



2021

IMPACT REPORT

BOARD OF DIRECTORS

Vahan Kololian, CM, Chair
Dundee Staunton, Vice-Chair
Yusra Siddiquee, Director
Janice Price, Director
Kathleen Vesely, Secretary and Treasurer

ADVISORY COUNCIL

Dany H. Assaf
Baljit S. Chadha, PC
Bernie M. Farber
Blake C. Goldring, C.M., M.S.M., CD
Susie Kololian
Don Morrison
Reeta Roy
Yuen Pau Woo
Gaëtane Verna

MOSAIC CIRCLE

Mohammad Al Zaibak
Helena Gottschling
Peggy Bennett
Debra Campbell
Charles Coffey
Maya Fernandez
Phil Fontaine
Zabeen Hirji
Margaret O. MacMillan
John Monahan
Mike Morden
James P. Muldoon, Jr.
Gordon M. Nixon
Raheel Raza
Ed Safarian
Siddhartha Sengupta
Randy Vander Starren
Lorenzo Vargas

TABLE OF CONTENTS

Message from Leadership 3

IMPACT at a Glance 4

Next Generation and
UofMosaic Program Updates 5-8

Research that Matters 9

Advancing Policy, Training, and Dialogue10

Driving our Mission Forward, Together 11-12

Thank you to our Donors13

Financials.....14

LAND ACKNOWLEDGEMENT

Mosaic's office, located in Tkaronto/Toronto, is located on the ancestral and traditional lands of the Anishinaabeg, including the Mississaugas of the Credit, Haudenosaunee, and Huron-wendat (Wyandot) territory.

Mosaic's team, distributed across what is currently called Canada, celebrates the ancestral and traditional lands of the Algonquin, Attawandaron, Blackfoot, Lunaapeewak, Anishinaabeg, including the Mississaugas of the Credit, Haudenosaunee, and Huron-wendat (Wyandot) territory.

Dear Friends of Mosaic,

We are grateful to you for standing with us during increasingly complex times in our society. 2021 was another year of witnessing, further exposing and addressing longstanding and evolving issues rooted in prejudice from coast to coast. While extraordinarily difficult, we must shine a light on these injustices and their impacts to take meaningful action toward a safer, more inclusive and prosperous society for everyone.

We saw increased climate crises in British Columbia and evidence of environmental racism disproportionately impacting Black and Indigenous communities across regions. We were horrified by the confirmation of Indigenous children's bodies buried on the lands of formerly federally funded and church-run institutions created as part of a larger framework of colonization of Indigenous Peoples. The 2021 Olympics highlighted prejudice in sport - particularly impacting Black women. The pandemic continues to weigh more heavily on people from structurally marginalized communities, leaving long lasting mental health impacts across populations. The death of the Afzaal family in London was yet another example of the rise in hate crimes and polarization within Canada.

Your support has helped provide a direct and evolving response to these issues to create change on individual, community and systemic levels – not just at the time of acute awareness, but in ongoing and meaningful ways for lasting change. You'll read more here about your impact – including the continued success of our Next Generation and UofMosaic programs, the Leading Multiculturalism project, over 35 collaborations and presentations globally, and initiatives focused on dismantling prejudice in sport. The latter theme was highlighted by our recognition of Harnarayan Singh as our 2021 Peace Patron Award winner.

In a quickly changing society, it's difficult to capture events, outcomes and reflections of 365 days in one brief update letter. What is easy to see is that there are many, like you, who are committed to creating transformative change for peace, safety, inclusion, and acceptance through connection, support, action, and advocacy. While we said goodbye to several team members, and welcoming several new, we continue to challenge ourselves, organizations, and the systems around us, and work with and for community to accelerate knowledge and necessary action. Our values-based approach, including respect, inclusion, transparency, and accountability, will continue to guide us into the future. We welcome your reflections and ideas to hear what issues are important to you - please share with us your perspectives .

We appreciate your support in all forms and look forward to continuing to work with you into our 15th year.



A handwritten signature in black ink, appearing to read 'Vahan Kololian'.

Vahan Kololian
Chair



A handwritten signature in black ink, appearing to read 'Leigh Naturkach'.

Leigh Naturkach
Executive Director

TOGETHER, WE ARE DISMANTLING PREJUDICE THROUGH:



RESEARCH

We conduct **community-grounded research** through our post-secondary fellowship and student research programs that identify prejudices and recommend actions.



EDUCATION AND TRAINING

We work with and deliver **workshops and resources** for educators, community leaders, youth, organizations and policy makers to dismantle prejudice.



