



CANADIAN RACE RELATIONS FOUNDATION
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FONDATION CANADIENNE DES RELATIONS RACIALES

Sectors:
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2012

Best Practices Reader

Award of Excellence

Inspire Excellence Achieve Change

ELIMINATE
RACISM

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2012

Best Practices Reader



Award of Excellence

Inspire Excellence Achieve Change

ELIMINATE
RACISM

ELIMINATE RACISM

Award of Excellence

Jury Panel

Toni Silberman
Chair (Toronto, Ontario)

Madeline Ziniak
(Toronto, Ontario)

Rubin Friedman
(Ottawa, Ontario)

Cheryl May
(Toronto, Ontario)

Christine Williams
(Toronto, Ontario)

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CRRF Staff

Ayman Al-Yassini Ph.D.
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Program Director -
Community Support and Knowledge Base

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Jeswyn Pinto
AoE Project Assistant

Aren Sarikyan
AoE Project Manager

Students and Volunteers

Nasreen Hussain
York University Placement Student

Zachary Goncalves
Student Volunteer

Production Associates

Anne Marrian
Editor

Bill Oxley
Translator

Francine Watkins
Translator

Mélissa Médart
Translator

Patricia Downey
Typesetter & Graphic Design



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ELIMINATE Award of Excellence RACISM



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<http://www.unesco.ca/en/home-accueil/ccmard-cmrdr.aspx>

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Atlantic Metropolis Centre

<http://community.smu.ca/atlantic/>



The Inspirit Foundation

www.inspiritfoundation.ca



Nova Scotia Human Rights Commission

<http://humanrights.gov.ns.ca/>



OMNI

www.omnitv.ca



Interfaith and Belonging

<http://www.ib-ia.ca>



CRRF History and Mandate

Established as part of the 1988 Japanese Redress Agreement, the Canadian Race Relations Foundation (CRRF) works at the forefront of efforts to combat racism and all forms of racial discrimination in Canada.

The Foundation officially opened its doors in November, 1997. Its office is located in Toronto, and its activities are national in scope. The Foundation operates at arm's length from the federal government. Its operational budget is derived from the income generated by investing the federal government's one-time endowment fund as well as donations. The Foundation has registered charitable status and operates as a not-for-profit organization.

The CRRF is committed to building a national framework for the fight against racism in Canadian society. It strives to shed light on the causes and manifestations of racism; provide independent, outspoken national leadership; and acts as a resource and facilitator in the pursuit of equity, fairness, and social justice.

Canadian Race Relations Foundation
4576 Yonge Street, Suite 701
Toronto, ON M2N 6N4
Telephone: 1-888-240-4936 (toll free)
or 416- 952-3500
Fax: 1-888-399-0333 (toll free)
or 416- 952-3326
E-mail: Info@crrf-fcrr.ca
Website: <http://www.crrf-fcrr.ca>

Award of Excellence

The Canadian Race Relations Foundation's biennial Award of Excellence (AoE) Program serves to recognize public, private, and voluntary organizations whose efforts represent excellence and innovation in race relations practice in Canada.

The AoE program serves to further the Foundation's mission to eliminate racism in Canada. It acknowledges best practices and honours excellence in the field of race relations. Through the program the CRRF establishes partnerships with a broad range of organizations and celebrates achievement in the struggle against racism in Canada.

A major component of the program is the Award of Excellence ceremony and symposium. These events serve to raise the profile of the CRRF and to highlight the achievement of the winners in six categories viz., Aboriginal, Community, Corporate, Education, Government and Youth. Nominations are received from across Canada. The symposium addresses key issues in anti-racism in Canada and enables the CRRF to share best practices in the field, and to reach out to anti-racism practitioners across Canada.



Message from Toni Silberman, Chair, Award of Excellence Jury

The Canadian Race Relations Foundation's Award of Excellence is our biennial flagship programme that recognizes and pays tribute to the Best Practice initiatives of public, private and voluntary organizations, individuals and agencies in their efforts towards excellence and innovation in combating racism in Canada. It was truly a privilege to chair this year's Jury panel, which consisted of Madeline Ziniak – National Vice President of OMNI Television, Cheryl May – Executive Director of Skills for Change, and CRRF Board members Christine Williams and Rubin Friedman – outstanding individuals whose own accomplishments in the field of social justice and equality have been recognized and honoured.

When the Award of Excellence Jury gathered to adjudicate the 32 nominations received from across Canada, we were under no delusion that identifying winners in each of the six categories would be an easy task. The responsibility was, indeed, challenging. Each submission was impressive, and a reassuring testament to the outstanding work in which organizations in the Aboriginal, Education, Government/Public, Youth, Community and Corporate sectors are engaged, to address the fight against racism in Canada at every level.

The highlighted Best Practice initiatives were creative, thought-provoking and often extraordinary. We applaud the stellar work that is being done by all the organizations, as they strive towards the fulfillment of the Canadian values of respect for equality, diversity, and inclusivity and belonging. The submitted projects will, as you will read, contribute greatly to raising our individual and collective awareness about the possibilities inherent in the promotion of human rights and social justice in Canada.

The Award of Excellence Jury, on behalf of the Foundation and all of you, extends our sincere congratulations to the recipients of the Award of Excellence winners and those who received Honourable Mention. We are very proud to be associated with the organizations whose work is outlined in this 2012 Best Practices Reader.

The Award of Excellence Jury extends, as well, our heartfelt gratitude to Dr. Ayman Al-Yassini and the wonderful Canadian Race Relations Foundation staff, whose diligence and herculean efforts to simplify what might have been an overwhelming endeavour, and to ensure a successful Award of Excellence Symposium, are very much appreciated.

We trust that the following initiatives will provide inspiration and fertile soil for our collective future paths on the road to a racism-free Canada.

Toni Silberman
Vice Chair, Board of Directors
Canadian Race Relations Foundation

Message from Ayman-Al-Yassini, Ph.D.

Welcome to the CRRF's 7th biennial Award of Excellence (AoE) and Symposium. This event is a celebration of some of our accomplishments as Canadians in countering racism and building an inclusive society.

One measure of success is growth. This year the CRRF received 32 entries from across the country in six categories namely, Aboriginal, Community, Corporate, Education, Government and Youth. The tremendous interest which Canadian institutions have shown in the AoE is also a reflection of our collective commitment to an inclusive society. The submissions demonstrated creativity and resounding commitment at all levels of Canadian society to forging a common bond within the framework of citizenship. Many submissions reflected creativity and a strong commitment to civic engagement and public service. Others promoted a public education model which serves as a reminder of the importance of education in the shaping of our society.

We are grateful to the members of the independent Award of Excellence Jury for contributing so much of their valuable time to the CRRF and to anti-racism work in general. The Jury's work would not have been possible without the outstanding contribution of the CRRF staff that compiled and prepared the entries for the Jury's review and adjudication.

Many thanks also to the organizations and individuals who submitted their nomination. Congratulations to all the winners and to those who have received honourable mentions. It is important that we realize the important role that each of us play in promoting Canadian identity and belonging.

Ayman Al-Yassini, Ph. D.
Senior Executive Vice President
Canadian Race Relations Foundation (CRRF)

AWARD OF EXCELLENCE ABORIGINAL

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Award of Excellence



STRATEGIC ALLIANCE OF BROADCASTERS FOR ABORIGINAL REFLECTION (SABAR)

The Inspiration ~ Media Groups Working Together

The degree to which the media informs and influences the relationship between the Canadian society and Aboriginal Peoples cannot be underestimated. Given the power of mainstream media, it is safe to assume that no one is exempt from its influence. The founders of SABAR sought to address the media in a positive manner. Media competitors working together for this common purpose was the inspiration and the role model for other media organizations.

The Focus ~ To Promote Accurate, Respectful and Balanced Media

The focus of SABAR's work is to increase the contribution of Aboriginal Peoples in all aspects of the Canadian media and to promote accurate, respectful, and balanced media coverage of Aboriginal issues.

The Story ~ Partnering with Each Other for Positive Aboriginal Reflection

SABAR was formed in 2003 through a partnership between major Canadian media organizations. Despite being competitors in broadcasting these groups shared a common vision to reflect Aboriginal issues positively in the broadcast industry. Since then, the Alliance has established a number of initiatives to meet the goals of this vision. SABAR was involved in curriculum development to promote broadcasting as a career option for Aboriginal youth. An annual scholarship was created to support Aboriginal students in their broadcasting studies. Internships provide Aboriginal students with hands on experience in the industry. SABAR, in partnership with Stanford University and with Aboriginal consultation, produced a searchable online glossary. The Aboriginal Key Terminology Guidebook provides journalists with a reference to fair, accurate and respectful language when reporting on Aboriginal issues. SABAR was invited to Australia to mentor, advise, and support media organizations interested in establishing a similar alliance.

Making a Difference in the Community ~ Connecting with Agents of Change

Over the years, SABAR has sought ways to build and nurture partnerships with many Aboriginal organizations, associations and individuals. SABAR makes direct connections with "agents of change" in the Aboriginal community. In turn, the members share this information in their media organizations. Journalist Duncan McCue of CBC's The National says it best: "By uniting media partners, nurturing face-to-face relationships between Aboriginal organizations and broadcasters, and encouraging labour exchanges, this Alliance has ensured that Aboriginal perspectives and leadership are valued within the industry." SABAR has worked with IndSpire to develop curriculum to promote broadcasting as a career amongst Aboriginal youth.

Words of Praise

"Some of the key findings of Reflecting Canadians: Best Practices for Cultural Diversity in Private Television were that, 'There is virtually no Aboriginal representation on television and most representation is highly stereotypical. The work of SABAR is actively addressing this issue with partners and stakeholders in the

Aboriginal and Broadcasting communities." Madeline Ziniak, CM., O. ON. National Vice President OMNI

"SABAR is a strong example of how Canadian industries and organizations can engage and include Aboriginal people and create positive and mutually beneficial relationships for all involved." Heather Stewart, Project Leader, Firstnationsvoices - a voice for the future" Queensland University of Technology, Brisbane, Australia.

Sharing your Best Practice and Reaching Out ~ International Recognition

SABAR is a best practice model for how positive relationships with Aboriginal Peoples in Canada are developed to create positive change within the media. SABAR undertook critical self-reflection about the location of Aboriginal Peoples in broadcasting, and found ways to dismantle barriers and promote Aboriginal participation in the media. SABAR recognized the need to improve Aboriginal reflection in the media and created The Aboriginal Key Terminology Guidebook.

Overcoming Challenges ~ Bringing Competitors Together

An initial challenge faced by SABAR was bringing together competing media organizations. However, through face-to-face meetings, transparent conversations and careful strategic planning, these organizations united to pursue the common goals of increasing Aboriginal participation in the industry. Also, resources are limited for promotion of the Alliance. SABAR has increased its presence through a redesign of its website, hosting information booths at career and cultural events, and making presentations.

The Best Practice Tool ~ The Alliance

As SABAR Chairperson, Brenda Nadjiwan, explains, "There is significant value in coordinated activities between education, training, corporate and Aboriginal organizational partners. This initiative is a prime example of commitment and collaboration among those partners". The Alliance is a best practice tool for creating positive and mutually-beneficial partnerships with Aboriginal communities in Canada.

Vision for the Future

SABAR believes that media has the power to change perceptions and attitudes by working together to emphasize the relevance and embrace the contributions of Aboriginal Peoples in Canadian society.

Contact Information

Brenda Nadjiwan,
Chairperson
Aboriginal Affairs & Northern Development Canada
25 St. Clair Ave. East, Toronto ON M4T 1M2
Tel: 416-973-7938
E-mail: info@sabar.ca
Website: <http://www.sabar.ca/>





Anishnawbe Health Toronto (AHT) - Aboriginal Cultural Safety Initiative

HONOURABLE MENTION ABORIGINAL



The Inspiration ~ A vision of Elder, Joe Sylvester

Anishnawbe Health Toronto (AHT) is a vision of the late Elder, Joe Sylvester. Initial efforts began with a diabetes research project, and then grew into a more comprehensive approach to health care for the Aboriginal community. Anishnawbe Health Resources was incorporated in 1984. One objective was “to recover, record and promote Traditional Aboriginal practices where possible and appropriate”.

The Focus ~ Traditional Indigenous Healing

Focus is on improving the health and well-being of Aboriginal Peoples in spirit, mind, emotion and body by providing Traditional Indigenous Healing within a multi-disciplinary health care model. Health care services at AHT are provided by dedicated practitioners from across health care disciplines.

The Story ~ Healing as the Central Model

The medicine wheel symbolizes an Aboriginal concept of healing, that includes harmony within physical, mental, emotional and spiritual dimensions of health. Health care is holistic, involving an inter-disciplinary team of Western and Traditional health care practitioners. Primary health care services to Aboriginal Peoples in Toronto focus on well-being and disease prevention using an Indigenous paradigm of healing as the central model. AHT also provides services including: traditional healing, diabetes outreach, assessments for foetal alcohol spectrum disorders and mental health and addictions services.

Making a Difference in the Community ~ International and Local Interest

AHT is a unique health centre serving the approximately 80,000 Aboriginal People in Toronto. Programs are grounded in Aboriginal culture and tradition, allowing clients to develop a trusting relationship with their healthcare providers at the clinic, thereby encouraging greater treatment outcomes and healing practices. Other healthcare organizations, both across Canada and internationally, visit AHT to learn about their model of care so that they may integrate the approach to their work.

Words of Praise ~ Holistic Approach is Best

Client: “I’ve got a lot of health issues and I’m getting to address them not only by seeing a regular GP, but I also have the balance of more holistic, homeopathic and spiritual alternatives and complimentary health services. It is a big deal for me.”

Client: “The Holistic approach, looking at the whole person is used. Like the medicine wheel: spiritual, mental, emotional and physical.”

Sharing your Best Practice and Reaching out ~ Training and Educating Students

The Aboriginal population has often experienced cultural insensitivities as well as subtle and overt racism when receiving healthcare services. The **Anishnawbe Health Toronto Aboriginal Cultural Safety Initiative** seeks to train all 57,000 students enrolled in Ontario Colleges and Universities’ health sciences programs in the area of culturally competent healthcare practice. In undertaking this initiative, AHT has developed a course

curricula in Aboriginal cultural safety, has trained 35 Aboriginal preceptors (instructors) to deliver this module across Ontario and promoted the program through community gatherings, a website and distributing informational resources to post-secondary institutions to increase the uptake of this program within health sciences programs in Colleges and Universities in Ontario.

Overcoming Challenges ~ Understanding that Aboriginal Peoples Have Unique Needs

The current challenge is that there is limited time in health sciences curriculum programs to invite Aboriginal preceptors to be guest lecturers. Secondly, several program directors perceive that it is not necessary to have distinct curriculum time for Aboriginal health, aside from teaching about diversity in general. Many of them have failed to understand that Aboriginal Peoples have a unique history, rooted in colonial policies, which have left them with unique needs that are distinct from other minority populations.

The Best Practice Tool ~ Aboriginal Cultural Safety Initiative Seminar

The Aboriginal Cultural Safety Initiative is an educational seminar for health sciences students in Colleges and Universities in Ontario. They are trained in the area of Aboriginal cultural competency and cultural safety. This seminar includes three teaching modules viz. Indigenous worldviews, impacts of colonization (Indian Act, Residential School System); Social determinants of health for Aboriginal Peoples and resultant health outcomes and concepts of health and healing in an Aboriginal context. The volunteer preceptors (instructors) are Aboriginal people who share their lived experiences with students, including experiences of direct and systemic racism and oppression, family histories within residential schools, etc. These firsthand accounts are an essential component in this best practice model.

Vision for the future ~ Culturally safe health care to Aboriginal Peoples

It is hoped that all health care practitioners will provide culturally safe health care to Aboriginal Peoples in Canada. In this way the collective health outcome of Aboriginal Peoples will be improved. For instance, cultural safety involves collaborative, respectful, egalitarian and empathic relationships between healthcare providers and patients/clients.

Contact Information

Dr. C. P. Shah, Program Director
Aboriginal Cultural Safety Initiative
225 Queen Street East, Toronto ON M5A 1S4
Tel: 416-360-0486
Fax: 416-365-1083
E-mail: cshah@aht.ca
Website: <http://www.aht.ca/>





Aboriginal Council of Lethbridge (ACL)-Aboriginal Diversity Support Program

The Inspiration ~ The Aboriginal People of Lethbridge

The Aboriginal people of Lethbridge were the inspiration for the **Aboriginal Diversity Support Program**. The Aboriginal people here continually face racism and discrimination. In the spring of 2009 the community asked the Aboriginal Council of Lethbridge to start a program with a First Response system to address the racism issue. With support from the Human Rights Education and Multiculturalism Fund from Alberta Justice and Solicitor General, the Alberta Human Rights Commission (Formerly Culture and Community Spirit of Alberta) and the community made this project a reality.

The Focus ~ Mediation, Guidance and Support

Our focus is working with community to provide a First Response to racism and discrimination. It was important to create a space to listen to incidents and to validate them for individuals who have been victims. Mediation, guidance and support for those whose human rights have been violated and promoting awareness of the issue are done through information sessions and workshops about 'Human Rights in the Workplace'. The primary goal is to involve community by building positive relationships. The Human Rights and Justice Pole includes everyone in the work around decreasing racism and discrimination towards Aboriginal people.

