



Bridging Our Communities ...
Building Our Collective Voice

Annual Report

2014-2015



Vision

Calgary is a just and equitable society for all.

Mission

The Ethno-Cultural Council of Calgary is a community-based organization that facilitates the collective voice of Calgary's ethno-cultural communities towards full civic participation and integration through collaborative action.

Values

The Ethno-Cultural Council of Calgary embraces and promotes the following values:

- Respect for diversity
- Equity and social justice
- Active citizenship and democratic participation
- Collaboration

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Board Chair's Report

The Board of Directors of the Ethno-Cultural Council of Calgary has been transitioning from an operational board to a governance board and this year solidified this transition. As I speak about the work and accomplishments of the board it is important to recognize that there are 5 board committees that support the board of directors and these committees include dedicated volunteers that are not members of the board of directors. These committees include: research and policy, human resources, finance, governance, and membership.

Having developed a 5-year **strategic plan and a board policy manual**, this year's focus was implementing both the policies and the plan. Key areas of focus included: communications, fund development, succession planning, policy and research, and strengthening the membership base and collective voice of ethno-cultural communities.

Recognizing the importance of communication, both in becoming a high impact organization and increasing awareness and support for key community issues, we conducted a communications audit and developed a communications plan. We have begun to work towards the development of a new website and have also increased our efforts to engage through the use of social media. We are using social media not only as a tool to highlight the work of ECCC, but also to highlight important community issues, research, and tools that can benefit member organizations.

Being a high impact organization also requires that we are financially stable and have sufficient diversity in our funding to allow for the long term success of the organization. As a result, we completed a fund development plan, which seeks, not only to raise additional flexible funding for ECCC, but also to increase the profile of ECCC and the work it does. We invite you to participate through hosting your own third-party fundraiser, partnering with us to host an event or activity, and also to make your own contribution.

In addition to working towards financial sustainability, the human resources committee put in place policies and planning documents for succession planning. This ensures that whether planned or unexpected, the organization will be prepared to respond any changes in leadership with minimal impact to staff and community.

In working towards a just and equitable society for all, research continues to be an invaluable tool. Although the staff conducts research, there is a board committee that acts as an advisory group. A key focus of the research and policy committee for this year has been the impacts of changes to immigration policies on ethno-cultural communities. As well, a current focus for the research and policy committee is government relations, which is particularly important given the significant change in the political landscape here in Alberta.

As ECCC continues to grow, we are reminded that the strength of ECCC lies in the communities we serve. Therefore the membership committee has worked to develop a new membership form, a new members orientation manual, a plan for community engagement and outreach to new members, and the introduction of a new youth membership. Our hope is that by increasing membership we can increase the engagement and collective work of individuals in the city working against discrimination.

As this year ends the new one that is beginning brings a change in our board. I would like to thank Dagoberto Correa for his invaluable contribution to ECCC. As a founding member Dago has been a solid and thoughtful leader. He is truly dedicated to the mission and vision of ECCC and is a strong advocate for social justice and equity for everyone. I would also like to thank Lloyd Wong for his leadership. He has played a key role in shaping the research work of ECCC, which has become a valuable tool for public education and systems and policy change. His quiet presence and thoughtful critical questions will be missed. I would also like to thank the continuing board members and incoming board members for their dedication and commitment.

On behalf of the Board, I would like to thank the members and volunteers of ECCC. It is the members and volunteers that connect us to community and also inform our work to ensure that it is aligned with community needs.

Our funders have contributed to our work not only through funding, but through capacity building, mentorship and trust that a small organization of dedicated people could make a difference. Thank you very much for your continued support.

Finally, I would like to thank the very hard working staff of ECCC. I have never seen a team of people so deeply committed to the mission and vision of an organization. They work long hours dealing with issues that can be challenging and disheartening, yet I have never walked through the doors of ECCC and not been greeted with a **warm smile from everyone. In them I see the meaning of life's work, which so many of us seek. The Executive Director, Marichu Antonio** leads by example, working tirelessly with creativity, optimism and a willingness to advocate and ask the important hard questions.

Susan Ramsundarsingh
ECCC Board Chair (acting)

Executive Director's Report

Gearing Up Ethno-cultural Communities Alongside ECCC

Increasing capacity of ethno-cultural communities to mobilize resources and engage communities to inform and influence systems and policy

The past year saw many ethno-cultural organizations grow their ability to play important roles in influencing change. Several organizations improved their capacity to access funding and other resources that enable them to run programs that effectively serve members of their community based on their understanding of the unique situations of the people they serve. It will be exciting to see results from their new approaches a year from now. There are also organizations that broadened their ability to engage not only their immediate members but also those beyond their specific communities impacted by common issues. Several organizations and leaders initiated forums and dialogues with decision makers around policies and their impact on their communities.

