

Annual Report
For year ended
March 31, 2001

CANADIAN RACE RELATIONS FOUNDATION



FONDATION CANADIENNE DES RELATIONS RACIALES

MISSION

The Canadian Race Relations Foundation is committed to building a national framework for the fight against racism in Canadian society. We will shed light on the causes and manifestations of racism; provide independent, outspoken national leadership; and act as a resource and facilitator in the pursuit of equity, fairness and social justice.

VISION

The Canadian Race Relations Foundation aims to help bring about a more harmonious Canada that acknowledges its racist past, recognizes the pervasiveness of racism today, and is committed to creating a future in which all Canadians are treated equitably and fairly.

The Foundation will focus its work primarily on racial minorities and Aboriginal peoples and will:

- Raise public awareness of the causes and manifestations of racism;
- Support efforts of allies and potential allies to work actively for social, political and legislative solutions to racism in Canada;
- Speak out clearly and unequivocally against racism and not shy away from controversy;
- Be an authoritative source of information, providing perspectives and research data that will contribute to the elimination of racism;
- Form strategic partnerships to help combat racism by contributing to changes in the policies, practices and attitudes of Canadian institutions, businesses and other organizations;
- Recognize positive initiatives that promote harmony and the elimination of racism in Canadian society.

Canada

CANADIAN RACE RELATIONS FOUNDATION
CRRF  **FCRR**
FONDATION CANADIENNE DES RELATIONS RACIALES
4576 Yonge Street, Suite 701
Toronto, ON M2N 6N4

Message from the Chair

In its fourth full year of operations, the Canadian Race Relations Foundation (CRRF) continued its work to build a national framework for fighting racism in Canada. With our governance and operational policy framework developed and in place, the CRRF undertook a full complement of programs which touched on many areas of racial discrimination in Canada.

One of the major events on the Foundation's calendar has been its involvement in the preparations for the United Nations World Conference Against Racism (WCAR). The third international conference on the subject of racism is scheduled for Durban, South Africa in September 2001 and promises to be at once challenging and controversial.

While many people in the international community may have the impression that racism doesn't exist in Canada, Aboriginal peoples and racial minorities know differently.

In Canada this year, we witnessed sustained criticisms for government handling of Aboriginal rights. We saw an increase in the trafficking of migrants coming to our shores, primarily from China which were a cause for concern both from the point of view of the renewed phenomenon of human trafficking as well as the hostile public reaction these migrants received. We also saw further concentration of media ownership which may have significant ramifications for the representation of racial minorities in the public arena or news and views.

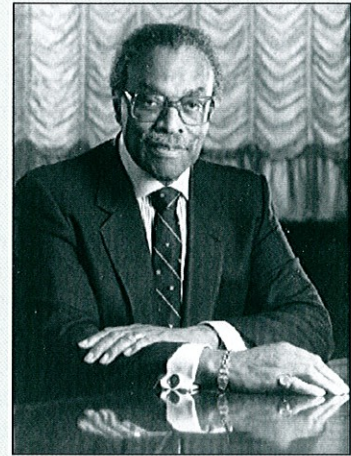
With these and other issues in mind, the Foundation has developed a position paper for WCAR. The Foundation is accredited to send representatives to the World Conference to present our paper and views to the international community. Additionally, the Foundation has provided resources to other organizations to facilitate the involvement of Canadians from many communities in WCAR preparatory work and follow-up activities.

The issues identified in the lead-up to the World Conference were naturally tied closely to our work here at home. The CRRF's research reports, Initiatives Against Racism sponsorship program, Award of Excellence program, several new publications and the Unite Against Racism public education campaign were all a part of building a national capacity for anti-racism work and keeping these issues on the agenda.

The CRRF was also fully engaged this year in the fourth year review of our operations which is required under the Canadian Race Relations Foundations Act. The exercise is not completed, but part of the discussions revolved around the importance of maintaining the Foundation's mandate and arm's length relationship with the federal government. The review is also an opportunity to look back at the development and achievements of the Foundation in its first four years, and reflect on the sheer amount of work that's been done in our short history. We look forward to a renewed mandate for strong anti-racism work as an outcome of the review when it is concluded in the next fiscal year.

The past year has seen some significant growth in the activities and involvement of the Foundation both on the national and international scenes. This is largely been due to the dedication and hard work of the Board members, the various committees and task forces and the hard work of the staff. To them, I would like to express my gratitude and congratulations on a job well done throughout the year.

Finally, this message would not be complete without expressing immense gratitude to Moy Tam, who this year left the post of Executive Director/CEO. Moy was the Canadian Race Relations Foundation's founding executive director and has played a pivotal role in setting the CRRF's vision and program direction. We thank her for her hard work and dedication: her contribution to the work of anti-racism in Canada is immeasurable. I join the Board of Directors in wishing her the very best.



A handwritten signature in black ink, which appears to read "Lincoln M. Alexander".

The Honourable Lincoln M. Alexander
Chair

Message from the Executive Director

The past year has proved to be one of the busiest in the brief history of the Canadian Race Relations Foundation. On the agenda were the second biennial Award of Excellence and Symposium, the expansion of outreach, communications and programs of the Foundation in concert with its mandate, preparations for the UN World Conference Against Racism (WCAR), and the Foundation's mandatory fourth-year review.

A major highlight, which we marked with a great deal of pride, was the second biennial Award of Excellence. The 2001 awards ceremony and symposium titled "Inspiring Excellence to Achieve Change" was held in Vancouver, British Columbia, and brought together race relations practitioners and stakeholders from across the country to share information and ideas and reinforce networks in the field of anti-racism. We were pleased to see a significant increase in the number of nominations received.

The CRRF's primary research commitment this year resulted in the publication of *Unequal Access: A Canadian Profile of Racial Differences in Education, Employment and Income* prepared by the Canadian Council on Social Development. The report's findings of inequities in accessing jobs and promotions, and the emerging trend of "hidden" or "subtle" racism – at times more difficult to recognize, but nonetheless a potent agent of discrimination, received broad media coverage.