The Story

An elder lodged a complaint with us because she was discriminated against by a security guard in the local mall. She is partially blind and was waiting for a ride inside the mall after seeing her doctor. She was accused of loitering and asked to leave. She had told the guard that she was a costumer, but regardless was escorted out of the mall. This was publically humiliating. We supported her complaint and she received an apology in person from the security guard and his manager. The manager made it policy for all security officers to receive cultural awareness training. Also, Aboriginal security officers were to be hired.

Making a Difference in the Community~Informal Community Meetings

We have introduced the Pangaea Café – Diversity Café which brings people from all backgrounds together to meet informally and discuss issues. As a community we collaborate more on issues about racism and discrimination. We have partnered with the Lethbridge Regional Police Service to promote awareness on anti-hate crimes, racism and discrimination and with City of Lethbridge – CMARD. Our community recognizes the need for more changes and that our work has only just begun in addressing the racism and discrimination.

A Word of Praise

"It has been our experience that ACL has clearly demonstrated best practice services to the urban Aboriginal community through collaborative partnerships, leadership, extensive community engagement and community consultation." Diane Randell – Manager, Community & Social Development Group, City of Lethbridge.

"In 2011, the Lethbridge Regional Police also were involved with the Human Rights and Justice Pole created by the Aboriginal Council of Lethbridge, with this tool they have been able to get a snapshot of the community and help address these issues identified by the community and services providers involved." Sergeant Daniel Walton, Lethbridge Regional Police Service.

Sharing your Best Practice and Reaching Out ~ Working in Collaboration with Community

The First Response is a valuable resource for individuals who want to make a complaint or seek validation of the experience. Aboriginal people tend not to make a complaint because they feel that nothing will be done so, 'what's the use?' More people are feeling better about reporting and sharing racist incidents. ACL's educational resources educate about human rights in the workplace. The information sessions help in understanding individual rights. Aboriginal people are beginning to stand up for themselves. The broader community is beginning to understand that racism is not acceptable. Community dialogues and peace marches through the downtown core of the city raise awareness.

Overcoming Challenges-Supportive Community Partners

ACL is very fortunate to have our community partners and supporters behind us in the development of this program. Our funders have also been supportive in providing resources to assist us in maintaining this program.

The Best Practice Tool~First Response Tool and Community Involvement

We have two best practice tools. Our First Response system involves listening and validating incidents of racism and discrimination. Community involvement includes opportunities for community to be involved on our Human Rights and Justice Pole.

Vision for the Future

The hope is to have a healthy and safe community where Aboriginal people are respected and valued in our community.

Contact Information

Jacinda Weiss
Executive Director
305-5 Street South, Lethbridge AB T1J 0V3
Tel: 403-320-7699 Fax 403-317-7716
E-mail: j.weiss@acleth.ca
Website: <http://www.acleth.com>





Val-d'Or Native Friendship Centre - Awareness Week for the Elimination of Racism

The Inspiration ~ The Need for a Meeting Place

In 1974, the community needed a meeting place for those who travelled to Val-d'Or for medical purposes. This inspired the establishment of a Native Friendship Centre. The James Bay Cree's were signing a land claims agreement and the Algonquin's were consolidating their political unity under a Grand Council. Funding became available through the Migrating Native Peoples Program to implement a new Native Friendship Centre and our Centre was born.

The Focus ~ An Urban Service Hub

The Val-d'Or Native Friendship Centre is an urban service hub and a cultural anchor for First Peoples dedicated to wellness, justice and social inclusion. It promotes harmonious collaboration in the community. It is a member of a large movement of friendship centres across Quebec and Canada. It rests on strong foundations, relies on competent human resources and community linkages. The Centre is growing and has become a beacon, in a cosmopolitan town.

The Story ~ A place to get in touch with their roots, culture and Aboriginal heritage

At each Annual General Meeting, the Centre's members determine the mandates and priorities. Located downtown, the Centre has been expanding to accommodate the needs of a growing population of urban natives. For many, the Centre has been an integral part of life since childhood. For others, it is a brief interlude allowing them to connect with their roots, culture and Aboriginal heritage. It is a school, a learning place and a steppingstone to a professional career. It may even represent a life buoy when the waves get too rough.

Making a Difference in the Community ~ Job Creation and Health Care

The Centre contributes to the collective wealth of the urban native community by job creation, cost efficient services and promoting fair trade. To encourage the Native population to seek these jobs and gain their place in the city, emphasis is placed on developing essential competencies with added support and training services. Health is a major concern, and in 2010, a partnership was signed between the Centre de Santé et de services sociaux de la Vallée de l'Or and the Centre jeunesse de l'Abitibi-Témiscamingue, to create the Clinique Minowé, a first in Québec.

Words of Praise

"On June 21, 2011, the Coalition pour les droits des peuples autochtones au Québec chose Val d'Or to kick off its tour of the regions to organize a Forum des peuples that would bring together members of First Nations and non-native communities to exchange ideas on issues that touch on their relationship and especially to work together to define solutions for more harmonious relations. Val d'Or was selected because of the Native Friendship Centre's expertise in this area." Anne Sainte-Marie, communications officer, Amnesty International Canada (Francophone section).

Sharing your Best Practice and Reaching Out ~ Awareness Initiative with 1,500 Participants

The awareness initiative for the elimination of racial discrimination began in 2001. Since then, the Centre has organized activities around the theme of racism by directly addressing the public, community groups, business people and especially youth. The objective is to improve communication. This initiative is now bearing fruit. It has not cured everything, but there is a greater openness to the Aboriginal community in the schools, junior colleges, university, the business community and general public. La Marche Gabriel-Commanda is the climax of Awareness Week. It drew more than 1,500 participants in 2011.

Overcoming Challenges ~ Getting the Business Community on Board

When we began our initiative, we wanted the business community to sign the Declaration of Friendship between Peoples. The staff visited the stores to make this appeal. It was difficult to persuade the store owners to sign on but everyone persevered with positive results. In 2012, the president of the Val-d'Or Chamber of Commerce was co-spokesperson for Awareness Week for the Elimination of Racial Discrimination.

The Best Practice Tool~ Awareness Week for the Elimination of Racial Discrimination

The Awareness Week for the Elimination of Racial Discrimination is based on a Declaration of Friendship between Peoples. The signed declaration is now displayed in the majority of shops, public and semi-public organizations, and in every school under both school boards. The Gabriel Commanda Walk remains the unifying event and focus of Awareness Week. The walk is named after a great Algonquin from Kitigan Zibi (Maniwaki). A symbol of harmonious relations between peoples and Aboriginal contributions community life, Gabriel Commanda traced the route that leads through Val-d'Or, which today remains the town's main artery.

Plans for the future ~ A Committed Aboriginal Civil Society

The Centre is a community leader utilizing innovative and proactive strategies. The holistic and empowerment approach is based on building self-esteem, critical awareness and networking. The Friendship Centre, through its programs, contributes to the well-being of individuals from the Aboriginal community. A holistic approach maintains a delicate balance between the soul, the body, the spirit and the heart. This positive approach extends to the general population to help break prejudices and bridge the gap between Aboriginal and non-Aboriginal Peoples.

Contact Information

Edith Cloutier, General Manager
Val-d'Or Native Friendship Centre
1272 7th Street, Val-d'Or Québec J9P 6W6
Tel.: 819-825-8299 ext. 230 Fax: 819-825-7515
E-mail: Edith.cloutier@caavd.ca
Website: <http://www.caavd.ca>

Video:

<http://www.caavd.ca/site.asp?page=element&nIDElement=2238>



AWARD OF EXCELLENCE COMMUNITY



The Mosaic Institute - South Asian - Canadian Global Citizenship Project

The Inspiration ~ To Promote Peace and Reduce Conflict

The Mosaic Institute is a "think and do" tank that collaborates with Canada's ethno-cultural communities to promote peace and reduce conflict around the world - starting right here at home. Mosaic works closely with Canada's ethno-cultural communities who have cultural, social, and familial ties to entrenched conflicts to explore ways in which Canadians' commitment to pluralism and peace can help to reduce conflict and to promote development.

The Focus ~ Practical Ideas for Advancing Global Peace and Development

The Mosaic Institute undertakes original research and delivers public education programming in partnership with Canada's diaspora communities to help identify practical ideas for advancing global peace and development.

The Story ~ Facilitating Dialogues Between Ethno-cultural Communities

The Mosaic Institute firmly believes that core Canadian values such as democracy, respect for human rights, and adherence to the rule of law are integral components of the kind of good global citizenship that can help to foster sustainable peace in areas around the world that are beset by conflict. The Mosaic Institute has established itself as a valued, non-partisan facilitator of dialogues between ethno-cultural communities in Canada whose countries of origin are in conflict. The Institute also undertakes a variety of research and programming related to its mandate.

Making a Difference in the Community ~ Commitment to Global Citizenship

The **South Asian-Canadian Global Citizenship Project** is a model of how to help young Canadians of South Asian background feel that they are essential pieces in Canada's human mosaic. They are encouraged to commit themselves to community service, global justice and equality. As proof of its success, even though the formal program has now ended, many of those who participated are now leading their own initiatives seeking to bridge community divides and promote peace, pluralism, and a lifelong commitment to good global citizenship.

Words of Praise

"The program helped students share information and become aware of the great bonds that connect all of them as Canadians. Most importantly, students developed new friendships and were able to problem solve in a safe environment based on mutual trust and respect." – Mr. Dilawar Alvi, Principal of West Humber Collegiate Institute

Sharing your Best Practice and Reaching Out ~ Emphasizing Common Experiences

The Mosaic Institute completed its South Asian-Canadian Global Citizenship Project in March 2012. This was a multi-year program for young Canadians of South Asian origin, ages 14 to 30. A series

ELIMINATE
Award of Excellence
RACISM

of dialogues, classroom workshops, and community service projects were used to emphasize common experiences and increase participants' attachment to Canada and to each other. The project also encouraged them to become more involved in helping to define and enhance Canada's contributions to peace and development in the world.

Overcoming Challenges ~ Maintaining Balanced Views

Some of the major challenges faced by the Mosaic Institute during the implementation of the "South Asian-Canadian Global Citizenship Project" included, to name a few: overcoming entrenched political views amongst prospective participants; achieving and maintaining a perceived "balance" when dealing with two or more communities with histories of entrenched conflict; scepticism about the value of dialogue and cynicism on both sides; and maintaining young people's motivation throughout the duration of the project.

The Best Practice Tool ~ Engaging Young People from Diaspora Communities

The Mosaic Institute's "best practice" is the careful process whereby it engages young Canadians from diaspora communities in tension with each other in the creation of opportunities for addressing their oft-unspoken conflicts honestly yet constructively. The goal is to move these young Canadians from a position of "polite silence" to one of "respectful dialogue" and then to inspire them to complete community service projects that demonstrate their shared commitment to promoting peace and reducing conflict both in Canada and overseas.

Vision for the Future

The Mosaic Institute will continue to apply its unique approach in the coordination of community-based dialogue initiatives and research projects aimed to engage Canadians from a host of diaspora communities in addressing longstanding tensions between their communities and helping to resolve the overseas regional conflicts from which they often derive. Mosaic currently delivers programming in 3 Canadian provinces, and hopes to soon expand its reach even further.

Contact Information

John Monahan
Executive Director
The Mosaic Institute
2 Bloor Street West, Suite 3400, Toronto ON M4W 3E2
Tel: 416-644-6000 ext. 620 Fax: 416-644-6001
E-mail: jm@mosaicinstitute.ca
Website: <http://www.mosaicinstitute.ca>



**Affiliation of Multicultural Societies & Service
Agencies of BC (AMSSA)
- Safe Harbour: Respect for All**

The Inspiration ~ A Collective Voice

AMSSA was born in Vernon in 1977 when multicultural organizations came together to create a common voice for communicating with governments and the public to find ways to promote multiculturalism in BC. AMSSA was intended to be a resource centre/clearing house of information, but that changed and now comprises of over 75 societies providing education and immigrant settlement services under AMSSA's umbrella.

The Focus ~ Anti-racism/multiculturalism, Immigrant Settlement and Diversity Health

AMSSA is committed to a vision of a just and equitable society where everyone benefits from social and economic inclusion. Member agencies serve immigrants and build culturally inclusive communities across BC. The focus is three-fold: anti-racism/multiculturalism, immigrant settlement, and diversity health. In 2011, AMSSA received the provincial Nesika Award, recognizing the provincial **Safe Harbour: Respect for All** program.

The Story ~ 35 Years of Leadership

AMSSA's story is one of 35 years of leadership in multiculturalism in BC supporting our member agencies to foster welcoming and inclusive workplaces where new immigrants from non-Caucasian countries arrive on a regular basis. Sandie Zdunich, works at a Safe Harbour location in Mission BC. She assisted a woman who was beaten by strangers in the park. Later, Sandie took her to the Women's Resource Society a certified Safe Harbour organization where more support was offered.

Making a Difference in the Community~Respect for All

The program has reached managers, owners, frontline staff, RCMP officers, youth, and diverse individuals in over 1,000 locations across BC through workshops, dialogues, online networking, and events. Participants have examined their own assumption about stereotyping, bias and the intersecting roles of power and privilege and learned ways to address discrimination, engage in intercultural communication and support people of various ethno-cultural backgrounds. Managers and staff are committed to providing equitable service to newcomers, Aboriginal people, youth, people with disabilities, the lesbian, gay, bisexual, two-spirited, transgendered, and queer community and other diverse groups so that they feel safe and included at all times.

Words of Praise ~ Valuing Diversity

"We're proud to participate and support the Safe Harbor program which is aligned with our values of creating inclusive and respectful environments that are representative of the diversity in any of our member communities." - Rick Sielski, Chief Operating Officer, Vancity's Member Services.

"The Job Shop is excited to be a part of a program that promotes the value of diversity to businesses as we believe in the strength of the program to create a more welcoming environment for all of our community members." - Bruce Brautigam, Executive Director, Creative Employment Access Society, Courtenay.

Sharing your Best Practice and Reaching out ~ All Sectors Benefit

Through the Safe Harbour program AMSSA has partnered with 17 non-profit community organizers to deliver the program in B.C., funded through Embrace BC. The workshops are delivered by trained diversity coordinators to businesses, institutions, agencies, RCMP, government and libraries. Partners sign on to three key commitments related to equity, inclusion, and anti-racism. The 1,000 Safe Harbour locations include over 50 Canada Safeway stores and Vancity branches, The City of Burnaby, the City of Vancouver, the Yukon College, the Comox Valley Airport, as well as various locations of RBC, TD Canada Trust, RONA, Ten Thousand Villages, Service BC, libraries, Chambers of Commerce, and RCMP detachments. AMSSA developed and distributed a Managers' Toolkit to HR Managers and senior level executives within our Safe Harbour certified locations to highlight the value of diversity to business.

Overcoming Challenges ~ Raising Awareness about the Program

Our major challenge has been building recognition of Safe Harbour: Respect for All among people targeted by racism and hate. AMSSA has faced challenges in raising awareness among marginalized and diverse groups in society about the meaning of the window decal. To promote the initiative we have sought the support of various ethno-cultural groups in BC. We have reached target audiences through the media.

The Best Practice Tool~ Safe Harbour: Respect for All

The program's interactive curriculum involves scenarios and discussion to explore stereotyping, bias, power, privilege, and marginalization and offers practical ways to address discrimination. Participants reflect on diversity alongside ways to effectively respond to racism and hate in their workplace and community and provide their own solutions.

Plans for the Future

AMSSA reaches out to newcomers, ethno-cultural groups, the LGBTIQ community and diverse groups. We envision our 1,000+ Safe Harbour certified locations continuing to model respect for diversity by taking a stand against discrimination. We envision a future where Safe Harbour workshops are incorporated into large corporate training packages for new employees, small business and non-profit agencies, supported by on-going grants and sponsorship from our corporate partners.

Contact Information

Lindsay Marsh
Provincial Safe Harbour Program Coordinator
205 - 2929 Commercial Drive, Vancouver BC V5N 4C8
Tel: 604-718-2776 • Toll Free 1-888 355-5560
Fax: 604-298-0747
E-mail: lmars@amssa.org
Website: <http://www.amssa.org> <http://www.safeharbour.ca>



Canadian Ethnic Media Association (CEMA) - National Awards for Journalistic Excellence

The Inspiration ~ Founding Member Sierhey Khmara Ziniak

In 1978, Sierhey Khmara Ziniak, journalist, editor and publisher of the Byelorussian Voice co-founded the Canadian Ethnic Journalists and Writers Club (now the Canadian Ethnic Media Association). Prior to the founding of CEMA, representation in press associations was only for publishers of print media, excluding editors, journalists and reporters. Initially, CEMA met to expose traditional media to ethnic media and vice versa, in the hope of sharing ideas and perspectives.

The Focus ~ Exchange of Ideas Amongst Ethnic Journalists

CEMA welcomes a lively exchange of ideas, and when necessary pursues certain issues, e.g. exclusion of ethnic journalists from news sources and information that conventional media may have access to. Monthly speaker series feature prominent people from diverse fields. An annual **National Awards for Journalistic Excellence** is held.

The Story ~ Co-partnering with Rainbow Caterpillar

In 2010, the co-founders of Rainbow Caterpillar, an organization that showcases multilingual literacy in Canadian homes by providing books for children in many languages, contacted CEMA. They were inspired by the mandate and the national awards and offered to co-partner on an initiative. In order to raise awareness of the work Rainbow Caterpillar does in schools, libraries and the community, they developed a multilingual award for writers of children's literature. They presented their award at the 2011 annual awards illustrating that their examination of issues relevant to ethno-racial and ethno-cultural Canadians has the same focus as the Association's work.