The resulting increase in ethnocultural participation and vigilance led to several tangible wins for our communities. The City's plan to increase the transport fare for seniors was stopped. Representatives from Alberta's three major political parties were strongly reminded to continue to protect vulnerable communities from hate speech through the preservation of Section 3b of the Alberta Human Rights Act. Alberta Health Services Calgary Zone agreed to educate and inform the community on the new Framework and Implementation Plan of the Health Interpretation Services in order to increase community access. Mainstream and ethnic media outlets utilized ECCC's policy analysis and video production, resulting to more people and groups being informed and aware of the changes to immigration policies and its impact on ethno-cultural communities.

Organizational maturity and financial growth

These evidences of the growing capacity of ethno-cultural organizations to effect social change inspire ECCC and its 49 member organizations. They also are impetus for ECCC to continuously adapt to trends affecting our political, economic and social landscape to better support our member organizations and their communities. These trends include funding cuts to social services, the plunging price of oil and its impact on Alberta's public and private sectors, drastic increase in unemployment, continuing changes to immigration and refugee policies, budget cuts, the provincial elections and the resulting change in government to name a few. These trends have created challenges that ECCC must face as an organization including uncertainties in the funding environment and increased stresses to our communities. They have spurred ECCC to exert leadership and to further strengthen collaboration with our member organizations and communities to collectively respond to these developments.

As a result, ECCC has demonstrated resiliency amidst these challenges. Instead of reducing our initiatives, we have expanded them. These include the creation of a Youth Hub, and the deepening of our work on the role of men in domestic violence prevention. For the first time since inception, our revenue has exceeded \$1 million. We are determined to build and diversify our fundraising capacity to complement our ability to acquire program grants. We kept our ten-strong staff intact and we continue to support them with quarterly team building and professional development fun retreats. We laid the ground for expanding our current space by more than 50%, to house a modest-sized ethno-cultural youth hub and space to be used by our member organizations, many of whom are operating from home basements.

To guide and provide coherence to our work, we have developed our Theory of Change around four strategic approaches: community-led solutions; community broker strategy; civic engagement and mobilization; and, public policy and systems change. All our programs will integrate and connect under these pillars.

All of our five major programs are in the process of transitioning to higher levels of work. We are defining new directions and approaches for these programs, a condition for multi-year funding renewal for next year. ECCC is currently working on three new big collaborative initiatives based on opportunities that arose this past year. We have also completed our Communications Audit and Plan for the next three years.

Recognition of ECCC's unique contributions

ECCC, along with our partners in the Men's Action Network of the SHARE Program (Sustaining Healthy and Awesome Relationships), received a Social Innovation Award from United Way of Calgary and Area. This award highlights the innovative partnership between a grassroots-based initiative, a not-for-profit organization and the University through the Faculty of Social Work and Shift.

There is growing recognition of ECCC's unique role and contribution in providing an ethno-cultural perspective to national initiatives and organizations. ECCC was invited as a panel presenter at the National Symposium of the Canadian Bar Association in 2014. ECCC sits at the National Diversity Council of the Big Brothers Big Sisters Canada to provide strategic support to the development of a new National Framework for Youth Mentorship that is suitable to newcomer and immigrant youth.

ECCC has demonstrated its ability to bring together different political parties to support our call for vigilance in protecting vulnerable populations from hate speech by preserving Section 3b of the Alberta Human Rights Act. We have proven our ability to put on the table the need for increased awareness of the changing immigration policies as well as cuts to services at three levels of government, and how these impact ethno-cultural communities

While we are proud for what we have accomplished, we are aware of the need to work on the sustainability of our organization and its resources. This will be an important aspect of our work in the succeeding period.

I wish to personally acknowledge our Board for its effective guidance and governance through the amazing leadership of Dago Correa and later Susan Ramsundarsingh as Board Chair and Acting Board Chair respectively. I am grateful to all ECCC staff for their tremendous dedication and competence. I wish to express my sincere thank you to all our volunteers, members and member organizations for their impressive contributions to the community. I thank our funders, United Way of Calgary and Area, City of Calgary Family and Community Support Services, Citizenship and Immigration Canada, Calgary Foundation, Alberta Human Rights, Alberta Gaming, and our partners and individual donors, for their continuing confidence in ECCC, in the work that we do and in the importance of supporting ethno cultural communities to participate in the creation of an inclusive, vibrant, and just Canadian society.

Marichu Antonio
Executive Director

Highlights

ECCC has collaborated with

193

Organizations, community groups and agencies
as partners and networks

323

Leaders, Brokers, and Community Organizers trained

464

Volunteers were recruited who contributed

5,651

Volunteer hours

3

Publications and toolkits launched

What You Need to Know About Canada's Changing Immigration Policy

Partnerships for Community Benefit

Skills for Engagement Toolbox, 2nd Edition

Program Reports

Building Bridges with Ethno-Cultural Communities

Staff: Sheeba Vijayan, Program Coordinator
Hans Ocenar, Program Support

Funding Partner: Citizenship and Immigration Canada

Project Description and Objectives

The Building Bridges with Ethno-Cultural Communities (BBEC) program aims to provide information, tools and networking opportunities for ethno-cultural communities, groups and organizations in order to effectively bridge newcomers with immigrant services and community resources.

