



Action Dignity

ANNUAL REPORT
2017-2018





*Everyone is worthy
of dignity & respect*



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WHO WE ARE

We are proud to announce our new name and share with you our new identity.

Our Brand Story

Why **ActionDignity**?

We're all worthy of dignity and respect.

We are a country steeped in indigenous histories and fused together in a mosaic of cultures. We pride ourselves of being a nation who respects and values differences. We see equality is a right, but as it is with all of our rights, we must never take it for granted, always remind each other of its importance and fight for it. We exist to ensure all of us experience this right. That we never forget how our differences make us stronger and how our conviction of being a fair and just community is always upheld.

We all have a role to play. Each one of us is responsible for the quality of the community we live in. We all play a role in building our community and our future. We must act for our rights and our beliefs. We can all demonstrate our support and the value and respect we have for each other, with every interaction and at every moment. It's our choice what kind of future we build. Our actions define us.

WHAT WE DO

We continue to facilitate the collective voice of ethnocultural communities towards full and equitable civic participation.

We:

- Increase public awareness, knowledge and skills for issues important to ethno-cultural communities
- Engage ethno-cultural community members and organizations to create a collective voice on key issues
- Work towards social inclusion of individuals, families and communities, foster natural supports, identify and build on community strengths, bridge between cultures and service providers, and support community-led actions for positive change
- Conduct and share research on the experiences of ethno-cultural community members to inform decision-making and change within public policy, institutions, service systems and communities
- Bridge ethno-cultural community members and organizations with academia, public institutions and national organizations to provide an ethno-cultural perspective on important initiatives through the Broker Strategy
- Strengthen the capacity of ethno-cultural community organizations for community building, cross-community collaboration and civic participation
- Support community-led initiatives that address challenges and concerns

BOARD CHAIR'S REPORT

ActionDignity's Board of Directors, along with staff and stakeholders, continues to work towards our vision of a society that is just and equitable for all. This year, ActionDignity completed implementation of its five-year strategic plan (2013-2018), making substantive progress in key areas of communications, fund development, and systems and public policy change. I am excited to share our achievements from the past year, as well as our plans.

Celebrating our 15th anniversary

The Board launched the *Our Canada, Our Story*, a community theatre presentation held at the Jack Singer Concert Hall, which was our most impactful community engagement and public awareness event to date. It effectively engaged hundreds of community members, strengthened the collective voice of youth, raised awareness of equity issues, and diversified ActionDignity's income stream. Celebrating Canada 150 and ActionDignity's 15th anniversary, ActionDignity used performing arts as a medium to tell the story of the contributions of ethnocultural communities and First Nations, while raising awareness of their struggles and experiences of discrimination. The event was a tremendous success, building cross-cultural collaboration, new relationships with Indigenous communities, and showcasing the talents of ethnocultural performers. It reinforced the message that we are very much part of Canada and Canadian society.

Engaging our ethnocultural youth

The Board recognizes the importance of ethnocultural youth voice and leadership in our organization and community. They are our future community leaders and champions. This past year, we are proud to say that they played key leadership roles in two of our events: our community theatre event and the United Nations International Day for the Elimination of Racial Discrimination in March.

Rebranding our organization

The Board created the Communications Task Force to guide us through a rebranding process to more accurately portray the organization's position, mission and commitment to equity. Our new brand, ActionDignity, culminates the final piece of our current five-year strategic plan.

New Five-Year Plan

The Board led a participatory planning process, involving staff and Board committee volunteers to create a new strategic plan (2018-2023) towards new capacities for supporting collaborative action for equity. Our four strategic priorities are:

- *Amplify Voice, Lens and Leadership*
ActionDignity will broaden ethnocultural engagement, amplify the collective voice of communities, sharpen

BOARD CHAIR'S REPORT

analyses of issues from an ethnocultural and equity perspective, and spearhead and strengthen cross-sector collaboration for equity work.

- *Elevate Awareness and Action*

We will deepen public awareness on issues impacting ethnocultural communities and broaden relationships for impactful action.

- *Advance Participation and Collaboration*

Action Dignity will expand its organizational structure into a unique shared platform for supporting community action and collaboration. This will strengthen support for emerging leadership, innovative prevention or solution-based community action, and cross-community and cross-sector collaboration towards equity.

- *Enrich Capacities*

We will build new capacities by strengthening core capacities of staff, community brokers, leaders, Board Members, volunteers and ethnocultural communities as we grow and expand our reach as an organization.

As ActionDignity develops and embraces new challenges, I am more excited than ever for the future of this organization and the impact it will have. I would like to thank the Board of Directors for their vision and leadership, guiding us to ever greater heights. I would also like to thank our Executive Director, Marichu Antonio, and the staff for their hard work and devotion to ActionDignity and its mission. I would finally like to thank our many volunteers, partners and funders for their continued commitment to ActionDignity, providing the support that is so important for us to flourish as an organization.



Pearnel Nevins
Board Chair

EXECUTIVE DIRECTOR'S REPORT

GIANT STRIDES

ActionDignity, in collaboration with ethnocultural communities and partners, has made giant strides this past year.

This year marks the start of a new five-year strategic plan from 2018 to 2023, signaling our stronger focus on policy and systems change.

In 2017, our organization marked its 15th anniversary, coinciding with Canada's 150th year of confederation. We celebrated both occasions by staging our *Our Canada, Our Story* at the Jack Singer Concert Hall with 700 community members in attendance. Created in collaboration with First Nations partners and the arts community, the play was our breakthrough experience of using people's stories through community arts in raising public awareness, education and engagement. It deepened our understanding of how our country is steeped in indigenous histories and fused in cultures from waves of immigration.

RACIAL EQUITY AND INTERSECTIONS WITH EQUITY LENS

Our country strives to heal through the recommendations of the Truth and Reconciliation Commission, and to grow because of immigration. Yet it is disturbing to see an increasing number of hate crimes across Canada. Alberta and Edmonton have seen the highest rise of reported hate crimes in the country in 2014 and 2015, not including unreported cases of hate speech and other incidents. This calls for communities and groups to connect and collaborate around human rights and racial equity.

With this backdrop, we laid the grounds for three new multi-year initiatives addressing issues of racism and equity. These include: a national anti-racism youth collaborative between three cities; a city-wide coalition seeking equity as part of a province-wide partnership with five municipalities of Alberta; and a province-wide initiative to deepen the understanding of diversity and equity practice among Alberta's not for profits.

As we gained traction in our public policy work, we brought a racial equity lens into the intersectionality of lenses in our public engagement work. Notable among these are Calgary's Cultural Plan, Alberta Health Services' Person-Centred Care Strategy and Framework, the Health Care 101 curriculum, and the Occupational Health and Safety and Employment Standards. ActionDignity is positioned as a key player in the discourse on equity and creating welcoming communities through the Leadership Council of Calgary's Cultural Plan, Calgary Local Immigration Partnership, and Coalitions for Equity for the Province.

In 2017-2018, 113 leaders, organizers and brokers received training from Action Dignity. They led 82 community action plans, and engaged a total of 11,547 individuals in a total of 121 events, forums, meetings, youth camps, and activities through collaboration with partners. 225 youth and leaders participated in the mayoral forum and

municipal elections. We mobilized and oriented sixty-two (62) leaders to participate in a series of roundtable discussions with key provincial and federal ministries and funding bodies. These leaders and brokers engaged their communities as they brought their voices to the table. The key issues they brought forward focused on anti-racism, immigration, and equitable access to services and resources.

