



THE  
**MOSAIC**  
INSTITUTE



## Annual Report 2014

**Harnessing Canada's Diversity for Peace at Home & Abroad**



**THE  
MOSAIC  
INSTITUTE**

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The Mosaic Institute is a registered Canadian charitable organization  
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Cover photo: Harjeet Singh Sahot, Senka Omercic, Abdi Hersi, Candida Paltiel, Pacinthe Mattar, Amanuel Melles, Ahila Poologaindran, and Salim Rachid, onstage at the launch of the Mosaic Institute's study entitled *The Perception & Reality of "Imported Conflict" in Canada*, held at the Art Gallery of Ontario in Toronto on March 17, 2014.

## Greetings from our Chairman and Executive Director

April 2015

Being Canadians and living in Canada fundamentally forms our views and how we see and think about the conflicts that our families left behind when Canada became our new home.

That was one of the many important findings of a ground-breaking report that the Mosaic Institute released in 2014, entitled *The Reality & Perception of “Imported Conflict” in Canada*. More than 3.5 million Canadians read or heard about the report via television, radio, print and digital media. Hundreds more learned about and discussed the report and its implications in a series of community-sponsored events across the country.

The report, funded by the Government of Canada’s **Kanishka Project**, concluded that we do not “import” violent conflicts when we immigrate to Canada. In fact, one of the prime reasons we leave violent homelands is to leave such conflict behind. However, the traumatizing effects often follow us to Canada. They can linger with us and our families for years or even generations. Canada and Canadians need to acknowledge such trauma, and respond to it with empathy and inclusiveness. To do so will help increase the speed and quality of integration of newcomers to Canada, and will enable us to build a stronger, more cohesive, and safer Canada.

In addition to our ‘*Imported Conflicts*’ study, we delivered three innovative programs for youth in 2014:

- We celebrated with the more than 270 high school students in Ontario & B.C. who completed our award-winning “**Next Generation**” program on global citizenship;
- We convened “**UofMosaic**” dialogues at multiple universities for students with connections to all sides of overseas conflicts. We also created our first Student Advisory Committee, and we held a “Citizen Summit on Women & Armed Conflict” where delegates – joined by 27,000 peers via Twitter - announced a 90-Day Challenge Against Gender-Based Violence in Conflict; and
- We helped the young leaders of “**New Beginnings**”: **The Young Canadians’ Peace Dialogue on China and Tibet** transform dialogue into action. Together, they raised funds to enable impoverished Tibetan teenagers to attend secondary school and qualify for university in China. We were filled with pride when they won the 2014 YMCA Peace Medallion.

None of what we achieved in 2014 would have been possible without our growing base of partners, volunteers and supporters:

- The members of our Board of Directors, Advisory Council, Student Advisory Council and Development Committee all made particularly rich contributions;
- Our major program funders – including the **RBC Foundation** (“Next Generation”), the **BMO Financial Group** (“UofMosaic”), and **Citizenship and Immigration Canada** (“New Beginnings”) – helped us to engage young people all across Canada; and
- Our individual donors – including members of our new Leadership Giving Circles – whose generosity enabled us to expand our efforts to help young people confront entrenched conflict through dialogue and community service.

We thank them, and you, for believing in our work.

Vahan Kololian  
Chairman

John Monahan  
Executive Director



# 2014: The Year at a Glance



*The Perception & Reality of "Imported Conflict" in Canada reflects the views of 5,300 Canadians; reached 3.5 million people via social and traditional media*



15 young leaders from 3 universities completed Mosaic's new *Peace Professional's Development Program*



More than 100 university students attended UofMosaic's *Citizen Summit 2014 on Women and Armed Conflict* in Toronto; 27,000 reached via Twitter



More than 250 university students participated in UofMosaic programs in Toronto and Montreal



270 high school students in Ontario and B.C. participated in "Next Generation" workshops and community service projects



Young leaders of Mosaic's *Peace Dialogue on China and Tibet* received the 2014 YMCA *Peace Medallion*

# Mosaic Thinking & Doing...



## “Imported Conflict” Study

On March 17th, 2014, the Mosaic Institute released *The Perception & Reality of “Imported Conflict” in Canada*, a national research report produced with the encouragement and support of the Government of Canada’s Kanishka Project Contribution Program. The study looked at how Canadians’ relationships to overseas conflicts change when they come to Canada; how it is that Canadians from different sides of overseas conflicts are able to live peaceably in Canada; and what policy prescriptions should be followed to help ensure that Canadians develop and retain a strong sense of attachment to Canada and to one another. The report presented findings gathered from 4,500 respondents to an online survey; a dozen focus groups; and 220 in-depth interviews conducted by Senior Project Advisor Dr. Rima Berns-McGown.