The main objective is to support the role of ethno-cultural communities towards increased effectiveness and efficiency of newcomer services.

The BBEC program activities include:

- Training Resource, Information, Orientation (TRIO) Workshops
- Broker Action & Community Engagement
- Field Trips
- Community Resource Fair
- Community Forum

Summary of Achievements and Outcomes

The BBEC program enriched the knowledge, skills and connections of the ethno-cultural members by training them as Brokers through a combination of Training Resource, Information and Orientation (TRIO) workshops, field visits to service provider offices, Broker engagement activities, community forums and community fairs with newcomers, immigrant serving agencies, ethno-cultural and service provider organizations. With increased capacity and knowledge, the ethno-cultural Brokers have become more

informed and therefore more effective in engaging their organizations and collaborating with service provider organizations to better serve newcomers.

Brokers, together with ECOs, have initiated cross cultural activities to enhance inter group relations and improve communities. Activities include workshops to increase knowledge on job search, education, business set up and management and cultural competency. There is an increasing interest among community members to learn from the experiences of other communities. A new focus during the year was to work collaboratively with Alberta Parks to strengthen Brokers knowledge and understanding of resources available to increase newcomers' appreciation of parks and recreation.

Ethno-cultural organizations reported increased collaboration with service provider organizations to provide more coordinated and efficient delivery of programs and services for newcomers and immigrants. Brokers and ECOs participated in various round table initiatives, community partners meetings and focus groups to provide their suggestions and feedback to build social capital to increase the participation of newcomers in the broader community. These initiatives include the Calgary Local Initiative Program (CLIP), **Calgary Immigrant Women's Association (CIWA)** Margins to Engagement Advisory Committee and Calgary Region Immigrant Employment Council.

Brokers were invited to attend forums, conferences and workshops organized by service provider organizations, settlement services and ECCC. Brokers were invited to learn about the Basics Project Management (by the Calgary Region Immigrant Employment Council), attended workshops on Community Economic Development, Social Entrepreneurship, Funding & Financial Management and Calculating Social Returns on Investment. Trained Brokers reported that the skills building workshops helped enhance their skills to seek funding and resources to finance their broker action and engagement activities.

There is a noticeable increase of the ethno-cultural organizations (ECOs) with representatives that attended Broker training that have a collaborative working relationship with service provider organizations (SPOs) and settlement services. The outcomes of the collaboration have resulted in increased confidence of newcomers and community members in accessing the relevant programs and services.

In 2014-2015, the forum was organized with a new and creative theme to report the outcomes of the past Community Forums by highlighting the Stories of Accomplishments, Inspirations of the Community and

Visions to Enhance the Future. The forum theme "Celebrating Ethno-cultural Communities Achievements" was collectively decided with the Brokers. With the active participation of the trained Ethno-cultural Brokers, the forum achieved its objectives to build on community achievements through sharing stories that enhances cultural identity, spirit and vision, promoted stronger social integration of ethno-cultural communities and helped align community action towards a shared vision of sustainability and success.

Summary of Outputs

- **847** participants from **58** ethno-cultural organizations, **134** service providers and **9** business representatives attended training, community forums and resource fairs.
- **12,883** combined walk-in, phone-in, area visits and email inquiries
- **167** trained Brokers working with **58** ethno-cultural organizations
- **13,864** newcomer support services delivered by trained brokers
- **163** volunteers provided **1,656** hours of volunteer service



Cultural performance at the Community Forum, November 2014

Connecting Elders from Ethno-cultural Communities

Staff: Maribel Javier, Program Coordinator

Elder Brokers: Atul Thanki (Gujarati), Balwinder Brar (Punjabi), Connie Genillo (Filipino), Fahima Sultani (Farsi/Persian), Jo Pham (Vietnamese), Joe Cho (Korean), Maaza Habtemariam (Eritrean & Ethiopian), Maria Skarzynski (Polish), Odiyo Kassiba (Sudanese), Sanaa Hatoum (Middle Eastern)

Funding Partner: Citizenship and Immigration Canada, Carya (formerly Calgary Family Services)

Program Description and Objectives

Connecting Elders from Ethno-cultural Communities (CEEC) is a program that recruits and trains Elder Brokers to educate their respective communities about available resources, while educating service providers about social expectations in working with their community. The main objective of the program is to reduce cultural barriers and increase access to services by immigrant seniors. CEEC is a partnership between Carya (formerly Calgary Family Services), The Way In agencies and the ECCC. CEEC is in its fourth year of operation.

Summary of Achievements and Outcomes

Multicultural Seniors Day on May 8, 2014, was a huge success with 250 older adults from culturally diverse communities in attendance. The program for the day included a presentation on The Way In and a **workshop on “Eldering in Our Community.”** Booths were set up by The Way In agencies during the event to provide information and various resources for seniors.