Our rebrand from Ethno-Cultural Council of Calgary to ActionDignity is a significant step in recognizing the importance of linking our mission and goals with that of the larger society by deepening our understanding of issues, broadening our lens, expanding our stakeholder engagement, and diversifying our creative approaches.

TOWARDS A NEW COLLABORATIVE ORGANIZATIONAL FRAMEWORK

Having gained insights from our experience serving as an umbrella organization for a growing 76 organizational membership, ActionDignity will transition into a new organizational model - a Community Development Shared Platform model. After completing our research on our Broker Strategy and the Platform model, we are exploring various collaborative ways to serve as a platform organization for our members and partners while providing support to mutually boost each other's capacity. Through community engagement sessions, our organizational members identified the top five initiatives for community collaboration. These are youth engagement, family health and wellness, seniors' rights and welfare, employment, and organizational capacity building.

We started the year with challenges of losing two of our multi-year Broker programs serving newcomers and seniors. We quickly shifted our focus to elevating our Broker work from serving families and individuals to community-level changes and systems/public policy changes. This shift paved the way to increased opportunities for new multi-year projects and partnerships.

CELEBRATING OUR SUCCESSES

We are proud to be a co-recipient of one outstanding award, the United Way Spirits of Gold Award for Engaging Communities in our Greater Forest Lawn Community Connector Initiative in partnership with Sunrise Community Link Resource Centre. We also received a nomination, specifically for one of our staff, for Alberta Health Services President's Excellence Award for our collaboration work in the Health Care 101 partnership.

We have witnessed how our efforts of the past 15 years have come into fruition. We share these successes with our member organizations, partners, funders, volunteers and communities who have supported us in so many ways. We share these successes with our Board who provided leadership and guidance in our work through the gentle and firm leadership of Pearnel Nevins, our Board Chair. I am forever grateful to our committed staff and brokers whose dedication, knowledge and skills have made ActionDignity go through giant strides, positioning our organizations and communities to be a significant player in community change.

Congratulations!



Marichu Antonio
Executive Director

OUR YEAR AT A GLANCE



168

number of collaborations with organizations, community groups and agencies as partners and networks



113

number of leaders, brokers and community organizers trained



508

number of volunteers who helped in ActionDignity programs, events and activities



11547

number of volunteer hours



251

number of Individuals Directly Supported (peer & natural supports, parenting, English conversations, education on rights, training)



11544

number of Individuals Engaged in community meetings, action plans, community events, educational forums



121

number of Community Activities, days of youth camp, forums and events



75

number of Workshops, Focus Groups conducted



17

number of Peer Groups and Natural Support Groups



82

number of Community Action Plans

COLLECTIVE PROGRAM IMPACTS

Pursuing the vision of a just and equitable society for all is complex work. Among other things, it requires broad collaboration and a reflective process of action and learning. In the past year, ActionDignity recognized the need for its programs to work together more strategically so that action and learning could be more collaborative and collective impact could be achieved more effectively and efficiently. The following are impacts resulting from collaboration between ActionDignity programs, member organizations, communities and partners. More details can be found in Program Reports, pages 12 to 25.



Contribution of Ethnocultural Lens

Ethnocultural communities are often under-represented in public research or when decisions are made about services, institutional procedures and public policies. This can result in decisions that create unequal opportunities for access, fair treatment, opportunity or positive results. ActionDignity contributed an ethnocultural perspective to inform public policy, institutions, programs and services through contributions to:

- Calgary Cultural Plan implementation and Leadership Council;
- Healthcare 101 Collaborative;
- Calgary Domestic Violence Collective;
- Calgary Local Immigration Partnership (CLIP);
- Big Brothers Big Sisters National Diversity Council;
- formal dialogues between ethnocultural community leaders and provincial and federal Ministry representatives



Increased Public Awareness of Equity Issues

Public awareness was raised about equity issues impacting ethnocultural communities through:

- The launch of the ActionDignity rebrand: communicates the importance of working collaboratively to address equity issues;
- High-profile, public events that shared powerful stories: *Our Canada, Our Story* community theatre project United Nations International Day for the Elimination of Racial Discrimination (UNIDERD) community event; Newcomer Electoral Candidates Forum prior to

municipal election;

- Mayoral Town Hall: increased youth interest and engagement in municipal issues; and
- Sharing of collaborative research findings with ethnocultural communities: raises awareness and fosters ideas for community-based prevention and solutions.



Strengthened Capacity for Leadership and Action

Innovative initiatives strengthened the leadership and action of ActionDignity and communities:

- New training curricula was developed and piloted with community members, leaders and brokers to help them identify different leadership approaches, reflect on community experiences and root causes of issues, recognize the importance of diverse collaboration, and strengthen natural supports in communities.
- 18+ member organizations worked together to identify 5 priority issues, paving the way for common vision and future collaborative work.
- Planning sessions prepared community leaders to effectively present their asks and recommendations in formal dialogue with policy decision makers.
- A new Strategic Plan was developed to guide ActionDignity over the next five years.
- New, multi-year funding was secured to address strategic priorities of engaging youth and collaborating broadly for equity.
- Investment in technology and communications and the engagement of students and volunteers increased the effectiveness and efficiency of ActionDignity's internal operations.
- Every Vote Counts (EVC) 2017 project facilitated the

collective voice of a new group of ethnocultural and immigrant youth to participate and exercise their rights in the municipal elections.

Fruits of Systems Change Work

The results of past research and collaborative efforts to influence public policy, institutions and service delivery began to be shared with decision makers and demonstrate results:

- City of Calgary resolved to create a Leadership Council for the Calgary Cultural Plan, of which ActionDignity is now a member.
- *Our Canada, Our Story*, a community theatre project representing implementation of the Calgary Cultural Plan, was performed at the Jack Singer Concert Hall.
- Person-Centred Quality Indicators (PCQI) resulting from collaborative research were used to inform the Person-Centred Care Consensus Panel, a Pan-Canadian panel reviewing existing quality indicators used in accrediting and benchmarking the quality of healthcare delivery in Canada.
- The domestic violence sector increasingly recognized the importance of men's engagement and natural supports in response to findings of the Alberta Men's Survey (a collaborative research project ActionDignity contributed to) and the Ethno-culturally Diverse Communities Committee (convened and hosted by ActionDignity).
- Recommendations developed through the New Alberta Workers Community Based Research Project were presented to inform the Ministry of Labour.
- Migrant Mothers Project collaborative research findings were presented at the Metropolis Conference to share policy-related issues and recommendations for change.

Expanded Reach and Positioning

By forming new relationships and raising existing relationships to new levels, ActionDignity expanded its reach and positioning as an important actor for equity in Calgary and Alberta:

- New and strengthened relationships in the arts sector enabled innovative strategies for cross-cultural

community collaboration, sharing powerful stories and fostering empathy: Arts Commons, Antyx Community Arts, Calgary Arts Development, ethnocultural artists and performing groups.

- New relationships with Indigenous community members and organizations increased awareness of Indigenous experiences, history, and common issues impacting equity: Indigenous performers, Thundering Nations, Pathways Community Services Association.
- Outreach to businesses generated support for community projects *Our Canada, Our Story*, Community Builder Recognition Award in Greater Forest Lawn.
- Provincial and federal government representatives and policy decision makers increasingly sought ActionDignity for its capacity to mobilize ethnocultural community leaders to contribute an ethnocultural lens on current issues.