Mosaic had the opportunity to share the report’s findings at a number of different venues and events throughout 2014. Some of these included the launch of the Institute for Diaspora Research and Engagement (IDRE) at Simon Fraser University in Vancouver; the Noor Cultural Centre in Toronto; the 2014 Khalsa Day celebrations in Mississauga; and November’s Canadian Race Relations Foundation Symposium in Ottawa. The report received significant media attention from outlets such as *The Toronto Star*, *The Globe & Mail*, and TVO’s *The Agenda*.

## “UofMosaic” Program

Thanks to the ongoing support of the **BMO Financial Group**, the UofMosaic program was able to grow in exciting new directions in 2014. During the summer, the first Student Advisory Committee (SAC) was created, populated by 15 students with community connections to overseas conflict from all three Toronto universities. A Peace Professional’s Development Program (PPDP) was also created to provide specialized leadership training to SAC members. As part of the process of earning their PPDP certificates, SAC members then played a significant role in UofMosaic program delivery throughout the balance of 2014.

Other highlights from the year included a needs assessment process involving over 40 students from Toronto universities; the delivery of an “In the Aftermath of War” discussion series in Toronto; a Montreal-based series on Diasporas in Development; and our biennial student conference, the 2014 Citizen Summit on Women and Armed Conflict, held at the University of Toronto.





## “New Beginnings”

“New Beginnings”: Young Canadians’ Peace Dialogue on China and Tibet (“New Beginnings”) was a two-city, two-year initiative delivered by the Mosaic Institute that began in early 2012 and concluded in the spring of 2014. The project, made possible by the financial support of **Citizenship and Immigration Canada**, sought to build trust between two communities whose young leaders are often strangers to one another. By its end, “New Beginnings” had brought together almost 250 young Canadians ages 18-30 in Toronto and Calgary who self-identify as members of either the Han Chinese or ethnic Tibetan diasporas. Together, they engaged in a program that combined respectful, peace-focused dialogue with a collaborative service project demonstrating the participants’ strong Canadian commitment to global citizenship. Program participants continue to engage in dialogue through a new group they have created, called CanEngage, which so far has raised more than \$10,000 for Machik, a Canadian non-governmental organization, providing secondary school education to rural teens living on the Tibetan Plateau.

The Steering Committee of “New Beginnings” was awarded the 2014 YMCA Peace Medallion for their outstanding contributions to peace.



## “Next Generation”

2014 marked the conclusion of the latest iteration of the Mosaic Institute’s initiative known as “Next Generation”: the South Asian Canadian Global Citizenship Project, which was made possible by the generous support of the **RBC Foundation**. Throughout 2013 and 2014, this initiative helped 270+ young Canadians in Ontario and British Columbia to enhance their understanding of how to begin addressing unresolved historical conflicts and other important social issues within their local and international communities. “Next Generation” involved the delivery of 45 unique workshops and the completion of community service projects focused on supporting orphans of war (Ontario) and confronting the scourge of “gendercide” in South Asia (British Columbia). In addition to raising their own and their peer group’s awareness of these issues, students almost raised some \$3500 for projects overseas.

In the summer of 2014, the Mosaic Institute undertook a review of its “Next Generation” curriculum delivery model. The result is an enhanced educational framework that we look forward to further developing in collaboration with different school boards across the country.





## Other Highlights...

### Human Rights Watch Event

On June 17th, the Mosaic Institute and Human Rights Watch (HRW) Canada partnered for the first time to co-present an information session on housing rights in Area C of the West Bank. The Globe and Mail's Sonia Verma conducted a public interview with Bill Van Esveld, a Canadian based in Jerusalem and HRW's Senior Researcher for Israel and Palestine since 2009. It was an informal "family-style" conversation that involved students, supporters, and friends of the Mosaic Institute and HRW Canada.



The Mosaic Institute hopes to have the opportunity to work again with HRW Canada and other like-minded organizations to present similarly constructive discussions on international issues of interest to Mosaic's work with Canada's diaspora communities.

### Cuso International Diaspora Symposium

On October 15, the Mosaic Institute participated in "Mobilizing Canada's Diversity for Development", a symposium organized by Cuso International as part of Global Diaspora Week. The event, held at Ottawa City Hall, was an opportunity for some of Canada's leading actors in the fields of diaspora engagement and international development to come together and learn from each other's experiences. Mosaic's presentation focused on the potential for Mosaic's dialogue-based model to be "scaled up" in order to engage many more Canadians from diaspora communities in international development work.