The Multicultural Seniors Service Day on March 21, 2015 was also a great success. It was attended by 43 seniors from 10 ethno-cultural communities represented by the Elder Brokers. Presentations on Financial Fraud by Canadian Banking Association, Advance Care Planning by Alberta Health Services-Advance Care Planning, and Emergency Preparedness by Carya & Alberta Health Services were provided.

In relation to systems and policy work, the Elder Brokers participated in the discussions with City Council regarding the proposed increase to seniors transit fare. On July 18, 2014 two Elder Brokers presented City Council with a petition against the proposed increases. The motion was amended with **the clause that the seniors' fares will not be increased** in 2015. This was made possible by the great collective advocacy work of the Elder Brokers and partners.

Additional training sessions to Elder Brokers were organized to increase their understanding of the diverse needs of older adults, and build their work related skills. These trainings bolstered their confidence and ability to perform their roles, resulting in an increase in referrals to The Way In agencies. Elder Brokers continue to look for isolated seniors and were becoming known in their own respective communities.

Program outreach work has been successful as Elder Brokers continue to staff booths at the Forest Lawn **Library, the Mosaic Primary Care Network's Active Adults Program (Mosaic PCN)** located at the Genesis Centre, 1000 Voices, the South Fish Creek Recreation Association (SFCRA), Cardel Place, and Village Square Library.

Summary of Outputs

- 22 community events and meetings put together by Elder Brokers
- 1000 seniors attended Intergenerational Day, Seniors Resource Fair, Multicultural Seniors Event, Multicultural Seniors Service Day, Seniors Health Fair, and community presentations
- 165 Referrals by Elder Brokers to The Way In Agencies
- 600 seniors visited outreach booths in different outreach sites
- 10 volunteers with 50 volunteers hours



Filipino Seniors at the "Eldering in Our Community Workshop", Multicultural Seniors Event, May 2014



Elder Brokers Training, November 2014

Cultural Engagement Project (ENGAGE)

Staff: Glecy Cuenco, Program Coordinator
Linh Bui, Program Coordinator
Halima Mohamud, Community Resource and Program Support

Dover Community Organizers (COs): Rose Ndumbi (past), Sarah Changach (past), Sehar Khan, Marguerite Apotre, Nyahok Manyel

Penbrooke Meadows COs: Rita Dong, Sukhwant Parmar (past), Syeda Zehra

Sunalta CO: Mohamed Abazinab (past)

Funding Partner: United Way of Calgary and Area

Program Description and Objectives

ENAGAGE is an area-based community engagement project piloted in four Calgary neighbourhoods: Martindale, Penbrooke Meadows, Dover and Sunalta. In 2014-2015, Engage worked in three neighbourhoods of Dover, Penbrooke Meadows and Sunalta. The project aims at increased social inclusion and civic participation of ethno-cultural residents at the neighbourhood level while developing tools for ethno-cultural community engagement. Engage employs resident community organizers tasked to engage ethno-cultural residents in collaboration with organizations to develop community solutions to address resident needs and issues.

Summary of Achievements and Outcomes:

During the reporting period, ENGAGE staff started evaluating the project using community development Outcome Harvesting evaluation method. The evaluation reaffirms the positive impact that the project has made to its target neighbourhoods and their ethno-cultural residents, including:

- Residents Community organizers increased leadership skills, networks and knowledge of community resources to better engage with and support their community.

- Ethno-cultural residents increase participation in events, groups (Community Associations, Penbrooke Residents Initiative, etc.) to voice their interest and concerns for the neighbourhood.
- Ethno-cultural residents increase community awareness and capacity through accessing leadership training, funding and sharing opportunities and become more connected to their neighbours.

We also began exploring opportunities to broaden our engagement strategies beyond neighbourhood boundaries, moving toward a district level approach to community engagement for ethno-cultural community members.

As part of its strategy to increase civic participation among ethno-cultural community members, Engage worked with Leadership Engagement, Action & Development (LEAD) and Aim High programs to hold civic participation forums in Dover and Penbrooke Meadows in the lead up to the May 2015 provincial election, as well as an All Candidates Forum for Calgary East which was attended by over 60 community members.

Summary of Outputs

- 9 resident Community Organizers recruited and trained, of those 7 were new to the project.
- Over 700 ethno-cultural residents attended 28 resident-led community action plans/ events in the neighbourhood organized directly by COs and/or through collaboration with other agencies and organizations.
- 3 Community Organizers were elected to become or continued to be members of Community Association Board of Directors, all are the only ethno-cultural members of each board.
- 3 ethno-cultural organizations engaged in support member participation at the neighbourhood level: Fountain for Orphans and Vulnerable Women, **Calgary Vietnamese Women's Association** and Oromo Community Association of Calgary.