Improved Quality of Life for Individuals, Families and Communities

ActionDignity programs and community-led action plans helped improve quality of life for individuals, families and communities

- *Our Canada, Our Story* supported youth to connect to community, reflect on their identity, develop their sense of purpose and belonging, and feel proud of their contributions.
- Men, women and youth engaged in domestic violence prevention initiatives recognized their own leadership roles within their social circles and developed protective factors such as access to sports, natural supports, information and services.
- Families gained understanding for their right to advocate for efficient and effective health services
- Increased dialogue on traditionally taboo topics reduced stigma within communities on issues such as domestic violence and mental health.
- Community Conversation Circles identified local and systemic issues and resulted in community-led action plans to reduce isolation, care for those living in poverty with dignity, provide access to basic needs, and offer new community-based programs by engaging volunteers and service providers: little libraries, tax clinic, community fun night, little free pantries, women's safety, positive parenting, connecting with Indigenous community.

PROGRAM REPORT

Sustaining Healthy and Awesome Relationships (SHARE)

Staff: Vic Lantion, Program Coordinator

Community Brokers: Jay Zapata, Kathrin Enstas, Madan Nath, Rico Lagao and Wunmi Idowu

Community Connectors: Arlene Beradio, Fartoon Siad, Hala Said, Ruba Samaan, Stephen Li, Tiffany Barbosa

Community Translators: Atul Thanki for Gujarati, Fahima Sultani for Farsi, Henry Ngo for Vietnamese, Kathrin Enstas for Arabic, Maaza Habtemariam for Amharic and Tigrignia, Sukhwant Parmar for Punjabi and Hindi, and Stephen Li for simplified Chinese.

Funding Partners: United Way of Calgary and Area, University of Calgary O'Brien Institute of Public Health for the Person Centred-Quality Indicator (PC-QI) Research, University of Calgary Division of Palliative Medicine for the PaCES (Palliative Care Early and Systematic) Research

PROGRAM DESCRIPTION

SHARE is a community-based primary prevention initiative promoting alternative strategies to address the root causes of domestic violence through collaboration with ethnocultural communities and the Calgary community. SHARE co-designs non-programmatic domestic violence prevention strategies with community leaders and members. It engages communities through research, planning and action to address the systemic, structural and cultural roots of domestic violence. SHARE collaborates with various stakeholders to promote healthy communities through healthy relationships.

HIGHLIGHTS OF ACHIEVEMENTS & OUTCOMES

Contributing an Ethnocultural Lens to Research and Systems Change: SHARE increased the accessibility of research projects and the participation of ethnocultural community members to provide an ethnocultural perspective that would otherwise have been lacking.

- *Person-Centred Care Quality Indicators (PC-QI) Community Researchers* – In collaboration with LEAD and the University of Calgary O'Brien Institute of Public Health, SHARE trained and supported Community Researchers from 6 ethnocultural communities (Chinese, South Asian, Filipino, Latino-Hispanic, East-African, and Syrian) to gather diverse perspectives of community members about addressing barriers to participation. Research results are being considered by the Person-Centered Care Consensus Panel, a pan-Canadian group reviewing healthcare quality indicators.
- *PaCES research tool translation* – SHARE contributed to the University of Calgary Division of Palliative Medicine PaCES research project by supporting Community Brokers to translate research tools into Calgary's top 10 ethnocultural languages.
- *Migrant Mothers Project (MMP) research results* – SHARE is working with the Toronto-based Migrant Mothers Project (MMP) to disseminate study findings to communities regarding permanent residence and family reunification for immigrants with precarious immigration status in Canada

- *Strengthening natural supports* – SHARE and the Ethnocultural Diverse Communities Committee communicated research results from the Alberta Men’s Survey to inform the domestic violence sector about the importance of men’s engagement and building natural supports. The Calgary Domestic Violence Collective has recognized ECDC as one of its top three priorities for 2018-2020.

Community Action and Prevention Strategies:

SHARE supported ethnocultural brokers, ethnocultural leaders and service providers to plan and implement Community Action Plans (CAPs) to support men’s engagement and strengthen natural supports in community. CAPs used innovative community engagement strategies such as basketball, dance theatre, yoga, family activities and collective kitchens. Community members became more comfortable talking about taboo topics such as domestic violence and mental health. They recognized the leadership roles and support they could provide within their own social circles.

Collaboration for Change: SHARE contributed to externally initiated collaborative projects on domestic violence prevention in Calgary:

- North of McKnight Domestic Violence Prevention Initiative – cofacilitated training for 18 community groups to implement community-led domestic violence prevention activities
- Alberta Mentoring Program Peer Mentorship Training – acted as convener in Calgary
- Calgary Domestic Violence Collective – presented on the topic ‘Promoting Natural Support’ at the 2nd Annual Bridging Conference
- East Calgary Family Violence Prevention Collaborative at East Calgary Health Centre – presented on the topic ‘Promoting Natural Support’

SUMMARY OF OUTPUTS

- 3 research partnership initiatives (PC-QI, PaCES and MMP)
- 111 individuals engaged in Person-Centred Care Research
- 7 survey tools translated into 9 languages (PaCES)
- 16 individuals attended the Caregivers Journey Panel Discussion
- 131 individuals from 12 ethnocultural communities (Filipino, Latino, Syrian, Nepalese, Sudan, Nigeria, Kenya, Sierra Leone, China, Bosnia, and Blackfoot) benefited from five community action plans on healthy relationship promotion and domestic violence prevention
- 20 community leaders of North of McKnight Domestic Violence Prevention Initiative learned about social and cultural aspects of domestic violence
- 28 service providers received information on engaging natural supporters and reaching the ‘average Joes and Janes’ in ethnocultural communities
- 30 community leaders learned about peer mentorship facilitated by Alberta Mentoring Program
- monthly meetings were hosted for Ethno-Culturally Diverse Communities (ECDC) Committee
- 8 volunteers contributed 131 volunteer hours



Mentoring Training for 16 Ethnocultural Leaders/Brokers and 14 Members - October 2017

PROGRAM REPORT

LEAD for Change

Leadership Engagement, Action & Development (LEAD) Program

Staff: Sheeba Vijayan, Program Coordinator
Carissa Gravelle, Community Engagement

Funding Partner: Family and Community Support Services (FCSS)

PROGRAM DESCRIPTION

The LEAD for Change program promotes racial equity, inclusion and cultural awareness in public systems and policies. It aims to address systemic inequities in public institutions, government and service systems so members of ethnocultural communities can fully participate in economic, social and civic life.

HIGHLIGHTS OF ACHIEVEMENTS & OUTCOMES

Contributing an Ethnocultural Lens: Sharing an ethnocultural lens fosters equity by ensuring decision makers in services, institutions and public policy are aware of the experiences, perspectives and action ideas of ethnocultural communities. LEAD contributes an ethnocultural lens through its broad collaborations. Highlights include:

- *Healthcare 101* – Building on the SHARE programs' collaborative work with the PC-QI project to consider quality indicators in healthcare, LEAD contributed to generating ethnocultural input in the development of a tool that provides community members a systemic view of the healthcare system. Moving forward, LEAD will work collaboratively with Alberta Health Services, communities and other stakeholders to test the tool and gather the experiences and perspectives of ethnocultural community members regarding quality health service.

- *Calgary Local Immigration Partnership (CLIP)* – LEAD provides input to this multi-sector, community-based, city-wide partnership designed to build more welcoming communities to improve the integration of immigrants and newcomers.
- *Big Brothers, Big Sisters National Diversity Council* – ActionDignity participates in the implementation strategies for diversity, equity and inclusion.

