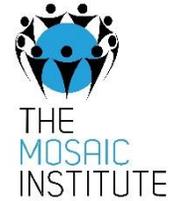




---

## Annual Report 2015

*Difference is the Solution*



#### ADVISORY COUNCIL

Debra Grobstein Campbell  
The Honourable Baljit S. Chadha, P.C.  
Blake C. Goldring, M.S.M.  
Susie Kololian  
Margaret O. MacMillan, O.C.  
John Monahan  
Don Morrison  
Gordon M. Nixon, C.M., O.Ont.  
Raheel Raza  
*Edward Safarian, C.M. (deceased January 29, 2016)*  
Yuen Pau Woo

#### BOARD OF DIRECTORS

Helena Gottschling  
Vahan Kololian (**Chairman**)  
James P. Muldoon, Jr. (**Vice-Chairman**) (*deceased June 29, 2016*)  
*Edward Safarian, C.M. (deceased January 29, 2016)*  
Dundee Staunton

#### STAFF

John Monahan/Bernie M. Farber  
Wendy Sung-Aad  
Lorenzo Vargas  
Jothi Shanmugam/Alpha Abebe  
Gina Csanyi-Robah  
Usman Mushtaq

THE MOSAIC INSTITUTE  
2 Bloor Street West, Suite 1730  
Toronto ON M4W 3E2  
Tel: 416-644-6000 ext 680  
Email: [info@mosaicinstitute.ca](mailto:info@mosaicinstitute.ca)  
Website: [www.mosaicinstitute.ca](http://www.mosaicinstitute.ca)  
Twitter: @MosaicInstitute  
Facebook: The Mosaic Institute

The Mosaic Institute is a registered Canadian charitable organization  
(#85627-9617 RR0001)

---

*Cover photo: Dalubhule Ndlovu, Sayjon Ariyaratnam, Rebecca Hagos, and Hodo Hussein at a training session for the UofMosaic Fellowship Program, held at Hart House, University of Toronto, on November 8, 2015.*

# Message from the Chairman

## The Year in Review

As we reflect back, 2015 was a year marked by unforgettable events including the murder of Charlie Hebdo, the Paris bombing, the Syrian migration crisis, the final report recommendation by the Truth and Reconciliation Commission of Canada, and a national election that brought forth a new government. Against this backdrop, the work of the Mosaic Institute is more relevant than ever in bringing people together to develop solutions to address some of society's most difficult and complex issues.

I am pleased to share with you our 2015 year in review. The accomplishments of the organization have proven 2015 to be another year of growth and development. We continue to expand our work that embraces our core Canadian values to effect positive impact here at home and globally. Some of our work highlights include:

- Our inaugural **Peace Patron Dinner** that was held on May 11, 2015 recognizing the Hon. Louise Arbour, CC, GOQ as our 2015 Honorary Peace Patron. The evening was a resounding success due to the support of all our guests who joined us to underscore our commitment to honouring our shared Canadian values that advance justice, promote peace and reduce conflict.
- In September, we convened the **HumanityWins** Committee in response to the Syrian refugee crisis. The committee, composed of a group of influential, non-partisan Canadians, provided concrete policy recommendations to the Canadian government for a swift humanitarian response to the crisis.
- We refreshed our **UofMosaic** program as a national Fellowship program investing in student leaders who are committed and connected to local and global issues. These Fellows lead activities and initiatives that enable meaningful dialogues on campus to contribute to stronger, more equitable and peaceful communities on their campuses and around the world. The UofMosaic program in this reporting year is active on seven (7) university campuses across the country.
- Our award-winning high school program, **Next Generation**, aimed at developing tomorrow's global citizens received increased funding from the Royal Bank to develop culturally relevant curriculum for East Asian students. In addition to the current South Asian curriculum, the East Asian program delivery will begin in Vancouver this fall.

In the midst of achieving the above, we fondly bid farewell to John Monahan, the Mosaic Institute's Executive Director since 2007, and welcomed Bernie M. Farber as Executive Director in September 2015. The Institute is indeed fortunate to be able to attract such high caliber leadership.