Penbrooke Meadows Community Organizer presenting at the Community Forum, November 2014

Leadership Engagement, Action and Development

Staff: Glecy Cuenco, Program Coordinator
Linh Bui, Program Coordinator
Halima Mohamud, Community Resource and Program Support

Funding Partners: United Way of Calgary and Area, Family and Community Support Services (FCSS) of the City of Calgary, Alberta Gaming and Liquor Commission

Program Description and Objectives

Leadership Engagement, Action and Development (LEAD) is a capacity building project for ethno-cultural community organizations through leadership training, developing and taking actions for community change. LEAD promotes active engagement and civic participation of ethno-cultural brokers, community leaders and members. It is now in its fifth year.

Summary of Achievements and Outcomes

LEAD continued to build leadership capacity for ethno-cultural organizations and community through its regular training and mentorship in connecting organizations, particularly leaders, with funders and community resources. Organizations and individual leaders increased their community involvement and awareness through community action plan development and implementation.

With support from LEAD, the United Ethnic Leaders Council (UELC) consisting of LEAD graduates has been able to acquire technical support from Alberta **Culture's Community Development Unit to develop the** group values, vision, mission and community involvement strategies. Group members helped facilitate civic participation workshops held at the neighbourhood levels and actively participated in their own ridings and community activities.

In preparation for greater civic participation at the neighbourhood, LEAD, together with ENGAGE and Aim High project, helped prepare ethno-cultural

residents for dialogues with provincial election candidates. It helped raise awareness of residents about the importance of civic participation, having a voice through voting, which is the rights and privilege of being a Canadian citizen.

Summary of Outputs

- **127** individual community members and leaders were added to the LEAD roster, of those **88** were new to the program. **67** of those new leaders completed the program with all three modules.
- **15** training sessions were offered to members of **23** ethno-cultural organizations and **16** individuals belonging to **17** ethnic communities: Afghani, Bangladeshi, Bulgarian, Cambodian, Chad, Chinese, Congolese, East Indian, Filipino, Liberian, Mexican, Nepali, South/Sudanese, Tibetan, and Vietnamese
- **20** Community action plans developed, of those **11** had been adequately funded and completed and **9** are in the pipeline.
- About **40** residents attended **2** civic engagement workshops to identify issues to be raised to election candidates at an all candidate forum held in Penbrooke Meadows on April 29, 2015.
- Over **60** people attended the all candidate forum and raised questions to candidates from the Liberal, New Democratic and Progressive Conservative parties.

Research and Policy

Staff: Martha Fanjoy, Programs and Policy Manager (July 2014-present)
Bronwyn Bragg, Research and Policy Manager (April-July 2014)

Funding Partners: United Way of Calgary and Area, The Calgary Foundation, Corrections Canada
(through partnership with Calgary Chinese Community Service Association)

Program Description and Objectives

The Ethno-Cultural Council of Calgary uses research and policy analysis to build the collective voice of **Calgary's ethno-cultural** communities. Our research and policy work focuses on the issues of greatest concern to ethno-cultural communities and works to connect communities to policy makers.

Research and policy objectives include: (1) To enhance the capacity of ethno-cultural communities to participate in policy conversations, dialogue and debate; (2) To engage in participatory research informed by the perspectives and experiences of ethno-cultural communities and individuals; (3) To build bridges between policy makers and ethno-cultural communities through research and education.

ECCC's Research and Policy Priorities:

1. Impact of changing immigration policies on ethno-cultural communities
2. Systemic/Institutional Discrimination
3. Lack of access to resources and decision-making bodies

Summary of Achievements and Outcomes

In 2014-2015 we focused on engaging ethno-cultural community organizations and members in addressing policy and system level issues facing their communities. In partnership with Project Engage we conducted civic engagement sessions in Dover and

Penbrooke in the lead up to the Provincial Election. We continued to monitor and share information on changing immigration policies, completing an updated version of the *What You Need to Know About Canada's Changing Immigration Policy Guide*. In an ongoing attempt to shape our systems and policy work we also consulted members through surveys and a series of focus groups to gain their input into **ECCC's role as a platform for ethno-cultural communities' systems and policy concerns.**

Summary of Outputs

- Review and updated version of the *What You Need to Know About Canada's Changing Immigration Policy Guide* released.
- Civic engagement sessions held in Dover and Penbrooke, leading to a summary of residents' concerns related to provincial policies.
- One peer reviewed paper on family reunification accepted in the Journal of Immigrant and Refugee Studies (Authors: Bronwyn Bragg and Dr. Lloyd Wong).
- One week airing of a 30-minute feature story on Shaw TV entitled "Families Together, Families Apart" based on ECCC research focusing on the impact of immigration policy on families and grandparents.
- 67 ethno-cultural community members provided input on ECCC's role and direction through surveys and 6 focus groups.

