project: Diversity and Justice Summit 2007

A two-day conference was organized to create public awareness about the increasing racist and xenophobic hostility directed toward racialized minorities who include immigrants, refugees, asylum seekers, displaced persons and others who are stereotyped by their place of origin. Hate activity is also on the rise and this issue was addressed throughout the summit.

Saskatchewan Intercultural Association

Saskatoon, SK

Project: Making Canada Safe, Inclusively

This project explores security, race and human rights in a post 9/11 Canada questioning whether minority communities feel safe and feel that their human rights are respected. The three-day forum addressed issues from a local, regional and national perspective with particular attention to immigrants, refugees and Aboriginal peoples. Opportunities for dialogue and the sharing of information and experiences were created. The outcome was to build knowledge and a greater understanding of the community's issues, challenges and ways to combat racism associated with the increasing fear post 9/11.

Canadian Arab Federation

Toronto, ON

Project: CAF at 40 - Embracing Diversity

A conference in commemoration of the past 40-years of Canadian-Arab experience that addressed the future directions of CAF was the project's focus. Education around the increasing racism, its effect on the Canadian Arab population and ways to combat racism formed the centre piece of the event. Police officials ere invited to make presentations on the prevalence of hate crime and racial profiling.

Elephant Thoughts

Duntroon, ON

Project: Canadian Children's Aboriginal Festival - Education Week

The project brought Aboriginal and non-Aboriginal children together to learn together and share their unique cultures. The Education Week is part leadership training, part science workshop, and part racism analysis. During the Education Week, children are involved in workshops that are designed to explore some of the ways that racism affects their daily lives. Various role-playing activities will be employed to have children witness how racism and prejudice can underpin assumptions and attitudes towards others. Through drama, discussion, and the visual arts, participants gain a critical understanding of racism and racial discrimination by exploring some of its causes and manifestations.