Additionally, we introduced *directions: Research Reviews from the Canadian Race Relations Foundation*, an in-house journal announcing our research findings and added new issues to the series called *CRRF Facts About...*

The Foundation continued its mandate of encouraging the development of programs to combat racism through its Initiatives Against Racism (IAR) sponsorships. This past year the program expanded funding for a Rural Category recognizing that rural initiatives may have less access to resources.

Our national media campaign "Unite Against Racism", inaugurated in 1999, also continued. A month-long campaign, including bus-shelter and television ads marked the International Day for the Elimination of Racial Discrimination, and plans are underway to release an education video along with a study guide.

Extending from the CRRF's work domestically were consultations and preparations for what we see as one of the focal points of 2001, the UN WCAR. The Foundation was directly involved in international and regional preparatory meetings as well as Canadian consultations.

Both staff and board members spent a great deal of time with the CRRF's mandated fourth-year review, gathering information and statistics about the work undertaken in our first four years of existence.

Many thanks are due to Moy Tam, the Foundation's founding Executive Director, who we bade a reluctant good-bye to this year. I thank her in particular for her assistance as I took on the role of interim Executive Director. In addition, thanks must go out to the board of directors for their support and contribution of their expertise, and to the staff of the Foundation for their commitment and dedication to anti-racism work. We all look forward to continuing our collaboration with partners invested in the work of anti-racism and social justice.



Fred Ligorio D'Silva
Executive Director (interim)

Board of Directors

Chair

Colonel The Honourable Lincoln M. Alexander, Hamilton, Ontario

Executive Director

Moy C. Tam, Thornhill, Ontario*

Frederick Ligorio D'Silva, Etobicoke, Ontario

Vice-Chair

Arthur K. Miki, Winnipeg, Manitoba

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Gerald A. Clarke, Halifax, Nova Scotia*

Frederick Ligorio D'Silva, Etobicoke, Ontario

Ajit Gautam, Moncton, New Brunswick

Andrew Hladyshevsky, Edmonton, Alberta

Chrystyna Holman, Charlottetown, Prince Edward Island

Jack Jedwab, Montréal, Québec

Peggy J. Johnson, St. John's, Newfoundland

Krishan Chandra Joshee, Edmonton, Alberta

Pana Merchant, Regina, Saskatchewan

Maria Ausilia Morellato, Vancouver, British Columbia

Subhas Ramcharan, Tecumseh, Ontario

Paul A. Winn, New Westminster, British Columbia

* Indicates members who left the Board during 2000-2001.



Background

In 1988, the Government of Canada and the National Association of Japanese Canadians signed the Japanese Canadian Redress Agreement. The Agreement acknowledged that the treatment of Japanese Canadians during and after World War II was unjust and violated principles of human rights. Under the terms of the agreement, the federal government also promised to create a Canadian Race Relations Foundation, which would "foster racial harmony and cross-cultural understanding and help to eliminate racism." The federal government proclaimed the Canadian Race Relations Foundation Act into law on October 28, 1996. The Foundation officially opened its doors in November 1997.

Organizational Profile

In accordance with the Japanese Canadian Redress Agreement, the federal government provided the Foundation with a \$24 million endowment fund. The Foundation's annual operational budget comes from the income generated by investing the endowment fund, and donations. For the fiscal years 1996/97, 1997/98, 1998/99, and 1999/2000, start-up funds were provided by the Department of Canadian Heritage.

The Foundation is governed by a Board of Directors consisting of a Chair and up to 19 other directors who are appointed by the Governor in Council (Cabinet). Directors serve for terms of up to three years, which are renewable. The Foundation's Executive Director, who is appointed for a term of up to five years and serves as a non-voting Board member and manages the Foundation's day-to-day operations. Directors come from all areas of Canada and bring to the Foundation a rich diversity of ethnocultural heritage and a wealth of expertise.

The Foundation operates at arm's length from the federal government, and its employees are not part of the federal public service. The Foundation has registered charitable status.

Standing Committees

The Honourable Lincoln M. Alexander, Chair of the Canadian Race Relations Foundation, is an ex officio member of all committees.

Executive Committee (Standing):

Arthur Miki (Chair), Nicole Beaudoin, Andrew Hladyshevsky, Jack Jedwab, Peggy Johnson, Maria Morellato

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

Finance Committee (Standing):

Arthur Miki (Chair), Nicole Beaudoin, Frederick D'Silva, Ajit Gautam, Andrew Hladyshevsky

The Finance Committee oversees the investment of the Foundation's endowment fund, monitors the CRRF's financial situation, and advises the Board in managing and disposing of investments. The Committee reports at all regularly scheduled Board meetings.

Human Resource Committee (Standing):

Maria Morellato (Chair), Peggy Johnson, Paul Winn

The Human Resource Committee is responsible for ensuring the maintenance of a high standard of human resource policy and procedures. It is also responsible for addressing any extraordinary personnel issues.

Program Committee (Standing):

Peggy Johnson (Chair), Gerald Clarke** , Chrystyna Holman, Krishan Joshee** , Pana Merchant, Subhas Ramcharan*

The Program Committee provides advice on the overall direction of Foundation programs and ensures the development of effective and responsive programs.

Aboriginal Issues Committee (Standing):

Shirley Adamson (Chair), Pana Merchant, Maria Morellato, Ann Enge (Yellowknife, NT), Paul Chartrand (Victoria, BC), Bernd Christmas (Sydney, NS), Rosemarie Kuptana* (Ottawa, ON), Tim Thompson (Toronto, ON), Billy Two Rivers (Kahnawake, Mohawk Territory)

The Aboriginal Issues Committee advises the CRRF's Board of Directors on key issues and concerns facing Aboriginal peoples in Canada.

