

FORGING AHEAD FOR THE GREATER GOOD



Canadian
Race Relations
Foundation

Fondation
canadienne des
relations raciales



ANNUAL REPORT
2019 - 2020

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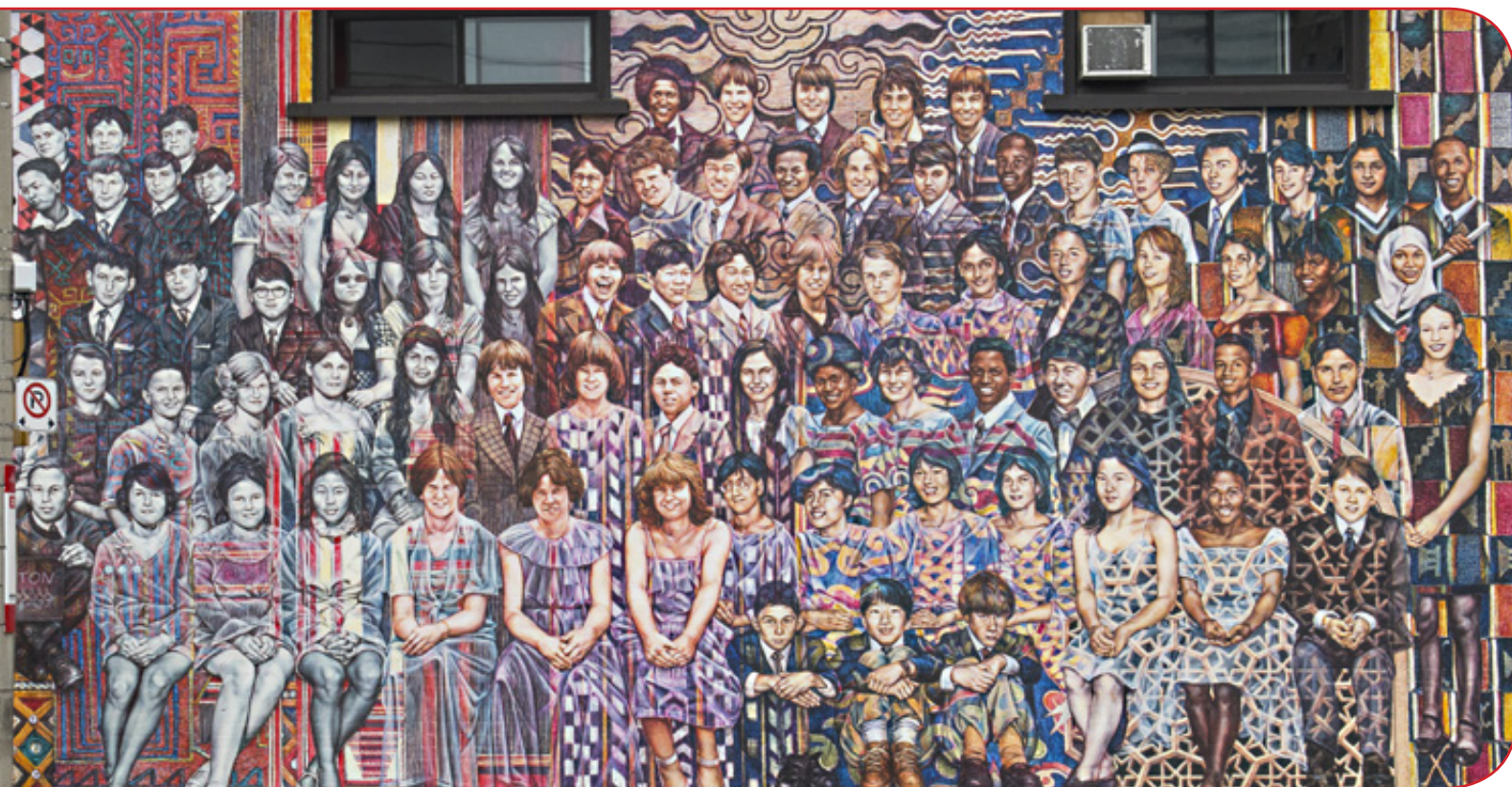
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"In response to these troubling times, we focused on establishing a new strategic direction for the Foundation, due to take effect in 2020-2023. This work was essential in modernizing and adapting the initiatives undertaken by the Foundation and ensuring our priorities align and that our resources are apt to the demanding tasks ahead of us."

Teresa Woo-Paw
CHAIRPERSON



MESSAGE FROM THE CHAIRPERSON

It has been a challenging time at the Canadian Race Relations Foundation as seemingly too frequently racist and hateful incidents grab headlines both at home and abroad. The growth of intercultural discord fosters national disharmony. At the Canadian Race Relations Foundation, we have worked hard to facilitate 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.

In response to these troubling times, we focused on establishing a new strategic direction for the Foundation, due to take effect in 2020-2023. This work was essential in modernizing and adapting the initiatives undertaken by the Foundation and ensuring our priorities align and that our resources are apt to the demanding tasks ahead of us.

I am pleased to inform you that the 2020-2023 Strategic Direction will focus CRRF to:

Be an Enabler – CRRF is a valued resource and recognized leader to support or lead efforts and initiatives with community groups and organizations in 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.

Be a Convener – CRRF is positioned as an effective national entity with meaningful relations and a strategic network of partners from government/public institutions, to academia, research institutions to community organizations to carry out its mandates and create opportunities for leaders, groups and organizations to connect and build synergies.

Strengthen its organizational sustainability by enhancing and effectively operationalize the 2020-2023 strategic plan and position CRRF to the evolving leadership role in the elimination of racism in Canada.

I would also like to welcome our new Board member Raymond Tynes, who joined us in March 2020, and acknowledge Gina Valle who is now Vice-Chairperson; both individuals further strengthen the Board of Directors and the Foundation itself. I profoundly thank all Board members for their engagement over the last year – their dedication to the cause is heartening.

Our office remains under the capable guidance of Dr. Lilian Ma, who is overseeing a time of growth and transition with her dutiful staff. To everyone who works at the CRRF – you are an inspiration. Know that you have my gratitude.

The Board and staff could not achieve their objectives, without the dedicated support of all of the many partners with which the CRRF works. These agencies, non-profit organizations, community groups and volunteers are the lifeblood of our Foundation and have supported us greatly this past year.

As we continue to pursue our mandate laid out in the *Canadian Race Relations Foundation Act*, we must also strengthen the Foundation itself so that it may continue to evolve and fulfill its noble obligations to help create a truly inclusive Canada, free of the vile spectre of racism and discrimination.

I hope you will join us on this journey.

A handwritten signature in dark ink, appearing to read 'Teresa Woo-Paw'.

Teresa Woo-Paw
CHAIRPERSON



MESSAGE FROM THE EXECUTIVE DIRECTOR

This year has been a very busy year for projects, renewals and new ideas. We were finishing the three-year project (2017-2020) Canada Beyond 150 as well as beginning to engage in the new two-year (2019 -2021) Science of Racism project. In addition, core programs of the CRRF were also completed.

I am proud to share our Annual Report which recaps the initiatives, programs, partnerships, and sponsorships which have built upon the desire of Canadians to engage in learning to expand our knowledge and expertise to eliminate racism and racial discrimination in Canada. In summary:

Our website was streamlined by better organization. Our visits have grown up to 35%, and we have doubled our presence and impact on social media. We have begun a multiyear Digitalization project for the Clearinghouse. Our newsletter has been restored to a monthly, bilingual, publication schedule, and our Journal “Directions” provided monthly publication to readers.

The Foundation was very active on-the-ground, having hosted various events and consultations in Montreal, Vancouver, Toronto, Lethbridge, Calgary, Saskatoon, Halifax and Moncton.

- In 2019-20 we produced three new surveys with our partners, on the state of race relations and intersection of race and gender.
- Regrettably, some programs and partnership events have been cancelled in March 2020 due to the COVID-19 pandemic.
- CRRF staff were busy in supporting the Board’s work on the CRRF 2020-23 strategic plan which was a full scale strategic planning process, including the hiring of independent consultants and national consultations.

We are grateful to all sponsors, donors, funders, partners, and volunteers for their continual support. Finally we could not accomplish so much without our dedicated Board Members, staff members and consultants, who worked so hard over the last year. Thank you for your support which kept us going particularly during difficult times.

In deepest appreciation,

A handwritten signature in black ink, appearing to read 'Lilian Ma'.

Lilian Ma
EXECUTIVE DIRECTOR

ABOUT THE CANADIAN RACE RELATIONS FOUNDATION

HISTORY AND LEGISLATION

In 1988, the Canadian Government reached an agreement with the National Association of Japanese Canadians (NAJC), acting on behalf of Japanese Canadian families who were interned and otherwise stripped of their human and civil rights during and after the Second World War. Known as the Japanese Canadian Redress Agreement, the Government apologized on behalf of Canadians for those actions and provided compensation to the Japanese Canadian families who were wronged.

The NAJC also negotiated \$21,000 for each individual Japanese Canadian who had been either expelled from the British Columbia coast in 1942 or was alive in Canada before 1 April 1949 and remained alive at the time of the signing of the agreement, a contribution of \$12 million to help Japanese Canadian rebuild the infrastructure of destroyed communities, and a \$24 million endowment fund to establish what is now known as the CRRF.

The *Canadian Race Relations Foundation Act*, Bill C-63, was passed in 1991 and proclaimed in 1996. The CRRF opened its doors in November 1997. [As] a Crown corporation, it reports to Parliament through the Minister designated for the purposes of the *Canadian Multiculturalism Act* and operates at arm's length from the Government of Canada.

The CRRF has achieved much since it opened its doors, and the CRRF's history reflects the professionalism, resiliency and reach of the CRRF and the significance of its mission to people across Canada. The CRRF is committed to building a future that treats all Canadians fairly. The promotion of human rights, harmonious race relations and social cohesion are established as guiding principles, and the CRRF is attentive to the challenges presented by a more globalized, interconnected world.



THE OFFICIAL SIGNING OF THE JAPANESE CANADIAN REDRESS AGREEMENT BY PRIME MINISTER BRIAN MULRONEY AND NAJC PRESIDENT ART MIKI - SEPTEMBER 22, 1988

STATUS OF THE CANADIAN RACE RELATIONS FOUNDATION

The CRRF is a Federal Crown Corporation governed by Bill C-63, the *Canadian Race Relations Foundation Act*, 1991 and is a registered charitable corporation under the Income Tax Act.



SOME CRRF BOARD MEMBERS & ART MIKI (NAJC REPRESENTATIVE) IN CRRF OFFICES, TORONTO – NOVEMBER 2, 2019

The CRRF's primary source of income is derived from the investment income earned on investments of the original contribution of the \$24 million Endowment Fund and other investments. It may also receive funds from project administration, donations, government grants and contributions for specific projects, but it does not receive a regular annual appropriation.

MANDATE AND OBJECTIVES

The mandate and objectives of the Foundation are defined under Section 4 of the *Canadian Race Relations Foundation Act*.

The purpose of the Canadian Race Relations 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:

1. Undertaking research and 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, volunteer, community and other organizations as well as public institutions, governments, researchers and the general public in eliminating racism and racial discrimination;
2. Acting as a clearing-house, providing information about race relations resources and establishing links with public, private and educational institutions and libraries;
3. Facilitating consultation, and the exchange of information, relating to race relations policies, programs and research;
4. Promoting effective race relations training and assisting in the development of professional standards;
5. Increasing public awareness of the importance of eliminating racism and racial discrimination;
6. Collaborating with business, labour, volunteer, community and other organizations, as well as public institutions and all levels of government, in instituting and supporting programs and activities; and
7. Supporting and promoting the development of effective policies and programs for the elimination of racism and racial discrimination. *

*Excerpts from the *Canadian Race Relations Foundation Act*, s.4

GOVERNANCE

The Foundation reports to Parliament through the Minister of Canadian Heritage, reflecting the importance of diversity and multiculturalism to Canada's heritage.

The Governor in Council, acting on the recommendation of the Minister for the purposes of the *Canadian Race Relations Foundation Act*, appoints all members of the Board and the Executive Director.

The CRRF is governed by a Board of Directors consisting of a Chairperson and up to 11 additional Directors. The goal of the CRRF is to have a Board that is representative of the multicultural character, linguistic duality and regional diversity of Canadian society. An Executive Director, who serves as Chief Executive Officer and an ex-officio member of the Board, manages the daily operations of the Foundation. The Board elects one of the directors, other than the Chairperson, to be the Vice-Chairperson of the Board.

The *Canadian Race Relations Foundation Act* states that the Board of Directors must meet a minimum of twice a year. Where feasible, the Board meets face to face across the country in a different province or territory, or by video/teleconference.

The CRRF is governed by its enabling legislation and sections 89.9 to 89.92 and sections 105 (2), 113.1, 131 to 148 and 154.01 of the Financial Administration Act, which relates to obligations with respect to terms and conditions of employment, accountability, financial management and audit provisions.

The CRRF is also required to comply with the *Access of Information Act*, and the Privacy Act, the *Official Languages Act* and Regulations, and the *Canada Labour Code*, among other provisions in other statutes.

DIRECTORS' COMPENSATION

The Chairperson of the Board and the Executive Director are compensated in accordance with the terms of the Governor General in Council appointing them. The Executive Director receives an annual salary, and an annual performance pay (ranges from \$1,300 to \$4,000). The Chairperson of the Board receives an annual retainer of \$6,000 and a per diem fee of \$250 for meetings, travel time and special responsibilities.

The remuneration for directors (other than the Chairperson) is established by the Foundation policy on travel, hospitality, conference and event expenditure and is \$325 for each day attendance at a meeting duly convened by the Foundation, including general Board meetings, Board Committee meetings, and other assignments.

Payment of honoraria is also applicable to: a) traveling time where the time required for travel by air, or train and bus or private vehicle when no flight will be available, between the meeting place and the normal place of residence exceeds three (3) hours; b) a video or conference call meeting, including prep time, of three (3) hours or more; and (c) special assignments undertaken following a resolution of the Board or receiving authorization from the Chairperson or the Executive Director.

Only one meeting fee for each day of work (24 hours) even if they attend more than one meeting during that period is paid.

Compensation data with respect to total salaries and benefits, honorarium and travel of members of the Board of Directors, and the Executive Directors is summarized in Note 14, Related parties transactions, to the 2019/2020 annual Audited Financial Statements.



BOARD AND COMMITTEE MEETINGS AND ATTENDANCE | APRIL 1, 2019 TO MARCH 31, 2020

BOARD MEMBERS	BOARD	EXECUTIVE COMMITTEE	GOVERNANCE COMMITTEE	NOMINATIONS COMMITTEE	AD-HOC COMMITTEE (Program Funding)	AD-HOC COMMITTEE (Strategic Planning)	INVESTMENT COMMITTEE	FINANCE AND AUDIT COMMITTEE	HUMAN RESOURCES COMMITTEE
NUMBER OF MEETINGS	6*, 5 days in person - 1 Conference Call	5, 2 in person - 3 Conference Call	3, 2 in person - 1 Conference Call	2 in person	5, 4 Video Conference - 1 Conference Call	4, 1 in person - 2 Video Conference – 1 Conference call	5, 2 in person - 3 Conference Call	3, 2 in person - 1 Conference Call	3, 2 in person - 1 Video Conference
Teresa Woo-Paw	6	5	3	1	5	4	4	3	3
Balpreet Singh Boparai	6	5	2	N/A	N/A	4	N/A	3	N/A
Orlando Bowen	5	1 (guest)	N/A	N/A	N/A	2	N/A	N/A	3
Alicia Damley	6	2 (guest)	N/A	2	4	2 (guest)	5	3 (advisor)	N/A
Moses Gashirabake	6	5	N/A	N/A	N/A	1 (guest)	2	3	N/A
Cheryl May	4	N/A	1	N/A	3	2 (guest)	N/A	—	2 (advisor)
Emilie Nicolas	6	N/A	3	2	5	3	N/A	N/A	N/A
Anne-Marie Pham	6	1 (guest)	3	N/A	N/A	3	N/A	N/A	3
Roy Pogorzelski	6	N/A	3	N/A	N/A	3	N/A	3	N/A
Gina Valle	5	4	1 (guest)	2	N/A	1 (guest)	N/A	N/A	N/A
Chiamaka Mogo	6	N/A	N/A	N/A	N/A	1 (guest)	N/A	N/A	1
Raymond Tynes –Appointed March 4, 2020	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Rajesh Uttamchandani - resigned April 25 2019	N/A	—	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EXTERNAL MEMBERS									
Art Miki, NAJC Representative & Board Secretary	N/A	N/A	N/A	1	N/A	N/A	N/A	N/A	N/A
Martin Grzadka	N/A	N/A	N/A	N/A	N/A	N/A	5	N/A	N/A
Toni Silberman	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2

*The Board met 6 days for Board meetings on April 27 and 28, 2019 (in person); July 8, 2019 (Teleconference); July 26, 2019 (in person), and November 2 and 3, 2019 (in person).

WORKING GROUP

A Working Group was established by the Executive Committee to develop a draft Business Plan for 2020-2021 fiscal year.

The members included:

- Teresa Woo-Paw (Chairperson)
- Anne-Marie Pham (Board member)
- Emilie Nicolas (Board member)
- Alicia Damley (Board member)
- Lilian Ma (Executive Director)
- Arsalan Tavassoli (Director, Finance and Administration)

The Working Group had six meetings between February 5, 2020 – March 31, 2020.