Sharing Research and Taking Action: Research must inform action to create changes for greater equity, and policy must be implemented meaningfully to have impact in communities. LEAD contributes to both these efforts:

- *Cultural Plan for Calgary* – LEAD presented to City Council to advocate for implementation of the Cultural Plan for Calgary and the development of a leadership structure. ActionDignity now sits on the Leadership Council for Cultural Plan for Calgary.
- *Migrant Mothers Project (MMP)* – Building on the SHARE program's collaborative research into the experiences of live-in-caregivers, LEAD is engaging South Asian community members to understand impacts of the spousal sponsorship program on immigrant women. LEAD also collaborated with SHARE to present MMP research findings back to communities to increase awareness of priority issues and policy recommendations.
- *New Alberta Workers (NAW) project* – Research results were shared with community members and

brokers to inform them of their rights and actions they can take.

Relationship Building and Dialogue to Inform Policy:

In the past year, ActionDignity's profile as an umbrella organization capable of mobilizing community leaders to provide an ethnocultural perspective on social, economic and public policy issues was elevated. LEAD, SHARE and GFLCCI programs collaborated to respond to request from provincial and federal Ministries. Community leaders and policy decision makers met to deepen understanding of the experiences of ethnocultural communities, implications of policy, and ideas for change.

SUMMARY OF OUTPUTS

- Healthcare 101 information tool collaboratively developed and ready for community testing
- Leadership Council established to guide implementation of the Cultural Plan for Calgary
- 62 community leaders from 20 ethnocultural communities clearly articulated cross-cultural issues in ministerial meetings
- 122 brokers and leaders met regularly to receive

updated information and training to provide community members with information and support to access the right supports, services networks and resources

- 46 community members/brokers who attended the presentation of the New Alberta Workers research report finding reported their increased understanding on the importance of advocating their right to know, right to participate and right to refuse work if unsafe or dangerous



*Ministerial meeting with Hon. Sarah Hoffman,
Minister of Health - July 2017*

PROGRAM REPORT

We All Belong

Staff: Sheeba Vijayan, Program Coordinator

Funding Partner: United Way of Calgary and Area

PROGRAM DESCRIPTION

The We All Belong program strengthens the capacity and collective voice of ethnocultural communities to act collaboratively towards full and equitable participation in social, economic and political life. It helps ensure their inclusion in efforts to influence systems change within services, institutions and public policy.

HIGHLIGHTS OF ACHIEVEMENTS & OUTCOMES

Community Organizing and Engagement: We All Belong worked collaboratively with other ActionDignity programs and community leaders/members to increase community interest and engagement and support community organizing efforts for action planning, civic engagement and public awareness.

- *Cross-community collaborative planning* – In collaboration with SHARE and GFLCCI programs, more than 18 ActionDignity member organizations worked together in two collaborative planning sessions to identify common concerns and prioritize issues they could work together on. Five priority issues for future collaboration were identified:
 - » Family Issues
 - » Youth Empowerment
 - » Organizational Capacity & Civic Participation
 - » Economic/Financial Issues
 - » Social Isolation
- *Every Vote Counts 2017* – This project educated,

empowered and provided opportunities for young immigrant and ethnocultural youth to participate in civic engagement and exercise their democratic rights in the municipal and School Board elections. Youth volunteer brokers who helped develop, organize and evaluate the project reported increased confidence, leadership skills and empowerment to be leaders in the community. The 18% increase in voter turnout in 2017 compared to 2013 was a game changer that motivated the youth brokers to move the project forward into 2018 to increase awareness on provincial and federal policies impacting ethnocultural youth.

- *Our Canada, Our Story* community theatre production – This hugely collaborative project involved all ActionDignity programs, many ethnocultural communities, Indigenous community members, and other stakeholders. We All Belong supported the project as an implementation of the Calgary Cultural Plan, achieving some of the Plan's recommendations for "maximizing Calgary's diversity advantage". The project also helped empower communities to exercise their rights to promote welcoming communities and include their voice on issues of discrimination and stigma in the community.
- *Scaling up & supporting ongoing ethnocultural community-led intervention* – Community leaders consulted ActionDignity in moving their project activities towards empowerment and systems change in accessibility to needed resource and services. We All Belong supported

grassroots leaders and community organizations in the conceptualization of the community-led intervention, created the external links with broader community and funding sources and guided in proposal development.

- *Community-led action planning* – We All Belong engaged community leaders in activities and workshops to build their capacity to analyze problems, assets and resource in developing action plans with a systems lens. The community theatre project sparked interest in using story telling as a tool to develop new perspectives that challenge the goals and mindsets of a system, and enable the transformation of rules and processes.

Strengthening Leadership and Community Action:

We All Belong worked to cultivate and deepen the capacity of ethnocultural communities to participate meaningfully in the systems issues that impact their lives, families and neighbourhoods.

- *Leadership training with a systems approach* – We All Belong and GFLCCI collaborated with the Community Development Learning Initiative (CDLI) for the development a new leadership training module. The training focuses on understanding complex systems, effective leadership approaches for complex issues, identifying root causes and broad collaboration to test and adapt strategies to influence change. Community brokers provided input to make the resources community-friendly and effective, and examined issues in their own communities to identify root causes and community assets. They also participated in two train-the-trainer sessions and, in collaboration with GFL, helped co-facilitate three training session for other community members. Moving forward, We All Belong is developing other tools and training opportunities to strengthen the ability of community leaders and members to identify systemic issues behind individual experiences and identify action ideas.
- *Roundtable preparation sessions* – Community leaders met together for planning sessions before

formal dialogues with provincial and federal Ministry representatives through the LEAD program. The planning sessions supported community leaders to discuss their specific community issues, increase their awareness of cross-cultural issues, and enhance their skills in communicating their asks and recommendations.

SUMMARY OF OUTPUTS

- 6 youth performed leadership roles in Every Vote Counts, in a community-led civic engagement project
- 225 youth and community members participated in the Mayoral Town Hall, workshops and community outreach activities of Every Vote Counts 2017 project
- 146 community members volunteered to support Our Canada, Our Story, a community theater project for youth and adults to relate their personal stories of struggles and successes
- 691 people from all walks of life attended Calgary's first community-driven cultural performance that spotlighted collaboration between Indigenous and ethnocultural community members in Calgary
- 62 community leaders participated in roundtable planning sessions prior to dialogue with policy decision makers



Celebration of United Nations International Day for the Elimination of Racial Discrimination - March 2018

PROGRAM REPORT

Greater Forest Lawn Community Connector Initiative (GFLCCI)

Staff: Linh Bui, Program Coordinator

Community Brokers: Sukhwant Parmar, Widad Eltahir, Mario Ayudo, Melissa Nichol

Partner Organization: Sunrise Community Link Resource Centre

Funding Partner: United Way of Calgary and Area

PROGRAM DESCRIPTION

The Greater Forest Lawn Community Connector Initiative (GFLCCI) uses community development approaches to build resident and community capacity and foster collective action. The initiative uses ActionDignity's community broker strategy to train residents to become connectors and bridges between neighbours, groups, community organizations, and service providers. They work together to identify community-based assets, opportunities and issues and to collectively address these. The initiative supports residents and local organizations to take the lead in creating a resident-driven network of formal and informal supports for individuals, children, families and the community as a whole.

HIGHLIGHTS OF ACHIEVEMENTS & OUTCOMES

Strengthening community leadership: In addition to providing ActionDignity's broker training, the project collaborated with LEAD to deliver new training to help neighbourhood residents identify root causes of problems and work with others for positive change. This new training for residents and community members was well received and effective, helping resident leaders create and implement action plans in a short period of time. Trained leaders also encouraged other members of their community to join future leadership training workshops, creating

a new group of leaders determined to work for positive community change, targeting groups of youth, women and community members.