Communications Committee (Standing):

Subhas Ramcharan (Chair), Shirley Adamson, Andrew Hladyshevsky, Gerald Clarke*

The Communications Committee was established in July 2000 to advise the Board on strategic communications directions for the Foundation.

* Indicates members who left the Committee during 2000-2001.

** Indicates members who joined the Committee during 2000-2001.

Panels and Task Forces

Research Advisory Panel

Dr. Daurene E. Lewis, Chair (Bedford, NS), Jean-Claude Icart (Montréal, QC), Jo-Anne Lee (Victoria, BC), Tim Thompson (Toronto, ON), Sharon Venne (Enoch, AB)

The Research Advisory Panel advises on the development of research in race relations for the Foundation. Its principal functions are to review proposals in response to tender for research, to make recommendations for funding, and to evaluate completed research.

Award of Excellence Jury:

The Honourable Ed Broadbent, Chair (Ottawa, ON), Louis Bordeleau (Senneterre, QC), Felix (Fil) Fraser (Toronto, ON), Jinny Simms (Vancouver, BC), Immaculate (Imma) Zama (Moncton, NB)

The Awards Jury provides leadership to the Foundation's Award of Excellence program by adjudicating the awards competition, selecting the winners and making recommendations regarding future directions for the awards program.

Task Force on the CRRF Review

Andrew Hladyshevsky (Chair), Ajit Gautam, Paul Winn

CRRF Review Steering Committee (established in July 2000)

Andrew Hladyshevsky (Chair), Ajit Gautam, Arthur Miki, Paul Winn (alternate)

The CRRF Review Steering Committee provides direction to the Foundation and plays a liaison role in the federal government's fourth year review of the CRRF.

Task Force on Resource Development

Paul Winn (Chair), Frederick D'Silva, Krishan Joshee

Task Force on the UN World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance

Subhas Ramcharan (Chair), Shirley Adamson**, Arthur Miki, Jack Jedwab

* Indicates members who left the Task Force/Panel during 2000/2001.

** Indicates members who joined the Task Force/Panel during 2000/2001.

Staff

The Foundation has a small core staff of ten full time positions consisting of an Executive Director and staff responsible for programs, communications, administration and finance. In 2000/2001, there was a small increase in our staffing complement to support our capacity for expanding program and communications activities. Occasional staff and student interns are engaged on a project-specific basis.

Year In Review

In its fourth full year of operation, the Canadian Race Relations Foundation successfully undertook a full complement of program and communications activities within its mandate and mission. Highlights included the biennial Award of Excellence and symposium, the release of the report *Unequal Access*, a new advertising initiative under the Unite Against Racism campaign, and the publication of the inaugural edition of the Foundation's research journal, *directions: Research Reviews from the CRRF*. As well, the Foundation supported numerous projects under its Initiatives Against Racism program, held community forums, built on its bibliography and research collection, and continued to speak out on race relations issues in the media, and through the Foundation's newsletters and website.

Organizational Development

A significant activity undertaken this year was participation in a comprehensive review of the CRRF's activities and organization mandated by the federal government. The CRRF established a Steering Committee comprised of Board members and the Executive Director who contributed to establishing parameters for the review and guiding the information gathering process.

The CRRF's Standing Committee on Aboriginal Issues held its inaugural meeting in July 2000 and provided further direction to the CRRF's work to support Aboriginal issues and concerns. Their work builds on the recommendations articulated in the report of the Aboriginal Issues Task Force.

The Foundation investigated areas for resource development in a commissioned report.

Governance policies were in place as of the beginning of the fiscal year. The only notable amendment made was additions to clarify the by-law setting Conflict of Interest guidelines for the Board of Directors.

UN World Conference Against Racism

The CRRF focussed its attention on year-long preparations for the United Nations World Conference Against Racism, Racial Discrimination, Xenophobia, and Other Forms of Related Intolerance (WCAR) to be held in Durban, South Africa in the fall, 2001. Building from two workshops held with racial minorities and Aboriginal peoples, the Foundation developed a position paper and accompanying documents for the UN WCAR. The Foundation also participated in government and NGO consultations in Canada and UN and international NGO preparatory meetings in order to contribute to discussions and planning, and to build alliances towards the World Conference.

Communications & Outreach Activities

Critical to the Canadian Race Relations Foundation's mission and vision are our growth and relevance in the field of anti-racism and race relations. Our communications and outreach activities are focal points which have continued to expand over the past year.

Newsletters

CRRF Perspectives, the Foundation's newsletter saw a significant increase in its circulation. Thematic issues focussed on policing and the United Nations World Conference Against Racism.

Media Activities

The CRRF continued to establish itself as a credible media resource in race relations and anti-racism commentary in 2000/2001. There were a number of requests for interviews on issues ranging from immigration to employment equity to the criminal justice system, racism in Aboriginal education to racism in the media.

By far the most successful proactive media coverage received was for the CRRF's report *Unequal Access: A Canadian Profile of Racial Differences in Education, Employment and Income*. Released at a news conference in January 2001, the report garnered extensive coverage across the country on the issue of emerging "subtle" or "hidden" racism which is creating barriers to equal access in Canadian workplaces.

The announcement of the 2001 Award of Excellence winners was another event that received significant media attention.

Website

The CRRF's website at www.crr.ca saw a considerable increase in activity this year. The website has grown with the posting of reports, factsheets, newsletters, a searchable bibliography and CRRF announcements, as well as being a key source of information about the programs offered by the Foundation. Black History Month was highlighted by *It's A Black Thing... Revolutions, Rights, Respect*, a special quiz on Black history. *E-Race-IT* – a new information website geared to a youth audience – was also launched this year.

Community Events and Outreach

The CRRF hosted a number of community events during 2000/2001.

In July 2000, the Foundation hosted a forum at the Aboriginal Centre of Winnipeg to examine the state of Aboriginal education in Manitoba schools. A panel discussed the theme *Overcoming Racism in Education: the prospects for Aboriginal peoples in Manitoba*.