Making a Difference in the Community ~ Ensuring Representation by All

Mr. Ziniak, believed that an inclusive organization should exist for ethnic journalists practicing in aspects of the media. CEMA's mandate is an extension of this belief. For almost 35 years, CEMA has taken a progressive stand, with foresight and conviction, in applauding the extraordinary contribution of visible minorities in radio, print, internet and television.

Words of Praise

The Canadian Journalists for Free Expression (CJFE) regards CEMA and their awards *"as a remarkable commitment to upholding principles of Canadian citizenship, and the right to freedom of expression without ethnocentric or racial bias"*. The Association for Canadian Studies states: *"CEMA makes a significant contribution to Canadian multiculturalism, as it is a rare forum for ideas for our country's minorities, and has worked to ensure that journalists from ethnic groups are fairly treated by the mainstream media"*.

Sharing your Best Practice and Reaching Out ~ Increased Participation from Visible Minorities

Each year CEMA hosts a national award gala, celebrated in conjunction with Multiculturalism Day in June. The event is broadcast across Ontario, Alberta and British Columbia. As racial minorities increase in Canada, become active members of society and gain confidence in working in the media, their voices also become more prominent. This phenomenon is reflected in the awards, with more racial minorities taking an active role.

Overcoming Challenges ~ Broadcasting the Event by Traditional Media

CEMA is run by volunteers, so the task of mounting a national award each year is a formidable endeavour. Because traditional media in Canada is consolidating and decreasing in numbers (and hence a further under representation of minority voices), it is vital to have the awards and related stories profiled to inform audiences about the diversity of voices in Canada, the inaccurate portrayal and oftentimes stereotyping of minority groups and that ethnic media provides a formidable contribution to telling the story.

The Best Practice Tool ~ National Awards for Journalistic Excellence

The National Awards for Journalistic Excellence is CEMA's best practice tool. These awards recognize talented Canadians who have chosen the power of media to tell their story. Over the years, award recipients have addressed complex issues such as discrimination, oppression, inequality in the workplace and in society with a deep understanding of their community, and oftentimes in a language other than English. This best practice tool breaks down barriers and allows all members of Canadian society to have a voice and be heard.

Vision for the Future

Since its inception CEMA has had a strong presence in the Greater Toronto Area, which is in keeping with traditional patterns of immigration. Canada's immigration policies are changing, and so is CEMA. The Association hopes to form chapters in the west to fully represent their interests in ethnic media, and in Quebec, where the reality of a French speaking province will bring a perspective not yet addressed by CEMA. There is need for a comprehensive list of existing ethnic media in Canada. No such list for print, television and broadcast exists to date and CEMA would like to publish this information.

Contact Information

Madeline Ziniak
24 Tarlton Road, Toronto ON M5P 2M4
Tel: 416-764-3082
E-mail: info@canadianethnicmedia.com
Website: <http://www.canadianethnicmedia.com>





Caritas School for Life - Therapeutic Community Model

The Inspiration ~ An Experiential Journey

Addiction is an equal opportunity destroyer. Addicts can be the homeless, educated professionals, mothers, fathers, grandparents, husbands, wives and children. Caritas believes a true and honest recovery is an experiential journey rather than a conceptual phenomenon.

The Focus ~ 25-Month Residential Program

Caritas operates the only 25-month residential substance abuse recovery program in North America for men with a unique multi-dimensional approach known as the **Therapeutic Community Model**. Experience shows that 3, 6 or even 9 months are not enough to unlearn the unproductive attitudes, lifestyles and values to rebuild a solid foundation for a meaningful recovery.

The Story ~ Love and Compassion for Others

Our agency's humble beginnings started in 1980 when a distraught mother of a substance abusing son called her local priest for help. From that initial call began a journey for her and hundreds of other families. The founder, Father Gianni Carparelli renowned in the community for his sheer determination to help individuals recover from their addictions, began putting the pieces together that would eventually create Caritas School of Life. Caritas, a Latin word meaning 'love and compassion for others', has been home to many.

The Programs Impact and How it Makes Difference ~ Transforming Lives

Caritas has established itself by helping the community understand and confront the destructive force of addiction. For more than 24 years as an incorporated charity, Caritas has opened its doors to hundreds of individuals and families. They have taken the step of starting their freedom walk by recovering and rebuilding their lives. Many have returned once recovered to volunteer and sustain a lifelong association with the organization that helped transform their lives. Successful treatment for addiction recovery addresses the whole person: body, mind and spirit. Addictions replace the ability to cope with life's expectations and responsibilities. Presently, we have partnerships with more than 35 schools in the Greater Toronto Area. We educate students about addiction through information and the personal stories of some of our recovering individuals.

A Word of Praise ~ A Positive Meaningful Contribution

"As the federal representative for the constituency of York West for nearly 14-years, I have had ample opportunity to witness, first hand, the universally positive and meaningful contributions made to the people of this region by CARITAS. Moreover, during that same time period, I have come, to know the truly dedicated and committed people that help to make CARITAS a rare gem in our city". – Honorable Judy Sgro, Privy Council, Member of Parliament York West.

Sharing your Best Practice and Reaching Out ~ Community of Humanity

Caritas is all about the community of humanity. Our work is based on community members helping community members. Everyone

regardless of race, colour of skin, creed or diverse religious and spiritual beliefs is embraced as a valuable part of the therapeutic community. We reach out to those who find themselves in a state whereby they can't see or even express themselves – living each day in an emotionally and spiritually paralyzed world. When these lost individuals are determined to find their way back, then they're ready for the help Caritas is there to offer. To date, the majority of our organization's operating budget relies on public donations and community voluntarism – however, we're very proud of our Canada Revenue Agency Good Work Index of 89 (meaning that for every dollar donated, 89 cents directly goes to client care).

Overcoming Challenges ~ Funders who Prefer 'Quick Fixes'

Addiction and recovery carry with them unfortunate stigmas. First we needed to convince the community of the evils of substance abuse and then addicts themselves. Our organization has experienced the usual growth pains most organizations do but in particular overcoming the tendencies of funders to prefer 'quick fixes' over longer term therapies like ours (25 months) that have a proven success rate.

The Best Practice Tool ~ Therapeutic Community Model

Caritas' work is founded on the Therapeutic Community Model established in the mid-60s and it's as relevant and forceful today as it was then. Essentially, our program is a 4-phase process that covers a period of detoxification, self-reflection, taking responsibility, a recommitment to a productive and solid lifestyle and the eventual gradual transition back into society with a renewed set of coping skills. This is accomplished by the willingness of the individual to surrender their previous life of addiction and to commit themselves to the rigid demands of recovery process.

Vision for the Future ~To Make Greater Inroads in the Community

To serve more individuals through our proven therapeutic process; to one day have our own building and to secure permanent core funding so that Caritas can continue to strengthen and help those whose life has passed by – a tragic outcome of their addiction. We hope to be able to have the resources to share our story and make greater inroads in the community at large.

Contact Information

Tullio Orlando
Executive Director
Caritas School of Life
1880 Ormont Drive, Toronto ON M9L 2V4
Tel. 416-748-9988
Fax: 416-748-7341
E-mail: tullio@caritas.ca
Website: <http://www.caritas.ca>





Immigrant and Multicultural Services Society of Prince George (IMSS) - The Perfect Harmony Youth Dialogue Project

The Inspiration ~ To Create Racial Harmony through a Multicultural Program

From 1976-1978 numerous refugees were arriving in Prince George. There was a crucial need to address the increasing number of hate-related crimes in the community and the schools. Baljit Sethi, Executive Director of IMSS identified that a multicultural and racial harmony program was needed in the community.

The Focus ~ Assisting Refugees and Immigrants and Eliminating Racism

IMSS is a community service agency with two equally important objectives firstly, to provide settlement services to immigrants and refugees throughout Prince George and the northern region of BC and secondly to promote multiculturalism, racial harmony and to eliminate racism in the pursuit of equality and social justice for all Canadians.

The Story ~ Racist Remarks Began an Open Dialogue

Located at the junction of Highways 16 and 97, Prince George is the regional service centre for all of northern BC. Historically the local economy was mainly forestry and resource based. The community was predominantly male and white. One day the Executive Director was harassed by a group of youth who came into town from the halfway house. They were making racist and discriminatory remarks. Instead of ignoring them she approached the men and asked them the reason for their behaviour. She invited them into her office and began an open dialogue with them. After their conversation she was invited to give talks and provide diversity training in the community.



Canada Day at Fort George Park with IMSS folk!

Making a Difference in the Community ~ Striving to Promote Racial Harmony

Recognizing the dimensions of rural and northern life and how it differs significantly from their urban counterparts, it is essential that attention and support is directed towards the population in northern BC. With over 37 years of experience, IMSS has provided a myriad of complex services to the northern region of BC striving to promote multiculturalism, racial harmony and elimination of racism. **The Perfect Harmony Youth Dialogue Project** is just one great example of the efforts IMSS has made in the community and surrounding region. The response from youth who attended workshops was that they had a fun, positive, and encouraging experience.

A Word of Praise

"IMSS has a myriad of programs and projects that provide excellent innovative projects and activities to eliminate racism and discrimination in northern British Columbia." Kevin Baldrige, Vice Principal of Centre for Learning Alternatives School District 57.

"IMSS has given so much to help immigrants, not only in Prince George, but most of the Northern towns...they make time to help anybody in need." Janeth Ayoech, a past client of IMSS and Director on the IMSS Board.

Sharing your Best Practice and Reaching Out ~ Partnerships with Schools, RCMP and NGOs

The Perfect Harmony Youth Dialogue Project engages youth in the promotion of multiculturalism, anti-racism and anti-bullying issues in Prince George and the northern region of BC. Through partnership with School District 57, RCMP, and the Carrier Sekani Walk Tall program a diverse group of 500 youth participated in this project to combat racism. Youth have an opportunity to participate in unique workshops such as laughter yoga and mixed martial arts which contribute to their self-empowerment and confidence building.

Overcoming Challenges ~ Union Action by Teachers

One of the challenges in implementing the best practice was due to the Job Action of teachers in the school system. Therefore, leadership and planning class teachers were unable to participate. As a result, outreach was done within the community. Posters were placed around town at places that youth frequent such as the swimming pool and library. Radio and TV was used for spreading the message.

The Best Practice Tool ~ Perfect Harmony Youth Dialogue

The Perfect Harmony Youth Dialogue has a number of tools that were developed from the project. The youth engagement project provided youth the opportunity to have their voices heard through arts engagement. Street Spirits Theater Company provided opportunity for youth to contribute in an interactive drama on the issues of racism, bullying and other social issues. Three workshops were developed to provide a unique and different approach to encourage youth dialogue and engagement on the issues of bullying, gangs, racism, and hate crimes. For example, a workshop on leadership and yoga encouraged and empowered youth to find their inner strength and confidence.

Vision for the Future

IMSS will continue to provide front line settlement services in the community and promote multiculturalism, racial harmony and efforts to eliminate racism. Through community consultation and collaboration of service providers and the ethno-cultural communities we have identified the need for youth to identify their needs and challenges with racism, discrimination and hate.

Contact Information

Baljit Sethi
Executive Director
1270 2nd Avenue, Prince George BC V2L 3B3
Tel: 250-562-2900 Fax: 250-563-4852
Email: imss.pg@shawcable.com Website: <http://www.imss.ca>





Intercultural Dialogue Institute (IDI)
- **Gathering at The Table**
- **Meet Your Neighbours**

The Inspiration ~ Universal Friendship

IDI promotes dialogue and cooperation among the different cultural and religious communities. Their philosophy is universal friendship, mutual respect and recognition, supported by secular wisdom in all religious traditions. It has created opportunities for several hundred families throughout Canada to become more familiar with members of the Muslim and other faith communities through promoting people-to-people interaction.

The Focus ~ Creating Links with Different Cultural and Religious Groups

IDI takes a positive approach: it invites people of different cultural and religious backgrounds to meetings, conferences and common meals to promote mutual understanding and creating partnerships aimed at addressing racism that still marks Canadian society. IDI provides information about varying religious traditions and even invites secular or Christian citizens to visit Muslim families in their homes to join them in their prayers and their supper.

The Story ~ Gathering at the Table

The first initiative **Gathering at the Table** was in 2006 in Ottawa with the principle goal of gathering Canadians together over a meal, particularly in Turkish family homes. It expanded and began to include Friendship Dinner and Interfaith Gatherings to complement the existing events which were already being organized and shared with great success. The purpose behind this initiative is to welcome Canadians to join in 'breaking bread' and 'breaking down barriers'.

Making a Difference in the Community ~ Bringing Together More than 15,000

Every year since 2006 **Meet Your Neighbours** programs were organized for about 500 families throughout Canada. The Interfaith Gatherings and Friendship Dinners bring together each year more than 2,500 people from all walks of life to share and reflect on differences as well as their similarities. Altogether, meals targeting the general public brought together more than 15,000 people since 2006.

A Word of Praise

"IDI created opportunities for several hundred families throughout Canada to become more familiar with members of the Muslim and other faith communities. They promote respect and mutual understanding among all cultures and faiths through community partnerships and have understood that peace is best attained by sharing different perspectives and inviting people to put themselves in the place of others". Jack Jedwab, Executive Director, Association for Canadian Studies.

Sharing your Best Practice and Reaching Out ~ Events in Cities and Towns across Canada

IDI's approach brings Canadians together in a creative way. Meals are made by people of different backgrounds, served in homes, schools and government offices and are supplemented by additional learning such as videos and theatre. These events are planned in cities and towns across Canada. The initiative is multilayered, leaving no one out. It also connects in a way that everyone understands and appreciates – food. This best practice gives volunteers and employees the opportunity to develop leadership and deliver the initiative in their respective communities. They choose the theme, complementary activities, venue and scope suitable to the community.

Overcoming Challenges ~ Host and Guest Families Need to Coordinate the Event

The events with larger audiences require organizational skills, keynote speaker(s), recruiting volunteers and raising monetary resources to rent a space and make arrangements for audio/visuals. It is also important to organize educational programs for the volunteers before the program and inform them about our approach. For the Meet Your Neighbours Program, one challenge is arranging a volunteer family which is going to host the dinner; it is also generally challenging to convince people to attend a family dinner. There must be coordination between the host family and guest family to discuss and explain the expectations of each group.

Vision for the Future

These initiatives bring Canadians together despite their social differences. IDI would love to see more people that attended past events as hosts or guests become volunteers/ supporters for current or future projects. IDI, throughout the country, has partnered with various institutions including NGOs, University of Montreal, McGill University, police forces and various religious institutions. The hope is for their audiences to continuously grow over time and become inspired by each other.

Contact Information

Ahmet Tahmilci
777 Supertest Rd. Unit# 2, Toronto ON M3J 2M9
Tel: 416-787-2300 ext: 226
Fax: 416-663-4605
E-mail: atamirci@interculturaldialog.com
Website: <http://www.interculturaldialog.com>



2009 Annual Friendship Dinner at the Fairmont Royal York Hotel, Toronto





City of Lethbridge - Coalition of Municipalities Against Racism and Discrimination (CMARD)

The Inspiration ~ Incidents of Discrimination

An increase in incidents of discrimination heightened awareness of this issue in the city of Lethbridge. Also, the fact that Lethbridge is a neighbour to the largest First Nations community, the Blood Reserve, led to the initiation of community forums where it was decided that there was a need for action, thus the creation of CMARD.

The Focus ~ Creating a Welcoming Environment

The focus of CMARD is to make Lethbridge a more inclusive city, regardless of a person's background. CMARD has committed to reducing racism and discrimination in the community and are working towards creating a welcoming environment for people of all abilities and backgrounds.

The Story ~ Growing Awareness about Discrimination

For the last 15 years, there has been an increased awareness about discrimination issues in the community. There are a large number of First Nations people living in the community. Lethbridge is a destination of choice by CIC for new immigrants and this calls for diversity and inclusion education. In September 2007, a resolution was passed approving the City of Lethbridge's commitment to join CMARD, proving that they are dedicated to building a welcoming and inclusive city.

Making a Difference in the Community ~ Inclusion Consultant for the City

CMARD has developed a 10-year plan, approved by the City that will help to promote respect and understanding of other cultures, as well as make it easier for people to report and deal with incidences of racism and discrimination. Partnerships with other organizations have helped group members to examine their own practices and ensure that they are also promoting inclusion in their own settings. Steps have been taken to ensure the success of CMARD, such as the hiring of an Inclusion Consultant for the City who works closely with CMARD to achieve their goals.

A Word of Praise ~ Making Lethbridge a Better Place

Events participants said: *"very impressed with the range of topics and sessions available...amazing quality of speakers...delighted to see conference was action focused... participants went away with joy, a renewed sense and empowerment...I know what is my role in making Lethbridge a better place"*.

Sharing your Best Practice and Reaching Out ~ Inclusiveness

Different sectors and some individuals in the community may not realize or believe that issues of discrimination and diversity affect them too. Creating a separate case for diversity for each of these different groups and looking at issues through their specific lenses will assist them to see their roles in this larger picture. For example, university students must increase their knowledge and awareness of diversity because once in the workforce and as service providers they must learn to serve a diverse population if they want to become successful.