Identifying local and systemic issues: Through Community Conversation Circles, and with the support of community brokers, Greater Forest Lawn residents identified and prioritized issues impacting themselves and their communities. Some of these were local issues while others related to services, policy, or broader social issues. Through Community Conversation Circles, residents raised awareness of issues related to poverty, the child intervention system, dignity, recreation opportunities, service gaps and more. Residents planned how they could play a role in addressing these issues.

Community action: Residents increased natural supports in the community by forming peer-led support groups through various resident groups. They worked together to identify and address important community issues such as glitches in the child intervention system. They offered care with dignity to the homeless and less fortunate by organizing access to basic needs such as shower and food using existing community assets such as a hockey arena and private locations.

Increased collaboration and partnerships: Local organizations, service providers and ethnocultural

organizations worked together to address service gaps identified by residents with new programs and services, many led by volunteers and residents: positive parenting, little libraries, connecting with indigenous community, women's safety, tax clinic, community fun night, summer event for families, little free pantries, etc.

Focus on future generations: GFLCCI worked with parents and partners to increase services & connections for parents struggling to raise children in a world of new technology. A positive parenting support group now meets on a regular basis to learn from experts and share experiences, challenges and tips for raising children and reducing the impact of technology on children's brains and social development.

SUMMARY OF OUTPUTS

- One leadership training intake (3 workshops) involving 15 leaders from seven ethnocultural communities and neighbourhoods, resulting in a women's association to be incorporated, a Jane's Walk and a Little Free pantry project underway
- Five peer support groups organized with 51 meetings, resulting in 8 community workshops, 7 training workshops and 11 community events
- Four pay-it-forward events reaching out to over 2000 people or over 6000 contacts

- 191 volunteers contributing over 2049 volunteer hours in various initiatives and activities, reaching out to close to 3500 contacts
- A Greater Forest Lawn Community Builder Award previously introduced and now a neighbourhood signature event in its second year, was named after Patricia Dennis, a former Pastor and Community Broker whose life was devoted to helping people in need
- 18 community actions developed & implemented
- GFLCCI received the United Way's 2018 Spirit of Gold Community Engagement Award!



Greater Forest Lawn Community Builder Recognition Night - June 2017

PROGRAM REPORT

Youth PLACE

Platform for Learning, Action & Community Engagement (PLACE)

Staff: Carissa Gravelle, Program Coordinator (March 2018 - present)
Lovella Penaranda-Dizon, Program Coordinator (September 2017 - January 2018)

Youth Broker: Krizia Carlos (March 2018 - present)

Funding Partner: Department of Canadian Heritage

PROGRAM DESCRIPTION

Youth PLACE (Platform for Learning, Action and Community Engagement) is a newly funded national, three-year collaborative project that engages racialized youth to inform, create, incubate and implement approaches to address the systemic and day-to-day barriers that they face especially around discrimination, racism and prejudice. It uses a youth broker model to engage diverse youth in collaborative action with their peers through creative methods such as arts, technology and social media.

Program objectives are:

- To increase ethnocultural youth voice and civic engagement in addressing racism and discrimination
- To increase awareness and provide solutions, including public policies impacting youth
- To develop learning materials and tools for ethnocultural youth exchange and engagement

HIGHLIGHTS OF ACHIEVEMENTS & OUTCOMES

Building Relationships to Broaden Reach: As a new project, Youth PLACE has focused its initial efforts on networking and relationship building. Working with youth at a national level requires ActionDignity to broaden its relationships and test creative new

engagement strategies. Collaboration with arts groups, Indigenous groups, and organizations in Winnipeg and Toronto are being initiated and strengthened to build creative and fun engagement opportunities for youth.

Youth Engagement through Arts: A total of 50 youth (Chinese, Sudanese, indigenous, Lebanese, Cameroonians, Filipinos) participated in ActionDignity's December 2017 community theatre production of *Our Canada, Our Story*. Sixteen youth from diverse cultures were supported to write and perform an anti-racism segment through a six-hour workshop facilitated by Antyx Community Arts. These youth reflected on their lived experiences, and wrote and performed spoken word to raise empathy and understanding about discrimination and the contributions of youth from diverse cultures. Through this community theatre performance, youth strengthened bonds with each other across cultures, reflected on their own sense of identity, and gained confidence, pride and a sense of purpose by contributing to anti-racism efforts.

On March 21, ActionDignity celebrated United Nations International Day to End Racial Discrimination (UNIDERD) with a community-led event. Youth organized a second performance of the spoken word theatre and performance for an audience of almost

700 people. Theatre and arts is proving to be an effective way to attract youth, showcase their ideas and skills, and sustain their engagement.

SUMMARY OF OUTPUTS

- 50 culturally diverse youth performed in depicting indigenous roots and immigration history of Canada to an audience of 700 people
- 6 hours of community theatre training provided to youth by Antyx Community Arts
- 16 youth wrote and performed anti-racism spoken word during *Our Canada, Our Story*
- 13 youth coordinated and performed anti-racism spoken word at UNIDERD community event to an audience of more than 100 people

MOVING FORWARD

Priorities for Youth PLACE moving forward include:

- Working towards promoting awareness of discrimination, racism and prejudice to foster a more inclusive society
- Providing opportunities for youth community engagement and involvement in civic participation
- Bringing communities together through art, culture, and storytelling, and

- Youth leadership training and community action planning

Youth PLACE will train youth leaders and support them as they work to convene groups of peers, collaboratively identify shared issues, plan and carry out actions to address issues, and engage with decision makers to influence systemic change. Youth PLACE will foster youth-led analysis and action to address complex social issues with creative and innovative methods.



Youth performance at the community theatre project, Our Canada, Our Story - December 2017

PROGRAM REPORT

Community Brokers Program : January - December 2017

Staff: Maribel Javier, Program Coordinator

Community Brokers: Atiya Ashna, Erlinda Frost, Fanny Oliphant, Giftii Girma, Rihab Al Hnedi, Veronica Jara

Funding Partner: Family and Community Support Services (FCSS)

PROGRAM DESCRIPTION

Community Brokers are trusted members of the community who serve as social connectors for marginalized and isolated members of the community. The role of Community Brokers is to increase ethno-cultural community members' bridging and bonding social capital to improve their resiliency and address the challenges that arise from economic marginalization.

Immigrants who have been in Canada for less than 10 years are at higher risk of social exclusion than the general population. Their unemployment and underemployment rates are consistently higher. This affects mental health outcomes and overall social participation and inclusion. Research has also repeatedly identified that approximately two-thirds of newcomers do not access formal settlement services.

The Community Brokers Program (CBP) was designed to address these barriers among five ethno-cultural community groups. These Brokers were trained to help build bridging and bonding social capital for isolated members of the community.