Through Dialogue, Research and Action, the Mosaic Institute's unique 'think and do' approach continues to create platforms for learning and dialogue among diverse Canadian communities to advance justice, promote peace and reduce conflict. Our adopted tagline, "Difference is the Solution," embodies our belief that Canadians can better engage with and leverage our differences, because our differences are in fact an important source for solutions to our shared social issues. The growth of the Institute is made possible through our growing base of supporters. I would like to acknowledge all of our stakeholders for your commitment that enables the Mosaic Institute to continue to expand its work. A sincere thank you to the following:

- Our Board of Directors, Advisory Committee members and Volunteer teams whose dedication fuels our growth;
- The RBC Foundation (Next Generation Program) and the BMO Financial Group (UofMosaic Program) for your continued funding that enables us to engage young Canadians across Canada;
- Our financial supporters, especially, our Leadership Donors whose generosity enables us to increase our efforts; and
- The Mosaic Institute's staff, students and interns whose passion and commitment ensures that our initiatives are innovative, dynamic, and impactful.

Thank you all for believing in our work, we couldn't do it without you.



Vahan Kololian  
Chairman

# Message from the Executive Director

I am proud to be at the helm of the Mosaic Institute as we continue to grow.

Canada has helped many groups with reconciliation, and the Mosaic Institute has assisted in many ways over the years. Now, we are excited to move forward with our mandate – right here at home. We are in the reconciliation business, and we are looking to improve the future of this country as we expand our Dialogue model to include working with all of Canada’s diverse communities, including Canada’s Indigenous people.

We are being intentional about standing together with diverse communities who are targeted by racism and other forms of systemic discrimination. We are pulling together the strong Canadian voices we have connected with over the years to loudly and constructively offer policy advice to the government.

We engage in this space because it is what Canada needs and because we are in the unique position to do it.

One of my first orders of business was to work closely with our team to develop a Strategic Plan for the next two years. Together, we identified the following five (5) Objectives:

1. Programming: Scaling up our existing programs and adapting our dialogue model to work with a broader set of Canadian communities;
2. Research & Publications: Strengthening the research capacity of our organization;
3. Influence: Building the profile of the organization to highlight the impact of our work and influence meaningful change;
4. Participation and Accountability: Engaging target communities, young people, and stakeholders within the organization’s decision-making, planning and evaluation processes; and
5. Resource Development: Broadening and diversifying our base of support to increase revenues and social capital for programs and services.

At the same time and in the Mosaic “think and do” spirit, we convened **HumanityWins**, launched a refreshed version of **UofMosaic**, began work on our expanded version of **Next Generation**, and began a new **New Beginnings** dialogue initiative.

We have also increased our **research initiatives** during these past months, and continue to work collaboratively with a number of community members to develop research that contributes to a more nuanced understanding of community dynamics in Canada.

Indeed, my future at Mosaic started the day I began my work on September 15<sup>th</sup>, 2015. I am grateful that my initiation into the Mosaic family has been seamless thanks to our Board, our Advisory Council, my professional colleagues, and the host of student interns and volunteers with whom I have the pleasure and honour to work.

May we all continue to go from strength to strength.



Bernie M. Farber  
Executive Director

# Dialogue, Research, and Action in 2015



## Next Generation 2.0

Thanks to the ongoing support of the RBC Foundation, the Next Generation program has grown to become “Next Generation: The Global Citizenship Project.”

It is anticipated that Next Generation will reach more than 500 students through 5 program deliveries in 2016 and 2017, divided between school boards in British Columbia and Ontario.

A major innovation of “Next Generation: The Global Citizenship Project” is that the curriculum is being expanded to highlight the experiences of both South Asian and East Asian Canadian students, as well as to reflect changing global priorities, such as the United Nation’s Sustainable Development Goals. Additionally, “Next Generation: The Global Citizenship Project” continues to supplement student growth by including activities designed to develop their leadership and professional development skills

We are grateful to the visionary community leadership of the RBC Foundation that has enabled us to undertake this project. Year 1 has been an enormous success, and we are very excited as we move across the country to embark on the delivery of the program to students in both Ontario and British Columbia, in Years 2 and 3.