Overcoming Challenges ~ Acknowledging the Existence of Racism and Discrimination

It is a challenge to convince different community members that issues of racism and discrimination affect everyone including them. For example, business owners may not be aware that preventing discrimination in the workplace can increase productivity and staff retention resulting in increased profit. Similarly, educators can teach children about diversity and help them to appreciate differences which may reduce future conflicts.



Participants playing drums during the Global interactive piece on creating welcoming and inclusive communities.

The Best Practice Tool ~ Commitments at the 2012 Discovering Diversity Conference

The **2012 Discovering Diversity conference** was an important tool because it went much further than the traditional conferences where participants leave with newly gained knowledge and a wider networking circle. The purpose of the conference was more focused on getting the participants to make individual commitments to making a difference in their community. The commitments were made by individuals to themselves without the pressure of needing to share it with the rest of the participants. This assisted in making the commitments practical, achievable and meaningful.

Vision for the Future

CMARD team is focused on strategically bringing on board all different sectors and individuals in the community while working on the 10 year long approved Action Plan. CMARD's new motto and focus is: *winning the whole community over, one heart and mind at a time.*

Contact Information

Farah Mocquais
Inclusion Consultant
City of Lethbridge
Tel: 403-320-4130
Fax: 403-380-2512
E-mail: Farah.mocquais@lethbridge.ca
Website: <http://www.lethbridge.ca>



Multi-Faith Saskatchewan Inc. - Sacred Space

The Inspiration ~ 100 years of Different Faith in Saskatchewan

As Regina Multi-Faith Forum toured a display entitled, "Development of 100 years of Different Faith in Saskatchewan", many communities expressed a desire to have interfaith organizations in their community. Therefore Multi-Faith Saskatchewan was formed to help this happen.

The Focus ~ Education About World Religions

The focus is to establish local multi-faith groups and also to plan events and projects that educate about the commonalities and differences of the many world religions. The goal is to increase understanding, appreciation and acceptance of each other and thus decrease prejudice.

The Story ~ Valuing and Living Multi-Faith and Creating Sacred Space

"I was as moved yesterday by being present at the Sacred Space. I could not help but notice the diversity among the several speakers at the ceremony. It showed me that we are in quite different places when it comes to valuing and living multi-faith." - Glen Zimmer

"They (Multi-Faith F Sask.) have created an inter-faith Sacred Space, a place of prayer. Praying differently yet together, all are one, receiving spiritual energy to spend on whole Earth justice." Mardi Tindal, Moderator, United Church of Canada.

A twelve year old boy from Calgary was so moved that he donated his own saved money.

Making a Difference in the Community ~ Understanding, Respect and Acceptance

We do not have records of numbers who use the site but we know that people visiting the Eco Centre or travelling by, frequently stop and we often we get positive feedback. Increasing awareness of the common teaching helps reduce fear and fosters acceptance. As committee members from several faith traditions worked together and amongst their own communities, there was a huge impact of new understanding, respect and acceptance.

Words of Praise

"MF Sask.is part of cultivating positive intercultural relations" - Rhonda Rosenberg Multicultural Council of Saskatchewan.

"MF Sask has engaged in anti- racism activities" -Glenn Hymers (CSLP)

"Newcomers are lost without the direction and assistance provided by MF." -Neelu Sachedev Executive Director at Regina Immigrant Women's Centre

Sharing your Best Practice and Reaching Out ~ A Sacred Site in the Arm River Valley

We created a walking path at the sacred site located in the Arm River Valley near a large body of water and open to sky in the sunny prairies. (Basic building blocks - Earth, Water, Air and Fire). It is designed to be a space for all who come by to rest, relax, pray and meditate. Using what is commonly called the "Golden Rule" as written in many sacred texts, we placed the quotes on plaques along the path. The essence of the quotes is that we should treat others as we would like to be treated. If that occurred racism would not prevail.

Overcoming Challenges ~ Working as a Rural-Urban Community and be Inclusive

We were invited to be in partnership with Craik Sustainable Living Project to develop a spiritual component as part of the Social pillar of their project. There was the challenge of deciding in which direction to go, where to build and how to raise funds. We also needed to develop ways to work as a rural-urban committee with people from different backgrounds. Involving First Nations and travel were also challenges that we worked through.



The Sacred Space

The Best Practice Tool ~ The Sacred Space

The Sacred Space is an open spiritual education centre where people can think about creation, relationship with the earth and one another. It displays ten variations of 'Do unto others as you would have them do unto you'. Its purpose is to create understanding of our responsibilities to the environment and each other. *"This event (the official opening) was of historic proportions and the story should be shared province-wide, nationally and globally. It is a model of promoting interfaith relations and care of the environment."* Moses Kanhai.

Vision for the Future

This project is complete and the maintenance will be the responsibility of Craik Sustainable Living project. We hope to use the site for group events and celebrations of diversity such as a workshop, Care of the Earth, anti-racism events and the Annual Multi-Faith Prayers for youth in the area. We plan to continue to help smaller local groups to become established and continue their projects. The present initiatives are the student Visual Art Project, Faith Chart and Health Care Chart. We continue to sell our T-shirts which read "One God- many names" and "With Peace in Mind".

Contact Information

Krishan Kapila and Barbara Dornan
PO Box 32117, Regina SK S4N 7L2
Tel: 306-789-6759
Fax: 306-545-8583
E-mail: kapilak@accesscomm.ca and dornb@sasktel.net
Website: <http://www.multifaithsask.org>





NORTH SHORE MULTICULTURAL SOCIETY (NSMS)

The Inspiration ~ A Racist Incident

In 1991 a group of North Shore residents came together in response to a racist incident with the intent to combat racism and contribute to building a welcoming and inclusive community. Together they established the North Shore Multicultural Society (NSMS) which has grown tremendously in the past 21 years.

The Focus ~ Assisting Immigrants and Refugees through Education

NSMS's mission is to build an inclusive community that assists immigrants and refugees to settle and integrate successfully in Canada. The organization provides services and programs that focus on settlement needs.

The Story ~ A NSMS Program-“NEONOLOGY” Legacy Project

“Ever since I came to Canada three years ago, I have encountered several different types of experiences. And discrimination was certainly one of them. Although it was true that Canada's a very accepting and generous country, so many people that I met in Canada were only "accepting". They were ignorant about the importance of the "respect" element. In other words, people have been tolerant of differences without recognizing their values. Then I met NEONOLOGY. After the workshop at my school's Planning Class, I was overwhelmed with joy; there were people that advocated my point of view on discrimination in Canada! NEONOLOGY has certainly been one of the greatest influences of my life.” Quote from a Grade 10 student in North Vancouver.

Making a Difference in the Community ~ Being Noticed in the Community

Over 3,500 youth have participated in NEONOLOGY workshops, with 76% of youth reporting they intended to act on what they had learned. In the past year, a group of NEONOLOGY youth won the ‘Outstanding Youth Team Award’ for their work in the community and another group won the ‘Outstanding Youth Team Award’ for their anti-racism music video ‘break the box’. Youth are given neon colored bright T-shirts as a marker of completing the workshop. They are seen wearing their T-shirts, which creates a sense of camaraderie as different youth from different schools see each other and find a common ground in having taken the workshop. This often promotes discussion between the youth who might never have noticed or spoken with each other.

A Word of Praise

“North Shore Multicultural Society has never wavered from its commitment to serving the best interests of new Canadians. Employment services, training and job readiness are simply a natural and integral part of this array of programming.”

- Don Rutherford, Executive Director, North Shore Neighbourhood House

Sharing your Best Practice and Reaching Out ~ Encouraging Welcoming Communities

The program encourages the active participation of all youth, and welcomes and celebrates differences including culture, race, gender, ability, religion, class status or sexual orientation. The program is based on qualitative research with youth on their experiences.

Overcoming Challenges ~ Engaging Parents

The only major challenge faced by the NEONOLOGY team was in engaging parents. This was mostly due to the lack of connection points between parents and the youth participant's school. The team was able to overcome this challenge by identifying champions in the community who supported the work of NEONOLOGY and partnered with those organizations to hold community forums to include parents, front line workers, youth allies and youth servicing agencies that work in combatting racism. Parents will be reached through local newspapers, parenting groups and on line resources.

The Best Practice Tool ~ Two Workshops and a Toolkit

NEONOLOGY comprises of two workshops around successful engagement practices and diversity education for youth and stakeholders. A toolkit of strategies from the NEONOLOGY program is shared with organizations involved in similar work. This toolkit inspires communities to create innovative and inclusive programming to develop and facilitate anti-oppression programs. The program is delivered through interactive workshops, that promote safe and respectful spaces for youth. The facilitators present innovative activities to encourage and support youth's divergent thinking about issues they face on a daily basis.



Vision for the Future

Over the past three years, many students, parents, teachers, and frontline workers have suggested that there is a need to take the NEONOLOGY workshops into elementary schools. Staff have developed a program to target a younger audience in grades 6 and 7 that will be piloting in the elementary schools on the North Shore in 2012-2013. The goal is to share the philosophy of NEONOLOGY and our learning with various youth servicing organizations across British Columbia and Canada.

Contact Information

Jian Publico, Program Developer - Diversity Coordinator
Saba Golchin, Youth Programs Manager
North Shore Multicultural Society
207-123 East 15th Street, North Vancouver BC V7L 2P7
Tel: 604-988-2931 Fax: 604-988-2960
E-mail: jianp@nsms.ca AND sabag@nsms.ca
Website: <http://www.neonology.ca>





The Roma Community Centre – Hate Can Kill

The Inspiration ~ Supporting Romani Refugees

The only Romani organization in Canada, the Roma Community Centre (RCC) in Toronto was established in 1997 in response to thousands of Romani refugees escaping endemic discrimination and racially motivated violence targeting “Gypsies” in Central and Eastern Europe.

The Focus ~ Assisting Community with Asylum Claims and Settlement Needs

The focus of the RCC is to assist Romani refugees with their asylum claims and their settlement needs. RCC works to raise awareness through education about the racism, discrimination and human rights abuses that the community endures in Europe. The Centre also helps to instill a sense of pride among the community members who have endured generations of shame and pain.

The Story ~ Ongoing Struggle for Justice for the Roma People

On May 3, 2012, for the first time in their struggle for justice for Roma people, Gina Csanyi-Robah, a Romani individual, the Executive Director of the RCC testified in Ottawa to the Federal government’s parliamentary Committee for Citizenship and Immigration. She also addressed the Senate Committee for Social Affairs, Science, and Technology on June 18, 2012. Her testimonials raised awareness about the persecution of Europe’s Roma. She also shared concerns about the institutionalized discrimination facing Roma refugees in Canada. Gina Csanyi-Robah was awarded a Queen Elizabeth Diamond Jubilee Medal on June 13, 2012 for her outstanding service to the Roma community in Canada.

Making a Difference in the Community ~ Growing Public Awareness

The **Hate Can Kill** initiative resulted in hundreds of Roma youth and their families gaining an understanding about how racism and hatred have shaped their lives and impacted the community as a whole. They are now more aware of the existence of Canadian laws that protect them from discrimination and hate crimes. The beginnings of a trusting relationship has now been established with local police services in Toronto and York Region. This assists community members in their communication with the police when they are making reports about hate crimes.

Words of Praise

“Mr. Speaker, last night in my riding, we had a powerful and moving event. It was a candlelight vigil for the Roma refugees and immigrants in my riding. There were about 300 people there, and when asked if they had ever experienced violence in their home countries like Hungary and the former Czechoslovakia, all of them put their hands up. We asked them if they had ever experienced oppression or racism. All of them, including children, put their hands up.” Ms. Cheri DiNovo, MP Parkdale –High Park, addressing the Ontario Legislative Assembly, February 23, 2012.

“Our partnership with the Roma Community Centre will continue work towards enhancing the quality of life for members of the Roma community. We are certain that this collaboration will assist in combating intolerance, discrimination and hate crime, while showcasing and celebrating the vibrant culture, safeguarding the fundamental rights and freedoms, and preserving and honouring the dignity of the Roma people.” -Eric Jolliffe, Chief of Police, York Regional Police Service April 30, 2012

Sharing your Best Practice and Reaching Out ~ Teaching the Community about Negative Stereotyping

Through public education initiatives of the Hate Can Kill project, the RCC worked hard at destroying negative stereotypes of “Gypsies” and replacing them with a genuine understanding of the Roma as a legitimate racial and ethnic minority with their own origins, history, culture and language. Thousands of Canadians, including many police officers, can now distinguish “Gypsy” fiction from Roma reality.

Overcoming Challenges ~ Developing all the Tools for the Hate Can Kill Campaign

One of the biggest challenges in developing the Hate Can Kill project was creating all the community and public educational tools needed to make the project meaningful with lasting impact. These included a hate crime prevention booklet in multiple languages (English, Romanes, Hungarian, and Czech), the campaign poster, and the Romani victims of hate crimes poster, an anti-hate flag, and a number of smaller posters that were used for recruiting youth participants to the project.

The Best Practice Tool ~ Broad-based Education

The project tools comprise of the education component that involves community, public and police. In total, 44 anti-racism presentations and 3 anti-racism workshops were presented over the 8 months duration of the Hate Can Kill project. Incredibly, it educated approximately 800 members of the Roma community, 1,100 members of the Canadian public including 400 teachers, and 280 police officers.

Vision for the Future

The Roma Community Centre will continue implementing the anti-racism and hate crime prevention initiatives through community and public education opportunities that began with the Hate Can Kill project. Our trust building relationship will continue with our outstanding police partners that were very important for the project’s success. RCC worked with Inspector Ricky Veerappan from York Regional Police and Officers Robert Tajti and Johnny Bobbili from the Toronto Police Services.

Contact Information

Roma Community Centre
1344 Bloor St. W., Toronto ON M6H 1P2
Tel: 416-546-2524

Website: <http://www.romatoronto.org>

Facebook: Toronto Roma Community Centre





Ukrainian
Jewish
Encounter

Українсько
Єврейська
Зустріч

Ukrainian Jewish Encounter- Honoring Metropolitan Andrei Sheptytsky and His Legacy

The Inspiration ~ Honoring the Relationship between Ukrainian and Jewish Peoples

The UJE initiative **Honoring Metropolitan Andrei Sheptytsky and His Legacy** was organized to address the millennium-long relationship between the Ukrainian and Jewish peoples and to promote mutual understanding between the two communities. Canada has very vibrant Ukrainian and Jewish societies and this initiative was meant to serve as a model of cooperation, an open and honest dialogue about the historical experiences, whilst charting a new course for the future.

The Focus ~ To Broaden the Public Discourse

Through academic conferences, symposia and public meetings, the development of a shared historical narrative engages leading scholars and experts from around the world to produce a truthful and insightful account of the Ukrainian Jewish relationship. This initiative will help broaden the public discourse of the shared history between the Jewish and Ukrainian peoples and address embedded stereotypes.

The Story ~ A History of Coexistence

For centuries, the territory of modern-day Ukraine was a meeting ground for diverse and flourishing cultures and the dwelling place of one of the oldest and most populous Jewish communities in Eastern Europe. That community, consisting predominantly of Ashkenazi Jews, lived alongside the indigenous Christian Ukrainian population through long periods of normal coexistence and multifaceted cultural cross-fertilization, a reality often overshadowed in popular imagination by the episodes of violence and crisis which were also a defining element in the shared history. The Ukrainian Jewish Encounter is an initiative founded in 2008 in the belief that these two peoples have much to gain by better appreciating both their joint and each other's historical experience.

Making a Difference in the Community ~ Bridge-building Between the Two Communities

The immediate and most tangible impact of this initiative was the unanimous historic motion honouring Metropolitan Andrei Sheptytsky by the Parliament of Canada, which had significant resonance in both the Ukrainian and Jewish communities, and the wider Canadian public. The motion will not only help to acknowledge the work of Metropolitan Andrei Sheptytsky, but make his legacy more salient and a model worthy of celebration and emulation, providing a basis for bridge-building between the two communities in Canada and elsewhere. The initiative proved highly successful. In every city, the events were supported by both the Ukrainian and Jewish communities, and religious authorities in Canada and the United States. The initiative received much media coverage and the response from the communities was positive.

A Word of Praise ~ Inspiring and Motivating

“There can be in my view no better example of the progress and the promise of this enterprise than the Sheptytsky Initiative, which in every sense of the term is a “best practice” in combatting racism”... “The UJE perceptively and correctly realized that a celebration of the good deeds and humane philosophy of Metropolitan Sheptytsky could serve as a vehicle for anti-racist education that would operate on a number of levels

simultaneously.” Mark Freiman, Past President of the Canadian Jewish Congress.

Sharing your Best Practice and Reaching Out ~ The Gathering of Leaders

The UJE best practice Honouring Metropolitan Andrei Sheptytsky and His Legacy took place from April 23 to 29, 2012. At their own expense, the UJE brought from Ukraine to North America the leaders of the Ukrainian Council of Churches and Religious Organizations (UCCRO), which included the heads of some twenty religious communities in Ukraine. The initiative's goal, was to bring together religious and leaders of Canada's Jewish and Ukrainian communities to acknowledge and honour the person and legacy of Metropolitan Sheptytsky, in recognition of his openness to members of other faiths, his dedication to human rights, and his defense of spiritual and religious values, and, in particular, his extraordinary action to shelter and save Jews during the World War II German occupation of Ukraine.