In October 2000, the Foundation hosted two workshops devoted to the preparations for the World Conference Against Racism (WCAR). One dealt with issues specific to Aboriginal peoples while the other centered on issues concerning racial minorities. On the basis of these workshops, the Foundation prepared a position paper for the preparatory meetings and the UN WCAR itself to convey issues of racism in Canada and ensure that they are reflected in the agenda for the WCAR.

The second biennial Award of Excellence ceremony was accompanied by a three-day symposium which brought together race relations practitioners from across Canada to discuss "best practices" and strategies. The symposium, titled *Inspiring Excellence to Achieve Change*, took place in Vancouver in March 2001.

This year, the Foundation also initiated regional events led by members of the CRRF Board of Directors who hosted panel discussions in Edmonton and Halifax.

In addition to these forums, CRRF representatives made speeches and presentations at a number of events this year, attended several conferences in the areas of anti-racism and social justice issues, and provided public displays and materials for conferences and events.

Award of Excellence & Symposium

The CRRF's second biennial Award of Excellence ceremony and symposium was held in Vancouver BC in March 2001. The Award serves to recognize positive initiatives towards the elimination of racism and the promotion of harmonious race relations in Canada.

The Award of Excellence Jury panel chaired by the Honourable Ed Broadbent considered more than 75 entries – almost double the number received in the inaugural year. The Jury selected three winners based on the criteria of creativity and innovation to combat racism, capacity of the programs to teach others, their broad-based approach to change, and the positive outcomes of their programs.

The winners were:

- **Ville de Saint-Laurent** (Saint-Laurent, QC) (Award of Excellence and \$10,000) for the development of an intercultural policy to address the challenges of and increase the accessibility for immigrants and new Canadians to municipal services.
- **Young People's Press** (Toronto, ON) (Award of Distinction and \$5,000) for developing a non-profit news agency that provides news stories by young people to mainstream media from a youth perspective. A principal focus of its efforts was to address the under-representation of Aboriginal and racial minority writers and views in the media.
- **Students and Teachers Opposing Prejudice (STOP), Lindsay Thurber Comprehensive High School** (Red Deer, AB) (Award of Distinction and \$5,000) for developing a program which attracted a diverse group of staff, students and community partners to address human rights and anti-racism issues.

The accompanying three-day symposium attracted over 150 race relations practitioners and community activists from across the country who participated in discussions under the theme *Inspiring Excellence to Achieve Change*.



Research

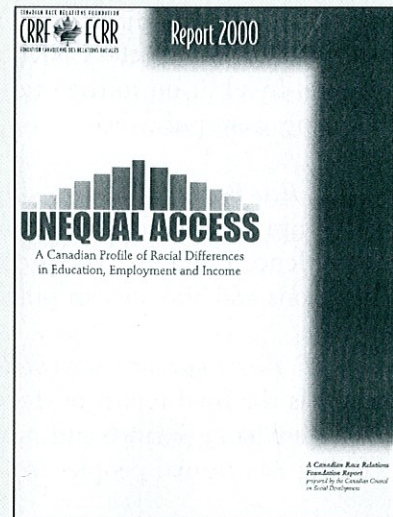
Commissioned Research Reports

- *Unequal Access – A Canadian Profile of Racial Differences in Education, Employment and Income*

This report was prepared for the CRRF by the Canadian Council on Social Development, using both quantitative analysis and focus group discussions which included visible minorities and Aboriginal peoples from across Canada. The report examined education, employment and income levels in Canada and the issues of income inequality and the correlation between education and income. The report also considered the barriers to accessing jobs and promotions faced by racial minorities and Aboriginal peoples.

- *Racist Discourse in the National Post – An Addendum Report to Racist Discourse in Canada's English Print Media*

Frances Henry and Carol Tator have undertaken this research to serve as an addendum to the original research report released last year. This report will complete the analysis of racist discourse in the English print media in Canada originally researched by Henry and Tator in 1999/2000.



Research Reports

Final reports from the CRRF's first call for research proposals were reviewed by the Research Advisory Panel. They are

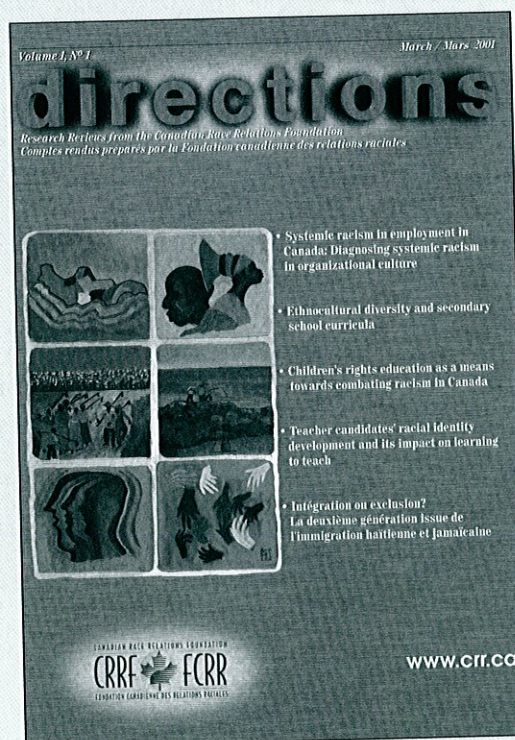
- *Systemic Racism in Employment in Canada: Diagnosing Systemic Racism in Organizational Culture* by Carol Agocs and Harish Jain
- *Ethnocultural Diversity and Secondary School Curricula* by David Blades, Ingrid Johnson and Elaine Simmt
- *Teacher Candidates' Racial Identity Development and its Impact on Learning to Teach* by R. Patrick Solomon, G. Rezai-Rashti
- *Intégration ou Exclusion? La deuxième génération issue de l'immigration haïtienne et jamaïcaine* by Micheline Labelle, Daniel Salée and Yolande Frenette
- *Antiracist Activism in the Rise and Fall of Employment Equity Legislation in Ontario: A case study of the Alliance for Employment Equity and Employment Equity in Nunavut: Lessons for anti-racist activism* by Abigail Bakan and Audrey Kobayashi
- *Race Relations Training in Canada - Towards the Development of Professional Standards* by League for Human Rights of B'nai Brith Canada

In 2000/2001, the CRRF received Interim Reports for projects which were granted funding under the 1999/2000 call for research proposals. Final research reports are anticipated in the next fiscal year.