## UofMosaic Fellowship Program



Thanks to the ongoing support of the BMO Financial Group, UofMosaic is thriving on 7 university campuses in Toronto, Montreal, and Vancouver. UofMosaic has developed a new Fellowship model, which identifies and invests in student leaders who have a commitment and connection to global issues. These leaders become UofMosaic Fellows, and are supported in designing and leading student dialogues and related activities on their own campuses. Fellows generally come from diaspora communities affected by overseas conflict, and/or demonstrate a commitment to understanding and addressing conflicts from around the world.

Fellows receive a \$1,000 stipend, specialized training focusing on capacity building and collaboration, and access to professional development opportunities throughout their year.

Fellows work with students from their universities to plan and participate in dialogues that build a culture of meaningful and peaceful exchanges of ideas on campus. Dialogues are typically connected to global conflicts or issues which are relevant to the Fellows and the broader student body. Each year, Fellows from all the campuses work together to plan and execute a joint legacy project. This legacy project may be a fundraiser, event, report, campaign, or some other initiative that responds to an issue connected to a global conflict or crisis.

## New Beginnings: Intra-Jewish Dialogue

In 2015, the Mosaic Institute convened the Steering Committee for the “New Beginnings”: Young Canadians’ Intra-Jewish Dialogue on the Middle East.

The members of Toronto’s Jewish community hold a wide diversity of perspectives regarding the Israeli– Palestinian conflict, including those on one end of the spectrum who are wholly supportive of Israel’s policies towards the Palestinians, and those on the other end who publicly criticize and dissociate themselves from such policies.

A number of prominent individuals and organizations from across that same spectrum approached the Mosaic Institute to encourage it to apply its Dialogue model to create a “safe space” for young Canadian Jewish adults of different political perspectives to have constructive discussions about the conflict, build trust with one another, and work together on common strategies to help advance a pro-peace Canadian agenda that could contribute to the resolution of the conflict.

A Reception to present the Dialogue to the broader community was kindly hosted by Advisory Council member Debra Grobstein Campbell in June 2015.

The Steering Committee – comprised of 13 committed young Jewish Canadians – has held three meetings in 2015. Plans for the broader Dialogue program, which aims to engage some 200 young Canadian Jewish adults, are progressing. The Mosaic Institute continues to seek partnerships to deliver the Dialogue program.



## Research: Perception & Reality of Radicalization, Violent Extremism, and Resilience

Increased activity of violent extremist groups as well as singular acts of individuals globally proclaiming allegiance to ISIL/Daesh in Europe and North America have been a source of extensive debate on radicalization and profiling, leading researchers in the area of terrorism studies or “CVE” - countering violent extremism, to debate the kind of triggers responsible for persons to be drawn towards radical behaviour.

In Canada, public discourse about these realities has sadly resulted in instances of Islamophobia and the stigmatization of Muslims and other diaspora communities. In this light, and in order to replace conjecture with empiricism, the Mosaic Institute is exploring the possibility of launching a national study that will question whether, and to what extent, various Canadian communities are more susceptible to radicalization than others; and if so, to identify contributing factors to either radicalization or building resilience.

## Peace Patron Dinner 2015



On May 12<sup>th</sup> 2015 the Mosaic Institute hosted its first-ever Peace Patron Dinner, featuring a special tribute to our 2015 Peace Patron the Hon. Louise Arbour CC, GOQ. The Dinner, held at the Toronto Region Board of Trade, was a sold out event that attracted over 300 people and raised more than \$200,000 to support the work of the Mosaic Institute.

The Peace Patron award is presented to an individual who has been instrumental in advancing peace in Canada and in the world. In selecting Madame Arbour as the 2015 Honorary Peace Patron, the Mosaic Institute chose to honour one of Canada's most accomplished and respected "global citizens". Alumni from our high school and university programs spoke about the Mosaic Institute's positive impact on their personal and professional development, and were integral to the program of the evening.