### Être Chinois Au Québec Screening in Calgary

On March 29, the Mosaic Institute, the Steering Committee of "New Beginnings", and CanEngage collaborated to screen the documentary *Être chinois au Québec* (Being Chinese in Quebec: A Road Movie) and host a public discussion. The documentary examines the process of exploring one's place in the Quebec of today as a Canadian of Chinese background. The film was made during a surprising and revealing trip across Quebec by Bethany Or and Parker Mah, two young Canadians who met and conversed with Quebecers of Chinese origin. Parker Mah joined attendees to discuss the film and his experiences.





## Citizen Summit 2014: Women & Armed Conflict

On Saturday, November 15, the Mosaic Institute hosted the 2014 Citizen Summit on Women & Armed Conflict, a day-long student conference that explored issues relating to gender-based violence and women's efforts to promote peace in Canada and around the world. The event featured a stellar line-up of distinguished speakers on such topics as sexual violence, conflicts and diaspora women, and the effect of conflict on gender-based violence. The Citizen Summit, held at the University of Toronto's Hart House, brought together over 100 students and community members with a shared interest in women's rights and peace building. 27,000 more people joined in the conversation via Twitter. The Summit concluded with the announcement of a student-led project to combat sexual violence in conflict to be launched in early 2015.



## Norwegian Parliamentarians Learn from Mosaic

On September 19, the Mosaic Institute was pleased to host the Norwegian Parliament's Standing Committee on Local Government and Public Administration. The distinguished visitors were on a week-long visit to different Canadian and American cities to learn about North American "best practices" relating to integration and pluralism. Standing Committee members were provided with an overview of the Institute's work, including its keynote programs and its various research initiatives.



This was not the Mosaic Institute's first presentation to a Norwegian audience. In 2013, John Monahan, Mosaic's Executive Director, delivered a presentation entitled "Peace through Pluralism" to the Peace Research Institute of Oslo (PRIO) as part of a speaking tour sponsored by Canada's Department of Foreign Affairs and International Trade.



## Internship Program

Thanks the generosity of the **Maytree Foundation** and the **S.M. Blair Family Foundation**, respectively, the Mosaic Institute was able to offer meaningful summer internship experiences to Rauf Azimov (pictured, left) and Robin Jones (not pictured). Through a partnership with the **Munk School for Global Affairs**, Mosaic was also happy to welcome Sam Wollenberg (pictured, right), a Master's student in Global Affairs, as our 2014 Munk-Mosaic Summer Intern. Mosaic's interns make rich contributions to our program development, research, and communications work. Some return to the Institute in other roles: in 2014, former intern Lorenzo Vargas (pictured, centre) became Mosaic's Senior Project Officer following the completion of his graduate studies at McGill.





## Our Supporters

We are thankful for all the individuals, families and organizations whose commitment and support in 2014 helped to make our work possible. We are particularly grateful to the **Kololian Family** for their ongoing generosity and support of the Institute.

We are also greatly indebted to our lead program funders - including the **RBC Foundation**, **BMO Financial Group**, **Citizenship and Immigration Canada**, and **Public Safety Canada** - for their visionary, long-term investments in Canada's next generation of peace builders.

The following individuals, families, and private foundations are much-valued members of our **Leadership Giving Circle**:

### Peace Cabinet (\$25,000 or more/year for 3 years)

The Kololian Foundation

### Peace Ambassadors (\$10,000 or more)

Walt & Katie MacNee  
Anonymous

### Peace Partners (\$5,000 to \$9,999)

Debra & Barry Campbell  
Chadha Family Foundation  
Jon & Nancy Love  
William J. Harris & Tinker Allester  
Hal Jackman Foundation  
Bruce H. Mitchell Foundation  
The Nadir & Shabin Mohamed Foundation  
James Muldoon Jr. & Reeta Roy  
Gordon & Janet Nixon  
Tim & Frances Price  
A. Edward Safarian  
Dundee & Patricia Staunton  
TD Private Giving Foundation

### Peace Builders (\$2,500 to \$4,999)

Ian & Libby Bandeen  
Charles & Anne Coffey  
Christopher Cottier  
Jesse & Marisa Gill  
Blake & Belinda Goldring  
Helena & Armin Gottschling  
Zabeen Hirji  
Gail MacNaughton  
John Monahan & Michael Charles  
The Nixon Charitable Foundation  
The S.M. Blair Foundation  
Wendy Sung-Aad

### Peace Makers (\$1,000 to \$2,499)

Anonymous  
Joan & Richard Boxer  
Brian Bronfman Family Foundation  
Don & Anna Johnson  
Margaret MacMillan  
Susan Ormiston & Keith Harradence  
Johnathan YP Sung  
Kathleen Vesely

# About Us

The Mosaic Institute is an award-winning “think and do” tank that harnesses the diversity of Canada’s people to promote **peace** all around the world – starting right at home.