POLICY

We amplify the voices of people in Canada through our programs, research, and dialogues to **inform policy changes** that address inequities and prejudice.



DIALOGUE

We facilitate community led **in-depth conversations** using our Model of Dialogue to work through conflict, foster understanding, and find paths forward.

2021 IMPACT AT A GLANCE:

REACH

500,000+ : Facebook 86,608 | Instagram: 40,584 | Twitter: 426,500

COLLABORATIONS

35+ collaborations & presentations including:

- Amnesty International Canada
- Human Rights Watch
- G20 "Think20"
- UN Religious Harmony, Economic & Social Affairs, Environment
- Digital for Good Tech Conference
- Canada Int'l Council
- Metropolis Conference
- Hot Docs
- Canadian Race Relations Foundation
- Anti-Racism Directorate

RESEARCH | EDUCATION | PROGRAMS | TRAINING | POLICY

Mosaic's pillars work together for more effective outcomes.

22 internships, delivering:

- an interactive project on international multiculturalism
- five publications on prejudice in healthcare, business and education
- in-depth resource development for programs

Two virtual events bringing community together to raise awareness and funds to address prejudice, and amplifying changemakers

UofMosaic:

- Graduated 19 Fellows (2019-2021)
- Recruited and engaged 24 new Fellows for 2021-2023
- Produced a comprehensive digital learning hub
- Three campus dialogues and 20 workshops

Next Generation:

- 254 educators trained
- 13 workshops delivered
- 303 students engaged, 6 Junior Fellows
- 13 Schools and 11 School Boards

Policy, Training and Dialogue:

• Three initiatives informing three areas related to prejudice: funding policy, prejudice in sport, and hate on campus.



WE ARE EMPOWERING THE NEXT GENERATION.

Next Generation builds the foundation for youth ages 10-18 to create a more equitable and inclusive future for all. By delivering knowledge, resources, and skills focused on identity development, social-emotional learning, communication, and conflict resolution, **through 100+ resources, workshops, toolkits and more**, your support equips youth, educators and community practitioners to understand and address hard topics to change the world around them. Next Gen partners with schools in Ontario and BC. Now, Next Gen is growing nationally to include educational and community-based organizations.

In 2021, you directly impacted 500+ individuals, and reach 100,000+ more by helping:

- **Create** a youth-centred digital learning hub for young people to connect, share and receive resources, and develop social action plans
- **Launch** an exclusive *Peace Pedagogies* professional development course for educators that teaches them to rethink mainstream education systems, and promote peace learning and nonviolence in classroom and community
- **Deliver** six digital learning exchanges that encouraged youth to navigate difficult topics related to equity, inclusivity, and justice in community-focused events. Examples include *Online Hate & Social Media* and *Our Home on Indigenous Land*
- **Engage** youth in three interactive hybrid workshops:
 - *Communicating Through Identity & Difference*
 - *Peace Building from the Inside Out*
 - *Social Change: the Individual & the Collective*
- **Provide** a Junior Fellowship for six young change makers to build their communication, critical thinking, and leadership skills to set them up for success in their transition to adulthood

"I learned that small, individual actions can have a huge impact"

Toronto High School Student
and Next Generation Program Participant



Next
Generation
made
possible by
RBC
Foundation

Student Module: Dialogue Series



Why is language important?
How can I navigate uncomfortable conversations or conflicts?
How can I challenge ideas and disagree in a respectful way?
How can I create more meaningful relationships with others and become a better active listener?

In this module series, youth develop the skills and knowledge to answer these questions to dismantle prejudice in their communities.

Student and Educator Resource



Complex topics can be challenging to discuss but are essential for understanding and increasing equity and inclusion.

Through the Brave Spaces Toolkit, learners are encouraged to have challenging conversations that move them out of their comfort zones while fostering a nurturing environment. By engaging in open discussion, we increase new understandings, connection, and growth.

Workshop



What does social location mean? What impacts does our social location have on our lives and interactions with others? What parts of my identity do I love and which parts would I like to change?

Students develop the skills and knowledge to answer these questions in this workshop. A foundational part of resolving conflict and creating peace is increasing self-awareness and learning how to listen and communicate with empathy.

CONNECT WITH US

To learn more or inquire about working with Next Gen contact info@mosaicinstitute.ca.

BECAUSE OF YOU, YOUTH ARE CHANGING THE WORLD WITH UOFMOSAIC.