BOARD OF DIRECTORS



Teresa Woo-Paw, Chairperson (Calgary, Alberta)
Term: November 8, 2018 to November 7, 2022



Orlando Bowen (Brampton, Ontario)
Term: December 15, 2017 to December 14, 2020



Gina Valle, Vice-Chairperson (Toronto, Ontario)
Term: June 21, 2017 to June 20, 2021



Alicia Damley (Mississauga, Ontario)
Term: June 21, 2017 to June 20, 2021



Balpreet Singh Boparai (Toronto, Ontario)
Term: December 11, 2017 to December 10, 2020



Moses Gashirabake (Côte-Saint-Luc, Quebec)
Term: May 28, 2018 to May 27, 2021

BOARD OF DIRECTORS



Cheryl May (Toronto, Ontario)
Term: March 26, 2018 to March 25, 2022



Anne-Marie Pham (Calgary, Alberta)
Term: December 18, 2017 to December 17, 2021



Chiamaka Obiageli Mogo (Vancouver, British Columbia)
Term: November 8, 2018 to November 7, 2022



Roy Pogorzelski (Lethbridge, Alberta)
Term: June 21, 2017 to June 20, 2021



Emilie Nicolas (Montréal, Quebec)
Term: June 21, 2017 to June 20, 2020



Raymond Tynes (Halifax, Nova Scotia)
Term: March 4, 2020 to March 3, 2023

BOARD OF DIRECTORS



Rajesh Uttamchandani, Vice-Chairperson (Toronto, Ontario)
Term: June 21, 2017 to April 25, 2019

* **Rajesh Uttamchandani** served as a member of the Board of Directors and Vice-Chairperson until his resignation on April 25, 2019. As of November 2, 2019, Gina Valle serves as the Vice-Chairperson.



Lilian Ma, Executive Director, ex officio (Toronto, Ontario)
Term: August 1, 2017 to July 31, 2020



NAJC Representative & Board Secretary
Arthur K. Miki
(Winnipeg, Manitoba)

BOARD COMMITTEES

EXECUTIVE COMMITTEE exercises all powers that may be lawfully delegated to the Committee and performs all duties of the Board, when the Board is not in session.

Members: \$Teresa Woo-Paw (Chair), Rajesh Uttamchandani*, Gina Valle, Moses Gashirabake, Balpreet Singh Boparai

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

Members: Moses Gashirabake (Chair), Balpreet Singh Boparai, Cheryl May, Roy Pogorzelski, \$Teresa Woo-Paw

Advisor: Alicia Damley†

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: Balpreet Singh Boparai (Chair), Roy Pogorzelski, Emilie Nicolas, Anne-Marie Pham, Cheryl May, \$Teresa Woo-Paw

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

Members: Gina Valle (Chair), Emilie Nicolas, Alicia Damley, Art Miki (external member), \$Teresa Woo-Paw

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

Members: Rajesh Uttamchandani (Chair)*, Orlando Bowen (Chair)**, Toni Silberman (external member), Anne-Marie Pham, Chiamaka Mogo, \$Teresa Woo-Paw

Advisor: Cheryl May

INVESTMENT COMMITTEE This keeps the Board informed of the investment performance of the endowment fund by liaising with, and submitting regular reports received from the Investment Advisor.

Members: Alicia Damley (Chair), Moses Gashirabake, Martin Grzadka (external member), \$Teresa Woo-Paw

*Rajesh Uttamchandani served on the Executive Committee and served as Chair of the Human Resources Committee until his resignation on April 25, 2019.

† Alicia Damley served as advisor to the Finance & Audit Committee until February 1, 2020.

**Orlando Bowen was appointed as Chair of the Human Resources Committee on April 28, 2019.

\$Teresa Woo-Paw, being the Chairperson, is an ex-officio member of all committees.

THE CRRF TEAM

While the role of the Board of Directors is to provide strategic direction for the CRRF and effective oversight of management, a small number of staff members under the leadership of the Executive Director, are accountable for daily operations.

Throughout the 2019-2020 fiscal year, the CRRF had three full-time staff, one part-time staff, and one communications consultant, in addition to the Executive Director, who is appointed by the Governor-in Council on the recommendation of the Minister.



From L to R: Top –Suvaka Priyatharsan, Manager, Programs and Information Management; Alisa Lu, Accounting Assistant; Meg Mochizuki, Coordinator; Sharon Pun, Research, Resource, and Records Librarian; Arsalan Tavassoli, Director, Finance and Administration; Lilian Ma, Executive Director.



Jean-François Pagé, Bilingual Communications Consultant (July 2019 to February 2020)



Praan Misir, Manager, Programs and Information Management (October 2014 to July 2019)

VOLUNTEERS

Katie Chui

Student Volunteer

Maria Emmanouela Lewis

Writing and Outreach Volunteer

Saleha Faruque

Writing and Outreach Volunteer

Samantha Hatoski

Library Volunteer

STRATEGIC DIRECTION

VISION

The Canadian Race Relations Foundation will be recognized for its role as a leading non-partisan resource and facilitator, helping to eliminate the racism and racial discrimination that will be seen as inherent contradictions to a Canada based on the mutuality of rights and responsibilities, participation, belonging and equity.

MISSION

The mission of CRRF is defined in the *Canadian Race Relations Foundation Act S.C. 1991, c. 8*, as found in Section 4, Purpose of the Foundation: The purpose of the Canadian Race Relations 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.

VALUES

- Participation and inclusiveness, the mutuality of rights and responsibilities, and respect for the human dignity of others as principles of ethnocultural, religious and racial equity in Canada.
- The reflection of the multicultural character, linguistic duality and regional diversity of Canada in CRRF Board, partnerships and programs to serve all Canadians.
- An effective internal CRRF governance and communications infrastructure to reflect the values CRRF promotes in general.
- Respecting and ensuring the sustainability and development of the generosity of the Japanese Canadian Community in its key investment in creating the CRRF.

STRATEGIC OUTCOMES AND PROGRAMS

The CRRF's programs and activities were based on the Three-Year Strategic Plan (2017-2020), which set priorities for the organization.

While the strategy advances the CRRF in alignment with contemporary issues of race relations, it represents a legacy of commitment to the CRRF's central purpose as set out by the *Canadian Race Relations Foundation Act 1991* and is mindful of the generosity of spirit of the NAJC, which led to the creation of the CRRF.

KEY STRATEGIC PRIORITIES [2017 – 2020]

The CRRF will:

1. Identify key questions of racism and racial discrimination.
2. Be recognized as the leading national comprehensive resource on racism, race relations, best practices and recommended solutions.
3. Engage Canadian Youth and other groups in addressing racism and race relations using a variety of means.
4. Develop and promote education on the content of the *Charter of Rights and Freedoms* and the *Canadian Multiculturalism Act*, their inherent values as a source for building a common understanding of our individual responsibilities, and as a tool for exploring the nature of rights and their limits in Canada with respect to speech, religious beliefs and discrimination.

REFLECTION ON 2017-2020 STRATEGIC DIRECTION

From 2017 -2020, the CRRF engaged in a multitude of activities to fulfill its key strategic priorities. With very limited resources and capacity, the CRRF not only achieved the outcomes articulated in the strategic directions, but it successfully distributed many resources to the public to increase public awareness of the importance of eliminating racism and racial discrimination and facilitated the exchange of information, relating to race relations policies, programs and research.

Feedback from our community partners have been fairly positive. For example, the launch of our Race Relations in Canada 2019 survey indicated that community members are now able to have qualitative and quantifiable data to use in their advocacy work. Also, the various events held across Canada were appreciated by community workers, as they were able to network with other groups, and by the youth, who was able to have its voice heard.

Below is a quick summary of how our Strategic Directions were achieved.

STRATEGIC DIRECTION ONE

1. Identify key questions of racism and racial discrimination.

Racism and racial discrimination remain an underlying reality in Canada, but the CRRF needed to better understand the realities, as well as the challenges, of people with racialized identities and backgrounds using empirically-based evidence.

In partnership with the Environics Institute for Survey Research, the CRRF conducted a social research study to address this evidence gap and attempted to answer key questions. The Race Relations in Canada 2019 Survey, released December 10, 2019, focused its research on public attitudes, perceptions and experiences as they pertain to relevant dimensions of race relations.

This survey is significant as it provides empirically-derived evidence that can be widely referenced and is a means for measuring progress over time. Additionally, the CRRF also partnered with the Association of Canadian Studies to conduct three additional surveys that provided an overview of: 1) the perceptions of Canadians toward immigration; 2) discrimination against racialized women in the workplace; and 3) the state of inter-group relations as perceived by members of the Asian community.

All the surveys from the last three years can be found on the CRRF website.

STRATEGIC DIRECTION TWO

2. Be recognized as the leading national comprehensive resource on racism, race relations, best practices and recommended solutions.

In order to achieve tangible results for this strategic direction, the CRRF focused heavily on the successful completion of the Canada Beyond 150 project, which was used as a vehicle to provide comprehensive resources on race relations and best practices. This project incorporated five initiatives (National Conversations, National Youth Network, The Spirit of Reconciliation Guidebook, Learning about Racism courses, and Documentary Video Series).

This project engaged over 1000+ young Canadians across the country to participate in a dialogue about race relations and explored ways of combating racism through awareness, educational modules, toolkits, etc. The National Conversations and High School Workshops took place over six different cities across Canada. They provided a platform for participants to discuss the racial discrimination they face in their communities and to have a dialogue on how greater awareness about racism and advocacy work can help support different communities.

As a means of providing resources and solutions, the CRRF, in partnership with the Vancouver School of Theology, created the Spirit of Reconciliation Guidebook which brings forward personal feelings, experiences and beliefs that touch upon many different aspects and perspectives of reconciliation. The CRRF also worked with various production companies from Toronto, Quebec, and Yellowknife to create documentary style videos that highlight stories advocating for a more equitable Canada, featuring heroes who have broken new ground in their views and achieved experiences that are worth sharing.

Another resource that was created and has gained popular attention is the CRRF's Learning About Racism courses. This exclusive, free on-line program has brought together a "faculty" of subject matter experts to create a curriculum and a set of reading materials for the Canadian public.

In addition, the CRRF was active in providing monthly articles as part of CRRF's *Directions* Journal which provided community-based, action-oriented research, commentary, and perspectives on eliminating racism and discrimination.

Thus, the creation and distribution of the resources mentioned above endorsed the CRRF to be recognized as a leading national comprehensive resource on race relations.

STRATEGIC DIRECTION THREE

3. Engage Canadian Youth and other groups in addressing racism and race relations using a variety of means.

This direction was achieved through CRRF's core project programs. Over the last three years, the CRRF focused on tools such as webinars, conferences, and roundtable platforms to engage with young Canadians.

The online webinars focused on topics such as Anti-Black Racism and Right Wing Extremism. The CRRF also conducted four Roundtables (in Ontario, Vancouver and Montreal), which brought together not only young Canadians, but also other community groups such as the Human Rights Committee of the Greater Vancouver Japanese Canadians Citizens Association, Centre for Immigrant and Community Services, The Centre for Civic Religious Literacy, etc.

The roundtable events in the last three years focused on topics such as Building Bridges Among East Asian Communities: How Does Racism Affect Us?, Human Rights at 70: A Roundtable to Examine the Progress and Gaps for Communities, Vivre ensemble...mais pour qui et comment? Naviguer dans les droits de la personne à Montréal - Bilingual Roundtable on Racism and Civil Society: Seeking Room for Dialogue.

Moreover, the Canada Lecture in conjunction with the Metropolis Conference invited accomplished Canadians to raise awareness and understanding of critical issues related to racism and racial discrimination, and creating social harmony in Canadian society. The program offered a forum for addressing ways and challenges in confronting and eliminating racism and its manifestations, and served as a unique medium for sharing views, experiences and visions about Canadian identity and citizenship.

STRATEGIC DIRECTION FOUR

4. Develop and promote education on the content of the *Charter of Rights and Freedoms* and the *Canadian Multiculturalism Act*, their inherent values as a source for building a common understanding of our individual responsibilities, and as a tool for exploring the nature of rights and their limits in Canada with respect to speech, religious beliefs and discrimination.

This strategic direction was achieved through various events held by the CRRF. In 2018, the CRRF's Canada Lecture was focused on the topic of "Contemporary Issues in Freedom of Expression" which was delivered by the Honourable Mr. Justice Russell J. J. of the Ontario Court of Appeal.

Justice Russell J. J. spoke on section two of the Canadian Charter of Rights and Freedoms Act, the Freedom of Expression. He discussed how the freedom of expression can be applied to university campuses, how it is expressed in the law, and in the community. This event was inspired by a multi-campus discussion workshop event on the Freedom of Expression organized by Professor Robert Daum for university students from the universities in Vancouver, Toronto and Halifax.

Moreover, an occasion to celebrate the Enactment of the Multiculturalism Act (1988) took place on June 27, 2018 where the CRRF held the event “30 Years of Progress: A Multiculturalism Day Celebration” at the Ontario Bar Association. This event, was held to recognize and celebrate the 30th anniversary of the Canadian Multiculturalism Act and the signing of the Japanese Canadian Redress Agreement.

Sponsors and partners for this event included the Ontario Bar Association, the National Association of Japanese Canadians, along with the following speakers: the Honorable Justice Maryka Omatsu, renowned author Joy Kogawa and Indigenous Elder, Cat Criger. This event signified the importance of the Act and the related individual rights entrenched under the Charter of Rights and Freedoms.

Moreover, CRRF sponsored a lecture organized by the Toronto Chapter of the National Association of Japanese Canadians (NAJC) on November 7, 2019. Dr. Eric Adams, a Professor of Law from the University of Alberta, presented the lecture “How Japanese Canadians Shaped the Constitution”. Dr. Adams provided an overview of Japanese Canadian History and made a link between the redress movement and the Canadian constitution.

Lastly, education efforts based on CRRF’s publication “Doing the Right Thing” detailed past wrongs in Canadian history based on discrimination due to ethnic origin and religion (i.e. against people with Chinese, Asian, Jewish and Indigenous backgrounds). These publications were promoted in CRRF’s Canada Beyond 150 programs, and circulated and shared with students, teachers’ conference leaders, and publications throughout the last three years.

The programs and events held by the CRRF from 2017-2020 aligned with contemporary issues of race relations in Canada and it exceeded the expectations laid out in the strategic priorities. Not only has the CRRF produced a lot of resources for educational and awareness purposes, it has encouraged intercultural dialogues and provided a platform for Canadians to engage in conversations about challenging the status quo using resources like survey data and the Science of Racism video.



Canada Beyond 150 <i>National Conversations</i> , Toronto (August 2019), Alberta (November 2019) <i>National Youth Network</i> , Calgary (September 2019, October 2019), Montreal (October 2019), Saskatchewan (November 2019) <i>The Spirit of Reconciliation Guidebook</i> , Vancouver (February 2020) <i>Learning About Racism</i> , Courses: Implicit Bias, Interfaith, Indigenous Treaties, Systemic Racism, and Intercultural Dialogue <i>Documentary Series</i> , Racism: Problems and Solutions	Science of Racism To create a travelling exhibit in partnership with The Mosaic Institute for Harnessing Diversity and the Ontario Science Centre. This exhibition will explore how the phenomenon of racism works in the brain. The exhibit will be open to the public starting October 2020 and will travel to other provinces across the country.	Roundtables To seek conversations in local and national issues. 1. <i>"Le vivre ensemble" / Living Together</i> , In partnership with The Centre for Civic and Religious Literacy, Montreal (December 2019) 2. <i>Racism and Civil Society: Seeking Room for Dialogue</i> , In partnership with The Centre for Civic and Religious Literacy, Vancouver (March 2020)	Clearinghouse Provides and collects information and resources regarding race relations. A survey was commissioned to solicit feedback in improving the platform, navigation and preferred resource formats.	Publications <i>Directions</i> , a monthly journal, in English and French, which provides community-based, action-oriented research, commentary, & perspectives on eliminating racism and discrimination.	We are Canada Nous sommes le Canada This project consists of 30 short biographies of ethno-cultural leaders in Canada. The identified leaders delivered their life stories and reflected on the struggle against discrimination	Surveys & Research <i>In partnership with Environics Canada</i> 1. Race Relations in Canada (December 2019) <i>In partnership with the Association of Canadian Studies</i> 1. Perceptions on Immigration, Diversity & Religion (June 2019) 2. Perceptions & Discrimination Against Women in the Workplace (March 2020) 3. Capturing the Pulse of the Nation (March 2020)	Webinars Right Wing Extremism Anti-Black Racism in Our Schools A survey of Canadian Public Opinion and Experience Standing Together Against Hate as Part of Holocaust Memorial Day Batir des organisations inclusives
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The Canadian Race Relations Foundation sponsored some 20 community conferences/events across Canada including the Asian Canadian Women's Alliance Launching, Blackness in Canada Policy Networking Conference, and the Prince Albert Grand Council's National Symposium on First Nations Policing and Indigenous Justice events. These events took place across Canada.