Publications

In keeping with its mandate to maintain an information base and clearinghouse on race relations issues and activities, the CRRF released a number of publications this year in print and on the website. In addition to the research reports and journal *directions: Research Reviews from the CRRF* the following were published:

- *2001 Best Practices Reader – Inspiring Excellence to Achieve Change: A Symposium Compendium*
A compilation based on the top submissions from organizations for the CRRF 2001 Award of Excellence Program. The program recognizes excellence and achievement in the area of race relations and anti-racism practice.
- *CRRF Task Force on Aboriginal Issues – Final Report*
This is the final report of the task force created to provide the Foundation's Board of Directors with advice, guidance and recommendations regarding the role of the CRRF with respect to issues facing Aboriginal peoples in Canada today.
- *Critical Readings: Aboriginal Peoples and Racism in Canada*
An annotated listing of books and readings about Aboriginal peoples, by both Aboriginal and non-Aboriginal authors.
- *CRRF Facts About...*
A continuation of the Foundation's factsheet series. *CRRF Facts About...* is a series that provides pointed facts about racism in Canada. This year's issue areas include: *Racism in Schools, Racism in Policing, Leading Aboriginal Treaty Rights Cases* and *Leading Aboriginal Rights Cases*.
- *directions: Research Reviews from the Canadian Race Relations Foundation – Vol 1 No 1*
The premier issue of the CRRF's semi-annual research publication was launched in March, 2001. The publication features highlights and synopses of research findings, largely from the CRRF's contract research program, in a reader-friendly format. The first issue includes research initiated in 1998 as a result of the CRRF's first call for proposals.



Initiatives Against Racism Sponsorship Program

The Canadian Race Relations Foundation continued to recognize the efforts to combat racism made by non-governmental organizations. The Initiatives Against Racism (IAR) sponsorship program aims to further advance the CRRF's mission, goals and objectives within communities across the country. Funding support was provided to a wide variety of projects in many regions in Canada.

Recognizing that many rural initiatives do not have the same level of access to resources that urban projects may have, the Foundation created a special category of the IAR to support funding of rural projects to a maximum of \$7,500 instead of the usual maximum of \$5,000.

The Foundation also issued a special call within the IAR to assist non-governmental organizations in organizing and strategizing for the United Nations World Conference Against Racism.

The CRRF provided the following projects with funding support during fiscal 2000-2001:

- Aboriginal Rights Coalition (ARC) (Ottawa, ON)
The human rights of Aboriginal peoples: Canada's report card from the UN
- Alberta Black Studies Association (Edmonton, AB)
Anti-racism workshops on issues dealing with employment and education
- Development Education Centre (Toronto, ON)
The Brown Book Project
- The Japanese Canadian National Museum (Vancouver, BC)
Democracy betrayed: The Japanese Canadian experience
- Multicultural Association of Nova Scotia (Halifax, NS)
Youth against racism 2000
- The Winnipeg Chinese Cultural Centre (Winnipeg, MB)
Creating a refuge during the Holocaust
- Trickster's Children Theatre Society (Courtney, BC)
Tough Cookies
- Cole Harbour Boys and Girls Club (Dartmouth, NS)
Anti-racism resources for youth
- Ukrainian Canadian Civil Liberties Association (Calgary, AB)
Remembering Canada's first national internment operations of 1914-1920
- Association des avocat(e)s et notaires noirs (Montréal, QC)
Journée d'étude sur l'égalité d'accès dans le milieu de travail
- At^Lohsa Native Family Healing Centre (London, ON)
Gathering Voices
- Cité Ouverte-Laurentides (Saint-Jérôme, QC)
Réflexion des couleurs par les arts
- Community Builders / Mariposa in the Schools (Toronto, ON)
The Millennium Youth Leadership Initiative (MYLI)
- Guelph and District Multicultural Centre (Guelph, ON)
Life Stories Project: Victims of Racism Speak Out