The evening's host was Anne-Marie Mediwake of CBC News, and the Hon. Hugh Segal, a previous Peace Patron honoree of the Mosaic Institute was on hand to help us pay tribute to Madame Arbour. The Honorary Co-Chairs of the Peace Patron Dinner were President Sheldon Levy of Ryerson University and President Mamdouh Shoukri of York University.

The Mosaic Institute looks forward to its 2016 Peace Patron Dinner, honoring The Hon. Senator Murray Sinclair.



## HumanityWins: A Response to the Syrian Refugee Crisis



The Syrian Refugee Crisis burned a hole in our hearts. In response, the Mosaic Institute convened the "HumanityWins" Committee in September 2015, composed of a number of distinguished Canadian experts, with the aim of helping to articulate a Canadian response to the crisis.

HumanityWins has published ads and op-eds in key newspapers across the country. Committee members have made numerous radio and television appearances. All these efforts are geared towards our goal of encouraging a more compassionate response to the Syrian crisis, one that would allow a significant number of people to find safety and opportunity in Canada.



Chaired by the Hon Ron Atkey, Minister of Employment and Immigration during the Joe Clarke government and one of the people who spearheaded efforts to bring over 60,000 Vietnamese refugees to Canada in the late 1970's, HumanityWins has become one of the "go-to" groups when it comes to understanding this crisis. The Committee has succeeded in helping to "shift the conversation" in Canada about the humanitarian imperative to welcome refugees fleeing conflict, as well as about the contributions that immigrants and refugees have made to Canada over the years. The HumanityWins Committee includes **Hind Aboud Kabawat**, School for Conflict Analysis and

Resolution, George Mason University; **Dr. Pamela Divinsky**, Principal of the Divinsky Group; **Izzeldin Abuyelaish**, OO, Associate Professor, Dalla Lana School of Public Health, Founder, Daughters for Life Foundation; **Atom Egoan**, OC, Academy Award Nominated Writer and Director; **Norman Inkster**, OC, 18th Commissioner of the Royal Canadian Mounted Police and Past President of Interpol; **the Hon Louise Arbour**, CC. G.O.Q, former UN

High Commissioner for Human Rights; **Donald H Morrison**, Founder and Chair, the Thomas Merton Centre; **the Hon. Dr. Ed Broadbent**, PC CC, Leader, NDP (retired); Founder, Broadbent Institute; **Sarkis Assadourian**, three-term Federal Member of Parliament (retired), Canadian of Syrian/Armenian origin; **Vahan Kololian**, Chairman and Founder of the Mosaic Institute; and **Bernie M. Farber**, Executive Director of the Mosaic Institute.

## The Mosaic Institute IN ACTION

### Canada's 25th International Development Week

On February 5<sup>th</sup>, Mosaic's Executive Director John Monahan participated in "What's Canadian About International Development: An Election Year Conversation", an event co-hosted by the Mosaic Institute as part of Canada's 25<sup>th</sup> International Development Week. The discussion, held at Simon Fraser University's Harbour Centre, was the result of a partnership involving the British Columbia Council for International Cooperation, SFU International, SFU's School of Communication, and the Mosaic Institute's "UofMosaic" Program. John's presentation examined current and prospective efforts to systematically engage Canada's diaspora communities from the Global South with the aim of informing and enhancing Canadian contributions to international development.



### Film Screening @ SFU: "Roma Voices: A Film Screening of *Suspino, A Cry for Roma*"

On March 5<sup>th</sup>, the Mosaic Institute hosted a film screening and public discussion in collaboration with Simon Fraser University's Centre for Dialogue and the Canadian Romani Alliance in Vancouver. The event, entitled "**Roma Voices: A Film Screening of *Suspino, A Cry for Roma***", featured Julia Lovell and Gina Csanyi-Robah, co-founders of the Canadian Romani Alliance, as speakers. Julia and Gina focused their presentations on the efforts of Canada's Roma community to advocate for the rights of other Roma who are victims of persecution all around the world. Ms. Csanyi-Robah is no stranger to the Mosaic Institute's work, having served as Program Manager of the Institute's award-winning "Next Generation" program in high schools for the past several years. The event brought together both students and community members. Attendees with no direct connection to Roma communities expressed appreciation for the event. For them, it was a rare opportunity to learn more about the struggles of a community that is often over-looked in conversations about human rights and peace building.