Overcoming Challenges ~ Support from both Communities

One of the major challenges faced by the UJE in the implementation of this event was the uncertainty of support from both the Ukrainian and Jewish communities in Canada and the United States. A number of individuals from both the Ukrainian and Jewish communities view attempts at historical rapprochement with suspicion and only from the point of view of their own national histories. It is difficult to encourage people to examine the difficult times from the point of view of the other as well as in the wider historical context.

The Best Practice Tool ~ The Legacy of Metropolitan Andrei Sheptytsky

The goal of this initiative was to bring together religious leaders of Canada's Jewish and Ukrainian communities to acknowledge and honour the person and legacy of Metropolitan Andrei Sheptytsky. In each city symposiums and/or discussions were held to involve and bring the two communities together. This initiative engaged civic leaders, scholars, artists, governments, Canadian Parliamentarians, and the broader public in fostering deeper mutual understanding between Canada's Ukrainian and Jewish communities.

Vision for the Future

A DVD of the event is being produced to share with schools, libraries and for community meetings. Lastly, several religious leaders are planning to address their faithful to acknowledge the past and now work toward a future of mutual respect and cooperation since both peoples inhabit the same lands both in Canada and in Ukraine.

Contact Information

Raya Shadursky
UJE Director of Operation
Ukrainian Jewish Encounter
1508 Kenneth Drive, Mississauga ON L5E 2Y5
Tel: 905-891-0242 Fax: 905-271-9208
E-mail: rshadursky@rogers.com Website: Under construction





Canada Safeway Limited - Management Workshops and Internal Assessment Tool

The Inspiration ~ Valuing Diversity

Safeway is a publicly traded company. A diverse workforce is representative of the clientele. Diversity is valued by the company and there are programs created with this in mind.

The Focus ~ Good Cultural Representation

Safeway is one of the largest food and drug retailers in North America. They can proudly report that there are employees from every cultural group represented in their workforce.

The Story ~ Employs People from All Over the World

Safeway has a reputation for employing people from all over the world. They strive to mirror the communities in which they are located. Valuing people's differences is an attribute that is fostered throughout their management teams through structured multi-level mentoring processes.

Making a Difference in the Community ~ Workplace Inclusion

Safeway is a leader in local communities guiding other employers in the best practices regarding workplace inclusion through participation in advisory councils and conference presentations.

A Word of Praise

"Canada Safeway understands the value of diversity within the workforce and in the community and sets an example for all business with its best practices. Diversity is woven into the very fabric of the organization and their workplaces are built on a foundation of respect. We appreciate and applaud the leadership opportunities provided by Canada Safeway towards mentoring other businesses and organizations in supporting diversity and workplace inclusion for small, medium and large enterprises."

Farah Katodia | Director of Human Resources and Communications

Sharing your Best Practice and Reaching Out ~ Supports NGO Programs

Safeway has a zero tolerance policy for harassment in the workplace. Safeway is a national supporter of Safe Harbour, a program of a not-for-profit organization (NGO), AMSSA in BC.

Overcoming Challenges ~ New Employees Fully Understanding the Inclusive Policy

Safeway does not refer to workplace inclusion as a program. Rather, it is a part of our organizational culture. Diversity and workplace inclusion is included in every aspect of our business; from our Corporation Social Responsibility platform to the day-to-day operations at store level. Any challenges have been dealt with swiftly through our policies and procedures. Most subtle challenges were related to existing employees learning and appreciating new and different cultures.

The Best Practice Tool ~ Mandatory Workshop for Management

A best practice is Safeway's eight-hour workshop that is attended by every member of the management team: from the president of the Company to every single department manager. Another is Safeway's annual Internal Assessment that includes each district manager communicating to auditors what they have done in the past year to support and encourage diversity and workplace inclusion initiatives.

Vision for the Future

Safeway has become a leader in the communities that they serve when it comes to diversity and employment. They strive to pass their experiences on to small and medium enterprises.



Safeway staff reflect diversity in the workplace.

Contact Information

Cliff Yeo
HR Advisor
Canada Safeway Ltd
7280 Fraser Street, Vancouver BC V5X 3V9
Tel: 604-301-2652
Fax: 604-322-2505
E-mail: Cliff.Yeo@safeway.com
Website: <http://www.safeway.ca>



AWARD OF EXCELLENCE EDUCATION

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Immigrant Sector Council of Calgary (c.a.r.e. for Ethnocultural children & youth) and the University of Calgary - Service Learning Program for Pre-Service Teachers

The Inspiration ~ A Collaborative Multi-Stakeholder Body

Immigrant Sector Council of Calgary (ISCC) was created in 2001 as a result of a systems-wide evaluation of the Calgary immigrant-serving sector (Howard Research Report - *Calgary Immigrant Services, Evaluation and Systems Overview*). There was a recommendation to form a collaborative multi-stakeholder body to address emerging issues and trends affecting the Calgary immigrant-serving sector. ISCC was born.

The Focus ~ To Enhance the Well-Being of Children and Youth of Immigrant Families

c.a.r.e. for Ethno-cultural Children & Youth is a project of ISCC that enhances the well-being of children and youth of immigrant families and strengthens the socio-economic, academic, and cultural well-being of this group through access to culturally competent, coordinated, and research-informed services. Three key areas are addressed: firstly, strengthening cultural competency training opportunities for people working with children and youth second, simplifying pathways to services through collaboration among service-providers and thirdly, transferring knowledge by collecting and promoting research and best practices.



The Story ~ Using a Collective Impact Lens

There is an increasing recognition that large-scale, complex social issues can be more effectively addressed through a collective impact lens. c.a.r.e.'s model convenes leaders from immigrant-serving agencies, broad-based agencies, public institutions, funding bodies, and government to address systemic issues faced by children and youth of immigrant families.

Making a Difference in the Community ~ Schools, University and Community

The **Service-Learning Program for Pre-Service Teachers** is a partnership among c.a.r.e., the University of Calgary, and several community organizations in Calgary. Community leaders identified two interconnected issues: academic underachievement in some children and youth of immigrant families and the need to strengthen cultural competency in pre-service teachers. c.a.r.e., community leaders initiated and led a strategy to address these systemic issues. The University of Calgary grounds theories of cultural inclusion and research about social justice in practical experiences. The Bachelor of Education (B.Ed.) students gain insights into the lived experiences of the target group. School boards hire new teachers that have specific skills and knowledge to work with culturally diverse children and youth.

A Word of Praise

"One of the most significant strengths of the Service-Learning Program for Pre-service Teachers is its long-term focus on implementing systems-level strategies that contribute to the quality of life for children and youth of immigrant families." Dr. Dennis Sumara, Dean of the Faculty of Education.

Sharing your Best Practice and Reaching Out ~ Service-Learning Program for Pre-service Teachers

Systems and communities working with children and youth agree that teachers play a powerful role in contributing to school and civic engagement, accelerated school performance, and the development of positive social behaviours in children and youth. The program takes a preventative approach to combat racism by developing intercultural understanding and skills in future generations of teachers.

Overcoming Challenges ~ Longer Placements for Student Teachers

Both pre-service teachers and community organizations showed a preference to having longer community placements. Also, course professor Dr. Darren Lund, and pre-service teachers showed preference for engaging in on-campus activities for a longer time. To address this, community placements and on-campus classes will run concurrently in 2013. Also, the majority of the pre-service teachers who self-selected for the program already had significant experience with diverse populations and a strong understanding of social justice education so the program has been integrated into a core course within the B.Ed. program.

The Best Practice Tool ~ Good Practice and Service-Learning Methodology

The program uses the service-learning methodology, an educational experience where students participate in an organized service activity that meets identified community needs. It also reflects on the service activity to gain further understanding of course content, a broader appreciation of the discipline and an enhanced sense of civic responsibility.

Vision for the Future

The program will be offered to 40 pre-service teachers in the 2013 academic year, which is 30% higher than the pilot program in 2012. It has also been integrated into a core course within the B.Ed. program. In 2014, the partners will explore opportunities to integrate the program into a graduate course within the Faculty of Education. In 2015, opportunities to integrate the program into the concurrent/direct-entry stream of the B.Ed. program will be explored. This plan projects to engage approximately 280 B.Ed. students, 20 community organizations, and three Faculty of Education professors between 2012- 2016.

Contact Information

Lianne Lee
c.a.r.e. for Ethno-cultural Children & Youth Manager
Immigrant Sector Council of Calgary
Address: 915 33rd St. NE Calgary AB T2A 6T2
Tel: 403-263-1881
E-mail: care@iscc-calgary.ca Website: <http://www.isccalgary.ca>





Osgoode Hall Law School and Human Rights Legal Support Centre - Anti Discrimination Intensive Program (ADIP)

The Inspiration ~ To Provide a Rich Learning Experience to Law Students

The clinical education programs at Osgoode Hall Law School are the most extensive in Canada and among the most innovative in the world. The ADIP provides a rich learning experience to law students who learn about Ontario’s human rights system and access to justice by engaging in legal work. It is an important new avenue that promotes anti-racism in Ontario and offers promise for enhancing access to justice for disadvantaged racialized persons, by enforcing substantive rights and achieving legal remedies.

The Focus ~ Placement Opportunity for Law Students

The ADIP consists of a placement at the Human Rights Legal Support Centre, an academic seminar and a research paper. The program offers twelve Osgoode Hall Law School Students the opportunity to develop specialized knowledge of anti-discrimination law and administrative law enforcement and resolution process. Students participate in the Centre’s public inquiries service and are responsible for conducting detailed legal interviews on referred intake files. Students draft legal documents, partner with a Centre lawyer to prepare and attend mediation and partner with a lawyer on a file that is scheduled for hearing by the Human Rights Tribunal of Ontario.

The Story ~ A Perfectly Balanced Hybrid of Education and Practice

Chris Robertson, 3rd year Osgoode Hall Law School Student, and former ADIP participant says: *“The Program provided me with tangible and practical exposure to anti-discrimination practice. Through this experience, I learned about the intersectional aspects of discrimination, and how unchecked racism creates human rights infringements on multiple other grounds. The ADIP merged much needed academic and applied research work with client-focused anti-racist advocacy. The program is a first of its kind in Canada; a perfectly balanced hybrid of education and practice. As a result, I plan to pursue human rights advocacy and anti-discrimination work as an important part of what I anticipate will be my future legal career.”*

Making a Difference in the Community ~ Interacting with the Public

At the end of its first operational year (April, 2012) twelve Osgoode Hall Law Students completed the program with extensive knowledge in human rights law and racial discrimination issues. At the end of the 2012/2013 academic year, 24 Osgoode Hall Law students will join the Program. In the last academic year, 4,320 intake calls were answered by ADIP students. This summer, ADIP students answered approximately 2,000 intake calls from the public inquiring about their human rights including allegations of racial discrimination.

Words of Praise

The Program operates at three levels to achieve its aims: *“First, the Program serves as a direct link to access for justice for socially and economically marginalized, and racialized, groups. Secondly, the Program, structured with a hands-on academic director, enables law students to learn about racism in action and to reflect on strategies to combat it through the law. Thirdly, the Program is*

promoting public legal education and human rights acculturation.” Professor Faisal Bhabha and Professor Sonia Lawrence, OHLS.

Sharing your Best Practice and Reaching Out ~ Providing Community Resources

At the Centre, ADIP students receive extensive training in the legal and social dimensions of anti-racist advocacy, an experience that is unrivalled at any other law school in Canada. ADIP creates advocates who are well-trained in anti-discrimination law and highly motivated to combat racism in their future careers. ADIP students working on intake often provide informal advice to clients experiencing discrimination. They refer individuals to community resources that can provide non-legal assistance. ADIP also includes a year-long, weekly academic seminar led by Professor Bruce Ryder of Osgoode Hall Law School that addresses racism by exposing students to cutting-edge scholarship, case-law, and empirical research in anti-discrimination law.

Overcoming Challenges ~ High Debt Load for Students

Few Canadian law schools have courses on race and the law, and the few that do tend to offer these as optional courses, rather than courses that are required in order to have a well-rounded understanding of the law. This is a challenge for students who have only two years to choose the courses required to practice law. Students face high debt loads upwards of \$90,000 and shrinking options to secure articling positions. For these reasons, some students may perceive a full-semester program as a risk to their competitive advantage in the legal labour market.

The Best Practice Tool ~ Anti-Discrimination Intensive Program (ADIP)

In the seminar meetings, students develop perspectives for understanding, critical assessment and constructive thinking about discrimination and its impact on society. In the same semester as their placement, students complete research that reflects their learning in the placement, supervised by the Academic Director. These research papers assist the Centre in developing a winning strategy in litigating against racism and discrimination and form part of the academic discourse informing human rights jurisprudence in Ontario.

Vision for the Future

The intent of the ADIP program is to become a fixture in the clinical offerings provided by the Osgoode Hall Law School.

Contact Information

Anti-Discrimination Intensive Program
c/o Clinical Education
Osgoode Hall Law School
Ignat Kaneff Building
York University
4700 Keele Street, Toronto ON M3J 1P3
Tel: 416-736-2100
Website: <http://www.osgoode.yorku.ca/clinics-experiential/clinical-education/anti-discrimination>





Lougheed Middle School

The Inspiration ~ Established in 1973

The Peel District School Board was established in 1973. Known as Peel District School Board (PDSB) since 2008, its new website boast 25 different languages representative of its diverse community, whose first language may not be English. Lougheed Middle School was opened in 2006 in North Brampton and reflects the changing demographics of PDSB, with a high South Asian and African-Caribbean population.

The Focus ~ Respect, Responsibility and Relationships

At Lougheed Middle School the three R's are Respect, Responsibility and Relationships. It is vital that students show respect for one another and everyone they meet, act as responsible citizens and build positive relationships.

The Story ~ Lougheed ACTS Program

Building upon the three R's, we have engaged in a number of initiatives, working with organizations such as Me to We, One Voice One Team, Imagine Action, which funded our Human Rights - Circle of Champions project, the Ministry of Education, which through Speak Up, funded "Be the Change", a student group that worked on the student climate within our school and held workshops on racism and stereotypes. In the early years at Lougheed, students from two elementary schools with students from different cultural backgrounds amalgamated to form a new middle school. It was not easy to start again to build respectful, positive relationships with one another. Through student leadership, responsibility and positive programs and initiatives Lougheed ACTS began to take shape, (Attitude + Commitment + Team work = Success)

Making a Difference in the Community ~ Food and Winter Clothing Drives

The impact of our initiative can be seen in various ways. Students are engaged in a number of activities that allow them to explore various cultures e.g. African drumming. Students are more open to learning more about one another's cultures, beyond just national dress and food. They are learning to think critically, and question the status quo. For instance, while exploring identity, students wrote persuasive letters to the Vice President of Indigo, after visiting their local Indigo book store, requesting that books on the shelves begin to be more reflective of the local community. They reached out to the community e.g. annual food drives, a winter clothing drive for the Roma community publishing the book "I am From" with proceeds going to support school supplies for newcomer students to our school board.

Words of Praise

"I believe that teachers like Marsha Forbes, and schools like Lougheed Middle School, understand the importance and relevance for student engagement in the development of their critical thinking skills, their creativity, their understanding that social justice is a lifelong pursuit and that vibrant local communities require the collective strength and involvement of its citizens." Pauline Theoret - Program Officer: Canadian Teacher's Federation



Sharing your Best Practice and Reaching Out ~ Deliver an Inclusive School Program

The goal of this initiative is to look at best practices around culturally responsive pedagogy to deliver an inclusive educational program that best meets the needs of our diverse learning community. This includes curriculum material that is reflective of our students, often absent from the mainstream curriculum material. Students are taught to use a critical lens and are given authentic learning tasks to consolidate their learning. They apply what they learned through the year, by examining history, reading and writing through the umbrella of this unit.

Overcoming Challenges ~ Buy-In from All Teachers

One of the challenges faced is getting all teachers on board. This happens through building relationships, staff professional development, and creating a culture within the school that reflects cultural sensitivity. All of these elements are in place and many teachers are open to exploring best practices and delivering appropriate programming. Another major challenge is having resources to support program delivery. Funding from Imagine-Action was useful. Time for teacher's to meet and collaborate is another challenge.

The Best Practice Tool ~ The Culturally Responsive Pedagogy

The best practice tool is the culturally responsive pedagogy teaching practices. As we work to effectively meet the needs of our diverse learners, and allow them to better understand themselves and one another through a lens of critical thinking, we are equipping and anti-racist generation.

Vision for the Future

During this school year there will be two school-wide initiatives that complement our work in being a culturally responsive school. Lougheed will work with an organization called *Centre Ontarien de prevention des agressions* (COPA). They will work with grade 6, 7 and 8 students on the construction of identity, group conformity and how stereotypes and "isms" play out in daily interactions. The project "Inquiry into Inclusion" uses a web 2.0 platform called Live Binder and students will engage in a personal inquiry into an "ism" of their choice, which includes racism. They will engage in a school-wide day of action in October and work on one way to combat the "ism" they chose.

Contact Information

Marsha Forbes
Grade 6 and 7 Dance
Lougheed Middle School
475 Father Tobin Road, Brampton ON L6R 0J9
Tel: 905-789-8751
Fax: 905-789-8754
Email: marsha.forbes@peelsb.com





British Columbia Hate Crimes Team (BCHCT)

The Inspiration ~ Effective Measure to Combat Hate Crimes

The BCHCT was created in 1997 with a mandate to ensure effective identification, investigation and prosecution of crimes motivated by hate and racism. Since then, there has also been recognition that prevention, community education and engagement in addressing racism and hate are essential components of the BCHCT's work. The BCHCT - an integrated cross-Ministry team with representation from Crown Counsel, Police, and community programming portfolios that works collaboratively to make communities in BC safe from racism and hate.