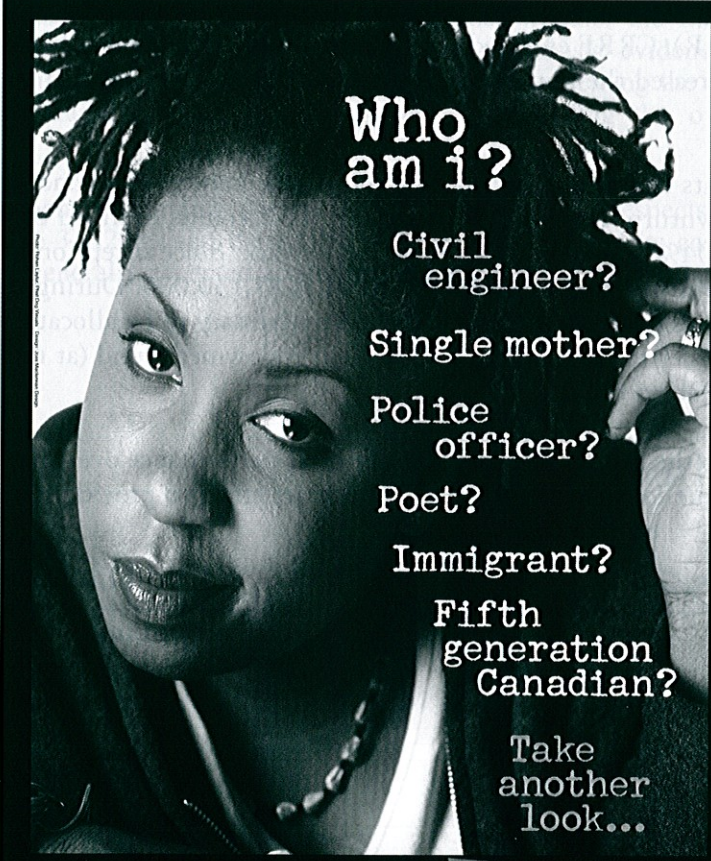
- Le Groupe Jeunesse Francophone de Toronto (Toronto, ON)
Projet de consultations régionales en vue de préparer la Conférence mondiale contre le racisme, la discrimination raciale, la xénophobie, etc.
- Multicultural Council of Saskatchewan (Regina, SK)
World Conference Against Racism Saskatchewan consultation
- Red Crow Community College (Cardston, AB)
Writing History, Transforming the Future: Kanai Stories of Residential School
- Seniors Resource Centre (St-John's, NF)
Health Care for All
- The Catalyst Centre (Toronto, ON)
Hip Hop is the classroom: A popular education resource manual
- The Saskatchewan Intercultural Association Inc. (Saskatoon, SK)
MultiCultural Connections
- The A Step Ahead Foundation (Vancouver, BC)
The A Step Ahead school tour
- World Conference Against Racism Youth Mentorship Network (Toronto, ON)
WCAR Youth Mentorship Project
- Canadian Council of Muslim Women (Mississauga, ON)
Young Muslim Women: Our Future
- Cultural Awareness Youth Group of Nova Scotia (Halifax, NS)
Quest for Identity: Black History Quiz Competition.
- AMARC-International, World Association of Community Radio Broadcasters (Montreal, QC)
Voices Without Frontiers-International: community radio against globalization, racism & discrimination.
- Japanese Canadian Citizens Association, Human Rights Committee (Burnaby, BC)
Japanese Canadian History Before, During and After WWII
- Freeze Frame, International Festival of Films for Kids of all Ages (Winnipeg, MB)
Seeing the World Through Different Eyes (II)
- Korean Canadian Women's Association (Toronto, ON)
Beyond Racism 2000 – Hand in Hand
- Vancouver Association of Chinese Canadians (Burnaby, BC)
NGO Virtual Forum.
- Sioux Lookout Antiracism Committee (Sioux Lookout, ON)
Niinawint Anishnawbek (We are the Native people) Project.
- Harmony Movement (Toronto, ON)
Exploring Harmony - A Community Development Program.
- North Preston Cultural Association (Dartmouth, NS)
Preston Historical Display.

National Campaign: Unite Against Racism

Over the past year, the Foundation continued its "Unite Against Racism" campaign launched in 1999 in efforts to reach a broad cross-section of the Canadian public with a positive anti-racism message.

Timed to coincide with the International Day for the Elimination of Racial Discrimination on March 21st, the Foundation mounted a cross-country bus shelter ad campaign and posed the question – "Who Am I?" – challenging the public to think about their perceptions and stereotypes and how these relate to racism.

In addition to the bus shelter ads, the "Unite Against Racism" television ads, a joint project with over 20 community partners, continued to run in living rooms from coast to coast. The five television ads created the impetus for a long video project to expand the educational aspects of the campaign. The long video, which revolves around interviews with the five video directors, provides an opportunity to study and discuss impressions about the issues of racial discrimination that are raised in the ads. Distribution and an accompanying study guide are planned for the next fiscal year.



Who
am i?

Civil
engineer?

Single mother?

Police
officer?

Poet?

Immigrant?

Fifth
generation
Canadian?

Take
another
look...

In Canada, there is unequal access to employment for visible minorities and Aboriginal peoples, even given the same levels of education.

**See people
for who they
really are.**

Unite against racism.

CANADIAN RACE RELATIONS FOUNDATION
CRRF FCRR
FONDATION CANADIENNE DES RELATIONS RACIALES

For information on our *Unite Against Racism* video - for schools, universities, colleges, workplaces and community groups - call: 1-888-240-4996, in Toronto 416-952-3500. Canadian Race Relations Foundation.
www.crr.ca

Management's Responsibility for Financial Statements

The accompanying financial statements of the Canadian Race Relations Foundation are the responsibility of management and have been approved by the board of directors. These financial statements have been audited by Hilborn Ellis Grant LLP, Chartered Accountants.

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 Foundation carries out its responsibilities for the financial statements mainly through the Finance Committee. The Finance Committee meets with management and the external auditor to review internal controls, auditing and other relevant financial matters. In addition, the Finance Committee is responsible for monitoring the performance of the investment managers.

During this fiscal year the Foundation has funded 32 Initiatives Against Racism (IAR) projects, two commissioned research projects, and continued funding for four research contracts. The CRRF's biennial Award of Excellence was held in Vancouver, BC where three organizations were recognized with cash prizes for their work in anti-racism efforts. A press conference was held to announce the findings of a commissioned research project and a number of publications were developed as educational material for distribution to our stakeholders. In preparation for the World Conference Against Racism (WCAR), CRRF engaged in workshops and consultations nationally and internationally and increased the number of documents that may be accessed by the public through our website.

The investment accounts this year experienced a significant underperformance due primarily to the widespread market downturn. During this fiscal year, the accounts declined by -1.80%, although the total return was 0.04% above the established benchmark. Since inception in May 1997, the total monetary return on investments as at March 31, 2001 is \$7,130,000. During this period of low investment returns, funds from the Reserve Fund were necessary to be allocated to the Capital Preservation Fund in order to preserve the \$24 million endowment fund (at rate of inflation) as per CRRF's Capital Preservation Policy.

It is anticipated that as the overall markets increase their performance over the next fiscal year, the Foundation will continue to build the Reserve Fund in its effort to provide stability for the future.