- ECCC co-hosted and organized 14 ethno-cultural community groups to engage in discussions with then Alberta Human Services Minister Manmeet Bhullar and the CFS Regional director around institutional and systems change in Alberta Child and Family Services (replacing previous formulation)
- Through a network called DiverseCT Alberta, ECCC serves as a co-lead organization along with Calgary Chinese Community Services Association (CCCCSA) and Calgary Chinese Elderly Citizens Association (CCECA) in meeting with the Calgary Zone Chief Medical Officer of Alberta Health Services in reviewing and presenting the impact of the cuts to interpretation services on ethno-cultural communities; A set of recommendations were submitted to monitor the impact of the new **Framework and Implementation Plan for AHS' Health Interpretation Services**
- ECCC serves on the Policy Framework Working Group for the Refugee Health Committee of Alberta Health to improve quality of and access to health services for refugees and refugee claimants
- ECCC co-published a Handbook on Charity and non-Charity Partnerships in line with its role to promote and advocate for increased access to charity dollars by ethno-cultural communities
- ECCC made a presentation at the National Symposium of the Canadian Bar Association about how CRA Charity Regulations are impacting ethno-cultural community groups in accessing charity dollars
- Four letters were sent to a Federal Minister and Members of Parliament seeking for continued support to ethno-cultural communities through its broker strategy
- ECCC conducted a Community Forum in June bringing together leaders from different political parties to call for continued vigilance in protecting vulnerable population from hate speech through Section 2b of the Alberta Human Rights Act Those who spoke were NDP leader Rachel Notley, Liberal Party leader David Swann and Associate Minister Teresa Woo-Paw.

Sustaining Healthy and Awesome Relationships

Staff: Vic Lantion, Program Coordinator

Brokers: **Abbas Mancey, Adrian Wolfleg, Binu Sebastian, Henry Ngo, Lovella Peñaranda, Madan Nath, Noreen Mahmood, Percy Murwisi, Pol Ngeth**

Funding Partner: United Way of Calgary and Area

Initiative Description and Objectives

SHARE is a community-based primary prevention initiative that seeks to promote alternative strategies to address the root causes of domestic violence through collaboration with ethno-cultural communities and the Calgary community. SHARE engages the community through research, planning and action in addressing the systemic, structural and cultural roots of domestic violence. SHARE collaborates with various stakeholders to promote healthy communities through healthy relationships. SHARE objectives include:

1. To build the capacity of male leaders in ethno-cultural communities to work with other men to create healthy families and communities;
2. To build the capacity of ethno-cultural youth to have healthy and positive relationships;
3. To lead the development of community led solutions to preventing domestic violence.

Summary of Achievements and Outcomes

SHARE is one of the convenors of Men Action Network Calgary (MAN-C), a community-led initiative that brings together men from diverse cultures and backgrounds to build and support their leadership roles in violence prevention. There are 37 individuals (22 male, 5 female and 10 research to practice group) deeply involved in this project.

This initiative which initially formed to build the capacity of men and boys from diverse ethno-cultural backgrounds to take leadership in violence prevention

in their respective communities and the broader community have also been involved in developing emerging model (Collective Cultures model) in engaging men; conference/community presentations; writing articles and book chapter; study on migration, **racialization and men's well-being**; Rainbow Tribe study (distilling learnings and impacts coming out of the interactions between aboriginal and the ethno-cultural men members of MAN-C); and the Alberta **Men's Survey**.

SHARE is an active member of the Ethno-Culturally Diverse Communities Committee (ECDC), an integral part of Calgary Domestic Violence Collective. ECDC is composed of domestic violence service providers that works together in order to form coordinated and collaborative ethno-cultural networks, for the purpose of creating healthy ethno-culturally diverse communities, free of domestic violence. SHARE hosts the monthly ECDC meeting at ECCC and is actively involved in helping connect the committee members to ethno-cultural communities.



Gender equality focus group, April 2014.

Summary of Outputs

- 37 MAN-C volunteers with 965 hours (excluding Broker hours)
- 13 ethno-cultural men joined a Participatory Action Research on Engaging Men in Domestic Violence Prevention
- 50 people (Khmer/Cambodian and other ethno-cultural background) attended the healthy relationships sessions facilitated by SHARE Broker Pol Ngeth at Khmer-Canadian Buddhist Cultural Centre.
- 15 young men participated in youth engagement through sports/focus group discussions activities at facilitated by SHARE Broker Abbas Mancey at one of the sports complex in NE.
- 4 MAN-C members participated in the local domestic violence strategy at North of McKnight.
- 1 male SHARE Broker finished the Peer Support Group Facilitators Training for (in collaboration with CIWA).
- Participation in 2 research projects and production of journal and book write ups on the research.
- 1 workshop delivered healthy relationships session to 29 youths at Fr. Lacombe High School.
- 3 Presentations on the work: 2015 ACSW conference, Research to Practice Presentation at University of Calgary, Encouraging Healthy Masculinity Presentation at the Immigrant Women's Association (provided to service providers).



ECCC, Shift! The Project to End Domestic Violence, University of Calgary Faculty of Social Work and MAN-C received the Spirits of Gold Award for Social Innovation awarded by United Way of Calgary and Area. February 2015.



International Women's Day 2015 at the Saddletowne Library.