The Focus ~ Active Collaboration and Involvement

Over the course of its existence, the BCHCT's activities have grown from sharing information and expertise to active collaboration and involvement in specialized community programming focused on combating racism and racist hate crime.

The Story ~ Forming an Integrated Team

The creation of the BCHCT has facilitated a more collaborative and integrated approach to addressing racism and hate in BC. By forming an integrated team across government (legal services, policing agencies, victim services, community development and engagement and anti-racism education), it has resulted in collaborative projects and programs that help prevent racism and hate. The Organizing Against Racism and Hate (OARH) program, has created positive impact and outcomes at a community level and provided the BCHCT with valuable information and community relationships that serve address racism and hate in BC.

Making a Difference in the Community~Engage Communities and Authorities

Through the OARH, the BCHCT has been able to achieve tangible outcomes and affect positive change with its innovative program and best practice model. It has increased community partnerships and cross-cultural dialogue and built community capacity to address the problem. Provincial hate crime investigators connect directly with communities and local police who respond quickly, effectively and collaboratively to incidents.

A Word of Praise

"The Criminal Code demands a very high standard of evidence in such matters. In order to achieve a conviction it must be demonstrated that the content of the information is hateful; that the effect of such information would be to promote hatred and that the intention of the person who is conveying the information is to promote hatred. Investigators must gain the concurrence of the provincial Attorney-General in order to gain leave to lay charges. For all these reasons, investigators must show a high degree of commitment to the process. The BC Hate Crimes Team demonstrated this commitment in abundance." Len Rudner, Centre for Israel and Jewish Affairs.

Sharing your Best Practice and Reaching Out ~ A Forum to Share Information

Overtime, the BCHCT's activities have grown from sharing information and expertise to active collaboration and involvement in specialized community programming focused on racism and racist hate crime. A specific example of this best practice and collaboration in combating racism is the OARH program that provides a forum for police, government and community to share information and expertise, develop networks and relationships, and coordinate effective prevention projects and responses to incidents of racism and hate.

Overcoming Challenges ~ Presenting a United Front by Using Collaborative Tool

An overarching challenge to the BCHCT is the varying political constraints faced by each member of the team. These can strongly influence how each member can respond when a racist or hate incident occurs. The challenge lies in how membership can present a united front as the BCHCT and address the political issues specific to each area of work, such as community prevention, policing, and victim services. To address this challenge, the BCHCT has been developing a formalized response process to follow in the case of an incident or situation as part of its integrated, collaborative approach.

The Best Practice Tool ~ BC Hate Crimes Team

The BCHCT is an integrated team across government that engages in collaborative projects and programs that help prevent racism and hate. The OARH program creates positive impact and outcomes at a community level and provides the BCHCT with valuable information and community relationships that serve to further an understanding on how to address racism and hate in BC.

Vision for the Future

Another challenge for the BCHCT is that the program still lacks membership and representation from areas of government – for example, the Ministry of Aboriginal Relations and Reconciliation (MARR). This challenge also results partly due to the geographic spread of many of the interested parties. The BCHCT is working on recruiting members from MARR and other key areas of government, plus consistently utilizing video meeting technology to better connect with colleagues and members outside of Metro Vancouver and across BC.

Contact Information

Clare Whelan Sadike and Sgt. Sean McGowan, RCMP
Multiculturalism Unit
Ministry of Advanced Education, Innovation & Technology
5th floor, 605 Robson Street, Vancouver BC V6B 5J3
Tel: 604-660-1532 Fax: 604-775-0670
E-mail: Clare.Whelan-Sadike@gov.bc.ca
Website: <http://www.embracebc.ca>



HONOURABLE MENTION GOVERNMENT

ELIMINATE
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Victoria Police Department- Youth For Change and Inclusion (YCI)

The Inspiration ~ Youth Were Not Coping

Constable Brookes of the Victoria Police Department was “volunteered” by his wife to be a male chaperone for a multicultural camp several years ago that was run by the Victoria schools district. At this camp Cst. Brookes realized that today’s youth were being exposed to adult issues and misinformation at a young age and that they did not have the tools or moral compass to deal with this. Some of the youth coped well but in other situations there were tragic outcomes such as suicide or acts of violence. By educating youth about the issues surrounding ethnic, racial, religious and cultural differences, they soon learn the impact of their actions and inaction. He also saw that by expanding the curriculum and involving police officers, the outcomes would be more positive. The stereotyping of police officers by youth often leads to them excluding police. By working on breaking down this barrier issues could be addressed sooner.

The Focus ~ To Empower Youth

The mission of **Youth for Change and Inclusion** is to educate the youth about issues of racism, prejudice and stereotyping and show them the impact of their action and inaction. Youth are taught to become leaders for responsible citizenship and are offered the desire and “tools” to undertake activities that will empower them to prevent conflict in their schools and communities.

The Story ~ Giving Youth the Tools to Cope

Dear Paul,

I have been to the YCI Camp two years in a row and I will never be the same. Each time I hear a speaker talk it's like hearing them for the first time. The dynamic you create is very unique. The atmosphere of acceptance is beyond compare. You give all of us the chance to be witness to speakers that our children will never have the chance to see. When people ask me what camp was like I can only say that it is something you have to experience. YCI camp has had a profound effect on everyone who attends. I have found a passion that I wouldn't have found if it were not for YCI camp. Another very important aspect of YCI camp is that it not only affects the students, facilitators, and police but all those that we share our experiences with as well. YCI camp gives students the tools they need to stand up for not only themselves but friends and strangers as well. I implore you to keep this camp going so that the ripple effect does not stop. YCI camp has so much to offer students and has the potential to make a huge change in schools and communities. In closing I thank you again for the wonderful experiences you have given me and I hope that the YCI camp continues to grow so that others may experience what I have experienced. Each time I hear people who want to help change the world and Dr. Peter Gary once said that to save one life is to save humanity. Well YCI has done that a hundred times over.

Making a Difference in the Community ~ Everyone Benefits

This project has a broad impact. Youth learn the impact of their words and actions and become part of a non-judgmental peer group. They have opportunities to work on community projects with organizations like Victoria Immigrant and Refugee Centre Society (VIRCS). They learn leadership and support anti-bullying initiatives. Schools “inherit” a dedicated group of youth who work hard to improve the atmosphere of the school. The students support and are supported by a friendly group and help solve

problems in a timely way. Teachers connect with youth and other community members and there is two-way inspiration. Police Officers become more aware of the issues around racism and intolerance. They are motivated to get involved with the community and youth and become more informed thus creating awareness and environments where racism and ignorance cannot grow institutionally. Communities emerge stronger.

A Word of Praise ~ Empowering Youth

YCI has had a tremendous impact on youth in Victoria. It has done amazing work in not only preparing leaders of tomorrow, but also in helping combat racism and prejudice in the schools as well as in the community as a whole.

University Professor - Helga Thorson

Sharing your Best Practice and Reaching Out ~ Youth Work in the Community

YCI involves youth and adults primarily from Greater Victoria. To expand the influence of the program, leaders have come from as far away as Ottawa to participate in the conference. The program directly affects each school that is involved and the youth have also initiated events in the community (running the meal program at a food bank, mural collaborations etc...).

Overcoming Challenges ~ Spreading the Word about the Program

The major challenges in implementing this Best Practice have been getting the information out to students so they know about the opportunity and having consistent teacher mentors and facilitators at each school. Following up on each school action plan to document and track their results sometimes is a challenge too.

The Best Practice Tool~ Youth for Change and Inclusion

YCI involves a partnership between police, schools and the community to organize a 4- day conference that inspires youth to make a difference. The learning model includes team building, learning, games and speakers sharing their personal stories. The youth implement action plans created at the camp. A smaller group forms the regional committee and plans a one-day conference which gives them the experience of being leaders.

Vision for the Future

We plan to expand to schools in the interior of British Columbia as well as Washington State.

Contact Information

Cst. Paul Brookes
850 Caledonia Avenue, Victoria BC V8T 5J8
E-mail: ycivictoria@gmail.com
Website: [http:// www.ycivictoria.com](http://www.ycivictoria.com)





CANADIAN
HUMAN RIGHTS
COMMISSION

COMMISSION
CANADIENNE DES
DROITS DE LA PERSONNE

Canadian Human Rights Commission - Human Rights Maturity Model

The Inspiration ~ Equal Opportunity for All

The CHRC was created to provide equal opportunity to everyone in Canada. It has helped shape Canadian society to reflect the values that we share and has contributed to the quality of life enjoyed by so many in Canada

The Focus ~ Non-Discrimination

The CHRC administers the *Canadian Human Rights Act* and ensures compliance with the *Employment Equity Act*. Both laws ensure that the principles of equal opportunity and non-discrimination are followed in all areas of federal jurisdiction.

The Story ~ Advance Human Rights for all Canadians

The CHRC promotes the core principle of equal opportunity and works to prevent discrimination in Canada by: promoting the development of human rights cultures; working with employers to ensure compliance with the *Employment Equity Act*; understanding human rights through research and policy development; protecting human rights through effective case and complaint management; and representing the public interest to advance human rights for all Canadians.

Making a Difference in the Community~ A catalyst for change

The concepts of equality, dignity and respect are widely recognized as essential to the foundation of modern democracy. The CHRC is a catalyst for change and works with employers and service providers to raise awareness of human rights. The CHRC also provides tools, policies, publications and information to help organizations put in place policies and practices that prevent discrimination and address potential complaints.

A Word of Praise

"The Human Rights Maturity Model (HRMM) is helping us build a culture of human rights, where our commitment to equality and respect influences every decision, from hiring and advancement (...) to serving customers in a respectful manner. It's in everything we do at FCC."

Joy Serne, Sr. Director, Farm Credit Canada

Sharing your Best Practice and Reaching Out ~ Human Rights Inside and Outside the Workplace

The **Human Rights Maturity Model** is a business-management framework designed to support organizational change. It outlines a collaborative, proactive, step-by-step approach to increasing awareness of, and respect for, human rights inside and outside the workplace. The Model helps organizations create a workplace culture characterized by a fundamental respect for human rights. These organizations then become models for change in society.

The Challenges ~ Creating an easy to use, free, online tool within limited resources.

Many challenges were faced during the development of the Model: ensuring the Model was adaptable for private and public sector organizations of all sizes; creating it in a clear, common and engaging language; balancing the expectations and interests of employers, employees and unions; and, creating an easy to use, free, online tool within limited resources.

The Best Practice Tool~ Human Rights Maturity Model

Once an organization commits to improve the human rights culture of their workplace and points of service they self-assess their current status using the Model's online system. A detailed implementation guide and comprehensive fact sheets help manage the journey. As organizations input their data, the online system automatically generates a Gap Analysis and an Action Plan, which helps in planning the next steps and enhancing the organization's human rights capacity.

Vision for the Future~Enhancing Human Rights Capacity

Many organizations have begun implementing the Model and enhancing their human rights capacity. These organizations will contribute to creating an environment where individuals are treated equally, where everyone can raise any issue and concern with confidence that it will be respectfully received and responsibly addressed, and where all can pursue careers of their choice and receive services, free from discrimination.

Contact Information

Marie-Anne St-Amour
Manager, Discrimination Prevention Branch
Canadian Human Rights Commission
344 Slater Street, 8th Floor, Ottawa ON K1A 1E1
Tel: 613-995-1151 and 613-943-9115
Toll Free: 1-888-214-1090
TTY: 1-888-643-3304
Fax: 613-996-966
E-mail: marie-anne.st-amour@chrc-ccdp.gc.ca
Website: <http://www.chrc-ccdp.gc.ca>





Correctional Service Canada (CSC) - Employment Equity and Diversity Committee

The Inspiration ~ Emphasis on Safe Reintegration

Correctional Service Canada (CSC) was established to administer the sentence for offenders sentenced to two years or more. Knowing that the majority of offenders will someday return to the community, CSC puts significant emphasis of their safe reintegration.

The Focus ~ Exercising Reasonable, Safe, Secure and Humane Control

As part of the criminal justice system and respecting the rule of law, CSC contributes to public safety by actively encouraging and assisting offenders to become law-abiding citizens, while exercising reasonable, safe, secure and humane control.

The Story ~ Personal Redemption of Offenders

The story of CSC is one of personal redemption of offenders who become part of the criminal justice system through incarceration. CSC supports their rehabilitation through one of its priorities to ensure the “safe transition to and management of eligible offenders in the community.” Offenders’ issues are diverse and multi-faceted and CSC’s consciousness of this reality is outlined in several of its other priorities from “enhanced capacities to provide effective interventions for First Nations, Métis and Inuit offenders” as well as “improved capacities to address mental health needs of offenders.”

Making a Difference in the Community ~ Working with Community Organizations and Non-profit Groups

In order to best support offenders and staff in realizing their goals and objectives, CSC has consistently worked with various community organizations and non-profit groups such as the John Howard Society and the Elizabeth Fry Society, as well as citizens’ advisory committees. Two such working groups are the National Ethnocultural Advisory Committee (NEAC) and the National Aboriginal Advisory Committee (NAAC). Both groups assist CSC with better understanding and managing the gaps and opportunities to support ethno-cultural and Aboriginal offenders and staff.

A Word of Praise ~ Employment Equity and Diversity

“The CSC vision for Employment Equity and Diversity goes beyond what is mandated, to what is ‘right’, which is best practice in action. They are an organization to be emulated and with full implementation of their plan, will soon be an employer of choice in Canada.” Dr. Wanda Thomas Bernard, BA, MSW, PhD, C.M.

Sharing your Best Practice and Reaching Out ~ Employment Equity and Diversity Committees (EEDCs)

In 2010, Commissioner Don Head made championing employment equity and diversity an organizational priority. Since then, Employment Equity and Diversity Committees (EEDCs) have been established in all six regions – Pacific, Prairies, Ontario, National Headquarters, Quebec and Atlantic – to elevate the concerns/issues of racial minorities and Aboriginal employees. One significant milestone has been the involvement of visible minorities and Aboriginal employees at the leadership level of the committee.



Visible Minority Implementation Team and Commissioner Don Head: (l-r) Donovan, Blair, Daphney Ménard, Commissioner Don Head, Ronnie Gill, Hafsa Goma and Rachel Brothers

Overcoming Challenges ~ Skepticism about CSC’s Employment Equity and Diversity Initiatives

The biggest challenge has been the skepticism of CSC’s employees regarding the organization’s commitment to truly pursue employment equity and diversity initiatives. Employment equity (EE) members (visible minorities, Aboriginal people, women and persons with disabilities) are hesitant to participate because they are concerned about being stigmatized for raising issues affecting the groups. Meanwhile, non-EE members do not always understand that they have a significant role to play in making CSC more inclusive.

The Best Practice Tool ~ Employment Equity and Diversity Committee (EEDC)

The EEDC has employed four strategic objectives – Engagement, Education, Communication and Research – to achieve its goal. Under each category, the following tools have been utilized: (1) Engagement – the addition of visible minorities and Aboriginals to the committee’s leadership team. (2) Education – an EED symposium is held annually. (3) Communications – promotional tools, e.g. a website and brochures, were created. (4) Research – National consultations were held with visible minorities and Aboriginal staff.

Vision for the Future

The EEDC has made great strides toward resolving the concerns of visible minority and Aboriginal employees. Earlier this year, visible minority action plans were created for all the regions. The execution of the activities outlined in the plans will help CSC realize a significant share of the concerns of visible minority employees. In addition, the Commissioner is currently organizing an Aboriginal Implementation Team to create action plans that would address the concerns raised by Aboriginal employees during their consultations.

Contact Information

Lee Redpath
Chair, National Employment Equity and Diversity Committee
340 Laurier Avenue West, Ottawa ON K1A 0P9
Tel: 613- 996-5013
Fax: 613- 992-4692
E-mail: Lee.Redpath@csc-scc.gc.ca
Website: <http://www.csc-scc.gc.ca>



Diversity Thunder Bay

Diversity Thunder Bay - Thunder Bay Advisory Committee on Anti-Racism: A Report on the Thunder Bay Plan for Action

The Inspiration ~ International Day for the Elimination of Racial Discrimination

In 1991 Heritage Canada contacted a number of organizations in the community to assist in developing a celebration for March 21, the International Day for the Elimination of Racial Discrimination. That was the beginning of Diversity Thunder Bay.

The Focus ~ A Growing Aboriginal and Ethnic Community

With a rapidly growing Aboriginal community as well as other ethnic individuals now residing in Thunder Bay, racism and discrimination has increased. Diversity Thunder Bay has taken the lead to advocate on behalf of these new residents.

The Story ~ 20 Years of Work in Diversity

Diversity Thunder Bay began its history over 20 years ago from an invitation extended by personnel at Heritage Canada to examine the racism already prevalent in our community. When you look at where we started and what we have accomplished since that time we have made huge inroads and have made a difference in our region. There is still much to be done but the base is in place, we are recognized for what we do and we have committed volunteers willing to step forward.

Making a Difference in the Community ~ People are More Aware of Anti-Racism Issues

From early beginnings when we had a discussion, we now have an annual celebration for March 21st, the International Day for the Elimination of Racial Discrimination with a breakfast that continues to grow in attendance. Last year we had over 400 listening to the Honourable James Bartleman, former Lieutenant Governor of Ontario. The City of Thunder Bay has a resolution that declares "racism" unacceptable in our community and we have an Anti-Racism Committee working on initiatives to counteract racism. We have taken many steps forward and still moving.