UofMosaic is an in-depth two-year post-secondary Fellowship program that equips student leaders with the tools to dismantle prejudice on campuses across Canada. The unique platform provides emerging leaders with professional and personal growth opportunities, and helps them to collaborate on youth-led and youth-focused campus projects. Our outreach is conducted through existing partnership, and is seeking to expand further across the country and to colleges.

In 2021, you helped:

- **Graduate** 19 Fellows, including three Regional Presidents
- **Engage** 24 new Fellows, including three new Regional Presidents, from nine universities and seven provinces
- **Break down financial barriers** to education and opportunities that support Fellows in their goals, such as language training, presenting at international conferences, and coding skills.
- **Organize** campus dialogues that analyzed the effects of the pandemic on three urgent issues:
 - *Digital safety*
 - *Food insecurity*
 - *Women's rights*
- **Deliver** 20 online workshops on topics such as:
 - *Climate justice*
 - *Decolonization and restorative practices*
 - *Anti-racism*
 - *Human rights*
 - *Mobilizing change*



"UofM helps me develop my leadership skills, build lifelong connections, develop my network, and learn more about myself."

UofMosaic Fellow,
Cohort 2021-23

UofMosaic made possible through the partnership of:



Thank you to Reeta Roy for your support of the
James P. Muldoon Jr. Bursary Award

Dialogue in LGBTQ+ Liberation: Past, Present, and Hopeful



Fellow Matteo Scuri shares the importance and power of dialogue in the LGBTQ+ community and how it can be used for positive change, by analyzing both the history and current state of the community. His paper reflects Mosaic's core values of promoting respectful dialogue, reducing conflict to enact positive change, diversity & inclusion, and global citizenship.

By categorizing LGBTQ+ liberation into three defined stages, Matteo hopes to inspire readers towards more actionable change.

[LEARN MORE](#)

Food Insecurity & Inequality in the Pandemic Age



In 2020, Canada saw a huge increase in the people accessing food banks. In the first four months of the pandemic, first-time food bank visitors in Ontario spiked 26.5%. In this UofMosaic Fellow-organized event, Dr. Lynn McIntyre OC, University of Calgary, Paul Taylor of FoodShare Toronto and Ekta Amarnani of Mom's Kitchen shared the realities of food insecurity.

This campus dialogue was organized by UofMosaic Regional President, Caroline Wesley, and Fellows Mariam Vahed, Almeera Khalid, Maria Del Mar Cuevas and Janine Hadidi.

[LEARN MORE](#)

The Retreat and the Return: Canada's Chance to Re-enter the World Stage



Fellow Kelly Grounds focuses her paper on Canada's foreign policy and international engagement and its decline since the 1990s, after Canada lost its bid for a UN Security Council Seat in 2020. Her argument is that while Canada's engagement in the global community has sharply decreased since the 1990s, the country's perception of itself as a global leader is not accurate in the present. Kelly suggests that Canada's most effective way to get to a standing similar to that of the 1990s is by becoming more active in the global community and, in a sense, a better global citizen.

[LEARN MORE](#)

CONNECT WITH US

To learn more or inquire about working with UofMosaic, contact info@mosaicinstitute.com.

THANKS TO YOUR PARTNERSHIP, WE ARE PRODUCING RESEARCH THAT MATTERS.

Bill C-15 received Royal Assent, so what's next?



On June 21st 2021, Bill C-15, an Act Implementing the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), received royal assent.

What does this mean, and what can individuals and organizations do to support Indigenous reconciliation, rights and self-determination?

[LEARN MORE](#)

Leading Multiculturalism: Canada's Impact on Global Diversity Policies



In celebration of the 50th anniversary of Canada's multiculturalism policy, this project reviews its impact at home and abroad. This project analyzed 19 other countries' approach to multiculturalism through an interactive web element that was youth-led and youth-created.

The country profiles consider domestic policy, international advocacy, and civil society measured against a matrix of Canada's key elements.

[LEARN MORE](#)

The Impact of Environmental Racism in Canada



Black civil rights leader Benjamin Chavis defined the concept of environmental racism - addressing the systemic nature of racism and discrimination which persists in environmental decision-making today, and how it is necessary in how to resolve the issue.

This report examines environmental racism, and what we can do to create a more green, sustainable and equitable future for all.

[LEARN MORE](#)



MEET CAMERON TING (SHE/HER), MOSAIC INTERN & RESEARCH OFFICER

Cameron joined us as an undergraduate student at the University of Toronto, studying Peace, Conflict and Justice. She strives to understand other people's lived experiences and how it impacts their sense of belonging. Cameron was involved in the *Leading Multiculturalism* project.