CANADA BEYOND 150: A PROMISE TO OUR CHILDREN

This is the final year of this project which was sponsored by the Government of Canada through an Inter-Action Grant from the Department of Canadian Heritage. Canada Beyond 150: A Promise to our Children is designed to bring together Canadians from all backgrounds to engage in discussions about the elimination of racism and discrimination, with a special focus on young people, as well as using technological tools and innovation to build national networks promoting intercultural understanding. The project consists of 5 initiatives which has touched thousands of Canadian lives in the past three years:

INITIATIVE ONE: NATIONAL CONVERSATIONS

National Conversations are focus groups which offer a means of gathering the input of young Canadians, providing them with an opportunity to share with us how the challenges of racism and discrimination may be confronted and overcome. In the previous two years, we have completed two National Conversations held in Toronto (February 28, 2018) and Winnipeg (May 27, 2018). Two focus groups were held across the nation this year. Each session hosted between 20-25 participants drawn from diverse backgrounds but falling within the 18-35 age cohort.

The following events were held from April 2019-March 2020:

1. Toronto, August 28, 2019 in partnership with The Mosaic Institute.
2. Lethbridge, November 4, 2019 in partnership The Centre for Civic Religious Literacy



Participants at National Conversations, August 28, 2019, at the Mosaic Institute, Toronto, Ontario



Participants at National Conversations, November 4, 2019, Lethbridge Alberta

INITIATIVE TWO: THE SPIRIT OF RECONCILIATION

The Canadian Race Relations Foundation, in partnership with the Vancouver School of Theology, was pleased to produce the Spirit of Reconciliation guidebook. We would like to thank the Vancouver School of Theology specifically Rev. Dr. Raymond C. Aldred and Rabbi Dr. Laura Duhan-Kaplan for the research on reconciliation and identifying and coordinating the essay submissions from subject matter experts. They bring forward personal feelings, experiences and beliefs that touch upon many different aspects and perspectives of reconciliation.

We hope the Guidebook will raise the awareness of all Canadians in this topic continuing this important dialogue throughout the spread of readership



Book Cover

THE SPIRIT OF RECONCILIATION AIMS TO:

- Apply the principles of restorative justice
- Feature a multiplicity of faith perspectives
- Centre Indigenous perspectives
- Be available as both a printed product, as well as an online resource

The launch of this event was held on February 24, 2020 at the Vancouver School of Theology. In the spirit of the event – launch of a multifaith resource for Reconciliation -- speakers and musicians represented Musqueam, Cree, Squamish, and Nisga'a nations, and Jewish, Hindu, Buddhist, Islamic, Bahá'í, Sikh, Presbyterian, Anglican, Catholic and Evangelical traditions.

The book launch was a success by both quantitative and qualitative standards. By quantitative standards, there was a total of 85 members in the audience and following the first two days of the launch, the online e-book was viewed over 300 times. By qualitative standards, attendees reported being moved by the combination of words and music; the diverse affiliations of the speakers; and the amount of information about Reconciliation and multiculturalism presented. Many signed up to be notified of a second print run for the hardcopy.

The guidebook is available in both English and French on our website:
<https://www.crrf-fcrr.ca/images/Spirit-of-Reconciliation-final-WEB-all.pdf>



A launch was held with multi-faith leaders, authors and partners on February 24, 2020

INITIATIVE THREE: NATIONAL YOUTH NETWORK

We used the experimented model from 2016 to have high school students in different cities to participate in a day of workshops designed to discuss racism, discrimination, Reconciliation and what it means to be Canadian. Model was extended to six cities and through partnerships with local school boards & community organizations, bringing students to dialogue together to discuss their local challenges/opportunities and develop a core of best practices in terms of race relations. In the previous year, we held three workshops (Moncton –February 22, 2019, Hamilton – March 20, 2019 and York Region – November 2018-February 2019). This year, we held three more workshops. Over 600 students attended and participated in these lively workshops.

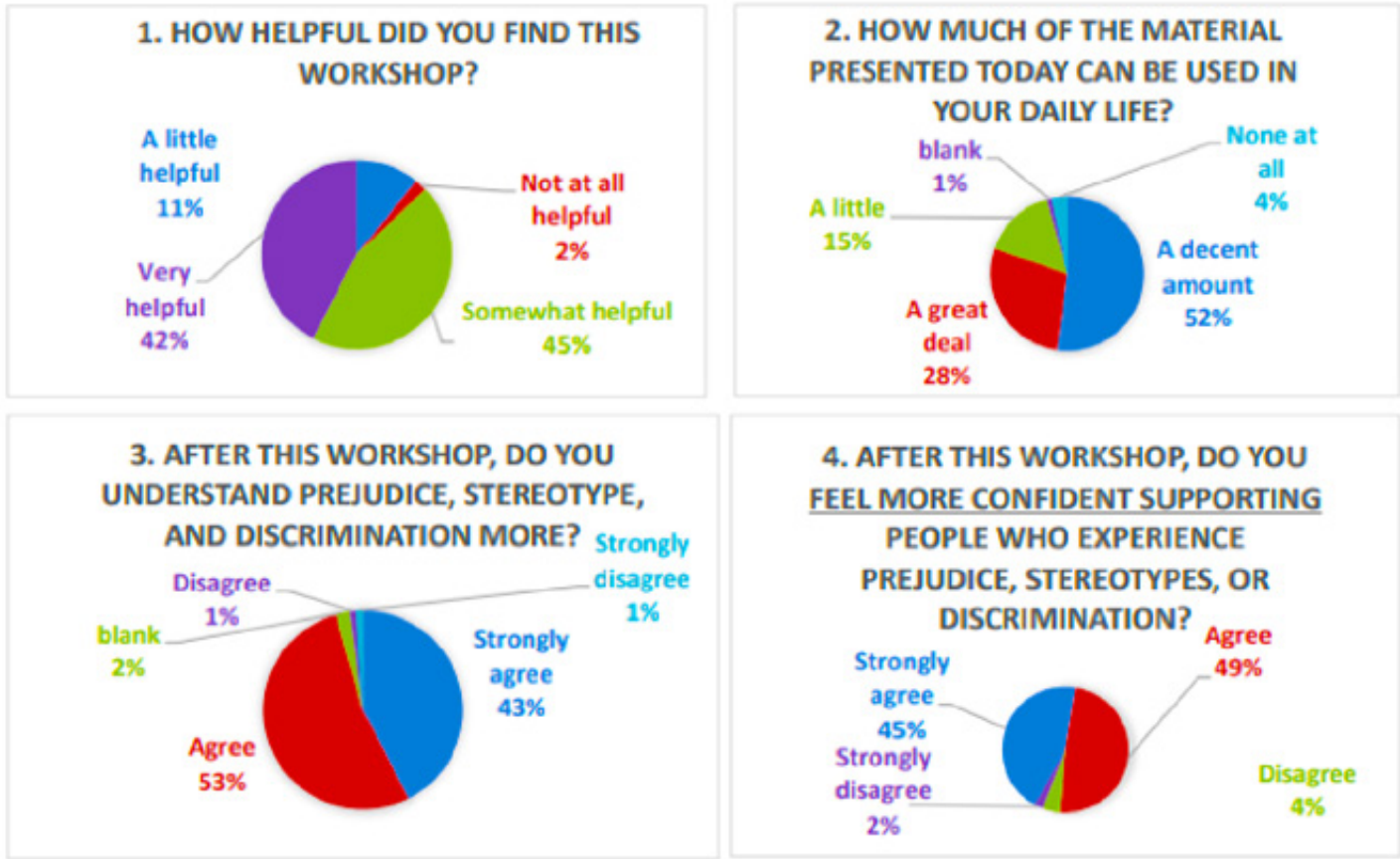
This year, we completed the following events:

CALGARY September 20, 2019, October 4, 2019 & October 11, 2019 – In partnership with the Canadian Cultural Mosaic Foundation, three Anti-Racism presentations for students in Lester B Pearson School, Nose Creek School, and James Fowler School were hosted in Calgary. The event was successful as students understand key terms when it comes to race relations, the history of race and racism in Canada and worked together to create solutions and actions utilizing CRRF's *Doing The Right Thing* resource.



Participants at National Youth Network in Calgary, Alberta

MONTREAL October 22, 2019 –In partnership with The Centre for Civic Religious Literacy, 3 variations of the same workshop were implemented throughout different times during October 22, 2019 for Grade 7 (SEC I), 8 (SEC II), and 10 (SEC IV) students at Westmount High School in Montreal. Students utilized CRRF’s *Doing The Right Thing* resource to do a case study that encouraged them to consider the perspectives of those who were causing harm. An “empathy exercise” led them to position themselves in the historical time period to further consider each group perspective. They applied their knowledge by creating a Public Service Announcement skit.



Montreal Workshop Statistics from October 22, 2019 Workshop

SASKATCHEWAN November 20-21, 2019 - In partnership with Multicultural Council of Saskatchewan, a two day workshop was held for Regina Public Schools’ Anti-racism, Cross-cultural Team Development and students at Thom Collegiate High School. In total, 165 participants partook in the workshops.

The event fostered interaction amongst a diverse group of students across multiple differences, including culture, language, gender, ability, religion, sexual orientation etc. At the end of the workshop student and leaders provided feedback and 102 evaluation form were collected. Highlight from students’ evaluation included the need to be more aware of labelling people and to respect people and to be the change you wish to see in the world.

After our workshops completed, approximately over 75% of the participants reported that their knowledge about anti-racism and inclusion was increased.

INITIATIVE FOUR: PROBLEMS AND SOLUTIONS

This new series of documentary videos highlights stories advocating for a more equitable Canada featuring heroes who have broken new ground in their views and achieved experiences that are worth sharing. We intend to inspire conversation and generate support for continued advocacy to make the world a more equitable and just place for all peoples in Canada, particularly racialized and Indigenous peoples.

The videos have been screened at CRRF events, conferences or in schools and is available on our website.

1. **“Science of Racism Documentary”**, The CRRF developed a short documentary exploring the ways in which our brain compartmentalizes, classifies and subconsciously discriminates in order to make sense of the world around us.
2. **“RDS vs.: A Story of Race and Justice”**, This film tells the personal story of Rodney Darren Smalls’ (RDS), and his journey to shake the stereotypes that followed him as a Black teenaged drug dealer and how he channeled his entrepreneurship into community benefit.
3. **“Mother Tongues: The Journey of Tam Goossen”**, This film follows the story of Tam Goossen, a Chinese-Canadian community activist and organizer who advocated for the Heritage Language program as a TDSB school board trustee in the 1990s. This film premiered at Reel Asian Film Festival on November 11, 2020 as part of the Spatial Awareness Youth Shorts Program.
4. **“Accidental Activist”**, This film follows the story of El-Farouk Khaki, a Tanzanian-born Shia Canadian, who is a refugee and immigration lawyer, and human rights activist on issues including gender equality, sexual orientation, and progressive Islam.
5. **“Beyond Unceded Territories”**, This film follows the story of Lawrence Paul Yuxweluptun who is of Cowichan and Okanagan First Nations descent. He lives and works on Coast Salish in Vancouver, an unceded territory. He has achieved international renown for his powerful fusion of art and political agency as a means to effect change.
6. **“Walking in Two Worlds”**, This film follows the story of Chloe Dragon Smith, a young Metis woman from the small northern city of Yellowknife, Northwest Territories. She is of Chipewyan and European heritage and she grew up close to her Indigenous cultural values and learned traditional skills for living on the land. This northern upbringing shaped her values today.
7. **“Inuk Butterfly”**, This film follows the story of Olivia Uviluk (Olivia Lya Thomassie). Olivia Lya Thomassie is an Inuk woman following her path through art. Beading, photography and tattooing are her defense against prejudice and difficulty. This documentary explores her complex search for identity in the face of culture shock. Her resilience and her thirst for adventure mirror the flight of a butterfly in nature or in the immense urban landscape.

INITIATIVE FIVE: LEARNING ABOUT RACISM

The CRRF developed an on-line program that brings together a faculty of subject matter experts to create a curriculum and a set of reading materials regarding race relations and equity. These courses are available to all Canadians via our learning platform, Bridge.

Understanding how the Brain Develops Bias, in partnership with Hooley McLaughlin, Sessional Lecturer, University of Toronto.

- This course examines how new insights in the fields of psychology and neuroscience help to show how the brain develops bias, and how understanding unconscious bias is important for anti-racism work.

Interfaith Learning and Understanding, in partnership with Shari Golberg, Team Lead, Ontario Government.

- This course provides an understanding of the relationship between religion and multiculturalism; a basic understanding of the major faith traditions in Canada; and some practical tips for managing and discussing interfaith issues in the workplace, schools, and other shared community spaces.

Systemic Racism in Canada in partnership with Carl James, Professor, Jean Augustine Chair in Education, Community & Diaspora, York University.

- This course was designed to provide an understanding of how the rooted inequities of society produced the stratification of people on the basis of race, and in turn their participation in economic, political, social, cultural, and educational institutions; as well as how the entrenched culture, norms, values and beliefs that permeate the institutions that shape our everyday lives in Canada uphold the status quo and influence individual behaviours, beliefs, and values.

A Primer on Intercultural Dialogue in partnership with Akanksha Thakur, Equity, Diversity & Inclusion Educator at Simon Fraser University.

- This course looks to help users explore different cultural values and communication styles, deepen your intercultural awareness, and strengthen your skills to understand and bridge communication across different styles and world views.

Canadian-Indigenous Treaties in partnership with Scott Robertson, Senior Associate at Nahwegahbow Corbiere Genoodmagejig Barrister & Solicitors.

- This course examines racism from an Indigenous perspective, namely, how racism maintains inequity and colonization and the continuing harm to Indigenous peoples. By providing multiple perspectives and the context for considering treaty relationships, we can alleviate some of the misconceptions that those living in Canada may have about Indigenous people.

To date, approximately more than 65 participants have taken the courses and a certificate on completion bearing the seal of the CRRF is granted to all readers who complete the curriculum.

Canada

All Canada Beyond 150 projects (2017-2020)
are made possible by the generous funding
of the Department of Canadian Heritage



The Mosaic Institute for Harnessing Diversity obtained a grant from the Department of Canadian Heritage and partnered with the Canadian Race Relations Foundation to create a travelling exhibition called the Science of Racism in collaboration with the Ontario Science Centre. The CRRF will be the implementing agency of this project.

This exhibition will explore how the phenomenon of racism works in the brain. New information coming from researchers in the psychological and neurological sciences will be profiled. The exhibition will visit at least five cities, starting with Toronto and then moving eastward to Montreal, Winnipeg, Vancouver and Halifax.

At the end of March 31, 2020, the Build and Touring contract with the Ontario Science Centre had been signed and activities are currently underway pertaining to the design, build, touring arrangements and community programming. The exhibit will be open to the public starting October 2020 in Toronto and will continue east across the country.

This projects term originally was April 1, 2019 to March 31, 2021 but has been subsequently extended for an additional six months to September 30, 2021.

STRATEGIC IMPACT

STRATEGIC PRIORITY 1:

IDENTIFY KEY QUESTIONS OF RACISM AND RACIAL DISCRIMINATION

- Build on national, regional and local contacts to seek conversations on local and national issues, using available funds and leverage with previous partners. Reports will feed into Special Council for review and identification of opportunities to better communicate about race relations and solutions: Reconciliation, Religion, Racial Bias, Exclusions, Place of minorities within minorities, etc., and
- Undertake further research with partners on identified issues in order to clarify causes, solutions, changing environments for race relations in Canada.

ROUNDTABLES:

CRRF Roundtable: “Living together”...but for who and how?

On December 9, 2019, the CRRF hosted with the Centre for Civic Religious Literacy (CCRL) in Montreal a bilingual roundtable to help attendees understand and discuss their unique experiences as Montrealers who may not feel that they have experienced the principles of “vivre ensemble”, especially in relation to their race, ancestry, gender, or religion. The attendees (30 participants) worked together to find solutions to these exclusions and tried to learn about existing resources and methods to prevent and respond to these inequalities.

The outcome of the workshop was the opportunity to create partnerships and provoke meaningful exchanges and dialogues between community members affected by and responding to these ongoing issues. Feedback from the roundtable indicated that the participants felt this was a great opportunity for them to share their experiences with their knowledge that community leaders and local organizations would know their sharing and could facilitate a degree of social change. A number of interested parties and organizations that attended the session have shown interest in finding local initiatives to address some aspects of exclusion that participants raised.

Speakers and moderators included:

Dr. Sabrina Jafralie, CCRL Co-founder and Director of K-12 education

Ms. Tiffany Callender, Executive Director, Côte-des-Neiges Black Community Association

Ms. Hanadi Saad, Director, Justice Femme

Dr. Hicham Tiflati, Quebec Regional Director, the Centre for Civic Religious Literacy

The general public was also joined by representatives of the following organizations:

Community Resource Centre Cotes-des-Neiges, Cotes-des-Neiges Black Community Association, Canadian Council of Muslim Women, National Council of Canadian Muslims, Canadian Jewish Association, Centre for Israel and Jewish Affairs Quebec, World Sikh Organization, Baha’I Canada, B’Nai Brith Quebec, Centre for the Prevention of Radicalization to Violence, Justice Femme, Coalition Inclusion Quebec, Christian-Jewish Dialogue Montreal, GRIS Montreal & several student organizations.



Participants at December 9 Montreal Roundtable

CRRF ROUNDTABLE: RACISM AND CIVIL SOCIETY: SEEKING ROOM FOR DIALOGUE

On March 9, 2020, the CRRF hosted with the Centre for Civic Religious Literacy (CCRL) in Vancouver an afternoon discussion led by local equity leaders to discuss the rise of racist and bigoted attacks in the Lower Mainland since 2019 and its impact on the residents. The goal of the roundtable was to provide an opportunity for the attendees (40 participants) to understand and discuss the impact of this issue at a variety of levels, for the well being of our cities and communities; for the public to analyze the current state and responses to this issue from the perspective of those working on finding solutions to racism in all its forms; and create an opportunity to network and create partnerships and a meaningful exchange/dialogue between community members affected by and responding to these issues.