A Word of Praise ~ Collaborative Dialogues

After learning more about the work done by Diversity Thunder Bay and its reputation in the City and Region we knew that partnering with them would do a great service to Thunder Bay and area. We are especially supportive of the program that brings together mainstream journalists and Aboriginal community members in collaborative dialogues.

Sharing your Best Practice and Reaching Out ~ Community Volunteers

Diversity Thunder Bay took on the task of raising money in the amount of just over \$40,000 to research and print the **Thunder Bay Committee Against Racism and Discrimination: A Report on the Thunder Bay Plan for Action**. This report was the catalyst to start the Anti-Racism Committee. For a group of volunteers who represented the community this was a huge undertaking and to do it so well that it was received by City Council as a document to move the community forward to deal with racism was exceptional.



Overcoming Challenges ~ Raising Money in a Short Timeframe

Raising the money to hire a researcher/writer and then to have the document printed was a challenge. Sheer determination and setting high goals was the catalyst used to reach the amount we needed. The short time lines that we set for ourselves to complete the project were a challenge but we met them. Communication is always a challenge but we were able to have the local media work with us to assist in getting our message out to the larger community.

The Best Practice Tool ~ Thunder Bay Advisory Committee on Anti-Racism

The Thunder Bay Plan for Action took us to City Council and the establishment of a Committee of Council, the City of Thunder Bay Anti-Racism Committee. Diversity Thunder Bay is a group of volunteers who although they work hard to advocate on issues related to racism, do not have an organization that is duly constituted. Through their work they now have a formal organization with the City's committee that has financial resources as well as administrative staff to assist with their initiatives such as the Respect campaign and the articles in the local newspaper.

Vision for the Future

Diversity Thunder Bay hopes to continue to expand the community membership and networks that are linked to the work of the organization is doing. We plan to enhance our communication outreach and promotional tools. Reaching out to the private sector is most important as we are currently more of a non-profit/board/government organization.

Contact Information

Rebecca Johnson
Councillor-at-Large
City of Thunder Bay
Address: 500 East Donaldson Street, Thunder Bay ON P7E 5V3
Tel: 807-577-2807
Fax: 807-577-4837
E-mail: rjohnson@thunderbay.ca
Website: <http://www.diversitythunderbay.ca>





County of Kings - Leadership by the Race Relations & Anti-Discrimination Committee (RRADC) of the Municipality of the County of Kings

The Inspiration ~ Experiencing Discrimination

“Coming from a poor family in Waterville, NS, I had experienced discrimination from an early age. It was through these formative years that I developed a passion for people's rights and equality for all. Forming the Race Relations & Anti-Discrimination Committee in 2008 gave me an outlet to make positive change in my community through municipal government.” Warden Diana Brothers Municipality of the County of Kings.

The Focus ~ A Leader in Municipal Government

The focus of the work is: planning annual events for the public to promoting multiculturalism in Kings County, reviewing our own municipal policies and working towards a diversity management strategy. They create partnerships with other municipalities, government agencies, community groups, and residents, and being a leader in municipal government.

The Story ~ Feeling Included

"I was born with Spina Bifida. It never seemed to bother me as I didn't know any differently but for some reason it bothered other people. I always felt people were looking at me as a poor little girl because they didn't think I could do what they could do. But believe me, I can. Apart from family and friends, the Committee is one of the only places that just see me. I joined the Committee to share my voice, help build a more inclusive community, and show what people with disabilities can do." Crystal Best – Citizen Member of the Race Relations & Anti-Discrimination Committee.

A Word of Praise

“For the past few years Kings has been a role model in the field of race relations and anti-discrimination initiatives in our region.” Councillor Bill Boyd Town of Kentville.

“As a professional who works with organizations to effect change in diversity and equity issues, I am very impressed with the level of commitment in the Municipality of the County of Kings and the Race Relations & Anti-Discrimination Committee to work collaboratively to make their municipality a place where everyone is included and welcomed.” Dr. Wanda Thomas Bernard Professor School of Social Work, Dalhousie University.

Sharing your Best Practice and Reaching Out ~ Kings County is More Inclusive

The Best Practice is **Leadership by the Race Relations & Anti-Discrimination Committee (RRADC) of the Municipality of the County of Kings**. It is imperative that municipalities and government (local, provincial, and federal) show leadership in diversity and inclusion. Prior to the RRADC taking a leadership role there was a real void from local, provincial, and federal government in Kings County with respect to fostering and promoting multiculturalism. Everyone is pleased that Council made the decision to lead vs. lag and join other leading municipalities that are a part of Canadian Coalition Against Racism and Discrimination (CCMARD).

Overcoming Challenges ~ Understanding WHY combating racism is important

The Committee has had support from Council and staff. Despite support, we do continue to have challenges. We lack resources



From left to right: Jeannette Lye, Councillor Dale Lloyd, Julie Fralick, Krishinda McBride, Nastasya Kennedy, John Cleveland, Warden Diana Brothers, Chris Moore, Sharron Criss, Lynette MacLeod

and budget to commit full-time efforts into our initiatives. To address this, the Committee is developing an action plan to help identify gaps and set priorities with measurable outcomes. Also, it is not uncommon to hear from residents ‘why are we spending time and money on this Committee when Kings County does not have a problem’. Although the media may be silent in this regard, the Committee and other residents inform them that there are opportunities for improvement throughout the municipality.

The Best Practice Tool ~ Ten Commitments

The Committee's best practice tool is its Annual Report Card. The Committee measures its performance from the past fiscal year based on whether the actions of the committee have addressed the 10 UNESCO Commitments. To view past report cards, please visit us here: <http://www.county.kings.ns.ca/residents/relations.asp> and view the public engagement folder.

Vision for the Future

Committee Vision: To determine where and how racism, discrimination and exclusion are manifest in the Municipality of the County of Kings. To recommend policies, programs and practices designed to eliminate racism, discrimination and exclusion, to monitor the effects of recommendations and to report on changes.

Contact Information

Chris Moore
Human Resources Manager
87 Cornwallis Street
Kentville NS
B4N 3W3
Tel: 902-690-6135 Fax: 902-690-6165
E-mail: cmoore@county.kings.ns.ca
Website: <http://www.county.kings.ns.ca>
Committee page:
<http://www.county.kings.ns.ca/residents/relations.asp>





Town of Truro - EMBRACE Truro Celebration

The Inspiration ~ Absence of a Committee to Address Equity and Diversity

The Town of Truro is very involved in embracing equity and diversity in the area. Once realizing that there was not a committee to support this cause, the Council made the decision to immediately create one. The Council felt it was very beneficial to establish this committee because it is an important issue in the Town of Truro.

The Focus ~ EMBRACE Truro Celebration

The Equity and Diversity Advisory Committee makes every effort in continuing to make Truro an accepting town of diversity welcoming people from different cultures. Maintaining equality and acceptance of all cultures and races within Truro is very important to the committee because they truly uphold their motto for the **EMBRACE Truro Celebration Everyone Makes a Better, Respectful, Accepting, Creative Environment.**



The Story ~ Celebrating Everyone's Culture

During the 2nd Annual EMBRACE Truro event held at the Cobequid Educational Centre featuring Dutch Robinson, there was positive upbeat atmosphere. Mr. Robinson was able to capture the pulse of the audience with his performance including R&B and gospel. The audience was swaying back and forth in their chairs, clapping along with the music and even up in the aisle dancing. This performance was a reflection of how many different people with varying backgrounds and cultures can come together and connect with each other. This celebration allowed all cultures to be treated equally as well as fairly. Each culture in the Town of Truro was given an opportunity to present their culture and give others an understanding of it.

Making a Difference in the Community ~ Acceptance of Different Cultures

The Truro EMBRACE Celebration hoped to eliminate barriers within Truro between the different cultural groups. The Equity and Diversity Advisory Committee noticed that festivals and other celebrations were often missing the unity and acceptance of all cultures. The EMBRACE Truro Celebration allowed all

individuals in the Truro and surrounding area to become aware of the diversity and different cultures. This celebration allowed all cultures to be treated equally as well as fairly. Each cultural group in the Town of Truro was given an opportunity to showcase their culture. When differing cultural groups feel that they are treated equally and are accepted in Truro racism will be discouraged.

A Word of Praise

EMBRACE is an acronym for; everyone makes a better, respectful, accepting creative environment. By combining all of these factors it was ensured that this event would be successful and positively impact the Town of Truro residents.

Sharing your Best Practice and Reaching Out ~ Making Racism Non-Existent in Truro

The Equity and Diversity Committee wanted to make sure that the event followed their motto for the celebration. Discouraging racism is a very important part of the plan. The EMBRACE Truro Celebration aims to make racism within Truro non-existent, while at the same time educating individuals about other cultures in the Truro area.

Overcoming Challenges ~ Ensuring That All Cultural Groups Were Involved

Because the members of the Truro Equity and Diversity Advisory Committee wanted the event to be effective selecting a significant date for the event proved to be a challenge. They wanted the event to be held during a time convenient to all cultural groups so that they could participate and become involved. The Committee also found it challenging to make sure all cultural groups were involved. It was a task to make sure that all cultural groups in Truro had the opportunity to be a part of the celebration. Both of the challenges were really not seen as such by the community and the committee because they were determined to make it an amazing event. By overcoming these challenges the event proved to be very successful.

Vision for the Future

The Equity and Diversity Advisory Committees wish to continue the success of the EMBRACE Celebration and host it annually. Bigger and better is the aim of the committee. It would be ideal if more individuals became involved in the celebration, allowing more cultural groups to become involved. Many people will be introduced to a new culture thus promoting more understanding of the diverse cultures in Truro. The Equity and Diversity Advisory Committee truly feels that inclusion of all cultures and races in the EMBRACE Truro Celebration is important to the success of the event.

Contact Information

Truro Equity and Diversity Advisory Committee
Tel: 902-895-4484
Fax: 902-893-0501
Website: <http://www.truro.ca>



AWARD OF EXCELLENCE YOUTH

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Equitas - International Centre for Human Rights Education - Speaking Rights: Bridging Divides and Building Youth Voices in Communities

The Inspiration ~ Advancing Democracy, Peace and Social Justice through Education

Equitas – International Centre for Human Rights Education (formerly The Canadian Human Rights Foundation) was founded in 1967 by a group of scholars and social activists. The mandate was to advance democracy, human development, peace and social justice through education programs. John Humphrey, one of the drafters of the Universal Declaration of Human Rights, was a founding member.

The Focus ~ Canada-wide and International

Equitas develops innovative education programs in Canada and internationally. They provide human rights defenders and educators, government officials, children and youth with the knowledge, skills and attitudes required to promote human rights values and to combat inequality, exclusion and other forms of human rights abuse. In Canada they work with over 350 partners promoting respect for diversity, non-discrimination and children's and youth rights.

The Story ~ Support in Action

"It's easy to talk about youth rights, it's something different to have youth reflect and act to promote respect!" says Darley Polony, youth worker at Dawson Community Centre. Equitas is working with youth workers across Canada empowering them to take on leadership roles "The **Speaking Rights Program** and the underlying values have allowed me to implement positive projects, giving a significant voice to my youth in Verdun, where we struggle with poverty and violence, especially being a young black woman." explains Darley. Last spring, Darley received a mini-grant from Equitas to support a photo project with her group of 8 young women from diverse groups. "We designed the project with the girls: they had to choose 5 women significant to them, take their picture, and ask them about what makes them beautiful. Since they wanted to go beyond appearances, they connected what makes these women so beautiful, with human right values!" In 2012, Equitas supported 12 youth engagement projects like Dawson Community Centre's.

Making a Difference in the Community ~ Promoting Positive Intercultural Relations

One of Equitas' core programs in Canada, Speaking Rights for youth 12 to 18 years old, has had 5500 youth, 450 youth workers, and 200 organizations in 7 cities across Canada participate since 2010. Staff working with youth are promoting positive intercultural relations, dealing with discrimination, racism, bullying, and preventing and resolving conflicts in their communities. Community-based organizations are better equipped to promote respect for diversity, active participation, leadership, youth rights, sense of belonging, and community engagement youth programs.

A Word of Praise

"We believe that Equitas has been greatly contributing to the fight against racism and the protection of human rights in Montreal through its Speaking Rights Program for youth (...). Educating youth is an effective way of defending and promoting human rights leading to engaged citizens, respectful of the rights of others and open to differences." Quebec Board of Black Educators- QBBE, Montreal.

Sharing your Best Practice and Reaching Out ~ Youth and Communities Come Together

Activities and projects in the Speaking Rights Toolkit reinforce self-esteem, respect for diversity, and a sense of belonging by challenging youth to look at their own attitudes and beliefs and work together to improve their communities. Since 2008, more than 200 community organizations and municipalities in Montreal, Vancouver, Surrey, Victoria, Lillooet and Winnipeg have reached out to over 5500 youth.

Overcoming Challenges ~ Reaching Youth in Informal Settings

Speaking Rights was developed after an extensive needs assessment involving over 200 youth and youth workers from across the country. Reaching youth in the informal community sector can be challenging: there may not be regularly organized youth activities, or youth tend to just "drop-in" on an irregular basis, which can make it difficult to have long-term engagement of the same youth over time. We responded to this by designing a flexible, appealing and adaptable Toolkit.

The Best Practice Tool ~ Speaking Rights Program and Toolkit

The Speaking Rights Toolkit is an innovative education tool which supports and develops youth leadership skills and participation. It promotes: • Respect for diversity • Inclusion • Acceptance • Cooperation • Respect • Fairness • Responsibility. The Toolkit provides concrete opportunities for youth to express their opinions and take action in areas that are important to them. Youth workers are given training in using the Toolkit.



Thelonius Oliver, youth worker at YMCA NDC is engaged with Speaking Rights since the needs assessment and was presenting his experience at the launch of the Toolkit in 2010.

Vision for the Future

As part of Speaking Rights we hope to expand programming beyond BC, Manitoba and Quebec to offer training and program support to organizations from coast to coast. In addition to supporting more youth community action projects we also hope to share program results and best practices.

Contact Information

Ian Hamilton
Equitas – International Centre for Human Rights Education
Executive Director
666 Sherbrooke Street West, Suite 1100
Montréal Québec H3A 1E7
Tel: 514-954-0382
Fax: 514-954-0659
E-mail: ihamilton@equitas.org
Website: <http://www.equitas.org>





**Bringing Youth Towards Equality
(B.Y.T.E.)- Community Outreach Program**

The Inspiration ~ Youth Voices

In 1998, when Bringing Youth Towards Equality (BYTE) was founded, there was a large disconnect between youth in the Yukon and the rest of the population. Youth lacked a voice. BYTE began to surface out of this need to give youth a voice. The work is still generated out of youth ideas, plans, and initiatives.

The Focus ~ To Promote Equality

The focus is to promote equality and to provide a voice for all youth. Throughout the year youth are engaged and active in their communities. For-youth, by-youth is the program goal in the Yukon and Canada's north.

The Story ~ Appreciation in Song!

During an anti-bullying workshop, a young girl ran out of the youth centre crying after she heard some derogatory statements from another youth. A facilitator followed her out and sat down to speak with her about it. She told him about her pain and the struggles she faces in her life. They discussed ways to deal with negative emotions, including channeling her feelings into arts. By the end of the conversation, the girl felt much better and comfortable enough to share her singing voice with the facilitator. She said that she did not even sing for her parents or friends. This moment was very humbling for BYTE and truly represents the positive difference the organization makes.

Making a Difference in the Community ~ Building Confidence

There is a tendency in the North for services and opportunities to be centralised in the cities. BYTE works with youth who may not have many opportunities. There are interactive workshops in all rural Yukon and NWT communities and Northern BC. Work is done with many young people who are experiencing oppression for reasons such as race, sexuality and social-economic status. BYTE helps break down barriers with these youth and their peers, to build confidence and to help them to become leaders in anti-oppression within their own communities.

Words of Praise

"Our community [is] roughly 50/50, native to non-native, and... the youth have tended to separate into two camps. When BYTE is here, everybody is one." Stephen Badhwar, Taku River Tlingit First Nation.

"The workshops emphasized what qualities it takes to be a leader and how to put those qualities to use. [They] make a point to make it fun and interactive..." Krista Mooney, Council of Yukon First Nations.

**Sharing your Best Practice and Reaching Out
~Community Outreach Program**

The best practise is the **Community Outreach Program**, which offers experiential workshops for rural youth on topics such as anti-bullying, anti-oppression, and their right to live in a world free from discrimination. These workshops are led by trained facilitators, all under the age of 25, who come from a diverse range of backgrounds. Many northern communities have a large First Nations population and BYTE works hard to ensure that this is represented within their team. Our by-youth, for-youth model creates an atmosphere where ideas and stories can be shared by each of the participants, to help create a greater togetherness and an understanding of the impacts of racism.

The Challenges ~ Travel in the Yukon and Capturing Interest

Considering the vast geography of the north, the distances and cost of travel remains an ongoing challenge. However, the most important challenge has been developing a program that is relevant and interesting for the youth in the communities of the north. To overcome this challenge, BYTE works hard to ensure that they keep in constant contact with as many youth as possible through surveys, evaluations and social media. Based on this feedback, topics and program content is adjusted. Our programs have all been designed by youth and are kept updated by our youth facilitation team.