HIGHLIGHTS OF ACHIEVEMENTS & OUTCOMES

Broker Recruitment, Training & Outreach:

- Five brokers were recruited from the African, Filipino, Latin American, South Asian and Syrian

communities

- Brokers were trained in weekly half-day sessions for three months; topics included community brokering and outreach, peer support, basic mental health and early detection, occupational health and employment safety standards
- Brokers conducted outreach and awareness campaigns in the 5 communities

Community Organizing and Action:

- Brokers conducted education workshops based on assets, needs and gaps that community members identified
- Each of the five brokers conducted two training sessions with their own community members, ranging from 10-20 per group
- Five peer groups were formed in the target communities
- Each session resulted in a community action plan in response to issues that members identified
- Examples of community actions that were implemented:
 - » Mental health awareness and education activities
 - » 'Mind Your Health' event was organized within the Ethiopian community and led by an African Broker in response to two youth suicides the community experienced; 35 community members participated
 - » South Asian Broker presented a mental health awareness outreach session to 40 Punjabi seniors
- Positive outcomes of action plans & events:

- » These and other events helped create opportunities to talk about taboo topics and dispel some myths and stigma
- » Many attendees stated they felt encouraged to have conversations with their youth about mental health
- » School Chaplains, teachers, students and community members volunteered to organize events to support their communities

Improved Quality of Life for Individuals and Families:

- The 5 Community Brokers met with isolated community members to build trust and confidence, identify issues and concerns within communities, and motivate them to connect with others and participate in information or education workshops
- New connections strengthened informal support for isolated community members
- Brokers also provided individual support for issues related to mental health, education, employment counselling, settlement needs, grief and counselling
- Individuals were often referred to formal services, but also connected with informal supports in their communities
- Positive Outcomes:
 - » increased informal community networks to offer support to isolated individuals
 - » isolated individuals also expanded their social and economic opportunities
 - » Five Brokers played leadership role and continued to provide support within their own networks and social circles

- » Community Brokers transitioned into advocates for change at the community and policy level

SUMMARY OF OUTPUTS

- 105 individuals supported
- Peer support groups formed in five ethnocultural communities with 77 participants (African, Filipino, Latin American, South Asian, and Syrian communities)
- 5 community workshops facilitated on mental health awareness and education, including a 'Mind Your Health' event within the Ethiopian community and a presentation to 40 Punjabi seniors
- 25 volunteers contributed 162 volunteer hours



Community Brokers 2017

PROGRAM REPORT

Community and School Engagement (CASE) : September - December 2017

Staff: Lovella Penaranda-Dizon, Program Coordinator

Funding Partner: United Way of Calgary and Area

PROGRAM DESCRIPTION

The CASE program aimed to support the development of collaborative strategy and operational model to address student, family, neighbourhood and community needs by creating a streamlined approach for community agencies/service providers and schools to work together for sustainable programs and activities in schools. CASE connected with parents, youth, and a wide variety of stakeholders to explore roles parents can play in their children's schooling and opportunities for bringing community members and community activities into school spaces. CASE helped identify systemic barriers that make it challenging for communities and service providers to access school space and it explored creative solutions for addressing these.

HIGHLIGHTS OF ACHIEVEMENTS & OUTCOMES

Involving Families to Identify Action Opportunities:

CASE uses creative methods to engage families and talked with them about the roles they see themselves playing in their children's schools and ideas they have for community use of school spaces. A craft and Christmas celebration engaged 66 parents and children in an intergenerational activity while gathering their input on parent involvement in schools and community access to school spaces.

CASE staff surveyed families at community events such as a Stampede Breakfast in Greater Forest Lawn

and ActionDignity's community theatre performance of Our Canada, Our Story. CASE staff also received training from CAFÉ Institute to host parent café conversations with diverse parents.

Identifying Systemic Barriers: With the help of schools and community connections, CASE documented systemic barriers that hamper the ability of communities to access school space. These include centralized booking requirements through school districts, school custodian and administrative staffing requirements for community events, and safety and liability issues related to the school property and users of school facilities.

Identifying Opportunities for Community Access to School Space:

CASE engaged families, schools and service providers to explore the opportunities they see for a system that enables community access to school spaces. Some of the creative action ideas were:

- *Parent conversation circles* – parents access school space in the last hour before school dismissal to gather and meet each other, build natural supports and discuss common issues
- *Gym access for recreation* – students who are not selected for team sports access school gyms during breaks or after school for recreation and socializing opportunities, particularly in the winter
- *Community theatre* – community theatre groups and performers access theatre space in schools for rehearsals or performances
- *Volunteer, community-led programming*

- community assets are mobilized to offer free programming led by community volunteers, such as yoga, self-defense, language lessons, etc.
- *ESL or English conversation groups* – service providers access school space to offer English language learning to parents of the school, or parents and their children
- *Winter drop-off* – parents and children access school space to gather and socialize before school starts on cold winter days

SUMMARY OF OUTPUTS

- 45 parents and 21 youth engaged in dialogue about community access to school space through ethnocultural craft activity
- 22 parents and 67 youth participated in a survey about community use of school space at Sunrise Community Link and Hope Mission Christmas party
- 20 participants joined a collaborative workshop with Calgary Public Library to build the confidence

- of community members to read with children.
- Engagement with 7 service organizations, three schools and members of other community organizations and ActionDignity projects

TOOLKITS & RESOURCES

- **Healthcare 101: Healthcare Basics for Albertans**

This online resource was co-designed by Albertans and the Alberta Government, with input from ActionDignity and other stakeholders, to help people understand the provincial healthcare system. The resource describes partners, services and resources that are part of the Alberta healthcare system so people can better understand the system. ActionDignity provided input on the content and will share it with community members to gather their feedback and perspectives about healthcare.

- **Boosting Your Chances of Success in Community Action: Participant Handbook**

This community-built leadership and community development training curriculum was developed by Community Development Learning Initiative with input from ActionDignity, other stakeholders and community members. It includes four training sessions that can be applied to community situations to consider effective leadership approaches, community assets, wicked problems and root causes, action planning, measuring success, and more. ActionDignity contributed to the content and participated in field-test and train-the-trainer sessions. The curriculum is being used by ActionDignity programs to strengthen capacity for systems change work.

- **Video from Our Canada, Our Story**

This professionally developed video captures highlights of youth and community member performances during the Jack Singer Concert Hall performance of Our Canada, Our Story. The community-led theatre project was co-designed and performed by ethnocultural and Indigenous performers and community groups with support from ActionDignity, Antyx Community Arts, and many other donors and stakeholders. It raises awareness of experiences of discrimination and the contributions of Indigenous and ethnocultural communities to Calgary and Canada.

- **Advancing ActionDignity's Mission: Scaling Out ActionDignity's Broker Strategy and Organizational Framework**

This research paper is the result of a project that examined the potential of ActionDignity's Broker Strategy and the Community Development Shared Platform (CDSP) organizational framework for advancing ActionDignity's mission. It defines how ActionDignity's Broker Strategy has expanded, what makes it unique and what opportunities exist to scale it out. It also defines the CDSP model, how ActionDignity's current work aligns with the model, and opportunities to use the model to advance ActionDignity's mission.

- **EthnoCultural Lens Tool**

This two-page ActionDignity resource defines equity and explains why an ethnocultural lens is necessary for bringing into view and addressing sources of inequity. It offers questions to guide reflection on services, policies and community events from ethnocultural and equity perspectives.

- **What Is Participatory Action Research (PAR)?**

This one-page ActionDignity resource defines PAR, explains how it is different from basic research, and why it is an important tool for equity work

- **Participatory Action Research (PAR): A Community Process**

This two-page ActionDignity resource outlines steps that can be followed to implement a community-led PAR process. Each step includes guiding questions to support planning for that step.