A good outcome of the Roundtable was the focus on the gap between legislation and practical action on the ground. While multiple pieces of legislation exist that are in place to help curtail racism, what we asked our panel was how we bridge government policy with real change in the lives of racialized peoples. Jennifer Reddy, schoolboard trustee, and Alison Dudley, Executive Director for the Province of BC's Multiculturalism Branch described how the implementation of the values found in legislation comes down to political will and how people fundamentally are the ones that need to apply these values in their daily lives. Dr. Moussa Magassa illustrated this point with personal stories and Kasari Govender shared her perspective on how governments need to provide resources to entities like racial discrimination tribunals to protect racial minority individuals.

Local leaders and experts in dialogue included:

Kasari Govender, BC Human Rights Commissioner

Alison Dudley, Executive Director, Multiculturalism Branch, BC Ministry of Tourism, Arts & Culture

Jennifer Reddy, Trustee, Vancouver School Board

Laura Mannix, Director of Community Development, DIVERSECity

Dr. Moussa Magassa, Human Rights Education Advisor, University of Victoria



From L-R: Executive Director, Centre for Civic Religious Literacy, Alice Chan; Speaker Jennifer Reddy; Speaker Kasari Govender; Speaker Laura Mannix; Moderator Alim Fakirani; Speaker Alison Dudley; Speaker Dr. Moussa Magassa; Manager, Programs and Information Management, CRRF, Suvaka Priyatharsan



Participants at March 9 Vancouver Roundtable

STRATEGIC PRIORITY 2:

BEING THE LEADING NATIONAL COMPREHENSIVE RESOURCE ON RACISM, RACE RELATIONS, BEST PRACTICES AND RECOMMENDED SOLUTIONS

- Review and improve Clearinghouse categories, acquisition and selection criteria, and criteria for promotion that will communicate more effectively the nature of available resources and their possible uses.
- Improve ease of access to and availability of information. Ensure current information on hate crime statistics and reports in cooperation with Statistics Canada and others.
- Develop a category of resources relating to the challenges of integration affecting a wide range of communities, ensure appropriate labelling and ease of communication on the resources.
- Ensure availability of objective studies on emerging issues in racism, integration and community relations to contribute to the national dialogue on the elimination of discrimination and the elimination of barriers to full participation.
- Develop joint programs/initiatives with academics, researchers and universities through programs such as *The Canada Lecture*, webinars, live streaming of presentations or panel discussions, and their availability in digital format.
- Ensure there is a category of personal stories in the Clearinghouse; some dealing with a personal experience of racism and how the individual found a positive way of dealing with it, and others dealing with how individuals have been affected negatively as a stimulus for further discussion.

CLEARINGHOUSE

After the previous year of moving our online collection to a revised format, the CRRF now moves in a direction of potential Digitalization, our physical Clearinghouse was put through a process of taking inventory of physical and online resources and evaluation through our Assessment Policy.

In preparation for a new platform, much work and research was put into digitalization centres and publishing houses to obtain licenses. As well, in the process of cleaning up our collection, a weeding process has been put in place where outdated material are beginning to be taken out of the collection, leading to a decrease in the collection overall.

A survey was sent out to users in late 2019 inquiring for feedback for improved platform, navigation, and preferred resource formats. The CRRF also offers research and reference services which were positively received by researchers and educators.



Over 1,500+ resources



Over 200+ resources added



8400+ visits



120 Inquiries

PUBLICATIONS

DIRECTIONS JOURNAL

Directions, the Canadian Race Relations Foundation's journal, provides community-based, action-oriented research, commentary, and perspectives on eliminating racism and discrimination in Canada. During the 2019-2020 fiscal year, our monthly publications were deployed online in English and French. At the end of the 12-month cycle, a complete volume of all submissions approved in the previous year will be published in a full journal online and in print. The published volume will be a mix of curated and original research, policy suggestions and opinions.

Publishing with a greater frequency has had the desired effect: we have received more submissions this fiscal than ever before, and have enjoyed 25% growth in readership.

Contributors and Contributions to the *Directions* Journal

The CRRF would also like to thank the following dedicated individuals who submitted contributions to *Directions*:

Co-authors **Dr. Colleen Sheppard** – Professor at McGill University, Faculty of Law, **Rebecca Jones** – Articling student at the Constitutional Law Branch of the Ministry of the Attorney General of Ontario and **Nathaniel Reilly** – Second-year law student at the McGill University Faculty of Law, junior editor on the McGill Law Journal, and co-director of the International Refugee Assistance Project (“*Contesting Discrimination in Quebec’s Bill 21*”)

Co-authors **Erin Reid** (CCRL) – educator and doctoral researcher at McGill University, **Dr. Hicham Tiflati** (CCRL) – Humanities professor at John Abbot College and fellow at the German Institute for Radicalization and deradicalization, **Dr. W.Y. Alice Chan** – Executive Director and co-founder of the Centre for Civic Religious Literacy (CCRL) and **Dr. Margaretta Patrick** (CCRL) – Associate Professor at The King’s University in the faculty of education (“*Religion and Secularism*”)

Co-authors **Johanne Jean-Pierre** – Assistant Professor in the School of Child and Youth Care at Ryerson University and **Lancy McCready** – Associate Professor in the Department of Leadership, Higher and Adult Education, and Director of the Transitional Year Program at the University of Toronto (“*Special Issue: African Canadians, Gender, and Sexuality*”).

Co-authors **Dr. Jonnette Watson Hamilton** – Professor at the University of Calgary, Faculty of Law and **Joshua Sealy-Harrington** – LL.M. candidate at Columbia Law School and Editor-in-Chief at Law Matters Magazine (“*Colour as a Discrete Ground of Discrimination*”)

Co-authors **Dr. Lilian Ma** – Executive Director of the CRRF and **Michael Adams** – President & co-founder of Environics (“*Are Canadians Ready to Confront Racism?*”).

Co-authors **Sheila Block** – Senior economic and public commentator with the Canadian Centre for Policy and **Dr. Grace-Edward Galabuzi** – Professor at Ryerson University, Department of Politics and Public Administration (“*Persistent Inequality*”).

Chandrakant Shah – Order of Ontario recipient and Professor Emeritus at the University of Toronto Dalla Lana School of Public Health (“*Advocating for Change*”).

Naiomi Metallic – Assistant Professor of Law, Chancellor’s Chair in Aboriginal Law and Policy (“*Celebrating 30 years of the Indigenous Black and Mi’kmaq Initiative*”, “*The Relationship between Canada and Indigenous Peoples*”).

Dr. Naved Bakali – Assistant Professor of Education at the American University in Dubai and Research Fellow with Trends Research and Advisory (“Muslim Youth Experiences in Quebec Secondary Schools”).

Phil Lord – LL.M. candidate at McGill University’s Faculty of Law (“*What is the True Purpose of Quebec’s Bill 21?*”)

Sheila Block – Senior economic and public commentator with the Canadian Centre for Policy Alternatives (“*Losing Ground*”).

EDITORIAL ADVISORY PANEL

The CRRF would also like to thank the following individuals who dedicated their time and expertise to provide peer reviews and editing for papers:

Andrew Griffith – former Director General for Citizenship and Multiculturalism and is a fellow of the Environics Institute and Canadian Global Affairs Institute.

Cynthia Wesley Esquimaux – 1st Indigenous Chair for Truth and Reconciliation and Director of “Teach for Canada”
David Matas – Senior legal counsel of B’nai Brith Canada.

Phil Triadafilopoulos – Associate Professor at University of Toronto’s Department of Political Science and Munk School of Global Affairs and Public Policy.

Robert Daum – Fellow and Program Lead in Diversity and Innovation at Simon Fraser University, Consultant, Researcher and Practitioner for university and inter-university initiatives.

Will Kymlicka – Professor of Philosophy and Canada Research Chair in Political Philosophy at Queen’s University

WE ARE CANADA

The Canadian Race Relations Foundation was proud to present the project *Nous sommes le Canada - We are Canada*, throughout 2019. The project entailed a series of 30 short biographies on exceptional ethno-cultural leaders from cities and rural areas of the country, developed by photographer and author Jean-François Bergeron (Enviro Foto Group).

Each week, new images and stories were published profiling leaders of cultural communities, Indigenous communities and Francophones from various regions of Ontario and Quebec. The identified leaders delivered their life stories and their vision of the values that define our country.

A reflection on the struggle against discrimination was provided to the reader. All this was accompanied by a rich and creative canvas of photographs portraying leaders in their living environment, specifically created for this project. The impact was profound, resulting in over 20,000 visits to our site and sparking much intercultural conversation and exchange on our social media channels.

Media also showed interest for this project. The project was featured in the *Toronto Star*, with our Executive Director, the project creator and several of the subjects being interviewed for the piece *'We Are Canada project' showcases diverse Canadian stories of resilience, tenacity and tolerance* which was published on January 31, 2020. Also, an in depth interview with our Executive Director was done with *FairChild TV* and a couple of *We are Canada* community leaders were also interviewed, showing the participation of racialized leaders in Canadian society.



Jean Ernest Pierre, Head of Montreal's only French language ethnocultural radio station



Pardeep Singh Nagra, Athlete, speaker, administrator and Sikh community leader



Noriko Maeda, Master of Contemporary Japanese Calligraphy



Kristin Kobayashi, Ambassador of Japanese culture

Enviro Foto / Canadian Race Relations Foundation

SURVEYS AND RESEARCH

IN PARTNERSHIP WITH ASSOCIATION OF CANADIAN STUDIES

1- Perceptions on Immigration, Diversity and Religion

A national survey produced in partnership with the Association for Canadian Studies (ACS), was first presented at the June 27, 2019 International Metropolis Conference in Gatineau within the context of the “Behind the numbers: public opinion on immigration in North America and Israel” Workshop.

The reports look at how public opinion on immigration in Canada is regularly monitored and the focus is generally about the perception on the part of Canadians over the number of immigrants that are admitted annually to the country. A key finding was that Canadians have a more positive view of immigrants than they do of refugees; and immigrants and refugees were viewed somewhat more negatively amongst persons aged 35-44. Moreover, Albertans and Canadians 55-64 were most likely to think that immigrant and non-immigrant relations have declined. A particular focus of the report is on the factors that affect opinion about immigrants and how perceptions about religion and religious minorities are driving opinions on immigrants.

2- Perceptions Discrimination against Women in the Workplace

A second study in association with the ACS was published in March 2020. Released in the aftermath of March 8's International Women's Day, the study is entitled “*Gender equality and Beyond*” and looks at the impact of discrimination when gender intersects with race immigrant status. A key finding of the survey is that nearly half of immigrant racialized women say that they often or sometimes encountered discrimination at their place of work because of the colour of their skin.

3- Capturing the Pulse of the Nation

The CRRF, in partnership with the Association of Canadian Studies, have published a number of reports since 2017 that aim at “*Capturing the Pulse of the Nation*” on issues of racism and discrimination. Our 2020 report focusses on the problems of racism and discrimination, and the state of inter-group relations as perceived by members of the Asian community. This focus is timely as it coincided with the global spread and impact of COVID-19 virus and instances of stigmatization of this community. The survey results were released on March 21, 2020 in recognition of the International Day for the Elimination of Racial Discrimination. A key finding is that Canadian attitudes to Muslims and Jews improve slightly over the period 2013-2020, women are more likely than men to worry about racism in their province and younger Canadians are most worried about racism in their province.

The reports are available on our website:

<https://www.crrf-fcrr.ca/en/resources/research-projects/item/27239-capturing-the-pulse-of-the-nation-march-2020>

IN PARTNERSHIP WITH ENVIRONICS INSTITUTE



Dr. Keith Neuman, of the Environics Institute; Dr. Lilian Ma, Executive Director of the CRRF, Dr. Jeffrey Reitz, of the University of Toronto's Munk School of Global Affairs and Public Policy; Marva Wisdom, of Wisdom Consulting; Dr. Ceta Ramkhalawansingh (panel moderator) of the University of Toronto's Innis College; Michael Adams, of Environics; Akaash Maharaj, for The Mosaic Institute – Survey Launch in Toronto, December 10, 2019.

The Environics Institute, in partnership with the Canadian Race Relations Foundation, set out to objectively measure the current state of race relations in our nation and on December 10, 2019, published a new national survey, *Race Relations in Canada 2019*, to highlight Canadians' attitudes and experiences as they relate to race relations and discrimination in this country.

The study confirms the reality of racism in Canada, and is widely if not universally acknowledged. Notable differences in both experience and perspective across the country's major racial groups: Black people and Indigenous Peoples are by far most likely to experience racism, compared with other identified racial groups. This is also reflected in broader public perceptions of how different groups are treated: Indigenous Peoples are most widely seen by others to be victimized by racism. Black people are as likely to experience discrimination due to race, but this is less widely acknowledged by others.

Most Canadians believe that different racial groups generally get along, and to lesser extent believe all have an equal opportunity to succeed in life. Most have contact with people with a different racial background and in many cases these are friends. Finally, Canadians are generally optimistic that progress toward racial equality will happen over time, and this view is shared across most racial groups.

The results of the survey were well received and garnered national headlines, with a special focus on comparisons between racialized and non-racialized Canadians, as well as by selected population characteristics (e.g., region, gender, age cohort). Some 3,111 individuals across Canada took the time to share their perspectives and experiences, which collectively informed our understanding of the current state of race relations in Canada.

Over 40 national and local media outlets covered the launch event or the survey findings in some form. The survey itself is now routinely quoted in academic work or news relating to race relations. The goal will be to monitor and expand on this research in the future, in order to establish a benchmark and track shifts in perceptions and attitudes over time. The report is presented in French and English and is available on our website, along with executive summaries and detailed data tables.

WEBINARS

The CRRF hosted 6 webinars which supported over 300 participants, nearly doubling our attendance from last fiscal year. With a new time-sensitive approach, presenters and topics were curated in a timely manner and featured many trending topics.

Our webinar on *Anti-Blackness In Our Schools* became our best attended webinar in CRRF history and also our most re-watched webinar with over 200 additional views since its publication.

As ever, webinar replays are available for review on website.

Bois Brule and Flower Beadwork People – the Métis experience in Canada – June 19, 2019 – Roy Pogorzelski, RWP Consulting

Right Wing Extremism in Canada – October 29, 2019 – Evan Baggord – Canadian Anti-Hate Network

Addressing Anti-Blackness in our Schools – November 29, 2019 – Mante Molepo, Ottawa Catholic School Board / Parents for Diversity

Race Relations in Canada 2019 – A Survey of Canadian Public Opinion and Experience – December 16 2019 – Dr. Keith Neuman, Environics Institute

Standing Together Against Hate as part of International Holocaust Remembrance Day – January 23, 2020 - Gayle Nathanson, Centre for Israel and Jewish Affairs

Bâtir des organisations inclusives – March 11, 2020 – Dr. Gina Valle, CRRF



STRATEGIC PRIORITY 3:

ENGAGE CANADIAN YOUTH AND OTHER GROUPS IN ADDRESSING RACISM AND RACE RELATIONS

- Continue to use *Award of Excellence* process to encourage those working to promote more positive race relations, to assist in learning and promoting successes and gathering resources to make them available to others.
- Foster the development of a network of young people (Youth Ambassadors) to establish a durable national structure through which young people will be able to develop their own materials and initiatives and share them with each other.
- Develop programming in the areas of arts, culture, sports and media to broaden the reach and impact of the Foundation.
- Develop videos with story arcs through competitions. Build partnerships with media companies, identify plays, musical performances in order to produce events or digital records of them to attract various audiences to consider and deal with the issues of race relations and discrimination in Canada.
- Work with Patrons, members of the Special Council and other partners to identify opportunities for funding to carry out all proposed strategic initiatives.

COMMUNITY PARTNERSHIPS

In total, the CRRF participated in 121 events, seminars, conferences and meetings to remain present in conversations related to racism and discrimination in Canada. In each instance, the purpose of the CRRF's participation was to share and/or grow our expertise and to explore opportunities for partnership and collaboration, to disseminate our resources and to demonstrate through our presence, and the CRRF's support of and willingness to learn about the topics were raised by the host organization/ community.

Some of these events are highlighted below:

On the policy front, the Foundation participated in the **Natural Sciences and Engineering Research Council's** (NSERC) 2019 made-in-Canada Athena SWAN consultation workshop on April 8, 2019 in Ottawa. Our aim was to provide input on a draft Charter outlining the key principles of the Canadian Athena SWAN model. The development of the Canadian Athena SWAN model is being led by NSERC on behalf of Canada's three federal granting agencies - the Canadian Institutes of Health Research (CIHR), the Social Sciences and Humanities Research Council of Canada (SSHRC), and NSERC. A pilot project will be undertaken to see how an institution (e.g. a university) will develop more diverse and inclusive faculties, and senior managers.