Using original research and specialized programming in high schools, universities and the broader community, the Mosaic Institute brings together young Canadians with personal or historical ties to international conflict to build **trust**, promote **social cohesion** and engage in courageous acts of **global citizenship**.

## “Think”: Applied Research

Our applied research raises public awareness and informs governments about how Canadians of all backgrounds can contribute towards a more inclusive society and enrich Canada’s efforts to promote peace abroad.

Notable research projects have included:

- *The Perception & Reality of “Imported Conflict” in Canada* (2014);
- *Tapping our Potential: Diaspora Communities and Canadian Foreign Policy* (2012); and
- *A ‘Smart Map’ of the Sudanese Diaspora in Canada* (2010).

## “Do”: Community-Based Programming

Our programs help young Canadians of all backgrounds to bridge divides, develop leadership skills, and collaborate on globally-minded service projects.

Core programs include:

- “Next Generation” is our program to inspire high school students to embrace the concept of global citizenship. We have delivered the program at schools in the Greater Toronto Area and in Greater Vancouver;
- “UofMosaic” is our program to build bridges between university students with connections to conflicts around the world. We work on campuses in Ontario, Quebec, and British Columbia; and
- “New Beginnings” is our community-based program for young professionals with family connections to conflicts overseas.



# Our Financials

The Mosaic Institute was established in 2007. The financial statements for fiscal year 2014 are summarized below. Full audited financial statements are available online at [www.mosaicinstitute.ca](http://www.mosaicinstitute.ca).

## Statement of Financial Position

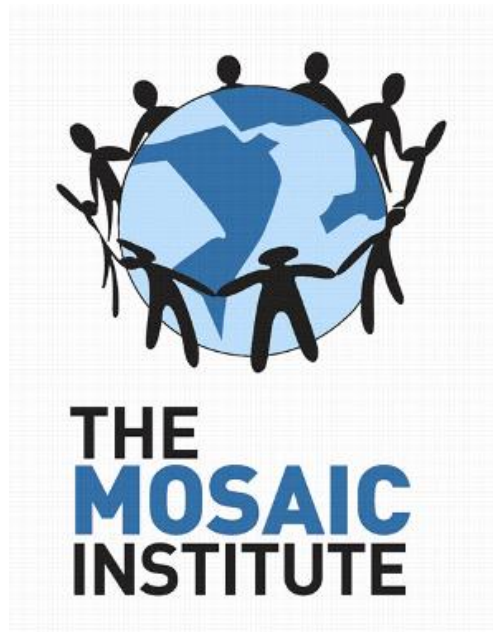
Year ending December 31, 2014.

	2014	2013
<b>Assets</b>		
Assets: Current		
Cash	\$40,098	77,772
Accounts Receivable	29,008	1,406
HST Recoverable	5,066	22,251
Prepaid Expenses	6,622	1,826
	80,794	103,255
Capital assets	4,459	4,882
<b>TOTAL ASSETS</b>	<b>85,253</b>	<b>108,137</b>
<b>Liabilities &amp; Fund Balances</b>		
Current Liabilities	67,250	81,072
	67,250	81,072
Restricted Funds	(3,006)	12,418
Unrestricted Funds	21,009	14,647
	18,003	27,065
<b>TOTAL LIABILITIES &amp; FUND BALANCES</b>	<b>85,253</b>	<b>108,137</b>

## Statement of Revenue and Expenses

Year ending December 31, 2014.

	2014	2013
<b>Revenue</b>		
Donations	\$416,276	333,958
Grants	226,552	135,000
Fundraising Events	652	16,684
Contracts	81,438	364,873
<b>TOTAL REVENUE</b>	<b>724,918</b>	<b>850,515</b>
<b>Expenses</b>		
<b>Operations</b>		
Salaries & benefits	332,393	283,966
Rent	41,171	40,650
Administration (office, marketing, fundraising etc.)	45,897	76,983
	419,461	401,599
<b>Projects</b>		
UofMosaic	78,073	50,297
Imported Conflict Study	48,069	241,127
China-Tibet Dialogue	48,793	148,035
Sri Lanka Tour		(2,462)
Next Generation	128,432	103,554
Other	11,152	
	314,519	540,551
<b>TOTAL EXPENSES</b>	<b>733,980</b>	<b>942,150</b>
Excess (deficiency) of revenue over expenses	(9,062)	(91,635)



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