### Ontario Council for International Cooperation (OCIC) Consultation: "Cultural Communities for Sustainable Development"

On April 20<sup>th</sup> the Mosaic Institute participated in a consultation event convened by the Ontario Council of International Cooperation (OCIC) in collaboration with Canada's Department of Foreign Affairs, Trade and Development (DFTAD). This event was one of three consultation events being organized across Canada to gather

ideas about how best to engage Canadians from diaspora communities in Canada’s international development efforts. Attendees included members from numerous diaspora organizations, DFATD officials, and representatives from civil society organizations working in the international development sector.

Mosaic was very involved in the event, with Executive Director John Monahan moderating the opening panel; and Alpha Abebe, UofMosaic Program Manager; Wendy Sung-Aad, Mosaic’s Director of Development, and Lorenzo Vargas, Mosaic’s Senior Project Officer facilitating and guiding thematic discussion groups. The principal conclusion that emerged from the event was that Canada, as a country reliant on immigration for demographic and market growth, and with a population that is generally supportive of immigration and multiculturalism, should be a leader when it comes to engaging more closely with its diaspora communities in the identification and pursuit of its international priorities.

### Citizen Summit CSP: 90-Day Challenge Against Gender-Based Violence in Conflict

UofMosaic students concluded the “90-Day Challenge Against Gender-Based Violence in Conflict” on April 30<sup>th</sup>. This community service project was inspired by the discussions that took place at the 2014 Citizen Summit on Women and Armed Conflict, a UofMosaic student conference held at the University of Toronto in November 2014. During these 90 days, students from Ryerson University, the University of Toronto, and York University collaborated on various events to raise awareness about gender-based violence around the world, also making this project an example of just how much students can achieve when they work together.



Activities included:

- An active social media presence to collect pledges in support of The International Campaign to Stop Rape and Gender Violence in Conflict.
- A movie screening of the film “India’s Daughter” at the University of Toronto to spark a discussion about sexual assault in the Indian subcontinent.
- Participation in 10th Annual Strawberry Ceremony for Missing and Murdered Indigenous Women
- The “90-Day Challenge” team at Ryerson University worked to include Amnesty International’s “No More Stolen Sisters” letter-writing campaign as a one of their class assignments.

Leadership of “90-Day Challenge” visited the offices of the Stephen Lewis Foundation (SLF) in Toronto and learned about that organization’s efforts to confront the related issues of sexual violence and HIV/AIDS in Sub-Saharan Africa.

### International Conference on Violent Extremism, Washington DC

On July 29<sup>th</sup>, Executive Director John Monahan delivered a presentation on the phenomenon of “imported conflict” at a conference entitled “Radicalization and Violent Extremism: Lessons Learned from Canada, the UK, and the US” in Washington D.C. organized by the United States’ Department of Homeland Security and the Department of Justice. The conference brought together key scholars and civil society actors from the three countries to discuss recent and current research on the topic. John’s presentation was part of discussions about building resilience within immigrant communities.

Drawing on the Mosaic Institute’s 2014 imported conflict report and on some of the Institute’s current research work, John’s presentation focused on the importance of social inclusion as a fundamental element of social

cohesion and public safety. The Mosaic Institute was proud to contribute its research to this important international conversation about how to create and sustain safer societies for everyone.

#### Strategic Planning Session with Provincial-Territorial Forum of Assistant Deputy Ministers

On October 28<sup>th</sup>, the Mosaic Institute participated in a strategic planning session of the Provincial-Territorial Forum of Assistant Deputy Ministers (ADMs) responsible for immigration, held in Toronto. The strategic planning session brought together over 20 ADMs from across Canada to discuss current issues, initiatives, challenges and opportunities that relate to their work in the area of immigration.