Our Executive Director, Lilian Ma, was one of the panelists and spoke at a forum marking the **40th Anniversary of the Anti-W5 campaign**, organized by the Chinese Canadian National Council for Social Justice (CCNCSJ) on September 30, 2019 in Toronto. In partnership with the Asian Law Students Society & International Human Rights Program (IHRP) of the University of Toronto, the forum marked the 40th Anniversary of the Anti-W5 campaign. She also spoke at the **CISANI's** (Chinese Immigrant Service Agencies Network International) November 11-13, 2019 Conference to celebrate CISANI's 40th anniversary in New York City. CISANI is a US based non-profit Chinese Immigrant services Agencies International Network with member agencies all over the world including Canada, US, New Zealand and the UK. Our Executive Director's presentation was entitled "Race Relations, Immigration and Mental Health".

Gina Valle, Vice-Chairperson spoke at "**Creating Inclusive Skies**", an annual diversity in aviation conference, organized by Jazz Aviation LP on April 25, 2019. She attended a reflection and discussion event in Quebec City on February 11, 2020, in conjunction with the *Ligue des Droits et Libertés-section Québec, organized by the Commission des droits de la personne et des droits de la jeunesse*. She also attended the **Mathieu D'Acosta Session**, which held on February 22, 2020 in Toronto, hosted by Fondation Sylvénie Lindor as part of the Toronto Youth Action for Change Project.

STRATEGIC PRIORITY 4:

DEVELOP, PROMOTE AND DISTRIBUTE EDUCATIONAL MATERIALS

- Produce teacher and student guides for material already developed and distribute through school networks in different regions of the country.
- Develop French equivalents for materials and specifically for use in Quebec, in partnerships with Quebec francophone groups.
- Explore partnerships with initiatives like that in Saskatchewan for teaching the need to deal with all forms of racism and discrimination in Canada in the context of *Charter* values and rights, and civic responsibility.
- Examine the feasibility of using these materials to further adapt them to regional and provincial contexts as well as to address different segments of the population, e.g. students at different levels, law enforcement, business, immigrants, governments, etc.

PUBLIC SERVICE ANNOUNCEMENT

Patricia and Moses Mawa of Silvertrust Media and Communications have created a bilingual version of the CRRF PSA video and provided a short version for TV and social media. The CRRF *Just A Kid* PSA began airing on OMNI TV and Afroglobal TV in October 2019.

The PSA is currently airing on heavy rotation on Afroglobal ten times a day. As per CRRF distribution strategy, a 30-day campaign through the CRRF October Newsletter, with a call to action to share widely has been implemented. The video was also promoted via Twitter and Facebook to encourage clicks and views.

PROMOTIONAL VIDEO

Patricia and Moses Mawa of Silvertrust Media and Communications have created a bilingual version of the CRRF Promotional Video. This video features the following members: Michael Adams, Jack Jedwab, Sharon Pun, Art Miki and Jean Augustine. The video will also be used for CRRF events and workshops as well as media coverage.

SPONSORSHIPS

The CRRF continued its sponsorship of *DiversityVotes.ca* to support the full development and administration of the website, the ongoing collection, translation and analysis of ethnic media election coverage along with communications to interested organizations and individuals. The project aimed to match riding-specific demographic, economic, social and political data with ethnic media election and related coverage in an integrated and easy-to-use website.

The CRRF sponsored the **Action, Chinese Canadians Together Foundation (ACCT) Leaders' Summit** event in Calgary from May 3-5, 2019 & then joined York and Ryerson Universities to sponsor the reception for Asian Canadian Women's Alliance's (ACWA) inaugural launch and forum entitled "Collective Choices for Better Future: An Intergenerational Canadian – Asian Women Dialogue," on May 23, 2019, in Toronto.

The month of June was very active, with the CRRF sponsoring the June 12th **Greater Victoria Organizing Against Racism and Hate Committee's (GVOARHC)** event, "**Dialogue on Racism in Canadian Elections**", in partnership with HERE Magazine. We also sponsored 2019 Transformation Awards gala event organized by the Transformation Institute for Leadership and Innovation/Silvertrust Media, as a bronze Sponsor. The gala was held on June 14, 2019 at the Royal York Hotel in Toronto.

On October 31 and November 1, 2019, the **Pathways to Prosperity Partnership** held its Seventh Annual National Conference – Immigration at the Crossroads: Renewing Support for Immigration to Canada at the Intersections of Research, Policy, and Practice. The CRRF participated as an exhibitor and we displayed our CRRF materials such as Doing the Right Thing, Awards of Excellence, brochures, etc. We also encouraged attendees to sign up to newsletter and follow our social media.

The Foundation was a sponsor in support of the **Prince Albert Grand Council's National Symposium on First Nations Policing and Indigenous Justice** held on November 5 to 7, 2019 in Saskatoon, Saskatchewan.

On November 7, 2019, the CRRF sponsored the **National Association of Japanese Canadians** in hosting their event **How Japanese Canadians Shaped the Canadian Constitution** which took place in Toronto, Ontario.

The CRRF also sponsored a new network, **Asian Canadian Women's Alliance for their first Educational Mentoring/Networking Event, "She Lifts"**, that took place on November 28, 2019 in Toronto. The panelists were represented by four accomplished women in the legal, finance, politics and film industry sectors (Olivia Chow, Julie Jai, Anita Lee and Kam Ting Lo). The event had 60 plus attendees, and focused on gender/race related challenges faced by Asian women and advised on how to overcome them.

The CRRF was honoured to be a sponsor of “**Remembering the Holocaust, conveying its lessons**” a special commemorative event organized by the Association for Canadian Studies in Ottawa on January 24th, 2020, to mark the 75th anniversary of the liberation of the Auschwitz-Birkenau concentration and extermination camp.

The CRRF continued its support of the **Blackness in Canada Policy Networking Conference**. This year’s event was held at York University in Toronto on February 4, 2020. The event served as a kick-off to Black History Month events and the opening remarks were delivery by the Foundation’s Executive Director, Lilian Ma.

The CRRF has continued to support the **eQuality** project from the University of Ottawa for the last four years. The most recent work is a study on the Internet experience of youth. The CRRF is committed to helping the eQuality Project’s focus groups with racialized young people.

PARTNERS

The CRRF would like to thank its partners for supporting CRRF's events and programs.

Action, Chinese Canadians Together Foundation

Asian Canadian Women's Alliance

Association for Canadian Studies

B'Nai Brith Quebec

Baha'I Canada

Canadian Anti-Hate Network

Canadian Council of Muslim Women

Canadian Cultural Mosaic Foundation

Canadian Heritage

Canadian Human Rights Commission

Canadian Jewish Association

Canadian Museum for Human Rights

Centre for Israel and Jewish Affairs

Centre for Israel and Jewish Affairs Quebec

Centre for the Prevention of Radicalization to Violence

Centre Recherche Action Anti-Racisme

Chinese Canadian National Council for Social Justice

Chinese Immigrant Service Agencies Network
International

Christian-Jewish Dialogue Montreal

Coalition Inclusion Quebec

Colour of Poverty - Colour of Change

Commission des droits de la personne et des droits de la
jeunesse

Community Resource Centre Cotes-des- Neiges

Côte-des-Neiges Black Community Association

Cotes-des-Neiges Black Community Association

DiversityVotes

German Institute for Radicalization and deradicalization

Greater Victoria Organizing Against Racism and Hate
Committee

GRIS Montreal

Hamilton Centre for Civic Inclusion

Jazz Aviation LP

JFP Solutions

John Abbot College

Justice Femme

McGill University

Multicultural Council of Saskatchewan21100

National Association of Japanese Canadians

National Council of Canadian Muslims

Natural Sciences and Engineering Research Council

Ontario Science Centre

Ottawa Catholic School Board

Pallett Wealth Management Team | RBC Dominion Securities

Parents for Diversity

Pathways to Prosperity Partnership

Prince Albert Grand Council

RWP Consulting

Ryerson University

Silvertrust Media

The Centre for Civic Religious Literacy

The Centre for Immigrant and Community Services

The Environics Institute for Survey Research

The eQuality Project, University of Ottawa

The Harmony Movement

The Mosaic Institute

University of Calgary

Urban Alliance on Race Relations

Vancouver School of Theology, UBC

Wisdom Consulting

World Sikh Organization

York University

Financial Management Discussion and Analysis 2019-2020

Statement of Financial Position Discussion

	2020 March 31	2019 March 31	Changes	
	\$	\$	\$	%
Assets				
Cash	163,874	63,169	100,705	159
Investments and Endowment Fund assets	25,802,600	29,937,927	(4,135,327)	(14)
Prepaid expenses, receivables	157,146	458,608	(301,462)	(66)
Capital assets	20,960	11,328	9,632	85
Total Assets	26,144,580	30,471,032	(4,326,452)	(14)
Liabilities and Net Assets				
Accounts payable and accrued liabilities	93,447	362,946	(269,499)	(74)
Accrued salaries	23,985	31,352	(7,367)	(23)
Deferred contributions and deferred revenues	95,493	-	95,493	100
Obligation under capital lease	1,300	2,549	(1,249)	(49)
Net assets	25,930,355	30,074,185	(4,143,830)	(14)
Total Liabilities and Net Assets	26,144,580	30,471,032	(4,326,452)	(14)

Assets

Cash is composed of \$55,035 cash balance in the bank account, \$300 of petty cash, and \$108,539 in the investment cash account held by the Foundation's investment manager.

Statement of Financial Position Discussion (continued)

Investments and Endowment Fund assets have decreased by 14% or \$4,135,327 (2019 – 2% increase or \$688,992) compared to the investment value at March 31, 2019. As at March 31, 2020, the market value of the Investments and Endowment Fund was reduced to \$25,802,600 as the result of the potential economic impacts of the COVID-19 pandemic and oil prices on the financial markets. On March 13, 2020, the Foundation's Board of Directors, in order to address the uncertain risk to the value of the Foundation's equity financial assets posed by the COVID-19 crisis, and to preserve the value of the Foundation's Endowment Fund, decided to liquidate the Foundation's equity investment holdings and retain the proceeds in cash and cash equivalents.

The Portfolio allocation as at March 31, 2020, is as follows:

Investment and Endowment Fund assets *	Amount \$	%
Fixed Income Canadian Securities	13,172,841	51.05
RBC Investment Savings Accounts	12,335,949	47.81
Cash	293,810	1.14
Total	25,802,600	

* Market Value

For the year ended March 31, 2020, the combined portfolio returned -13.13% or \$3,317,218 losses (2019 – 5.04% or \$1,505,777 gains) after all fees and taxes. The decrease of \$4,822,995 in return compared to 2018-19 is mainly as the result of an increase in realized losses on sale of investments and Endowment Fund assets of \$4,368,249 and a decrease in remeasurement (unrealized) gains of \$486,963 that was offset by an increase in investment income earned of \$32,217.

The return rate excluding the remeasurement (unrealized) gains is -14.99% or \$3,785,525 losses (2019 – 1.84% or \$550,507 gains) which represents a decrease of \$4,336,032 compared to 2018-19. This decrease is mainly due to an increase in realized losses of \$4,368,249 that was offset by an increase in investment income earned of \$32,217.

Prepaid expenses, receivables are mainly prepaid expenses, receivables from Foundation's investment managers for pending trades, trade accounts receivable, holdback, and refunds of federal government's Goods and Services Tax (GST) and Ontario Government's Harmonized Sales Tax (HST). The 2019-2020 prepaid expenses and receivables decreased by \$301,462 compared to 2018-19. This is mainly due to a decrease of \$289,387 in accounts receivable from pending trades, a decrease in the GST and HST refund receivable accounts of \$1,258 that were offset by an increase of \$9,059 in holdback receivable and an increase of \$5,043 in prepaid expenses.

The **Capital assets** are the net book value of office furniture and equipment, computer hardware and software, and leasehold improvements. The net increase of \$9,632 in 2019-20 is for addition to the office furniture of \$3,897 and computer equipment of \$13,530 reduced by the annual amortization of all assets of \$ 7,795.

Statement of Financial Position Discussion (continued)

Liabilities

Accounts payable and accrued liabilities represent amounts payable to the Foundation's investment managers for pending trades, suppliers, and year-end expense accruals. There was a decrease in accounts payable and accrued liabilities of \$269,499 at March 31, 2020. This decrease is mainly due to a decrease of \$196,561 in accounts payable to pending trades, and a decrease of \$72,938 in other accounts payable and accrued liabilities.

Accrued salaries are salaries and vacation pay accruals. It is made up of accruals in current liabilities of \$23,985 (2019 - \$31,352). There was a decrease of \$7,367 in accrued salaries in 2019-20 compared to 2018-19, mainly due to a decrease in accrued salaries and benefits.

Deferred contributions and deferred revenues is made of unspent advance of \$95,493 from original amount of \$144,875 advance received from the Mosaic Institute for Harnessing Diversity for implementation of the "Science of Racism" project by the Foundation.

Obligation under capital lease is the balance of capital repayment owed for leased office equipment of \$1,300. This is for the printer/copier lease which started in April 2016 and will fully be paid out in 2020-21.

Net Assets decreased by 14% or \$4,143,830 in 2019-20 (2019 – 2% increase or \$621,993) due to an increase in deficiency of revenues over expenses of \$4,278,860 (2019 - \$2,918,395 decrease in gains) and a decrease in remeasurement (unrealized) gains of \$486,963 (2019 - \$3,857,498 decrease in losses) for the year.

Statement of Operations Discussion

	March 31, 2020	March 31, 2019	Changes	
	\$	\$	\$	%
Revenues				
Funded projects	200,441	131,975	68,466	52
Sponsorships, donations and contributions, honoraria and fundraising gala	10,984	30,294	(19,310)	(64)
Publications, in-kind and miscellaneous revenues	6,810	20,015	(13,205)	(66)
Total Revenues	218,235	182,284	35,951	20
Net investment income				
Investment income earned	742,335	710,118	32,217	5
Changes in fair value-realized	(4,527,860)	(159,611)	(4,368,249)	2,737
Net investment income (loss)	(3,785,525)	550,507	(4,336,032)	(788)

Statement of Operations Discussion (continued)

This year **Funded projects** revenue of \$200,441 is made of \$144,059 (2019 - \$131,975) from the “Canada Beyond 150: A Promise to Our Children” project, funded by the Department of Canadian Heritage, an initiative that started in July 2017 and will run to September 30, 2020, \$49,382 from the Mosaic Institute for Harnessing Diversity for implementation of the “Science of Racism” project funded by the Department of Canadian Heritage that started in September 2019, and \$7,000 (2019 – nil) from the Halton Public District School Board for training workshops.

Revenues from **Sponsorships, donations and contributions, honoraria and fundraising gala** relate to honoraria received from public speaking engagements, donations, revenues from sponsorships and fundraising gala and conferences registration fees. This year revenues include donations of \$5,984 (2019 - \$8,194) and sponsorships of \$5,000 (2019 - \$500).

Publications, in-kind and miscellaneous revenues are sale proceeds generated from the Foundation’s publications, in-kind, and other revenues. This year revenues include in-kind contributions totaling \$6,620 (2019 - \$20,000) and miscellaneous revenues of \$190.

Net investment income earned: The Foundation’s primary source of income is derived from the investment income earned on investments of the original contribution of \$24 million Endowment Fund and other investments. The investment income earned includes cash and non-cash interest, dividends, and income distributions, after portfolio management fees. Investment income earned for 2019-20 is \$742,335 (2019 - \$710,118). There is an increase of \$32,217 compared to 2018-19.

Changes in fair value-realized of investments and Endowment Fund assets decreased by \$4,368,249 (2019 - \$2,754,277 decrease), due to an increase in realized losses on sale of investments of \$4,368,249 (2019 - \$2,753,016). No impairment loss was recognized in this year (2019 - nil).

Unrealized gains and losses on investments measured at fair value are recognized in the Statement of Remeasurement Gains and Losses. The remeasurement gains in 2019-20 were at \$468,307 (2019 – \$955,270), a decrease of \$486,963, mainly due to the decrease in fair market value of the portfolio.

Statement of Operations Discussion (continued)

Expenses	March 31 2020			March 31 2019			Changes	
	CRRF	Funded Projects	Total	CRRF	Funded Projects	Total		
	\$	\$	\$	\$	\$	\$	\$	%
Salaries and benefits	382,737	62,122	444,859	404,156	32,638	436,794	8,065	2
Professional fees	110,679	51,887	162,566	87,188	32,703	119,891	42,675	36
Public education	53,945	46,075	100,020	49,958	36,152	86,110	13,910	16
Board of Directors honoraria and travel	87,399	-	87,399	93,438	-	93,438	(6,039)	(6)
Rent	85,699	-	85,699	83,906	-	83,906	1,793	2
Conferences, symposia and consultations	70,238	11,842	82,080	71,619	6,172	77,791	4,289	6
Office and general	10,520	25,016	35,536	17,318	14,506	31,824	3,712	12
Communication	18,159	3,499	21,658	25,695	9,804	35,500	(13,842)	(39)
Information systems and development	16,943	-	16,943	9,095	-	9,095	7,848	86
Amortization	7,795	-	7,795	5,313	-	5,313	2,482	47
Staff recruitment and development	195	-	195	12,290	-	12,290	(12,095)	(98)
Interest expenses	97	-	97	375	-	375	(278)	(74)
Award of Excellence symposium and fundraising gala	-	-	-	73,741	-	73,741	(73,741)	(100)
Total Expenses	844,406	200,441	1,044,847	934,092	131,976	1,066,068	(21,221)	(2)

The Foundation's total expenses were \$1,044,847 for the 2019-20 year (2019 - \$1,066,068) with the three main uses of funds being Salaries and benefits, Professional fees, and Public education, totaling \$444,859, \$162,566 and \$100,020 respectively.