TOGETHER, WE ADVANCED: POLICY, TRAINING, AND DIALOGUE.

Anti-Racism Directorate Co-design Labs



As part of the community engagement phase of the **Anti-Racism Anti-Hate Grant Program** (ARAH), Mosaic worked with the **Anti-Racism Directorate** to facilitate two virtual Co-Design Labs with key stakeholders, organizations and community leaders.

The insights from these sessions informed the ARAH grant design. The grant provided \$3.2M in funding for community initiatives that focused on the impact of racism and hate in Ontario.

York University Student Community & Leadership Development Series



In November 2021, Mosaic delivered two workshops to nearly 100 attendees as part of York University's "**Unlearning Hate**" series. The two sessions were entitled "**Don't Pass it Down: Dismantling Intergenerational Prejudice**" and "**Healing from Hate: Peace Building from the Inside Out**".

Dismantling Prejudice in Sport



Mosaic convened two dialogues, "**Socioeconomic Access for Youth in Sport**" and "**Dismantling Racial Prejudice in Sport**", gathering experts, athletes, parents and government officials to discuss where the issues lie and what we can all do to overcome them.

This project also produced a partnership with Hot Docs Ted Rogers cinema, where the Mosaic audience had access to five associated documentaries to aid in their knowledge-building journey.

MOSAIC WINS AWARD FOR WORKPLACE MENTAL HEALTH



The Mosaic Institute was named the CharityVillage Awards Winner for the "Best Nonprofit Employer (Under 20 staff) - Workplace Mental Health" category at the inaugural CharityVillage Awards in 2021. CharityVillage is the top Canadian source for non-profit news, jobs, funding, and training to 170,000+ organizations across Canada.

THANKS TO OUR DONOR COMMUNITY, WE GATHERED (VIRTUALLY) TO DRIVE OUR MISSION FORWARD.

Mosaic's work is only made possible through your partnership. Thank you for your generosity!

2021 Peace Patron Celebration

The 2021 Peace Patron Award and event was held virtually, across the country. With the support of local businesses from across Canada, our guests were able to enjoy a meal and activities at home while honouring Harnarayan Singh for his work in dismantling prejudice in the world of hockey broadcasting and becoming a beacon of hope for sports fans everywhere.

Highlights



- Raised \$146,465 from over 50 individuals and organizations
- Hosted over 200 people virtually from the comfort of their own homes
- A welcome by Indigenous Grandmother Kim Wheatley and tributes from Mayor John Tory, Naheed Nenshi, Ron Maclean, Brian Williams
- Hosted *Dismantling Racial Prejudice in Sport* dialogue featuring:
 - Christian Blake
 - Dr. Janelle Joseph
 - Mekwan Tulpin
 - Julian SpearChief-Morris

[WATCH THE RECORDING](#)

Thank you to our 2021 Peace Patron Committee:

Vahan & Susie Kololian | Dundee Staunton | Kathleen Vesely | Yusra Siddiquee | Tom Wright

Harnarayan Singh, 2021 Peace Patron Honouree

Born and raised in Alberta, Harnarayan Singh has risen through the broadcast ranks to become the host and play by play announcer on Hockey Night in Canada's Punjabi broadcast, challenging the status quo along the way. As the National Hockey League aims to grow the game in new markets and diversify its fan base, Harnarayan symbolizes the power that sport has to unite people.



RACISM WILL ALWAYS EXIST

Racism will always exist.
So stop thinking that,
You can make a difference.

The truth is:

Our nature is rooted in hate & greed.
It's so silly to preach that,
Unity, is all we need.

Education can change everything.
That statement is nothing but a lie.
We all know:

People learn to pull a trigger, before they learn to ask why.

All my life, I've heard that:

Immigrants should be told to leave.
Not many people believe:
Minorities are a part of this country.

Things would be easier if I were dead.
Never in my life have I said:
I'm proud of my skin, and who I am within.

Just like you, these are things I wish I'd never heard.

BUT NOW LET'S READ THIS IN REVERSE, WITHOUT CHANGING A SINGLE WORD.

WALI SHAH, THE PEOPLE'S MESSENGER - SPEAKER, POET, CHANGEMAKER

As an alumni of RBC's Top 25 Canadian Immigrants, Wali Shah is a poet and public speaker. He's delivered TED talks, created poetry for corporate events, narrated voice overs for commercials, and spoken at hundreds of schools and colleges across North America. His work inspires thousands to follow his voice, journey, and advocacy.