Mosaic's Executive Director, Bernie M. Farber, provided those in attendance with a general overview of the work of the Mosaic Institute. His presentation was followed by a dynamic Q & A period. One of the most interesting discussions to come out of the Q & A period was about the potential to adapt Mosaic's model to facilitate dialogue processes between indigenous Canadians and Canadians from diaspora communities. Mosaic is honoured to have been invited to this important meeting, and looks forward to collaborating with provinces and territories across Canada.

## Staff Changes in 2015

### Executive Director



John Monahan, who served as Executive Director since 2007, moved to the University of Toronto as the new Warden of Hart House.

---

*"John has played a very significant role in the development of Mosaic's three core programs (Next Generation, UofMosaic, and New Beginnings), as well as in its many applied research initiatives", said Vahan Kololian, Chairman of the Mosaic Institute.*

---

Under John's leadership, the Institute has become a nationally-recognized "think and do" tank focused on inter-community dialogue and global citizenship education.

John will continue to participate in Mosaic's work in a volunteer capacity, and as a member of its Advisory Committee. The Mosaic Institute would like to thank John for his years of service, and to wish him all the best as he pursues this new opportunity.



Bernie M. Farber joined the Mosaic Institute as its Executive Director on September 1<sup>st</sup>, 2015. Bernie is a native of Ottawa, Ontario and a graduate of Carleton

---

*"We are delighted that Bernie has agreed to take the helm of the Mosaic Institute, and to build upon the work of our former Executive Director, John Monahan. We look forward to the exciting days ahead," said Vahan Kololian, Chairman of the Mosaic Institute.*

---

University. Bernie has dedicated his professional life to advancing human and civil rights in Canada. Over the past three decades Bernie has worked tirelessly as a social commentator and a community builder, steadfastly bringing groups together from diverse populations to celebrate and share their differences and commonalities.

## Programs

Alpha Abebe has joined our staff team as **UofMosaic Program Manager**. Alpha is currently in the final stages of her D. Phil in International Development at Oxford University. Her research explores the engagement of young diasporas of Ethiopian origin in Ethiopian development. Alpha previously worked for The MasterCard Foundation, where she managed a portfolio of projects supporting education and employment initiatives for youth in sub-Saharan Africa. She also co-founded Young Diplomats, a non-profit organization that engages Ethiopian youth in Toronto through various mentorship-based initiatives. Alpha is a photographer and she often uses her art as a tool for community engagement and cross-cultural dialogue.

Gina Csanyi-Robah has been named **Program Manager** for the next iteration of our global citizenship education program for high school students, **Next Generation 2.0**. Gina had already been part of the Mosaic team during previous iterations of this award-winning program. Gina brings her passion for education and human rights to the Mosaic Institute in her capacity as Program Manager of the Next Generation Program. Gina is currently based in Vancouver, B.C.

Usman Mushtaq has joined the Mosaic Institute as **Program Coordinator for Next Generation 2.0**. Usman brings with him a wealth of experience on the South Asian experience in Canada and a passion for working with youth in order to help them become active agents of change.

Lorenzo Vargas moved to the World Association of Christian Communication (WACC) as their Program Manager. Lorenzo has served the Mosaic Institute in many capacities since he first joined as an intern in 2011, most notably as UofMosaic Coordinator and most recently as Senior Project Officer. We wish Lorenzo best of luck on the next step of his journey at the WACC, and will miss his contributions to Mosaic.

## Interns



Thanks to the generosity of the Maytree Foundation, **Dalu Ndlovu** (*pictured right*) joined us to provide programming support to our Next Generation, UofMosaic, and New Beginnings initiatives, as well as to other special projects within the Institute. Dalu is a student in the B.A. Honours program in Human Rights and Equity Studies at York University, and remains involved as a UofMosaic Fellow.

Thanks to the generosity of the S.M. Blair Family Foundation, **Devraj Ray** (*pictured left*) joined us for the summer on a number of projects at the Institute in support of the UofMosaic program. Devraj is an undergraduate student in history and political science at McGill University.