Funders

Multi-year Funding Bodies:

Alberta Gaming and Liquor Commission

The Calgary Foundation

Citizenship and Immigration Canada, Settlement Program

Family and Community Support Services

United Way of Calgary and Area

Short-term Funding:

Alberta Human Rights and Education Multiculturalism Fund

The Calgary Foundation

Canadian Women's Foundation Leadership Institute

United Way of Calgary and Area

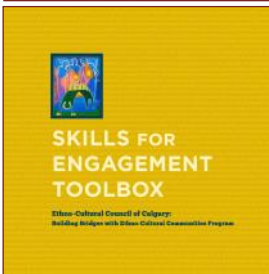
Toolkits & Resources to Effectively Engage Ethno-Cultural Communities

2015



What You Need to Know About Canada's Changing Immigration Policy

Information about immigration policy changes from 2008 to May 2015



Skills for Engagement Toolbox, 2nd. Edition

A resource guide for Brokers to update and improve their community engagement strategies.



Partnership for Community Benefit

A Canadian handbook on partnerships between charities and non-charities (including citizen-led initiatives)

2014

Families Together/Families Apart: The social and economic impacts of family separation and the changes to the Family Reunification Program in Canada

Examines impact of new immigration policies on immigrant families in Calgary

ECCC Position Paper

This paper outlines the Ethno-Cultural Council of Calgary's position on the possible repeal of Section 3(1)(b) of the Alberta Human Rights Act.

2013

A Guide to Canada's Changing Immigration Policy

Information about immigration policy changes from 2008 to May 2013

Best Practice Review

A Literature Review of Best practices in engaging ethno-cultural residents in the neighborhoods across Canada commissioned by ECCC's Cultural Engagement Project in 2011-2012

Common issues Common Solutions: Community Forum 4 Summary Report

Proceedings of the November 2012 Community Forum

Engaging Ethno-cultural Communities Toolkit
Guidelines and tips for engaging ethno-cultural residents in the neighborhood

Pathway to Belonging 2013: An Assessment of the Somali-Canadian Community in Calgary

Skills for Engagement Toolbox
A resource guide for brokers to update and improve their community engagement strategies

Training Resource, Information & Orientation (TRIO) Toolkit, 2nd Edition
Information about community resources in Calgary and guidelines to help newcomers access services and programs.

2012

Collaboration Towards Action: Community Forum 3 Summary Report
Proceedings of the February 2012 Community Forum

E-CARD Project Evaluation Sept 2011 – Aug 2012
Evaluation Report
Cultural Engagement Project evaluation 2012

From Idea to Model: A Developmental Evaluation of SHARE
This report maps the evolution of Sustaining Healthy and Awesome Relationships (SHARE) becoming a model of ethno-cultural domestic violence prevention

Taking Action as a Community: Stories by E-CARD Participants
Toolkit based on lived experiences and action on racial discrimination and human rights violation in Calgary.

Weaving Our Paths Together: Community Forum 2 Summary Report
Proceedings of the November 2011 Community Forum

Working with Ethno-Cultural Communities, Connecting Newcomers: Community Forum 1 Summary Report
Proceedings of the March 2011 Community Forum

2011

A Context of Domestic Violence: Learning for Prevention from Calgary Filipino Community

Every Vote Counts
A documentation of Calgary's immigrant communities taking action to increase voter awareness

Racial Profiling, The Lived experience of the Ethno-Cultural Community Members in Calgary

Training Resource, Information, and Orientation (TRIO) Toolkit
Information about community resources in Calgary and guidelines to help newcomers access services and programs

Member Organizations of ECCC

Action Committee for Black Affairs Calgary
African Caribbean United Foundation of Calgary
African Community Association of Calgary
African Sudanese Association of Calgary
Alberta Rehabilitation-Integration and Care Services
ARSSII OROMO Self-Help Association, The
Association de la Communauté Haitienne de Calgary
(Haiti Association of Calgary)
BABAE: Council of Filipina Canadian Women
Bafut Manjong Cultural Association Calgary
Calgary Chinese Community Service Association
Calgary Chinese Elderly Citizens' Association
Calgary Ethiopian Community Association
Calgary Hambastagi Cultural Association
Calgary Japanese Community Association
Calgary Nepalese Community Association
Calgary Vietnamese Women's Association
Calgary Vietnamese Youth Association
Chilean Canadian Community Association of Calgary
Chinese Professionals and Entrepreneurs Association
of Calgary
Council of Sikh Organizations
East Oromia Self Help Community
Eritrean Canadian Community Association of Calgary
Excel Family and Youth Society
F.O.C.U.S. on Seniors
Foundation for Advancement of Education
in Myanmar
Fountain of Orphans and Vulnerable Women
Global Parvasi (Immigrant) Seniors Society
India Canada Association of Calgary
Indo-Canadian Ex-Teachers Association
Islamic Association of Canadian Women
Jamaican Canadian Association Alberta
Kurdistan Alberta Culture Immigrant Society
Latin American Literary Association of Calgary
Madi Heritage Foundation
Mapua Alumni Association of Alberta
National Federation of Pakistani Canadians
Nepalese Community Society of Calgary
Oromo Muslim Association of Alberta
Pakistani Immigrant Services & Wellness Society
Peruvian Cultural Association of Calgary
Philippine Calgarian Social of Club
Pilipino Educators and Advocates Council
Portail De L'immigrant Association
Possibilities in Motion Foundation
Regroupement Afro-Calgareen des Jeunes
Francophone
Salvadorian Community Association of Calgary
Somali Canadian Society of Calgary
Somaliland Community of Alberta
Tibetan Association of Alberta