There was an increase of \$8,065 in **Salaries and benefits** expenses compared to 2018-19, mainly to due pay increases for the Executive Director and staff. In 2019-20, salaries and benefits expenses of \$287,053 were allocated to the Program expenses (2019 - \$303,117), \$95,684 to the Administration expenses (2019 - \$101,039), and \$62,122 to the Funded projects (2019 - \$32,638). This year expenses include \$4,120 (2019 - nil) in-kind contribution from the volunteer staff.

Statement of Operations Discussion (continued)

Professional fees are for legal, accounting, consulting and corporate services fees. There was an increase of \$42,674 in professional fees expenses compared to 2018-19, mainly due to an increase of \$23,491 in the Foundation's professional fees and an increase of \$19,183 in the funded projects' professional fees. This year Professional fees include \$52,128 consulting fees paid to develop 2020-2023 CRRF Strategic Plan, program funding proposal, and to review the Investment Policy Statement.

Public education and training are the expenses for webinars, *Directions*, community support, Clearinghouse, resource library, public service announcement, publicity and program-related translation. There was a \$13,910 increase in Public Education expenses compared to 2018-19, mainly due to an increase of \$9,923 in the expenses of the "Canada Beyond 150: A Promise to Our Children" project and in the Foundation's public education and training expenses of \$3,987. This year expenses include \$2,500 (2019 - \$5000) in-kind contribution from the Foundation's partners.

Board of Directors honoraria and travel expenses decreased by \$6,039 compared to 2018-19). In this year there were five in-person meetings (2019 – four) and one conference call meeting (2019 - one) of the Board of Directors. There was one orientation meeting for the new board appointee. Details of the Board and Committee meetings are provided in the "Board and Committee Meetings and Attendance" section of the 2019-2020 CRRF annual report. The value of in-kind contributions from board members has not been included in the expenses.

Rent expenses for the office space increased by \$1,793, mainly due to rent increase.

There was an increase of \$4,289 in **Conferences, symposia and consultations** expenses compared to 2018-19, mainly due to the expenses of the "Canada Beyond 150: A Promise to Our Children" project.

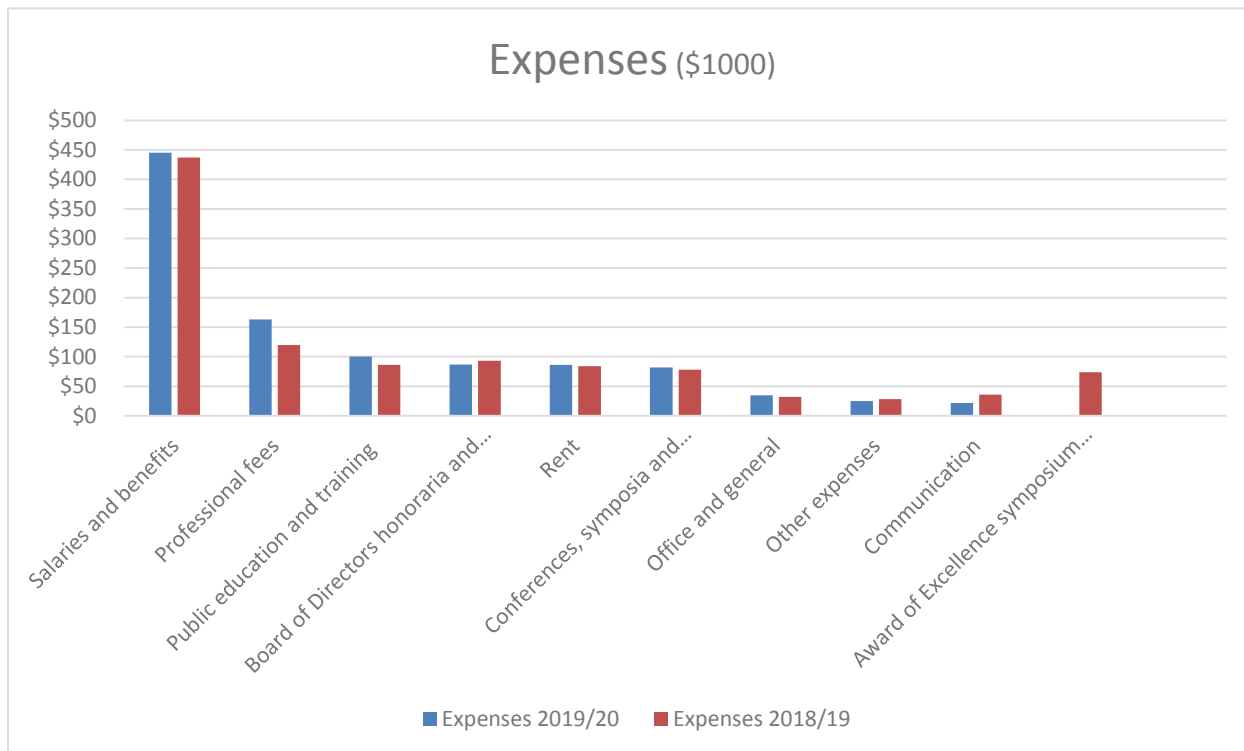
Office and general expenses increased by \$3,712 compared to 2018-19, mainly due to an increase in the "Canada Beyond 150: A Promise to Our Children" and the "Science of Racism" projects expenses.

Communications are public and media relations expenses. There was a decrease of \$13,842 in Communications expenses compared to 2018-19, mainly due to a decrease of \$ 6,305 in expenses of the "Canada Beyond 150: A Promise to Our Children" project and a decrease of \$7,537 in the Foundation's expenses.

Information systems and development expenses are for regular maintenance and upgrade of the Foundation's network and computers. There was an increase of \$7,848 in Information systems and development expenses compared to 2018-19, mainly due to the implementation of the 2018-19 Cyber Security internal audit recommendations.

The Award of Excellence symposium and fundraising gala is an event held every two years. The 2018-19 expenses were for December 2018 event in Winnipeg.

Funded projects expenses of \$200,441 (2019 - \$131,975) is for the "Canada Beyond 150: A Promise to Our Children" project of \$144,059, the "Science of Racism" project of \$49,382, and the Halton Public District School Board for training workshops of \$7,000.



Outlook for the Future - Fiscal Year 2020-2021

The Canadian Race Relations Foundation dedicated to the facilitation of the development of sharing and application of knowledge and expertise to contribute to the elimination of racism and all forms of racial discrimination in Canadian society.

The COVID-19 outbreak has, and will continue to have, a negative impact on our programs and operations. The emergence of the COVID-19 worldwide pandemic concerns us very deeply and we are also doing our part in slowing down the spread of the virus. We are fulfilling our responsibilities to the communities we serve by taking the necessary actions which include, until further notice, staff will continue working from home and collaborate with one another and with our partners by e-mails, video conferencing, and phone to facilitate social distancing. Also business travel has been suspended and public events are cancelled for time being, as the result some programs and partnership events planned for this year might not be implemented.

The Foundation's programs and activities are designed in accordance with the Foundation's Strategic Plan, which continues the forward momentum of the Foundation, building on the successes of the past, and challenging the Foundation to move forward with technological and programmatic advances. While the Strategic Plan advances the Foundation in alignment with contemporary issues of race relations, it represents a commitment to the legacy of generosity of spirit exhibited by the National Association of Japanese Canadians in signing the Japanese Canadian Redress Agreement and

Outlook for the Future (continued)

advocating on behalf of the creation of the Canadian Race Relations Foundation. Its central purpose is set out in the Canadian Race Relations Foundation Act, which was passed in 1990.

In 2020-2021, based on the Foundation's Strategic Plan direction, in order to enhance organizational sustainability and position the Foundation to the evolving leadership role in the elimination of racism in Canada, we will focus on strengthening the Foundation in areas of capacity-building of staff and the board of directors; development of the underpinnings to support meaningful partnerships with leaders, groups, organizations, as well as government; upgraded website and social media presence; and good governance processes.

In 2020-2021, the Foundation will continue implementing the "Science of Racism" project, which aims to develop a public exhibition related to the science behind the racial bias on a contract from the Mosaic Institute for Harnessing Diversity. The project is funded by the Department of Canadian Heritage.

In 2020-2021, the Canadian Race Relations Foundation will continue to fund its core programs and operations through the investment income from its original Endowment Fund and investment.

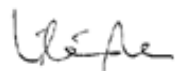
The Foundation has an approved operating revenues budget of \$1,099,600 and an expenditures budget of \$1,687,100 for 2020-2021. The approved budgets were set with an understanding of the fiscal limitations faced by the Foundation in today's economic climate. Given the uncertainty around the extent and duration of COVID-19, the Foundation cannot estimate the full impact on its future results of operations and financial position. The Foundation has about \$5.5 million in investments that it can use to cover requirements for annual operations and running programs should the Endowment Fund not generate sufficient investment income. The approved budgets for the year are closely monitored by senior management, the Finance and Audit Committee, and the Board of Directors. Budget variance reports are reviewed and monitored on a regular basis. Where necessary, adjustments are made in consultation with the Finance and Audit Committee, subject to the approval of the Executive Committee of the Board of Directors. All expenditures are governed by the approved budget and Board resolutions, as well as any applicable guidelines and policies of the Government. To further strengthen oversight, management will be required to obtain prior approval of the Executive Committee of the Board of Directors for any line-item expenditures that will exceed its Board approved budgeted amount by more than 10%. Quarterly financial statements and related notes are also prepared in accordance with the Treasury Board standards and are posted on the Foundation's website.

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The preparation of the financial statements of the Canadian Race Relations Foundation in accordance with Canadian public sector accounting standards 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 on an annual basis. The financial statements include some amounts that are necessarily based on management's best estimates and judgment. Financial information presented elsewhere in the annual report is consistent with that contained in the financial statements.

Management is also responsible for the financial reporting process that produces the financial statements. In support of its responsibility, management has developed and maintained books of accounts, records, financial and management controls and information systems. These are designed to provide reasonable assurance that the Foundation's resources are managed prudently, that its assets are safeguarded and controlled, and that its financial information is reliable and to ensure that transactions are in accordance with subsection 105(2) and sections 113.1, 131 to 148 and 154.01 of Part X of the *Financial Administration Act* and regulations, the *Canadian Race Relations Foundation Act*, and the articles and by-laws of the Foundation.

The Board of Directors is responsible for ensuring that management fulfills 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.



Lilian Ma
Executive Director

July 10, 2020



Arsalan Tavassoli MA, CPA, CGA
Finance and Administration Director

July 10, 2020



INDEPENDENT AUDITOR'S REPORT

To the Minister of Canadian Heritage

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of the Canadian Race Relations Foundation (the Foundation), which comprise the statement of financial position as at 31 March 2020, and the statement of operations, statement of remeasurement gains and losses, statement of changes in net assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Foundation as at 31 March 2020, and the results of its operations, its remeasurement gains and losses, and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Foundation in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Annual Report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

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

In preparing the financial statements, management is responsible for assessing the Foundation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Foundation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Foundation's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's

report. However, future events or conditions may cause the Foundation to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Compliance with Specified Authorities

Opinion

In conjunction with the audit of the financial statements, we have audited transactions of the Canadian Race Relations Foundation coming to our notice for compliance with specified authorities. The specified authorities against which compliance was audited are the applicable provisions of Part X of the *Financial Administration Act* and regulations, the *Canadian Race Relations Foundation Act*, and the articles and by-laws of the Canadian Race Relations Foundation.

In our opinion, the transactions of the Canadian Race Relations Foundation that came to our notice during the audit of the financial statements have complied, in all material respects, with the specified authorities referred to above. Further, as required by the *Financial Administration Act*, we report that, in our opinion, the accounting principles in Canadian public sector accounting standards have been applied on a basis consistent with that of the preceding year.

Responsibilities of Management for Compliance with Specified Authorities

Management is responsible for the Canadian Race Relations Foundation's compliance with the specified authorities named above, and for such internal control as management determines is necessary to enable the Canadian Race Relations Foundation to comply with the specified authorities.

Auditor's Responsibilities for the Audit of Compliance with Specified Authorities

Our audit responsibilities include planning and performing procedures to provide an audit opinion and reporting on whether the transactions coming to our notice during the audit of the financial statements are in compliance with the specified authorities referred to above.



Dusan Duvnjak, CPA, CMA
Principal
for the Auditor General of Canada

Ottawa, Canada
10 July 2020

Financial Statements of Canadian Race Relations Foundation For the year ended March 31, 2020

Financial Statements of
CANADIAN RACE RELATIONS FOUNDATION

For the year ended March 31, 2020

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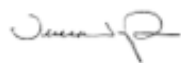
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CANADIAN RACE RELATIONS FOUNDATION
Statement of Financial Position
As at March 31, 2020

	2020	2019
	\$	\$
Assets		
Current assets		
Cash (note 3)	163,874	63,169
Prepaid expenses	30,488	25,445
Receivables (note 6)	126,658	433,163
Investments (note 4)	2,629,270	195,810
	2,950,290	717,587
Endowment Fund assets (note 5)	20,305,286	24,491,869
Investments (note 4)	2,868,044	5,250,248
Capital assets (note 8)	20,960	11,328
	26,144,580	30,471,032
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities (note 6)	93,447	362,946
Accrued salaries (note 6)	23,985	31,352
Deferred contributions and deferred revenues (note 10)	95,493	-
	212,925	394,298
Obligation under capital lease (note 9)	1,300	2,549
	214,225	396,847
Net assets		
Unrestricted	1,743,365	6,366,383
Invested in capital assets (note 13)	19,660	8,779
Accumulated remeasurement gains (losses)	167,330	(300,977)
Restricted for endowment purposes (note 5)	24,000,000	24,000,000
	25,930,355	30,074,185
	26,144,580	30,471,032

Contractual rights and obligations (note 11)

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



Teresa Woo-Paw
Chairperson of the Board of Directors



Moses Gashirabake
Chair of the Finance and Audit
Committee

CANADIAN RACE RELATIONS FOUNDATION
Statement of Operations
For the year ended March 31, 2020

	2020	2019
Revenues	\$	\$
Funded projects	200,441	131,975
Sponsorships, donations and contributions, honoraria and fundraising gala	10,984	30,294
Publications, in-kind and miscellaneous revenues	6,810	20,015
	<u>218,235</u>	<u>182,284</u>
Expenses (note 15)		
Programs expenses	357,284	378,213
Funded projects	200,441	131,975
Administration expenses	129,311	135,545
Operating expenses	128,994	109,819
Board of Directors meetings	87,399	93,438
Conferences, symposia and consultations	70,238	71,619
Public education and training	53,945	49,958
Information systems and development	16,943	9,095
Staff recruitment and development	195	12,290
Finance cost	97	375
Award of Excellence symposium and fundraising gala	-	73,741
	<u>1,044,847</u>	<u>1,066,068</u>
Deficiency of revenues over expenses before net investment income	<u>(826,612)</u>	<u>(883,784)</u>
Net investment income (loss) (note 12)	<u>(3,785,525)</u>	<u>550,507</u>
Deficiency of revenues over expenses	<u>(4,612,137)</u>	<u>(333,277)</u>

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

CANADIAN RACE RELATIONS FOUNDATION
Statement of Remeasurement Gains and Losses
For the year ended March 31, 2020

	2020	2019
	\$	\$
Accumulated remeasurement losses, beginning of year	(300,977)	(1,256,247)
Unrealized gains (losses) attributable to:		
Portfolio investments and Endowment Fund assets in equity instruments quoted in an active market	(4,168,994)	530,361
Financial instruments designated to the fair value category	109,441	265,298
Amounts reclassified to the Statement of Operations:		
Portfolio investments and Endowment Fund assets in equity instruments quoted in an active market	4,552,159	39,284
Financial instruments designated to the fair value category	(24,299)	120,327
Net remeasurement gains for the year	468,307	955,270
Accumulated remeasurement gains (losses), end of year	167,330	(300,977)

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

CANADIAN RACE RELATIONS FOUNDATION
Statement of Changes in Net Assets
For the year ended March 31, 2020

2020	Unrestricted	Invested in capital assets	Accumulated remeasurement gains (losses)	Endowment	2020
	\$	\$	\$	\$	\$
Net assets, beginning of year	6,366,383	8,779	(300,977)	24,000,000	30,074,185
Deficiency of revenues over expenses	(4,612,137)	-	-	-	(4,612,137)
Remeasurement gains	-	-	468,307	-	468,307
Net change in investment in capital assets (note 13)	(10,881)	10,881	-	-	-
Net assets, end of year	1,743,365	19,660	167,330	24,000,000	25,930,355

2019	Unrestricted	Invested in capital assets	Accumulated remeasurement gains (losses)	Endowment	2019
	\$	\$	\$	\$	\$
Net assets, beginning of year	6,701,078	7,361	(1,256,247)	24,000,000	29,452,192
Deficiency of revenues over expenses	(333,277)	-	-	-	(333,277)
Remeasurement gains	-	-	955,270	-	955,270
Net change in investment in capital assets (note 13)	(1,418)	1,418	-	-	-
Net assets, end of year	6,366,383	8,779	(300,977)	24,000,000	30,074,185

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

CANADIAN RACE RELATIONS FOUNDATION
Statement of Cash Flows
For the year ended March 31, 2020

	2020	2019
	\$	\$
Operating activities:		
Deficiency of revenues over expenses	(4,612,137)	(333,277)
Items not affecting cash:		
Amortization	7,795	5,313
Non cash interest and dividends incomes	(39,979)	(33,788)
Realized losses related to financial instruments in investments and in Endowment Fund assets (note 12)	4,527,860	159,611
	(116,461)	(202,141)
Changes in non-cash operating assets and liabilities:		
Decrease (increase) in prepaid expenses	(5,043)	7,688
Decrease (increase) in receivables	17,118	(2,723)
(Decrease) increase in accounts payable and accrued liabilities, accrued salaries	(80,305)	23,892
(Decrease) increase in deferred contributions and deferred revenues	95,493	(31,975)
Net cash used in operating activities	(89,198)	(205,259)
Capital activities:		
Addition to capital assets	(17,427)	(5,529)
Net cash used in capital activities	(17,427)	(5,529)
Investing activities:		
Proceeds from sale of Endowment Fund assets	15,985,084	6,080,935
Purchase of Endowment Fund assets	(16,554,226)	(6,618,385)
Proceeds from sale of investments	6,740,603	2,012,059
Purchase of investments	(5,962,882)	(1,427,094)
Net cash provided by investing activities	208,579	47,515
Financing activities:		
Repayment of capital lease obligations	(1,249)	(1,202)
Net cash used in financing activities	(1,249)	(1,202)
Increase (decrease) in cash	100,705	(164,475)
Cash, beginning of year	63,169	227,644
Cash, end of year	163,874	63,169

Note 1: \$355,745 interest received is included in the net cash flow from operating activities (2019 - \$343,896).