Through our placement partnerships with the Trudeau Centre for Peace, Conflict and Justice & the Master of Global Affairs at the Munk School of Global Affairs: **Maria Fakhruddin** (*pictured centre*) joined us on a number of research-oriented projects over the summer. In particular, Maria developed the environmental scan and research plan for the “Perception & Reality of Radicalization” project. Maria is a student in the Master of Global Affairs (MGA) program at the University of Toronto’s Munk School of Global Affairs, and joins our list of impressive MGA interns.

**Emma Compeau** (*not pictured*) interned with us in the Fall of 2015. Emma contributed significantly to developing the UofMosaic fellowship program training weekend and developing a proposal for a Mosaic Institute media platform, in addition to providing general programming support. Emma is a student in the Peace, Conflict, and Justice (PCJ) program at the University of Toronto’s Munk School of Global Affairs.

# 2015-2016 UofMosaic Fellows



McGill University and Concordia University

Cassie Frankel

George Ghabrial

Eunbyul Park (Concordia)

Phoebe Warren

Ryerson University

Tajdeep Brar

Carissa Ng

Jagmeet Sra

Simon Fraser University

Nelson Mensah-Aborampah

Shazia Nanjijuma

University of Toronto (St.George Campus)

Lorina Hoxha

Spencer McMurray

Kashaf Mansoor

Priya Soundranayagam

Natalia Valencia

University of Toronto (Scarborough  
Campus)

Teresa Auntora Gomes

Diane Hill

Sabeeha Ishaque

York University

Sayjon Ariyaratnam

Rebecca Hagos

Hodo Hussein

Dalubuhle Ndlovu

Raied Haj Yahya

# Development Snapshot

In the interest of sound financial management and to support the expansion of its programs and research, the Institute has, and will continue to prioritize, fundraising to increase and diversify the Institute's revenues. With support from all levels of the organization including the Board, Advisors, Staff and Volunteers, and our increasing donor base, the Mosaic Institute has seen significant increases in revenues. A snapshot shows non-contract revenues grew from \$485,642 in 2013 to \$643,480 in 2014, and to \$762,918 in 2015. The growth in revenue is attributed to increased program funding support and the success of the organization's annual signature fundraising event, the Peace Patron Dinner. The Institute now has over 170 donors who support the vital work of the Mosaic Institute. We are deeply grateful for the support of like-minded individuals and organizations who stand shoulder-to-shoulder with us to advance justice, promote peace and reduce conflict.

## Our Leadership Donors

### PEACE CABINET SUPPORTERS

*An exemplary group of ambassadors for the engagement of Canada's diversity in the global cause of peace. Peace Cabinet members contribute a minimum annual gift of \$25,000 for a minimum pledge period of 3 years.*

Rudi and Jennifer Fronk  
Vahan and Susie Kololian  
James P. Muldoon, Jr and Reeta Roy

### PEACE AMBASSADORS

*Exceptional donors who dedicate an annual gift of \$10,000 or more.*

Anonymous (1)  
Harvey & Sue Griggs  
Walt & Katie Macnee

### PEACE PARTNERS

*Standing shoulder-to-shoulder with the institute through a gift of \$5,000 and above.*

Baker & McKenzie LLP	Bruce & Vladka Mitchell
Blake & Belinda Goldring	Norton Rose Fulbright LLP
S.M. Blair Foundation	Palairé Roland Rosenberg Rothstein LLP
Carolyn Keystone and Jim Meekison	Gary & Donna Slaight
The Hon. Baljit & Roshi Chada	Dundee & Patricia Staunton
Donald C. Lang	Toronto Dominion Bank

### PEACE BUILDERS

*Reinforcing the foundations of our peacebuilding efforts through their gift of \$2,500 to \$4,999.*

Helena Gottschling	Zabeen Hirji
--------------------	--------------

### PEACE MAKERS

*Helping to create opportunities for peace through their gift of \$1,000 to \$2,499.*

Blakes LLP	Keith Harradence & Susan Ormiston
Mitchell Cohen	Gilles Ouellette
Sarah Dinnick	Bruce & Lisa Rothney
Jesse & Marisa Gill	Greg & Lena Sarkissian
Martin Goldberg	Stephanie Kirin & Andrew Shortreid
Bill & Susan Kidd	Hugo & Megan Sorenson
Kenneth Morell & Juliette Chow	Kathleen Vesely
	Bill Young