Chair


Secretary-Treasurer

June 19, 2001

Auditors' Report

To the Directors of the
Canadian Race Relations Foundation

We have audited the statement of financial position of the **Canadian Race Relations Foundation** as at March 31, 2001 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we 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 our opinion, these financial statements present fairly, in all material respects, the financial position of the Foundation as at March 31, 2001 and the results of its operations and its cash flows for the year then ended in accordance with generally accepted accounting principles.

Toronto, Ontario
May 25, 2001

Hilborn Ellis Grant LLP
Chartered Accountants

Statement of Financial Position

March 31, 2001	2001 \$	2000 \$
ASSETS		
Current Assets		
Cash	-	141,298
Investments (note 3)	3,052,240	2,821,052
Income receivable	146,415	167,216
Government grant receivable	-	83,333
Prepaid expenses and sundry receivables	38,597	53,514
	<u>3,237,252</u>	<u>3,266,413</u>
Investments (note 3)	<u>24,000,000</u>	<u>24,000,000</u>
Capital assets (note 4)	<u>90,864</u>	<u>99,799</u>
	<u><u>27,328,116</u></u>	<u><u>27,366,212</u></u>
LIABILITIES		
Current Liabilities		
Bank indebtedness	463,607	389,073
Accounts payable and accrued liabilities	138,617	130,154
	<u>602,224</u>	<u>519,227</u>
NET ASSETS		
Net assets invested in capital assets	90,864	99,799
Net assets restricted for endowment (note 5)	24,000,000	24,000,000
Net assets internally restricted for capital preservation (note 6)	2,969,410	109,467
Net assets internally restricted for reserve (note 7)	-	2,637,719
Deficiency in unrestricted net assets	(334,382)	-
	<u>26,725,892</u>	<u>26,846,985</u>
	<u><u>27,328,116</u></u>	<u><u>27,366,212</u></u>

Approved on behalf of the Board:

Chair *Lucy O'Connell*

Secretary-Treasurer *Michele Beaudoin*

Statement of Operations

Year ended March 31, 2001	2001 \$	2000 \$
Revenues		
Government grant	-	533,431
Interest and dividends <i>(note 3)</i>	999,582	1,612,098
Gain (loss) on sale of investments	1,006,713	(135,295)
Corporate sponsorship	20,377	81,240
	<u>2,026,672</u>	<u>2,091,474</u>
Expenses		
Amortization	47,194	48,608
Awards program <i>(note 8)</i>	127,257	-
Communication	237,153	155,035
Conferences, symposia and consultations	112,490	57,149
Directors' honoraria and travel	143,341	121,810
Information systems and development	3,552	7,519
Library	9,874	7,343
Office and general	56,943	40,992
Professional fees	28,891	18,971
Public education <i>(note 9)</i>	477,943	624,651
Rent	104,339	55,322
Research	172,149	172,093
Salaries and benefits	596,374	543,520
Staff recruitment and development	30,265	19,718
	<u>2,147,765</u>	<u>1,872,731</u>
Excess of revenues over expenses (expenses over revenues) for year	<u>(121,093)</u>	<u>218,743</u>

Statement of Changes in Net Assets

Year ended March 31, 2001

	Invested in Capital Assets \$	Restricted for Endowment \$
		<i>(note 5)</i>
Balance, beginning of year	99,799	24,000,000
Excess of revenues over expenses (expenses over revenues)for year	(47,194)	-
Net investment in capital assets	38,259	-
Internally imposed restrictions	-	-
Balance, end of year	<u>90,864</u>	<u>24,000,000</u>

Restricted for Capital Preservation \$	Restricted for Reserve \$	Unrestricted for Operations \$	2001 Total \$	2000 Total \$
<i>(note 6)</i>	<i>(note 7)</i>			
109,467	2,637,719	-	26,846,985	26,628,242
-	-	(73,899)	(121,093)	218,743
-	-	(38,259)	-	-
2,859,943	(2,637,719)	(222,224)	-	-
2,969,410	-	(334,382)	26,725,892	26,846,985

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Statement of Cash Flows

Year ended March 31, 2001	2001 \$	2000 \$
Cash flows from operating activities		
Excess of revenues over expenses (expenses over revenues) for year	(121,093)	218,743
Items not requiring a current cash payment (receipt)		
Amortization	47,194	48,608
Loss (gain) on sale of investments	(1,006,713)	135,295
Deferred contributions - government grant	-	(283,431)
	<u>(1,080,612)</u>	<u>119,215</u>
Changes in non-cash working capital		
Decrease in income receivable	20,801	62,750
Decrease (increase) in government grant receivable	83,333	(83,333)
Decrease (increase) in prepaid expenses and other receivables	14,917	(27,771)
Increase in accounts payable and accrued liabilities	8,463	69,677
	<u>(953,098)</u>	<u>140,538</u>
Cash flows from investment activities		
Proceeds from sale of investments	29,840,720	37,748,147
Purchase of investments	(29,065,195)	(38,234,119)
Net additions to capital assets	(38,259)	(52,260)
	<u>737,266</u>	<u>(538,232)</u>
Cash flows from financing activities		
Increase in bank indebtedness	74,534	344,415
	<u>74,534</u>	<u>344,415</u>
Net decrease in cash during year	(141,298)	(53,279)
Cash, beginning of year	141,298	194,577
Cash, end of year	-	141,298
	<u><u>-</u></u>	<u><u>141,298</u></u>
	2001	2000
	\$	\$
Supplementary Disclosure of Cash Flow Information		
Interest paid	-	-
Income taxes paid	-	-

Notes to Financial Statements

March 31, 2001

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”).

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

2. Significant Accounting Policies

a) Financial statement presentation

These financial statements have been prepared in accordance with the accounting standards for not-for-profit organizations published by the Canadian Institute of Chartered Accountants using the deferral method of reporting for contributions.

b) Revenue recognition

Restricted contributions are deferred and recognized as revenue in the year in which the related expenses are incurred. Other contributions are recognized as revenue when received.