CommUNITY Art Fair

Page | 12



In 2021, Mosaic introduced a new event called CommUNITY that profiled young artists who are dismantling prejudice through art. With a bespoke performance by spoken word poet, Wali Shah, the evening included work from teachers and students at a Toronto high school, a young musician, poet, and visual medium artist.

Thank you to everyone who participated in this virtual event to advance Mosaic's mission.



Thank you to our generous donors in 2021



WHY I GIVE

"I'm pleased to support Mosaic's important work of dismantling prejudice. In order to propel society to be more inclusive and welcoming, we need to support organizations like Mosaic who are at the front lines of transforming society for the better."

Rohit Mehta

Founder & President,
DoGood Fundraising
Past Next Generation Facilitator

BMO Financial Group
Royal Bank of Canada
York University
Griggs Family Foundation
Decision Point Research
Chadha Family Foundation
Economical Insurance
Aventine Investment Council

Anonymous
Dany Assaf
Robert Babinski
Debra Berman
Kevin Braiden
Michael Butler
Joan Butler
Debra & Barry Campbell
Maureen Campbell
Julia Connell
John Coulton
Chaim Cutler
Douglas Davis
Susan & Laurence Dime
Louis & Maureen Favretto
Melody Favretto
Steven Flanders
Michel Fortier
John Freyseng
Lucy Fromowitz
Vinitha Gengatharan
Sandip Gill
Blake & Belinda Goldring
Helena Gottschling
Susan Guichon
Damian Gunartane

Duncan Hamann
Keith Harradence
Mohammed Hashim
Beth Henning
Barbara Hislop
Jane Humphreys
Richard Ivey
Nancy Kennedy
Carolyn Keystone & Jim Meekison
Bill & Sue Kidd
Vahan & Susie Kololian
Tanya Kololian
Donald Lang
Elizabeth Levitt
Michael MacMillan & Cathy Spoel
Rachel Mansell
Sasha & Michael McCue
Rohit Mehta
Michelle Meneley
John Monahan
David Moorcroft
Kenneth Morell
Leigh Naturkach
Anton Nicolaides
Susan Ormiston & Keith Harradence
Olga Osmushina
Gilles Ouellette

Chris Paliare
Donna Poile
Frances Price
Janice Price
Baljinder Rakhra
Ken Rawana
Marisha Roman
Reeta Roy
Lena Sarkissian
Krikor Shahinian
Abigail Shakespeare & Sarah Woodland
Gwen Shakespeare
Sarah Shakespeare
Anthony Sigel
Dundee & Patricia Staunton
Kathleen Vesely
Michael & Jade Warf
The Honourable Senator Yuen Pau Woo
Tom Wright
Kathryn Wyatt Cottingham
Bill Young

If you see any errors or would like to change the information displayed, contact Abigail at as@mosaicinstitute.ca

FINANCIALS

Statement of Revenue and Expenses Year ending December 31, 2021

	2021	2020
Revenue		
Donations and Grants	374,999	1,078,519
Fundraising Events	140,691	136,956
Investment Income	(777)	1,528
Contracts	92,198	
Total Revenue	607,111	1,217,003
Operations Expenses		
Salaries	240,364	238,227
Rent	87,610	86,834
Administration	102,116	89,872
Special Events	50,615	2,182
Total Operations Expenses	480,705	417,115
Projects Expenses		
UofMosaic	114,073	122,638
Next Generation	153,500	183,596
Anti Racism Directorate	6,873	60,068
Science of Racism	320,364	199,264
James P Muldoon Bursary	7,510	25,011
Total Project Expenses	602,320	590,577
Total Expenses	1,083,025	1,007,692
Excess (deficiency) of revenue over expenses	(475,914)	209,311

Statement of Financial Position Year ending December 31, 2021

	2021	2020
Assets		
Cash	220,584	594,344
Accounts Receivable	1,276	136,874
HST Recoverable	47,407	25,589
Prepaid Expenses	7,155	5,337
Capital Assets	66,569	103,576
Total Assets	342,991	865,720
Liabilities and Fund Balances		
Current Liabilities	85,547	132,362
Restricted Funds	30,817	23,327
Unrestricted Funds	226,627	710,031
Total Liabilities and Fund Balances	342,991	865,720

dismantling prejudice
dismantling prejudice
dis
dis
dis
dis
dismantling prejudice
dismantling prejudice



QUESTIONS?

CONTACT

INFO@MOSAICINSTITUTE.CA

OR 416-644-6000 ext 680