Partners and Networks

Ethno-Cultural Organizations

Member Organizations of ECCC
Ahmadiyya Muslim Community Calgary
Cambodian Community Association
Immigrant Women Calgary Connect
Initiatives for new Immigrants Associations
Philippine Emergency Response Task Force
South Sudan Peace Building International Foundation
South Sudanese Canadian Cultural Society of Calgary
South Sudanese Women for Peace and Reconciliation Initiative
Sudanese Women's Group
Sudanese Youth for Change Association

Community Groups

Calgary Men's Action Network (Calgary MAN-C)
Family Wellness Committee of the Residents'
Committee of the Genesis Constellation
North of McKnight Filipino Community

Non-government Organizations & Multi-Stakeholder Initiatives

12 Community Safety Initiatives
AIDS Calgary Awareness Association
Alberta Association of Immigrant Serving Agencies
Alberta Network of Immigrant Women
Alberta Theatre Projects
Asian Heritage Foundation
Association of Professional Engineers and Geoscientists of Alberta
Big Brothers Big Sisters of Calgary and Area
Bowness Community Association
Calgary Board of Education
Calgary Bridge Foundation for Youth
Calgary Catholic Immigration Society

Calgary Chamber of Voluntary Organizations
Calgary Domestic Violence Collaborative
Calgary Immigrant Educational Society

Calgary Immigrant Women's Association

Calgary Learning Village Collaborative
Calgary Local Immigration Partnership
Calgary Poverty Reduction Initiative
Calgary Region Immigrant Employment Council
Calgary Sexual Health Centre
Calgary Stampede

Calgary Workers' Resource Centre

Canadian Red Cross
Cardel Place
CARE Strategy Network
Canadian Ethnic Media Association
Carya (formerly known as Calgary Family Services)
Centre Accueil Nouveaux Arrivants Francophones
Centre for Newcomers
Coalition for Equal Access to Education
Community Development Learning Initiative
Distress Centre
Edmonton Multicultural Brokers Cooperative
Elizabeth Fry Society of Calgary
FCSS Agency Advisory Group
FCSS Calgary Domestic Violence Prevention Strategy
Federation of Calgary Communities
Hate Crimes Awareness Collaborative
Immigrant Access Fund
Immigrant Sector Council of Calgary
Immigrant Services Calgary
Jewish Family Services
Making Changes Employment Association
Martindale Residents Group

Men's Responsibilities in Gender and Development

Metropolis, Western Consortium on Integration,
Citizenship and Cohesion
Momentum
Muslim Council of Calgary
Newcomer Constellation, Genesis Centre for
Community Wellness
Nya Sustainability Wellness
Pathways to Prosperity
Penbrooke Meadows Community Association
Penbrooke Residents Association
Policy Working Group for Refugee Health (through
Office of the Chief Medical Officer of Health)
Propellus
Rotary Club of Calgary East
Shift: The Project to End Domestic Violence
Smart Sustainable Solutions
Strong Neighborhood Initiative
Sunalta Community Association
TheSedge.org
The Way In Network - Calgary Older Adult Services
Thrive
Trico Foundation

Public Institutions

Alberta Culture
Alberta Health Services
Alberta Human Rights Commission
Alberta Workforce Essential Skills Society
Calgary Board of Education
Calgary Police Services
Calgary Public Library
Calgary Transit
City of Calgary, Community and Neighborhood
Services
Government of Alberta, Ministry of Justice &
Solicitor General
MLA Offices
Office of the Chief Medical Officer of Health

Educational Institutions

ABM College
Bow Valley College
Columbia College
Father Lacombe High School, Chaplain's Office
Mount Royal University
SAIT Polytechnic
University of Calgary

Ethnic and Mainstream Media

Calgary Latino newspaper
Canadian Ethnic Media Association
CBC Radio
Chinese newspapers and radio
CTV
Fairchild TV and Radio
The Filipino Channel
Kurdish newspaper
Mabuhay Calgary
OMNI TV
Punjabi newspaper
Radio Canada
Shaw TV
South Asian newspapers

Summary of Statement of Operations

	2015	% (-/+)	2014
Revenue	1,006,619	8	930,029
Total Program Expenses	878,085	11	793,313
Administrative Expenses	111,949	1	111,321
Total Expenses	990,034	9	904,634
Excess of Revenue Over Expenses	16,585	-35	25,395
% of Program Expenses to Revenue	87%		85%

The Audited Financial Statement for Year Ended 2014-2015 will be available online at www.ecccalgary.com



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