# Financial Report

## Statement of Financial Position

Year ending December 31, 2015

	2015	2014
	\$	\$
<b>Assets</b>		
Assets: Current		
Cash	144,940	40,098
Accounts Receivable	9,793	9,186
HST Recoverable	8,619	5,066
Prepaid Expenses	6,070	6,622
	169,422	60,9720
Capital Assets	4,406	4,459
<b>TOTAL ASSETS</b>	<b>173,828</b>	<b>65,431</b>
<b>Liabilities &amp; Fund Balances</b>		
Current Liabilities	32,467	47,428
Restricted Funds	-	(3,006)
Unrestricted Funds	141,361	21,009
	141,361	18,003
<b>TOTAL LIABILITIES &amp; FUND BALANCES</b>	<b>173,828</b>	<b>65,431</b>

## Statement of Revenue and Expenses

Year ending December 31, 2015

	2015	2014
	\$	\$
<b>Revenue</b>		
Donations	259,220	416,276
Grants	253,939	226,552
Fundraising events	249,374	652
Contracts	-	81,438
<b>TOTAL REVENUE</b>	<b>762,533</b>	<b>724,918</b>
<b>Expenses</b>		
<b>Operations</b>		
Salaries	324,801	332,393
Rent	40,939	41,171
Administration (office, marketing, etc.)	88,129	45,897
Special Events	39,557	-
	493,426	419,461
<b>Projects</b>		
UofMosaic	97,779	78,073
Intra-Jewish Dialogue	2,683	-
Next Generation	33,015	103,554
Other	12,272	11,152
	145,749	314,519
<b>TOTAL EXPENSES</b>	<b>639,175</b>	<b>733,980</b>
Excess (deficiency) of revenue over expenses	123,358	(9,062)

# About Us

## MISSION STATEMENT

The Mosaic Institute is a ‘think and do tank’ that creates platforms for learning and dialogue among diverse Canadian communities to advance justice, promote peace, and reduce conflict.

## ABOUT US

### ***Difference is the Solution***

The Mosaic Institute is a charitable not-for-profit organization founded in 2007. We are a national platform that amplifies the voices of Canada’s diverse communities.

We believe that an equitable and thriving society is made possible when different people experience themselves as valued members of society, which begins with being heard.

We strive to demonstrate that our differences are not problems; they do not need to be masked, ignored, or tolerated.

Instead, at The Mosaic Institute we believe that we need to engage with and leverage our differences, because our differences are in fact an important source for solutions to our shared social issues.

- We host dialogues defined by respect.
- We conduct research that is thoughtful and rigorous.
- We create spaces for young people to learn, collaborate, and speak.
- We showcase how diversity and difference can be a source for valuable solutions to social challenges at home and abroad.

## MODEL FOR SOCIAL CHANGE:

We work with different communities to develop solutions that advance social justice and peace – demonstrating that often, *difference can be the solution*.

**Dialogue:** We focus on creating safe spaces for people to talk honestly about issues that affect them. Our programs build trust and understanding between and within communities by creating broader learning opportunities for young people, including critical thinking skills, global issue awareness, and professional development.

**Research:** We conduct applied research on subject matters related to diversity. We replace conjecture with empirical data to get at the real barriers and drivers of social conflict and inequity. Our research brings together leading experts and amplifies the voices and perspectives of diverse people in order to shift public perceptions from reductive thinking to nuanced understanding.

**Action:** We encourage our young participants to put dialogue into action by working hand-in-hand on community service projects. We leverage our research and dialogue projects through public engagement initiatives that inform discourse and influences policy matters relating to diverse Canadian communities.



# THE MOSAIC INSTITUTE

Difference is the Solution

[www.mosaicinstitute.ca](http://www.mosaicinstitute.ca)

Charitable Reg # 85627-9617-RR0001

Connect with us:



themosaicinstitute



@MosaicInstitute



the-mosaic-institute