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

THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2020

1. Description of organization:

The Canadian Race Relations Foundation (“the Foundation”) was established by way of federal government legislation (*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 is a registered charity under the *Income Tax Act* and, as such, is not subject to Canadian income tax.

2. Significant accounting policies:

(a) Basis of presentation:

The Foundation has prepared the financial statements applying the Section 4200 series of Canadian public sector accounting standards applicable to government not-for-profit organizations.

The Foundation applies the deferral method of accounting for contributions for not-for-profit organizations.

(b) Revenue recognition:

(i) Donations and contributions:

Donations and contributions are comprised of contributions received from government and non-government entities that are not part of the federal government reporting entity, such as individuals and foundations.

Unrestricted donations and contributions are recognized as revenue on the Statement of Operations when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Donations and contributions externally restricted for specific purposes are deferred on the Statement of Financial Position and recognized as revenue on the Statement of Operations in the period in which the related expenditures are recognized.

Endowment is a restricted contribution subject to externally imposed stipulations specifying that the resources contributed are to be maintained permanently as specified. Endowment contributions are recognized as direct increases in net assets in the period in which they are received consistent with the deferral method of accounting for contributions.

(ii) Net investment income:

Investment transactions are accounted for on a trade-date basis. Trade-date accounting refers to the recognition of an asset to be received and the liability to pay for it on the trade

THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2020

2. Significant accounting policies (continued):

(ii) Net investment income (continued):

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 and Endowment Fund assets, dividends and realized gains and losses on sale of investments and Endowment Fund assets classified in the fair value category.

Unrealized changes in the fair value of investments and Endowment Fund assets classified in the fair value category are recognized by the Foundation in the Statement of Remeasurement Gains and Losses.

Losses for impairment, as defined in the Note 2(d), are recorded in the Statement of Operations through net investment income.

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

Transaction costs, such as brokerage commissions incurred in the purchase and sale of investments and Endowment Fund assets are expensed as incurred and charged to net investment income for investments and Endowment Fund assets recorded in the fair value category.

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

(iii) Sponsorships:

Unrestricted sponsorships are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Externally restricted sponsorships are deferred and recognized as revenue in the year in which the related obligations are fulfilled.

(iv) Donations in kind:

Donated materials and services are recognized in these financial statements when a fair value can be reasonably estimated and when the donated materials and services are used in the normal course of the Foundation's operations and would otherwise have been purchased. Revenues and offsetting expenses from goods and services received in-kind are recorded at fair market value upon receipt. They are recognized under Publications, in-kind and miscellaneous revenues in the Statement of Operations.

(v) Volunteer services:

The Foundation records the fair value of revenue and offsetting expenses of volunteer services in its financial statements if the fair value of volunteer services can be reasonably estimated and services are used in the normal course of the Foundation's operations and

THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2020

2. Significant accounting policies (continued):

(v) Volunteer services (continued):

would otherwise have been purchased. If the fair value cannot be estimated, a footnote disclosure is provided in the notes to financial statements.

(vi) Other revenues:

Revenues from honoraria, fundraising gala, publications, workshops and funded projects are recognized in the year in which the services or events relating thereto take place. Externally restricted funds received in return for future services or events are deferred.

(c) Cash, receivables and accounts payable and accrued liabilities

Cash is recorded by the Foundation at cost. Cash excludes restricted cash as it is included in the Endowment Fund assets because it cannot be spent. Receivables, accounts payable and accrued liabilities are measured at amortized cost.

Any gains, losses or interest expenses related to accounts payable and accrued liabilities are recorded in the Statement of Operations depending on the nature of the financial liability that gave rise to the gain, loss or expense.

The Foundation establishes an allowance for doubtful accounts that reflects the estimated impairment of accounts receivable. No allowance was recorded at March 31, 2020 (2019– nil).

(d) Financial assets and financial liabilities

The Foundation's financial assets and financial liabilities consist of cash, investments, Endowment Fund assets, receivables, accounts payable and accrued liabilities and accrued salaries. Investments and Endowment Fund assets have been classified in the fair value category based on the policies described below. Other financial assets and financial liabilities are carried at amortized cost.

Investments and Endowment Fund assets consist of fixed income investments and equities. Endowment Fund assets also include restricted cash. All investments and Endowment Fund assets have been classified in the fair value category 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. Gains and losses on investments and Endowment Fund assets are recognized in the Statement of Operations when the financial asset is derecognized due to disposal or impairment.

The Foundation assesses at each date of the financial statements whether there is objective evidence that financial instruments in investments and in Endowment Fund assets are impaired.

Investments and Endowment Fund assets are considered to be impaired when a decline in fair value is judged to be other than temporary. The Foundation employs a systematic methodology that considers available evidence in evaluating potential impairment of investments and Endowment Fund assets, including market declines subsequent to the period-end; when cost of

THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2020

2. Significant accounting policies (continued):

(d) Financial assets and financial liabilities (continued):

an investment exceeds its fair value by 50%; evaluation of general market conditions; duration and extent to which the fair value is less than cost over a period of three or four years; severe losses by the investee in the current year or current and prior years; continued losses by the investee for a period of years; liquidity or going concern problems of the investee; and intent and ability to hold the investment by the Foundation.

Once a decline in fair value is determined to be other than temporary, the cumulative unrealized loss previously recorded in the Statement of Remeasurement Gains and Losses is reclassified from the Statement of Remeasurement Gains and Losses and recognized as an impairment loss in the Statement of Operations through the net investment income.

Further declines in the fair value of impaired financial instruments in investments and in Endowment Fund assets are recognized in the Statement of Operations, while subsequent increases in fair value are recorded in the Statement of Remeasurement Gains and Losses.

Portfolio of investments and Endowment Fund assets are reported at fair value. Unrealized changes in the fair value of portfolio investments and Endowment Fund assets are recognized in the Statement of Remeasurement Gains and Losses. Once realized, the cumulative gains or losses previously recognized in the Statement of Remeasurement Gains and Losses are recorded in net investment income. Purchases and dispositions of portfolio investments and Endowment Fund assets are recorded on the trade date. Investment management fees are expensed as they are incurred.

(e) Determination of fair values:

The fair value of the Foundation's assets and liabilities accounted for are based on market measurement on March 31. Fair values of investments and Endowment Fund assets are determined by reference to published price of the most recent transaction in an active market at year end representing the full price for fixed income investments and the closing price for equities. Inputs to the valuation methodology for determination of fair values of investments and Endowment Fund assets which are classified at Level 2 include quoted prices for similar assets and liabilities in active markets, and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the financial instrument. The prices are determined based on the market activity.

(f) Capital assets:

Capital assets are measured at amortized cost. Assets under capital lease are initially recorded at the present value of the minimum lease payments and are amortized over the term of the lease.

THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2020

2. Significant accounting policies (continued):

(f) Capital assets (continued):

Except for the assets under capital lease and leasehold improvements, amortization is provided for over the estimated useful lives of the assets on a straight-line basis as follows:

Assets	Estimated Useful Lives
Office furniture and equipment	5 years
Office equipment under capital lease	Over the term of the lease
Computer hardware	3 years
Computer software	3 years
Leasehold improvements	Over the term of the lease

(g) Artworks:

The Foundation's Artworks acquired through purchase are paintings and sculptures and are not for sale. The value of Artworks has been excluded from the Statement of Financial Position as they do not meet the definition of an asset per Canadian public sector accounting standards. Purchases of Artwork items are recorded in the year in which the items were acquired as an expense through the Statement of Operations.

(h) Foreign currency translation:

Transactions in a foreign currency are translated to Canadian dollars at the average monthly rate of exchange prevailing at the transaction date and included in the Statement of Operations. The fair value of investments and Endowment Fund assets quoted in a foreign currency and accounts denominated in a foreign currency are translated into Canadian dollars at the rates prevailing at the end of the year. Foreign exchange gains or losses prior to the derecognition of a financial asset or the settlement of a financial liability are recognized in the Statement of Remeasurement Gains and Losses. Foreign exchange gains or losses are recognized on the Statement of Operations in net investment income upon derecognition of a financial asset or the settlement of a financial liability.

(i) Employees future benefits:

The Foundation does not have any obligations for retirement benefits (pensions and other retirement benefits, such as extended health care and life insurance benefits, or any other form of compensation offered for services rendered) to its employees or a promise to provide these benefits to employees because of retirement in return for their services.

THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2020

2. Significant accounting policies (continued):

(i) Employees future benefits (continued):

The Foundation, in accordance with its human resources policy, provides Registered Retirement Savings Plans equal to 4% of annual earnings to its permanent employees.

There is no obligation for employees to make contributions. In 2020, the Foundation's contributions were \$8,145 (2019 - \$7,834). These contributions represent the total obligation of the Foundation and are recognized in the Statement of Operations.

(j) Measurement uncertainty:

The preparation of financial statements in accordance with Canadian public sector accounting standards applicable for government not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses for the year. Fair value of investments and Endowment Fund assets and estimated useful lives of capital assets are the most significant items where estimates are used. Actual results could differ significantly from those estimated.

(k) Contingent liabilities:

In the normal course of its operations, the Foundation may become involved in various claims or legal actions. Some of these potential liabilities may become actual liabilities when one or more future events occur or fail to occur. To the extent that the future event is likely to occur or fail to occur, and a reasonable estimate of the loss can be made, a liability will be accrued and an expense recorded in the Foundation's financial statements. No amount has been included in the Statement of Financial Position for contingent liabilities. At March 31, 2020, there are no outstanding claims (2019 – nil).

(l) Functional allocation of expenses:

The Foundation's operations are performed by functional areas that provide integrated services to its various programs. Expenses are reported by function or major program and in total on the accompanying Statement of Operations and are disclosed by the detail of expenses by object and in total in the schedule in note 15 to financial statements. This schedule outlines the major types of expenses incurred.

Expenses are initially allocated to Funded project according to the funding agreements. The remaining expenses are allocated to other functions according to rates based on the Foundation's activities and programs. The rates adopted for the allocation of expenses among functions, the nature of the expenses being allocated and the basis on which such allocation have been made are as follows:

Year ended March 31, 2020

THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2020

2. Significant accounting policies (continued):

(l) Functional allocation of expenses (continued):

2019				
Expenses (objects)	Amount (\$)	Allocation Rate (%)	Expenses (function)	Amount (\$)
Salaries and benefits	436,794	75%	Programs expenses	303,117
		25%	Administration expenses	101,039
			Funded projects	32,638
Professional fees	119,891	100%	Operating expenses	87,188
			Funded projects	32,703
Board of Directors honoraria and travel	93,438	100%	Board of Directors meetings	93,438
Public education and training	86,110	100%	Public education and training	49,958
			Funded projects	36,152
Rent	83,906	65%	Programs expenses	54,539
		35%	Administration expenses	29,367
Conferences, symposia and consultations	77,791	100%	Conferences, symposia and consultations	71,619
			Funded projects	6,172
Award of Excellence symposium and fundraising gala	73,741	100%	Award of Excellence symposium and fundraising gala	73,741
Communication	35,500	80%	Programs expenses	20,557
		20%	Administration expenses	5,139
			Funded projects	9,804
Office and general	31,824	100%	Operating expenses	17,318
			Funded projects	14,506
Staff recruitment and development	12,290	100%	Staff recruitment and development	12,290
Information systems and development	9,095	100%	Information systems and development	9,095
Amortization	5,313	100%	Operating expenses	5,313
Interest expenses	375	100%	Finance cost	375
	\$1,066,068			\$1,066,068

THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2020

2. Significant accounting policies (continued):

(m) Related Party Transactions:

Inter-entity transactions

Inter-entity transactions are transactions between commonly controlled entities. Inter-entity transactions, other than restructuring transactions, are recorded on a gross basis and are measured at the carrying amount, except for the following:

i) Inter-entity transactions are measured at the exchange amount when undertaken on similar terms and conditions to those adopted if the entities were dealing at arm's length, or where cost provided are recovered.

ii) Goods or services received without charge between commonly controlled entities when used in the normal course of the Foundation's operations and would otherwise have been purchased, are recorded as revenues and expenses at estimated fair value.

Other related party transactions

Related party transactions, other than inter-entity transactions, are recorded at the exchange amount.

3. Cash:

Cash includes \$55,035 (2019 - \$72,347) in the bank account and \$108,539 (2019 - \$9,178 overdraft) in the unrestricted investment cash accounts at March 31, 2020.

4. Investments:

March 31, 2020	Current Amount	Non Current Amount	Total Investment
	\$	\$	\$
Investment Savings Account	2,450,508	-	2,450,508
Fixed income investments – Canadian	178,762	2,868,044	3,046,806
	2,629,270	2,868,044	5,497,314

The carrying amount of the Investments has no impairment investments in this year (2019 – nil).

March 31, 2019	Current Amount	Non Current Amount	Total Investment
	\$	\$	\$
Investment Savings Account	78,525	-	78,525
Fixed income investments – Canadian	117,285	2,467,827	2,585,112
Equity securities- Canadian	-	1,039,526	1,039,526
Equity securities- Foreign	-	1,742,895	1,742,895
	195,810	5,250,248	5,446,058

THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements
Year ended March 31, 2020

4. Investments (continued):

Canadian fixed income investments and Endowment Fund assets have effective interest rates (yields to maturity) ranging from 0.31% to 3.55% (2019 – 1.21% to 5.94%), with maturity dates ranging from June 15, 2020 to June 2, 2048 (2019 – September 8, 2019 to June 2, 2041).

5. Endowment Fund:

The net assets of the Foundation include an Endowment Fund of \$24,000,000, which is considered restricted funds. The original contribution which was part of the Redress Agreement included \$12,000,000 from the National Association of Japanese Canadians, and \$12,000,000 from the Government of Canada. As at March 31, 2020, the market value of the Endowment Fund was reduced to \$20,305,286 as the result of the potential economic impacts of the COVID-19 pandemic and oil prices on the financial markets.

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 and capital gains realized from the Endowment Fund are available to fund the Foundation's activities.

The Endowment Fund is composed of the following assets at March 31, 2020:

March 31, 2020	Current Amount	Non Current Amount	Total Investment
Cash	\$ 293,810	\$ -	\$ 293,810
Investment Savings Account	9,885,441	-	9,885,441
Fixed income investments – Canadian	575,414	9,550,621	10,126,035
	10,754,665	9,550,621	20,305,286

The carrying amount of the Endowment Fund assets has no impairment investments in this year (2019 – nil).

The Endowment Fund is composed of the following assets at March 31, 2019:

March 31, 2019	Current Amount	Non Current Amount	Total Investment
Cash	\$ 284,748	\$ -	\$ 284,748
Investment Savings Account	301,960	-	301,960
Fixed income investments – Canadian	420,022	9,473,643	9,893,665
Equity securities- Canadian	-	5,188,143	5,188,143
Equity securities- Foreign	-	8,823,353	8,823,353
	1,006,730	23,485,139	24,491,869

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Year ended March 31, 2020

6. Financial risk management:

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

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

There has been no change to the level of risk compared to the prior year and no changes in the risk management practices used to manage risks.

(a) Asset Mix:

As of March 31, 2020, the Foundation's investment asset mix was as follows:

Asset Mix	IPS Target	Range Permitted
45.65% in Cash and Investment Savings Account (2019 – 1.27%)	0%	0% - 5%
54.35% in Fixed Income (2019 – 47.55%)	80%	40%-80%
0.00% in Canadian Equities (2019 – 19.12%)	10%	10%-30%
0.00% in Global Equities (2019 – 32.06%)	10%	10%-40%

As of March 31, 2020, the Foundation's Endowment Fund asset mix was as follows:

Asset Mix	IPS Target	Range Permitted
50.13% in Cash and Investment Savings Account (2019 – 2.39%)	1%	0%- 5%
49.87% in Fixed Income (2019 – 40.40%)	45%	40%-60%
0.00% in Canadian Equities (2019 – 21.18%)	25%	10%-30%
0.00% in Global Equities (2019 – 31.66%)	25%	20%-40%
0.00% in Real Estate (2019 –4.37%)	4%	4% - 5%

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Notes to Financial Statements

Year ended March 31, 2020

6. Financial risk management (continued):

(a) Asset Mix (continued):

In March, 2020, the Foundation's Board of Directors, in order to address the uncertain risk to the value of the Foundation's equity financial assets posed by the COVID-19 crisis, and to preserve the value of the Foundation's endowment fund, decided to liquidate the Foundation's equity investment holdings and retain the proceeds in cash and cash equivalents. As a result, as at March 31, 2020, the allocations to Canadian equities, global equities and real estate in the Foundation's investment account and Endowment Fund were below the ranges stipulated in the Foundation's Investment Policy Statement.