FUNDERS

Multi-Year Funding Bodies



United Way
Calgary and Area



**CALGARY
FOUNDATION**
FOR COMMUNITY, FOREVER

Canada 

Alberta 
Government



AGLC
Alberta Gaming &
Liquor Commission



Human Rights
Education and
Multiculturalism
Fund

Short-Term Funding Bodies



United Way
Calgary and Area



**CALGARY
FOUNDATION**
FOR COMMUNITY, FOREVER



**Arts
Commons**



**UNIVERSITY OF
CALGARY**

MEMBER ORGANIZATIONS

- Action Committee for Black Affairs Calgary
- African Caribbean United Foundation of Calgary
- African Community Association of Calgary
- African Sudanese Association of Calgary
- Alberta Azerbaijani Cultural Society
- Alberta Rehabilitation-Integration and Care Services
- Alliance Cameroon Community Association
- Altamas for Peace and Development Association
- ARSSII OROMO Self-Help Association
- Association de la Communaute Haitienne de Calgary (Haiti Association of Calgary)
- Association of Mon Women of Canada
- BABAE: Council of Filipina Canadian Women
- Bafut Manjong Cultural Association Calgary
- Bangladeshi Community Association
- Bor Community Association of Calgary
- Calgary Canadian Sudanese Community Association
- Calgary Chinese Community Service Association
- Calgary Chinese Elderly Citizens' Association
- Calgary Ethiopian Community Association
- Calgary Hambastagi Cultural Association
- Calgary Japanese Community Association
- Calgary Korean Women's Association
- Calgary Nepalese Community Association
- Calgary Vietnamese Women's Association
- Calgary Vietnamese Youth Association
- Cameroonian Association of Calgary
- Canadian Artists for the Poor
- Canadian Guatemalan Community Association
- Canadians Volunteers United in Action
- Chilean Canadian Community Association of Calgary
- Chinese Professionals and Entrepreneurs Association of Calgary
- Clinique De L'Education Ltd.
- Council of Sikh Organizations
- Dinka Language Development School Society
- East Oromia Self-Help Community
- Eritrean Canadian Community Association of Calgary
- Eritrean Seniors Community, Calgary
- Ethiopian Community Association
- Excel Family and Youth Society
- F.O.C.U.S. on Seniors
- Fountain of Orphans and Vulnerable Women
- Global Parvasi (Immigrant) Seniors Society
- Green Crusader Inc. Diversity Magazine
- Haiti Association of Calgary
- India Canada Association of Calgary
- Indo-Canadian Ex-Teachers Association
- Institute of Integrated Electrical Engineers Philippines Alberta Canada
- Intercultural Dialogue Institute Calgary
- Islamic Association of Canadian Women
- Jamaican Canadian Association Alberta
- Korean Community Association
- Kurdistan Alberta Culture Immigrant Society
- Latin American Literary Assoc of Calgary
- Lebialem Cultural & Development Association
- Madi Heritage Foundation
- Mapua Alumni Association, Alberta Chapter
- Migrante Alberta Association
- National Federation of Pakistani Canadians
- Nepalese Community Society of Calgary
- Oromo Muslim Association of Alberta
- Peruvian Rhythms Society
- Philippine Calgarian Social of Club
- Philippine Festival Council of Alberta
- Pilipino Educators and Advocates Council
- Portail De L'immigrant Association
- Possibilities in Motion Foundation
- Regroupment Afro-Calgareen des Jeunes Francophone
- Salvadorian Community Association of Calgary
- Sankofa Arts and Music Foundation
- Somali Canadian Society of Calgary
- Somaliland Community of Alberta
- Somali Community Association
- South Asian Community Services Society (SACSS) – formerly Pakistani Immigrant Services and Wellness Society
- South Sudanese Canadian Cultural Society
- South Sudanese Catholic Society of Alberta
- South Sudanese Community Association of Calgary

PARTNERS & NETWORKS

Ethno-Cultural Organizations:

- Asies Colombia Cultural Association
- Aweil Community
- Babae: Council of Filipina Canadian Women
- Back to the Basics Christian church
- Calgary Ethiopian Community Association
- Calgary Japanese Community Association
- Calgary Vietnamese Canadian Association
- Cameroonian Association of Calgary
- Chilean Canadian Community Association of Calgary (CCCAC)
- Clinique De L'Education Ltd
- Eastside Victory Church
- Focus on Seniors
- FOCUS on Seniors (FOCUS)
- Fountain of Orphans and Vulnerable Women
- Haiti Association
- Hiyas Fil-Can
- Jamaican Canadian Association Alberta (JCAC)
- Kala Bhavan of Calgary
- Mapua Alumni Association Alberta Chapter (MAAAC)
- Migrante Alberta
- Mon Community Empowerment Society of Canada
- Mon Women's Support Group
- Nepalese Community Society of Calgary (NCSC)
- Peruvians Rhythms Society
- Philippines Electrical Engineers
- Possibilities in Motion Foundation
- Regroupment Afro-Calgareen des Jeunes Francophone
- Salvadorian Community Association of Calgary (SALCA)
- Sankofa Music and Arts foundation
- Society of Canada
- South Asian Community Services Society (SACSS) formerly Pakistani Immigrant Services and Wellness Society
- South Sudanese Community
- South Sudanese Cultural Association
- Viet Star Dance Group
- Zhaoli Dance School

Non-Government Organizations and Multi-Stakeholder Initiatives:

- 1000 Voices (Genesis Centre)
- 12 Community Safety Initiatives
- Alberta Association of Immigrant Serving Agencies (AAISA)
- Alberta Mentoring Project
- Alberta Network for Immigrant Women
- Alberta Park/Radisson Heights Community Association
- Alex Community Food Center
- Antyx Community Arts
- Arts Commons
- Asian Heritage Foundation
- Aspen Family & Community Support Network
- Café Institute
- Calgary Arts Development
- Calgary Counseling Centre
- Calgary Domestic Violence Collective
- Calgary Immigrant Women's Association
- Calgary Pinas Basketball Club
- Calgary Women's Emergency Shelter
- Carya
- Centre for Newcomers
- Coalition for Equal Access to Education
- Community Development Learning Initiative
- Dover Community Association
- Emerge Hub
- Erinwoods Community Association
- Ethno-Culturally Diverse Communities Committee
- Evangel Church
- Family Research Agenda Initiative Setting (FRAISE)
- Fiesta Filipino
- Hope Mission Calgary
- Immigrant Services Calgary
- Migrant Mothers Project
- New Canadian Friendship Centre
- Patch Program – Hull Services
- Patricia Denis Community Builder Award
- Southview Community Association
- Sunrise Community Link Resource Centre
- The Mustard Seed Neighbour Centre
- Woezo African Dance Theatre
- Women's Centre Calgary

Community Groups:

- Alberta Men's Network
- Apathy Is Boring`
- Full Court Extreme Basketball
- Imagine Citizens
- Little Free Pantry Resident Group
- Men's Action Network Calgary
- Mon Women's Group
- MR GAD – Men's Responsibilities in Gender & Development
- North of McKnight Domestic Violence Prevention Collaborative
- North of McKnight Filipino Community
- Parent Support Group
- Soap and Suds Group
- Vivo

Indigenous Groups and Agencies:

- Pathways Community Services Association
- Thundering Nations International Dance Co
- Niitsitapi School
- Pittoayis Family School

Public Institutions:

- Alberta Health Services
- Calgary East Constituency Office
- Calgary Fort Constituency office
- Calgary Public Library
- Calgary Region Immigrant Employment Council
- City of Calgary
- City of Calgary Neighbourhood Services
- East Calgary Health Centre – AHS
- International Avenue BRZ
- Philippine Consulate General in Calgary

Educational Institutions:

- AAI-Madina Language Charter School, Mountain View Campus
- Bow Valley College
- Cambrooke College
- Forest Lawn High School
- Jack James High School
- Keeler School
- Mount Royal University
- Niitsitapi School
- Pittoayis Family School
- Radisson Park School
- University of Alberta, Support for People and

Patient-Oriented Research and Trials (SUPPORT)