The Best Practice Tool ~ The B.Y.T.E. University Handbook

Our best practise tool is the "BYTE University" handbook. It is a guide designed for each of facilitator about being an effective youth leader. It is used as the basis for group training sessions, where covering the importance of facilitation philosophy and other critical information, such as First Nations history and culture. The "BYTE University" handbook represents emphasizes fun, experiential and interactive programming. This is because BYTE knows that the only effective way to work with youth is to fully engage them in the conversation.

Vision for the Future

In the short term, we are working to build a network of young Leaders in Training (aged 13-18) and facilitators (aged 18-25), who live in rural communities throughout the Yukon. This will improve our ability to maintain communication with remote communities and will help to ensure that after our workshops are completed, BYTE will be able to provide ongoing support for the youth. BYTE also has a long-term plan to expand our Community Outreach program to all northern Canadian communities. This will mean setting up an office in another major northern centre, such as Yellowknife.

Contact Information

Chris Rider
Executive Director
2, 407 Ogilvie St., Whitehorse YT Y1A 2S5
Tel: 867-667-7975
Fax: 867-393-2112
E-mail: ed@yukonyouth.com
Website: <http://www.yukonyouth.com>



YOUTH



Canadian Human Rights International Organization (CHRIO) - Youth Human Rights Program

The Inspiration ~ Concern for Violation of Human Rights

CHRIO was born out of the necessity to support hundreds of victims of armed conflict. The **Youth Human Rights Program** assists refugees, displaced persons, and their relatives who are unable to leave their countries of origin. The promotion and defence of human rights inspired CHRIO to create this program. The Program also offers settlement support.

The Focus ~ Defending Truth and Justice

CHRIO's focus lies in defending the truth and ensuring that there is justice and reparation for serious violations of human rights by exposing the legal and political actions at the national and international level in countries where human rights have been systematically violated.

The Story ~ Growth of an Organization

In 2003 prior to the serious situation of human rights violations in Colombia human rights organizations such as Casa de las Americas and CARI, created a space for the defenders of human rights. Later, the organization became the Canadian Human Rights International Support Team (CHRISTEAM). In 2007 the organization became known as the Canadian Human Rights International Organization (CHRIO). This group began a process of training new human rights defenders because engaging a lawyer was unaffordable for refugees. Since 2008, the international work of CHRIO has strengthened, supporting the development of activities around human rights.

Making a Difference in the Community ~ Defending Human Rights and Volunteer Support

As a human rights organization we defend victims of abuse and discrimination when they experience challenges in their workplace based on their origin, race, ethnicity, religion, citizenship, creed, gender, sexual orientation, age, marital status, disability and denial of social assistance. We use an integral approach providing a complete resolution and recovery of the victims. We have received different awards such as *Constance E. Award on the Status of Women*, *Top 25 Canadian Immigrant Award* and the *Outstanding Community Service Award* among others. Support from volunteers is our strength. We have reached out to more than 10,000 people in the last five years. We offer volunteer placement for students and activist. About 200 volunteers have helped CHRIO to accomplish our goals in the defence of human rights.

Words of Praise

"The unyielding assistance CHRIO provides for our most vulnerable immigrants and refugees are acknowledged and your volunteerism commendable. Also, your outstanding contributions and commitment to assist and support newcomers; and to promote responsible citizenship is highly valued and acknowledged by the Province of Ontario." Mario Sergio M.P.P York West

Award of Excellence
ELIMINATE
RACISM

Sharing your Best Practice and Reaching Out ~ Counselling, Education and Support Services

CHRIO assists individuals in bringing their complaints before the Ontario Human Rights Tribunal. They assist victims of racism and discrimination by bringing their complaints before the Ontario Human Rights Tribunal. CHRIO provides counselling, education, and other support services to victims, including employment training, job search programs, translation services, and information/assistance about Canadian culture and life.

Overcoming Challenges ~ Sustaining Programs

Financial challenges make it difficult to sustain programs. Another challenge is managing the interaction between the victims and victimizer and the resulting conflict with authorities who deny requests for support and protection for the victims



CHRIO supports community sports programs for children

The Best Practice Tool ~ Youth Support

At CHRIO, youth are offered viable options and opportunities that will aid in creating healthy individuals with fulfilling lives, absolutely aware of their rights and responsibilities as Canadian citizens. Youth receive wellness counseling and hold regular events and activities that reflect their talents in various fields of education, sports, and arts and crafts. The youth program focuses on the common interests of youth and builds leadership skills. They are introduced to role models who offer guidance. CHRIO believes that youth inspire youth.

Plans for the Future ~ Uphold Human Rights

CHRIO strives to ensure that the rights around human dignity for families are respected so that they may live in peace in a just society. Their hope is that individuals make a contribution to creating a society free of discrimination and racism.

Contact Information

Mario Guilombo
Canadian Human Rights International Organization
1725 Finch Avenue West
North York ON M3N 1M6
Tel: 416-635-7805
E-mail: mguilombo@chrio.ca
Website: <http://www.chrio.ca>





Jane-Finch.com

The Inspiration ~ Breakdown Negative Stereotypes

Jane-Finch.com was created to breakdown negative stereotypes about Toronto's Jane-Finch community.

The Focus ~ Positive Videos

Jane-Finch.com produces positive video stories about the neighbourhood.

The Story ~Talents of At Risk Youth

Jane-Finch.com tells the stories of at-risk racialized youth- their talents, struggles, and successes growing up in the neighbourhood.

Making a Difference in the Community ~ Reaching a Global Audience

Jane-Finch.com promotes the community and its residents to a global online audience.

Words of Praise

"The positive messages about your very diverse community will do so much to enhance the image of the Jane Finch area." The late Hon. Jack Layton

"The message you are sending via Jane-Finch.com, the website you created, is one of immense importance- respect one another regardless of race, creed, or colour and learn to understand and embrace each other's differences." Hon. Judy Sgro

"The Jane-Finch.com web site: an online portal that has become a strong voice for youth and residents in the Jane-Finch community in Toronto." Hon. Jason Kenney

Sharing your Best Practice and Reaching Out ~ Community Volunteers

Jane-Finch.com uses local volunteers to produce educational news and documentary videos to challenge racial stereotypes.

Overcoming Challenges ~ Has Never Received Funding

Jane-Finch.com has never received any funding from any source since its inception in 2004.

The Best Practice Tool ~ Website Multimedia Content

Jane-Finch.com's multimedia content is permanently archived online for educational study.

Vision for the Future

Allow next generation youth voices from the community to commandeer the website.

Contact Information

Paul Nguyen
Webmaster
P.O. Box 21044, 3975 Jane Street
Toronto ON
M3N 3A3
E-mail: webmaster@jane-finch.com
Website: <http://www.jane-finch.com>



The 2008 Jane-Finch team back row (left to right): Sue Chun, Phanath Im, Andre Bui (Andree Right Hand), Phong Nguyen (Chuckie Akenz), Atiba Ralph (Blacus Ninjah), Front row (Left to right): Christopher Williams, Paul Nguyen, Sabrina "Butterfly" Gopaul, Mark Simms



Jewish Somali Mentorship Program

Jewish Family Services of Ottawa and Somali Centre for Family Services - Jewish Somali Mentorship Program (JSMP)

The Inspiration ~ Finding Meaningful Employment for Youth

Finding work in today's competitive marketplace can be challenging. JSMP was created to assess and take action for the employment-related concerns by hosting one-on-one mentoring opportunities and networking events for Somali youth. Helping youth to find meaningful employment for post-secondary graduates from minority populations was the inspiration.

The Focus ~ Connecting with Community

JSMP is student-initiated, designed and delivered to meet the networking and career development needs of minority youth. The focus is to generate new discussions and increased learning on work-related topics. Sharing up-to-date Labor Market Information (LMI) and increased connectedness both within and between communities is JSMP's guiding mandate.

The Story ~ Working Collaboratively with Youth

JSMP coordinators have worked collaboratively to increase connections between students and mentors. For example, Faiza Hassan, an ambitious and bright student, was completing a second undergraduate degree at the University of Ottawa and undecided what to do next. Contemplating law school, she was paired with a talented lawyer who answered her questions, including what to expect from law school and job opportunities for lawyers. Encouraged by the benefits of legal training and related job opportunities, Faiza applied and was successfully admitted to law school in 2011. Now in her second year, Faiza is working part-time in a legal department and is involved in JSMP as a mentor.

Making a Difference in the Community ~ Interacting at Every Level

The program's impact on students include: receiving positive reference letters from a mentor, increased volunteer experience, competing for and securing jobs in the private and public sectors, travelling to Africa to work on contract for an NGO and applying to graduate school and mentoring high school students in the process of preparing for the post-secondary education.

A Word of Praise ~ Inspiring and Motivating

"I appreciate you getting in touch with me. I think in terms of being exposed to individuals who have done a lot in a sector of personal interest [public service], the program has been an inspiring and motivating tool!" - Hassan Hassan, employed as Junior Policy Analyst at Natural Resources Canada.

"I am happy I know what I want to do now, which is half the battle. I really appreciate your support. You [JSMP] reaching out to us has meant so much to me, thank you!" -Abdi Omar, university student & part time security guard.

Sharing your Best Practice and Reaching Out ~ Student Engagement Process

Through the JSMP planning process, students suggest topics, companies and identify people of interest to them. They choose venues that are accessible to students, e.g. university campuses. This best practice encourages students to take ownership of networking events and position themselves to co-develop programs. JSMP has recognized that when students are engaged from the onset, they are more likely to publish these programs to their social media and invite others.



Abdi Omar, student and JSMP participant, and Jack Shinder, Past President of JFS and President of Ambico Limited.

Overcoming Challenges ~ Planning Together

These questions arise: Should JSMP work directly with mentors, students, or both in developing programs? Is it better to formalize the mentorship process and develop contracts between students and mentors? When should JSMP run programs? Can JSMP achieve a given number of matches in Year 1, Year 2 and beyond? How to measure its success? JSMP has recognized a recurring pattern that indicates strongly that students and mentors are most engaged in the mentorship process when they are involved in the planning process.

The Best Practice Tool ~ Jewish Somali Mentorship Program (JSMP)

Strategic use of social media by student leaders has increased student participation. Student leaders have used Facebook, Twitter, and LinkedIn to invite colleagues to JSMP events. These tools have provided JSMP with an opportunity to co-develop students' leadership skills.

Vision for the Future

Plans for the future include making every student feel ownership for this program. The JSMP brand, we hope, will appeal to the many students and increased participation will be achieved by partnering with other ethno-cultural communities. In 2012, JSMP partnered with the City of Ottawa's Youth Futures (YF) program to explore ways for its participants to develop, design and/or attend JSMP networking events in 2013.

Contact Information

Naima Shegow,
Mentorship Coordinator
Somali Centre for Family Services
1719 Bank Street, Ottawa ON K1V 7Z4
Tel: 613-526-2075
E-mail: n.shegow@scfsottawa.org
Website: <http://www.somalifamilyservices.org>

Erica Bregman
Mentorship Coordinator
Jewish Family Services
2255 Carling Avenue, Ottawa ON K2B 7Z5
Tel: 613-722-2225
E-mail: ebregman@jfsottawa.com
Website: <http://www.jfsottawa.com>



St. Stephen's Community House - It's Not all Black and White

The Inspiration ~ A Living Story of Mutual Support in Toronto

The history of St. Stephen's Community House is a "living story of mutual support, friendship and empowerment". Founded in 1962, It is one of the most reputable social service agencies in the City of Toronto, last year serving over 30,000 people. The Youth Arcade is a safe and positive meeting place for youth between ages 12 to 19 who spend time attending workshops, developing leadership and conflict resolution skills led by Peer Leaders and mentors.

The Focus ~ A Multi-Service Agency

St. Stephen's is a multi-service agency that has been meeting the needs of the Kensington Market and the surrounding area since 1962. It envisions an inclusive community in which harmony, empowerment and opportunity create social and economic justice and a better quality of life for all. The Youth Department provides innovative programming for youth at-risk.

The Story ~ A Place Where Groundbreaking Work is Done

Over twenty years, the Youth Arcade has become a place where neighborhood kids gather to talk, share, learn, dream, cry, work and explore. For the staff, it is where groundbreaking work is done. They work with local schools and social service agencies to support at-risk youth and their families. Creating a safe space was the draw card for youth who kept coming back because they felt the freedom to express themselves through all the creative youth-directed programming. There are a number of mixed raced youth that frequent the drop in program and this was the inspiration for the book, "**It's Not All Black and White**" that showcases the stories of over eleven biracial/mixed race youth through narratives, poetry and interviews. It is the hope of the contributors that other youth will find answers, gain insight, feel connected and ultimately be inspired by these stories.

Making a Difference in the Community ~ A Safe Space For Youth to Discover Themselves

Some youth "found" themselves during their years with us, exploring who they were and who they weren't, how to make changes in their life and how to move beyond what they thought they knew. Others in the community have proudly watched the youth progress. Others have been inspired to seek answers to their burning questions about themselves and life all in a safe space. The young people talk about how they have benefited by the drop in program. Many youth experience life challenges and the staff are part of the solution, helping youth make a healthy transition into young adulthood. Those involved in creating the book talk about the process of self-discovery, healing and finding a place to belong for the first time in some of their lives.

A Word of Praise

"This model of youth education and empowerment goes beyond the experience of these authors as their stories contribute personal lived experiences of identity, politics, and ethnicity ... (it is) a lasting and profound impact as a resource and tool for youth, educators and community organizations across the country and beyond. We are assured that this best practice will contribute to increased knowledge and understanding for youth, parents/guardians, social workers/youth workers in regard to race,

racism, discrimination, and identity/sense of self both as an individual and in relation to others, while contributing to literature that brings these topics to a wider audience, thus increasing knowledge and understanding of the issues among youth generally and in the community as a whole." Endorsement for the best practice, "It's Not All Black and White" by a former youth contributor.

Sharing your Best Practice and Reaching Out ~ Multiracial Youth Speak Out

The best practice is our third book- "**It's Not All Black And White**"- **Multiracial Youth Speak Out**. This book sheds light on the stereotypes, the assumptions, challenges and privileges around the issues of racism and racial divide in our society, while celebrating the incredible diversity of Canadian youth identity. Race and racism impact the lives of racialized youth who are the best people to tell their stories. This book provides an avenue for youth, parents/guardians, and social workers/youth workers, to become better equipped to understand, learn from and gain insight into what it means to straddle two or more racial worlds.

Overcoming Challenges ~ Lack of Funding for the Initiative

It was challenging to maintain consistent youth leadership through the entire process. Confronting race and racism are difficult topics to address. The discussions raised some contentious issues that youth struggled with. Youth changed their attitude, understanding and opinions and in some cases re-wrote their stories to reflect their growth. Significant government funding or foundation funding for this initiative was lacking but there was support through general funding and United Way's support for St. Stephen's.

The Best Practice Tool ~ Education for Youth by Youth

Our specialty lies in creating alternative learning materials for youth, by youth. Partnerships with youth allows for youth to participate in meaningful ways. Our best practice is ensuring that youth take on decision making roles. Staff supports youths' success.

Vision for the Future

Our vision for the future is that the eleven supported and trained youth leaders will continue this work in their own communities and be experts on issues related to racial identity and multiculturalism. The resource will be available in book stores, libraries, schools and communities across Canada and USA. Five thousand will be printed. A documentary will be aired on national television. It is hoped that the resource will be used extensively as an educational resource by teachers and social service staff.



Contact Information

Karen Arthurton
St. Stephen's Community House - Youth Department
260 Augusta Avenue, Toronto ON M5T 2L9
Tel: 416-966-2178
E-mail: akaren@ststephenshouse.com
Website: www.ststephenshouse.com



Award of Excellence Nominees

The Canadian Race Relations Foundation would like to thank all the nominees of the 2012 Award of Excellence Program for their dedication and commitment toward eliminating racism in Canada.

Aboriginal Council of Lethbridge
Affiliation of Multicultural Societies and Service Agencies (AMSSA)
Anishnawbe Health Toronto (AHT)
Bringing Youth Towards Equality (BYTE)
British Columbia Hate Crimes Team (BCHCT)
Canada Safeway Limited
Canadian Human Rights Commission
Caritas School for Life
Canadian Ethnic Media Association (CEMA)
Centre d'amitié autochtone de Val-d'Or
Collective Human Rights International Organization (CHRIO)
Correctional Service Canada (CSC)
Diversity Thunder Bay
Equitas
Immigrant and Multicultural Services Society of Prince George (IMSS)
Immigrant Sector Council of Calgary (ISCC) and University of Calgary
Intercultural Dialogue Institute (IDI)
Jane-Finch.com
Jewish Somali Family Services of Ottawa and Somali Centre for Family Services
Lethbridge Coalition of Municipalities Against Racism and Discrimination (CMARD)
Lougheed Middle School
Multi-Faith Saskatchewan Inc.
Municipality of the County of Kings - Race Relations & Anti-Discrimination Committee
North Shore Multicultural Society (NSMS)
Osgoode Hall Law School and the Human Rights Legal Support Centre
Roma Community Centre
Strategic Alliance of Broadcasters for Aboriginal Reflection (SABAR)
St. Stephen's Community House
The Mosaic Institute
Town of Truro Equity & Diversity Advisory Committee
Ukrainian Jewish Encounter (UJE)
Victoria Police Department