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

(b) Credit risk:

Credit risk is the risk that the counterparty to a financial asset will fail to discharge an obligation or commitment that it has entered into with the Foundation.

(i) Fixed income securities:

The Foundation's investments and Endowment Fund assets in fixed income securities represent the main concentration of credit risk. The market value of fixed income securities includes consideration of the credit worthiness of the issuer, and accordingly, represents the maximum credit risk exposure of the Foundation.

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

Debt instrument by credit rating	2020	2019
Percentage of Value		
AAA (+ R1 rated short-term)	23.23%	22.85%
AA	7.51%	17.63%
A	62.66%	52.60%
BB	0.00%	1.21%
BBB	6.60%	5.71%

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Year ended March 31, 2020

6. Financial risk management (continued):

(b) Credit risk (continued):

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

(ii) Accounts receivable:

The Foundation's exposure to credit risk associated with accounts receivable is assessed as being low mainly due to the type of the Foundation's debtors which are mainly from Government of Canada and amounts receivable from pending trades. As at March 31, 2020 accounts receivable comprise of balances of \$123,118 (2019 - \$431,663) less than 3 months, \$3,540 (2019 - \$1,500) between 3 to 12 months and nil (2019 -nil) greater than one year.

The maximum exposure to credit risk for accounts receivable by type of customer as at March 31, is as follows:

	2020	2019
	\$	\$
Government of Canada	39,550	31,749
Amounts receivable from pending trades	74,595	363,982
Dividends, interest and income distribution	7,090	29,827
Other organizations	5,423	7,605
	126,658	433,163

(c) Interest rate risk:

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

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Year ended March 31, 2020

6. Financial risk management (continued):

(c) Interest rate risk (continued):

The Foundation's fixed income securities fair value in Investments and Endowment Fund assets as at March 31, comprise:

	2020	2019
	\$	\$
Fixed income securities– Canadian	13,172,841	12,478,777
	13,172,841	12,478,777

As at March 31, 2020 the Foundation's exposure to debt instruments by maturity and the impact on the Statement of Remeasurement Gains and Losses had the yield curve shifted in parallel by 25 basis points with all other variables held constant ("sensitivity analysis"), is as follows:

Fixed income securities fair value by maturity date:

	2020	2019
	\$	\$
Less than 1 year	754,176	537,307
1-3 years	2,446,732	3,287,843
3-5 years	2,551,584	1,900,179
Greater than 5 years	7,420,349	6,753,448
	13,172,841	12,478,777
<u>Sensitivity</u>	1.58 % \$ 207,472	1.48% \$ 185,177

The Foundation's overall portfolio duration is 6.3 years (2019 – 5.9 years). If the yield curve experiences a parallel shift upward or downward of 25 basis points, the value of the Foundation's fixed income allocation would increase or decrease by approximately 1.58 % or \$207,472 (2019 - 1.48% or \$185,177). In practice, actual trading results may differ from the above sensitivity analysis and the difference could be material.

(d) Currency risk:

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

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Notes to Financial Statements

Year ended March 31, 2020

6. Financial risk management (continued):

(d) Currency risk (continued):

The Foundation was not exposed to any significant currency risk during the year as 99.9% of investments and Endowment Fund assets held by the Foundation were in Canadian dollars.

Approximately 0.25% (2019 - 0.13%) of the Foundation's Endowment Fund was subject to direct currency risk during the year. The remaining assets in the Endowment Fund were held directly in Canadian dollars, and underlying foreign holdings were hedged back to Canadian dollars.

Approximately 0.21% (2019 - 0.11%) of the Foundation's investment account was subject to direct currency risk during the year. The remaining assets in the unrestricted investment account were held directly in Canadian dollars, and underlying foreign holdings were hedged back to Canadian dollars.

(e) Other price risk:

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

The portfolio's actual return is compared to the benchmark return as a measure of relative performance. The benchmark return is based on the index returns for each asset class and the long-term target allocation of each asset class in the portfolio. The portfolio's long-term target asset allocation is specified in the Foundation's Investment Policy Statement. The Portfolio's investment performance will be measured against the performance of a 'benchmark' index calculated using appropriate market indices combined in the same proportion as the Portfolio's benchmark asset mix. The revised Investment Policy Statement which was approved by the Board of Directors in October 29, 2016 and had two more revisions in July 19, 2017 and October 13, 2017 was in force during the current fiscal year. As a result, the Foundation's long-term target asset allocation and individual asset class indices in effect as at March 31, 2020 is as follows:

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Year ended March 31, 2020

6. Financial risk management (continued):

(e) Other price risk (continued):

Proportion & Asset Class	Benchmark Index
1% Canadian Cash	DEX 91-day T-Bill Index
45% Canadian Fixed Income Instruments	FTSE TMX Universe Bond Index
22% Canadian equities	S&P / TSX Composite Index
28% Global equities	MSCI World Index TR (CAD)
4 % Real Estate	MSCI World Real Estate Index (CAD)

The historical correlation between the Foundation's investment returns and the combined benchmark returns for the fiscal year is 0.78% (2019 – 0.95%). The cumulative impact on the Statement of Remeasurement Gains and Losses and net investment income of the Foundation due to a 1 percent change in the benchmark, using historical correlation for the fiscal year ended March 31, 2020 between the Foundation's return as compared to the return of the combined benchmarks, with all other variables held constant, as at March 31, 2020 is estimated to be approximately 0.78% or \$200,878 (2019 – 0.95% or \$285,289). The historical correlation may not be representative of the future correlation, and accordingly the cumulative impact on the Statement of Remeasurement Gains and Losses and net investment income could be materially different.

(f) Liquidity risk:

Liquidity risk is defined as the risk that the Foundation may not be able to settle or meet its obligations on time or at a reasonable price. The Foundation is exposed to liquidity risk as the Foundation mainly uses the investment income earned on investments and Endowment Fund assets to settle its obligations and such investment income fluctuates with the market conditions relating to the Foundation investment portfolio. The Foundation manages liquidity risk by continually monitoring actual and forecasted cash flows from operations and anticipated investing and financing activities. The Foundation manages its investments and Endowment Fund assets by maintaining a line of credit of \$100,000 and capital management that allows the Foundation to have sufficient liquidity to settle its obligations when they become due.

At March 31, 2020 the Foundation has a total cash balance of \$163,874 (2019 - \$63,169), which is lower than the total liabilities recorded at March 31, 2020 of \$214,225 (2019 - \$396,847).

THE CANADIAN RACE RELATIONS FOUNDATION

Notes to Financial Statements

Year ended March 31, 2020

6. Financial risk management (continued):

(f) Liquidity risk (continued):

However, total liabilities include amounts payable to pending trades that will be covered by amounts disclosed under investments and Endowment Fund assets.

As at March 31, 2020, the Foundation's liabilities have contractual maturities as follows:

Accounts payable and accrued liabilities	Less than 3 months \$	3 to 12 months \$	Over 1 year \$	Total \$
Amounts payable to pending trades	75,162	-	-	75,162
Other accounts payable and accrued liabilities	15,669	-	2,616	18,285
Accrued salaries	23,985	-	-	23,985
Total	114,816	-	2,616	117,432

As at March 31, 2019, the Foundation's liabilities have contractual maturities as follows:

Accounts payable and accrued liabilities	Less than 3 months \$	3 to 12 months \$	Over 1 year \$	Total \$
Amounts payable to pending trades	271,723	-	-	271,723
Other accounts payable and accrued liabilities	62,489	26,033	2,701	91,223
Accrued salaries	31,352	-	-	31,352
Total	365,564	26,033	2,701	394,298

7. Financial assets and financial liabilities – disclosure:

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

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

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Notes to Financial Statements
Year ended March 31, 2020

7. Financial assets and financial liabilities – disclosure (continued):

Financial assets at fair value for investments and Endowment Fund assets as at March 31, 2020:

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
Cash	293,810	-	-	293,810
Investment Saving Account	12,335,949	-	-	12,335,949
Fixed income securities	-	13,172,841	-	13,172,841
Total investments and Endowment Fund assets	12,629,759	13,172,841	-	25,802,600

Financial assets at fair value for investments and Endowment Fund assets as at March 31, 2019:

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
Cash	284,748	-	-	284,748
Investment Saving Account	380,485	-	-	380,485
Fixed income securities	-	12,478,777	-	12,478,777
Equity securities	16,793,917	-	-	16,793,917
Total investments and Endowment Fund assets	17,459,150	12,478,777	-	29,937,927

The fair values of the fixed income investments and Endowment Fund assets are not quoted in an active market, but rather are determined from quoted prices from a decentralized, over the counter market, which is considered in Level 2 in the fair value hierarchy.

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Notes to Financial Statements

Year ended March 31, 2020

8. Capital assets:

Capital assets at net book value as at March 31, 2020:

	Cost	Accumulated amortization	2020 Net book value
	\$	\$	\$
Office furniture and equipment	125,127	117,954	7,173
Computer hardware	53,081	40,510	12,571
Equipment under capital lease	6,076	4,860	1,216
	184,284	163,324	20,960

Amortization of capital assets expense is \$7,795 (2019 - \$5,313).

Capital assets at net book value as at March 31, 2019:

	Cost	Accumulated amortization	2019 Net book value
	\$	\$	\$
Office furniture and equipment	121,230	115,129	6,101
Computer hardware	39,551	36,755	2,796
Equipment under capital lease	6,076	3,645	2,431
	166,857	155,529	11,328

9. Obligation under capital lease:

The Foundation signed an agreement to rent office equipment under capital lease in January 2016 with effective lease date of April 1, 2016. The obligation under capital lease, repayable in blended quarterly installments of \$333, including principal and interest at 3.95% with maturing date of March 31, 2021, is secured by related equipment.

	2020	2019
Obligation under capital lease	\$ 1,300	\$ 2,549

Future minimum lease payments as at March 31, are as follows:

	2020	2019
2020	-	\$1,332
2021	\$1,332	1,332
	\$1,332	\$2,664
Less amount representing interest	(\$32)	(\$115)
Total obligation under capital lease	\$1,300	\$2,549

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Year ended March 31, 2020

10. Deferred contributions and deferred revenues:

Contributions received from government and non-government entities that are restricted for funded projects, training workshops and programs are deferred, and recognized as revenue in the period that the related expenses are incurred.

Funds received by the Foundation through projects or subscriptions, that are not yet earned through the provision of goods or services, are deferred by the Foundation and recognized as revenue in the period that the earnings process is culminated.

Deferred contributions and deferred revenues recorded by the Foundation at March 31, 2020 are as follows:

	2020	2019
	\$	\$
Deferred contributions from non-government sources	95,493	-
Deferred contributions from government sources	-	-
Balance, end of year	95,493	-

Changes in the deferred contributions and deferred revenues balance during the fiscal year were as follows:

	2020	2019
	\$	\$
Balance, beginning of year	-	31,975
Add: restricted contributions received from government sources	135,000	100,000
Add: restricted contributions received from non-government sources	144,875	-
Less: amounts recognized as revenue	(184,382)	(131,975)
Balance, end of year	95,493	-

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11. Contractual rights and obligations:

The Foundation has entered into one revenue and two payment contracts. The revenue contract is with the Mosaic Institute for Harnessing Diversity for an amount of \$728,860 for implementation of the "Science of Racism" project funded by the Department of Canadian Heritage that started in September 2019 and will run to September 30, 2021. The payment contracts include a lease agreement for office premises and extends to March 31, 2023, with future minimum contractual payments total of \$294,180 (2019 - \$374,610), and an agreement with Ontario Science Centre for an amount of \$463,300 for design, development, fabrication, and installation of exhibit for "Science of Racism" project that started in January 2019 and extends to September 30, 2021. As at March 31, 2020, future minimum contractual receipts total \$633,366 and future minimum contractual payments total \$757,480.

Fiscal Year	Contractual rights	Contractual obligations
	\$	\$
2020-21	583,366	562,639
2021-22	50,000	102,891
2022-23	-	91,950
Total	633,366	757,480

12. Net investment income:

Net investment income from Endowment Fund assets	2020	2019
	\$	\$
Realized gains (losses) on sale of Endowment Fund assets	(4,095,589)	(197,904)
Interest from cash and fixed income investments, dividends from Endowment Fund assets	741,499	715,956
Less: transaction costs and investment counsel fees	(146,648)	(141,150)
	(3,500,738)	376,902
Net investment income from investments		
Realized gains (losses) on sale of investments	(432,271)	38,293
Interest from cash and fixed income investments, dividends	183,856	170,943
Less: transaction costs and investment counsel fees	(36,372)	(35,631)
	(284,787)	173,605
Net investment income (loss)	(3,785,525)	550,507

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12. Net investment income (continued):

During the year remeasurement gains of \$556,946 (2019 - \$844,605) were recognized in the Statement of Remeasurement Gains and Losses related to the Endowment Fund assets.

During the year non cash Interest and dividends of \$29,494 (2019 - \$27,708) were included to the income from Endowment Fund assets and \$4,538 (2019 - \$6,372) were included to the income from investments.

13. Investment in capital assets:

(a) The investment in capital assets consists of the following:

	2020	2019
	\$	\$
Capital assets	20,960	11,328
Less: obligation under capital lease	(1,300)	(2,549)
	19,660	8,779

(b) The net change in investment in capital assets is calculated as follows:

	2020	2019
	\$	\$
Capital asset additions	17,427	5,529
Less: Capital asset leased	-	-
Capital assets purchased with Foundation funds	17,427	5,529
Amortization of capital assets	(7,795)	(5,313)
Repayment of capital lease obligation	1,249	1,202
Net change in investment in capital assets	10,881	1,418

14. Related party transactions:

The Foundation is related in terms of common ownership to all Government of Canada departments, agencies and Crown corporations. Related party also includes key management personnel having authority and responsibility for planning, directing and controlling the activities of the Foundation. This includes the Executive Director, all members of the Board of Directors and immediate family members thereof. The Foundation enters into transactions with these entities and in the normal course of business. These transactions are measured at the exchange amount, which is the amount of consideration established and agreed to be paid by the related parties.

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Notes to Financial Statements

Year ended March 31, 2020

14. Related party transactions (continued):

During the year, the Foundation recorded revenue of \$144,059 with “Canada beyond 150: A promise to our Children” project, funded by the Department of Canadian Heritage (2019 - \$131,975). As at March 31, 2020, there is \$9,059 holdback receivable for this project (2019 - nil).

During the year, the Foundation incurred expenses totaling \$262,024 (2019 - \$259,831) with respect to salaries and benefits, honorarium and travel of members of the Board of Directors, and the Executive Director.

At March 31, 2020, the Foundation had accounts receivable of \$30,491 (2019 – \$31,749) from Canada Revenue Agency for recoverable sales taxes.

15. Schedule of Expenses by Object:

Expenses	March 31, 2020	March 31, 2019
	\$	\$
Salaries and benefits	444,859	436,794
Professional fees	162,566	119,891
Public education and training	100,020	86,110
Board of Directors honoraria and travel	87,399	93,438
Rent	85,699	83,906
Conferences, symposia and consultations	82,080	77,791
Office and general	35,536	31,824
Communication	21,658	35,500
Information systems and development	16,943	9,095
Amortization	7,795	5,313
Staff recruitment and development	195	12,290
Interest expenses	97	375
Award of Excellence symposium and fundraising gala	-	73,741
	1,044,847	1,066,068

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Year ended March 31, 2020

16. Donations in-kind:

During this fiscal year, the fair value of donated services and materials included as revenue “in-kind” in the financial statements was \$6,620 (2019 - \$20,000). Out of this amount, the corresponding cost classification was Salaries and Benefits of \$4,120 and Public education and training of \$2,500. The Foundation has not received any pledges or bequest in this year (2019 – nil). The donations in-kind are included in the publications, in-kind and miscellaneous revenues in the Statement of Operations.

17. The COVID-19 Impact:

The COVID-19 outbreak has, and will continue to have, a negative impact on our results of operations. The Foundation temporarily closed its office doors to the public on March 17, 2020, and most operations have continued or adapted to digital delivery during the period of closure.

Given the uncertainty around the extent and duration of COVID-19, the Foundation cannot estimate the full impact on its future results of operations and financial position. The Foundation has about \$5.5 million in investments that it can use to cover requirements for annual operations and running programs should the Endowment Fund not generate sufficient investment income. The Foundation is actively monitoring the situation and is committed to taking necessary action to mitigate risks. A new strategy for portfolio equity allocation and timing of investment is under review by the Foundation Investment Committee and will be implemented once approved by the Board of Directors.

18. Comparative figures

Certain comparative figures in the note to Statement of Cash Flows and note 6 - Financial risk management - asset mix have been adjusted or reclassified to conform to the presentation adopted in 2019-2020. These changes have no impact on the Foundation’s excess (deficiency) of revenues over expenses.