- University of Calgary
- University of Calgary, Division of Palliative Medicine
- University of Calgary, Faculty of Social Work
- University of Calgary, Libin Cardiovascular Institute of Alberta
- University of Calgary, O'Brien Institute for Public Health

Corporate:

- Alberta Treasury Branches
- Alpha Immigration & Allied Services Ltd.
- Barrio Fiesta Restaurant
- Barry Financial
- Country Hills Crematorium
- Eat-A-Pita
- ECR & Associates Insurance Investments
- Ingraph Limited
- Istilo Filipino
- M2Z DanzFit Club
- Messiah's Convenience Store
- Nam's Autobody
- Naylolit Filipino Flavour
- No Frills
- Pacific Hut Restaurant
- Polish Canadian Association
- Ricky's All Day Grill – Deerfoot Meadows
- South Auto
- Sunridge Village
- T&T Supermarket Pacific Place
- The Co-Operators
- UMAC Express Cargo
- UME Group Corporation
- T&T Supermarket Pacific Place
- The Co-Operators
- UMAC Express Cargo
- UME Group Corporation

Ethnic and Mainstream Media:

- Avenue Magazine
- CBC
- City TV
- Diaryo Filipino
- Global TV
- Latino Daily
- Mabuhay Calgary

Event Sponsors (Individuals) : 9

OUR CANADA, OUR STORY

This community theatre event was presented to celebrate Canada's 150th and ActionDignity's 15th anniversary on December 17, 2017 at the Jack Singer Concert Hall. We would like to thank the creative team, performers and volunteers for their dedication and commitment to make this event ActionDignity's most impactful community engagement to date.

CREATIVE TEAM

- Roma Thakore, *Artistic Director*
- Shyam Anand, *Audio & Visual Producer*
- Rhea Castillo, *Co-Writer*
- Melanee Murray-Hunt, *Co-Writer*
- Bukola Okedara, *Stage Manager*

CAST

- Ada Fan
- Albert Goulet
- Alem Essam
- Amani Kaderi
- Amy Liu
- Angela Valmadrid
- Anita Stephen
- Annie Lux
- Ashley Mathew
- Aya Buda
- Aya Mhana
- Beng Frost
- Bidur Mohammed
- Bukky Olubukunola Abaniwonda
- Bushair Shaikh
- Celine Chen
- Christina Guo
- Cynthia Chen
- Deepak Dayal
- Desba White
- Eisa Gumaa
- Eric Liu
- Erin Gong
- Estella Goulet
- Fatima Narvaez
- Gabrielle Davis
- Ghada Alatrash
- Grace Chow
- Grace Yu
- Grace Zhang
- Gracelynn Wan

- Hanan Kaderi
- Harlan Metchewais
- Hassan Kaderi
- Irfan Aydogdu
- Jaberdi Jama
- Jacelynn Su
- Jackie Soppit
- Jane Afanwi
- Janna Wang
- Jasmine Suri
- Jennifer Zhang
- Joanne Fong
- John Mclver
- Jorly Molina
- Justiena Mathew
- Kaitlyn Yap
- Kajal Dattani
- Katherine Zhao
- Kathy Le
- Katrina Lue
- Kelly-Laure Ndum
- Krizia Carlos
- Kyle Young Pine
- Lamia Sharshar
- Leslie Guo
- Maggie Jiao
- Mai Ngo
- Miranda Krogsrad
- Mohamed Abshar
- Mohamed Shalu
- Nabilla Prudence
- Nadia Shaikh
- Nasreldin Guma
- Omatta Udalar
- Pamela Tzeng
- Parrathi Nair
- Pooja Thakore
- Rona Kong
- Ryhab Adar

- Sabina Ong
- Sam Dhanani
- Sara Xue
- Sarah Shaikh
- Sereena Altair
- Shae Kubur
- Trish Tuyet Huynh
- Vicky Hou
- Walter McDonald
- Wanda Firstrider
- Yahya El-Lahib
- Ying Zhou

OTHER VOLUNTEERS

- Arab Alotaibi
- Atiya Ashna
- Beng Frost
- Brooklyn McCabe
- Chris Cann
- Eric Rivera Dizon
- Jenny Hoa Pham
- Kajal Dattani
- Kimberly Manalili
- Lily Kwok
- Malik Ashraf
- Mirco Littrato
- Noreen Mahmood
- Pearnel Nevins
- Rita Dhungel
- Sabrina Song
- Sukhwant Parmar
- Tazim Esmail
- Widad Eltahir
- Wissall Kaderi
- + All other 40 volunteers – parents, family members and friends of the cast, community leaders, community members and Action Dignity volunteers



STATEMENT OF OPERATIONS

	2018	2017	% (-/+)
REVENUE	1,317,936	1,340,218	-1.7
TOTAL EXPENSES	1,254,620	1,290,029	-2.7
EXCESS OF REVENUE OVER EXPENSES	63,316	50,189	26.2
% OF EXPENSES TO REVENUE	95.2	96.3	

OUR TEAM

STAFF 2017-2018

Marichu Antonio

Executive Director

Tolu Babalola

Operations Manager

Vic Lantion

Strategy Lead, Health & Wellness

Sheeba Vijayan

Strategy Lead, Policy & Leadership

Linh Bui

Strategy Lead, Neighbourhoods

Maribel Javier

Program Coordinator

Lovella Penaranda-Dizon

Program Coordinator

Carissa Gravelle

Program Coordinator

Jacqueline Aquines

Program Coordinator

Anne Zabala

Executive Assistant

Mandy Zhu

Finance Coordinator

Ligia Yanez

Program Support

Sherynn Mekkattukulam

Admin Assistant

Brokers:

Krizia Carlos

Mario Ayudo

Melissa Nichol

Sukwhant Parmar

Widad Eltahir

BOARD OF DIRECTORS

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Kimberly Manalili

Vice Chair

Anh Bui

Treasurer

Sabrina Song

Secretary

Aimar Bracho

Director

Rita Dhungel

Director

Yahya El-Lahib

Director

Ilya Ferrer

Director

Kiranpreet Grewal

Director

Janaki Jayanthan

Director

BOARD COMMITTEES

Governance

Chair: Sabrina Song

Board Member: Aimar Bracho

Volunteers: Holy Linton, Mike Simoens, Azmera Mamo, Ivan Leung, Arsaima Sultan

Finance

Chair: Anh Bui

Board Member: Kiranpreet Grewal

Volunteers: Ruth Estrella, Ernestine Bilong

Research & Policy

Co-Chairs: Yahya El-Lahib, Janaki Jayanthan

Board Members: Kimberly Manalili, Rita Dhungel, Ilyan Ferrer

Volunteer: Cesar Cala

Human Resources

Chair: Aimar Bracho

Board Members: Pernel Nevins, Janaki Jayanthan

Community Engagement

Chair: Kimberly Manalili

Board Members: Yahya El-Lahib, Ilyan Ferrer

Volunteers: Tanvir Alam, Ashley Sayson, Bishnu Paudel

Communications Task Force

Chair: Pernel Nevins

Board Members: Kimberly Manalili, Yahya El-Lahib, Kiranpreet Grewal

A group of diverse people are shown in a meeting or workshop setting. In the foreground, a woman with curly hair is smiling broadly and clapping her hands. Behind her, a man is also smiling and clapping. The background is slightly blurred, showing other people and what appears to be a whiteboard or screen. The overall atmosphere is positive and collaborative.

It's our choice what kind
of future we build.

Our actions define us.








915-33 Street NE
Calgary, AB T2A 6T2

p 403 263 9900
f 403 262 8973

www.actiondignity.org
info@actiondignity.org

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