Endowment contributions are recognized as direct increases in net assets in the period received.

c) Investments

Investments are recorded at the lower of average cost and market value.

d) Investment transactions and income recognition

Investment transactions are accounted for on the trade date. Income from investments is recognized on the accrual basis. Interest is accrued based on the number of days the investment is held during the year. Dividends are accrued as of the ex-dividend date. Realized gains and losses from investment transactions and the unrealized appreciation or depreciation in the value of investments are computed on an average cost basis.

Notes to Financial Statements (continued)

March 31, 2001

2. Significant Accounting Policies (continued)

e) Capital assets

Capital assets are recorded at acquisition cost. Amortization is provided for based on the estimated useful life of the assets on a straight-line basis as follows:

Office furniture and equipment	- 5 years
Computer hardware	- 3 years
Computer software	- 3 years
Leasehold improvements	- over term of sub-lease

Amortization is not being provided for artwork

f) Foreign currency translation

Transactions in a foreign currency have been translated to Canadian dollars at the rate of exchange prevailing at the month end closest to the transaction. The market value of investments quoted in foreign currencies and accounts denominated in foreign currencies have been translated to Canadian dollars at the rates of exchange prevailing at the year end. Gains and losses are taken into the current year's income.

g) Financial instruments

The organization's financial instruments consist of cash, investments, income receivable, sundry receivables, bank indebtedness and accounts payable and accrued liabilities. The fair values of these financial instruments approximate their carrying values, unless otherwise noted.

h) Measurement uncertainty

Financial statements are based on representations that often require estimates to be made in anticipation of future transactions and events and include measurements that may, by their nature, be approximations.

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Notes to Financial Statements (continued)

March 31, 2001

3. Investments

	Average Cost \$	Market Value \$
Total investment portfolio	27,052,240	28,204,842
Less: net assets restricted for endowment (<i>note 5</i>)	24,000,000	24,000,000
Less: unrealized appreciation in the value of investments internally restricted for capital preservation (<i>note 6</i>)	-	1,152,602
Classified as a current asset	<u>3,052,240</u>	<u>3,052,240</u>

The portion of the investment portfolio related to net assets restricted for endowment is presented as a non-current asset as the underlying contribution is to be maintained permanently by the Foundation and is not available to fund the expenses of the Foundation.

The average cost and market value of the total investment portfolio at March 31, 2000 was \$26,821,052 and \$30,282,185, respectively.

Investment counsel fees paid by the Foundation are offset against interest and dividend income. During the year, these fees amounted to \$176,171 (2000 - \$212,577).

4. Capital Assets

	Cost \$	Accumulated Amortization \$	2001 Net Book Value \$	2000 Net Book Value \$
Office furniture and equipment	98,367	58,145	40,222	48,978
Computer hardware	101,085	81,211	19,874	29,541
Computer software	17,482	17,427	55	3,023
Leasehold improvements	23,707	6,994	16,713	18,257
Artwork	14,000	-	14,000	-
	<u>254,641</u>	<u>163,777</u>	<u>90,864</u>	<u>99,799</u>

Notes to Financial Statements (continued)

March 31, 2001

5. Net Assets Restricted for Endowment

On formation, the Foundation received an initial endowment contribution of \$24 million. The endowment contribution was comprised of \$12 million, which was part of the Redress Agreement with the National Association of Japanese Canadians, and a matching contribution of \$12 million from the federal government. This contribution was made in commemoration of members of the Japanese Canadian community who suffered injustices during and after World War II.

The Canadian Race Relations Foundation Act stipulates that this endowment contribution is to be used only for investment and is not available to fund the Foundation's activities. Investment income earned on these funds may be expended for the purpose of the Foundation and is reported as revenue of operations.

6. Net Assets Internally Restricted for Capital Preservation

The Foundation has established a capital preservation policy to facilitate the preservation of the net assets restricted for endowment at an annual rate of inflation. At March 31, 2001, the net assets restricted for endowment adjusted for inflation is \$28,122,012 (2000 - \$27,570,600) and the inflation component is \$4,122,012 (2000 - \$3,570,600). This internal restriction is subject to variances based upon the unrealized appreciation in the value of investments at any point in time.

The balance is as follows:

	2001 \$	2000 \$
Transfer from (to) operations - from prior years	109,467	1,262,425
- current year	222,224	(1,152,958)
Transfer from reserve	2,637,719	-
	<u>2,969,410</u>	<u>109,467</u>
Unrealized appreciation in the value of investments (note 3)	1,152,602	3,461,133
	<u>4,122,012</u>	<u>3,570,600</u>

7. Net Assets Internally Restricted for Reserve

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.

Operational surplus in excess of any transfer to the net assets internally restricted for capital preservation is transferred to the net assets internally restricted for reserve at the end of each fiscal year.

Notes to Financial Statements (continued)

March 31, 2001

8. Awards Program

The Foundation recognizes positive initiatives in the elimination of racism and the promotion of harmonious race relations through an awards program held every two years. The awards program is next scheduled for March 2003.

9. Public Education

Public education during the year included grants awarded in connection with Initiatives Against Racism and the production of Unite Against Racism, a national anti-racism campaign.

The Foundation received donated television and radio airtime valued at approximately \$87,000 (2000 - \$340,000) during the year. The airtime was utilized in connection with Unite Against Racism.

10. Commitments

- a) The Foundation is party to a sub-lease agreement for its office premises. The sub-lease agreement provides for approximate annual payments of rent, realty taxes and operating expenses of \$106,000 during the period May 1, 2000 to March 30, 2003.
- b) As at March 31, 2001 the Foundation is committed to fund approximately \$58,000 in research and public education grants during the fiscal year ending March 31, 2002.

CANADIAN RACE RELATIONS FOUNDATION



FONDATION CANADIENNE DES RELATIONS RACIALES