



Action Dignity

ANNUAL REPORT
2019-2020





*Everyone is worthy
of dignity & respect*

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WHO WE ARE

Why ActionDignity?

We are 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 that 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. ActionDignity does not work in isolation, but as part of a movement of community mobilizers and organizers who share the same vision. Together with our Community Brokers, Members, community leaders, volunteers, and partners, we:

- Increase public awareness, knowledge and skills for issues important to ethno-cultural communities
- Engage ethnocultural 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 ethnocultural community members and organizations with academia, public institutions and national organizations to provide an ethno-cultural perspective on important initiatives
- 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

Our strength is our diversity. When we connect, learn and act together in greater numbers, we have more influence, gain access to more resources and opportunities, and can make more progress towards our goals. For a list of our member organizations, please refer to page 37.

BOARD CHAIR'S REPORT

Defining the Year: Turning Points

On behalf of ActionDignity's Board of Directors, staff, brokers, volunteers, and partners, I am pleased to offer this Board Chair's Annual Report. In continuing ActionDignity's ongoing and leading work on anti-racism, our Board of Directors is committed to the values of respecting diversity, promoting equity and social justice, fostering active citizenship and democratic participation, and facilitating collaborative action.

Highlights and Moving Forward From 2019-2020

In 2019-2020 we experienced a number of events that proved to be challenging to ActionDignity, our members, and the communities we live in. Sustained funding cuts to the public sector brought levels of uncertainty not just for our organization, but to social services and programming in general. The unprecedented impact of a global pandemic (COVID-19) brought significant disruption and devastation to our families both locally and transnationally. As a society, we have been forced to reckon with pervasive experiences of racism, particularly anti-Black racism, in our institutions and within Calgary, Alberta, and Canada. Despite these challenges, 2019-2020 was a significant turning point for our organization; offering important opportunities for ActionDignity's staff and Board of Directors to consolidate our ongoing work in addressing systemic racism and continuing our leadership in implementing critical anti-racism perspectives and training.

Impact of Our Rebranding of ActionDignity

In 2017, our organization embarked in a rebranding exercise to forefront our focus on social justice, human rights and equity for our membership and communities. This rebranding also paved way for us to focus intentionally on our anti-racism work; emphasizing our everyday lived experiences, challenges, triumphs and acts of resistance. Events such as Our Canada, Our Story II at the Martha Cohen Theatre showcase our commitment to community storytelling. Moving forward, our Board of Directors aims to strengthen our leadership and capacity in addressing racism against Black, Indigenous, People of Color (BIPOC) and anti-Black racism. Our Board of Directors is also committed to public policy development and working with an anti-racism lens that incorporates intersectionality and equity perspectives of gender, race, age, ability, sexual orientation, class, etc. Finally, our Board of Directors is actively reviewing ActionDignity's board structures, roles, and committee functions to ensure that we are ready to address ongoing issues related to COVID-19 response/impact, and trends in movements towards addressing systemic roots of racism and anti-Black racism.

Review of Our Five-Year Strategic Plan

ActionDignity is completing the second year of our 2018-2023 Strategic Plan. Since this undertaking, we have invited new Board of Directors members who offer diverse perspectives and skillsets. As such, our Board of Directors is excited and prepared to undertake review of our four strategic priorities: (1) Amplifying Voice, Lens and Leadership, (2) Elevating Awareness and Action, (3) Advancing Participation and Collaboration, and (4) Enriching Capacities. Consistent with our 2018-2023 Strategic Plan, we have included key stakeholders such as Brokers in our BoD and staff Retreat and Planning. Our Board of Directors are proud of our research and policy, community engagement, and governance committees that have actively worked with in the hopes of creating

systems change.

Other key highlights and achievements of our Strategic Plan include our increased media presence, and expanded donor base. Our ongoing advocacy work has generated support from more family foundations as well as individual/organizational contributions. I am proud to report that for this coming fiscal year 2020-2021, ActionDignity has generated more than 2 million dollars, reinforcing the stability of our organization.

As our organization encounters new challenges, our Board of Directors and staff are ready and excited to position ActionDignity in a leadership role. I would like to thank our Executive Director, Marichu Antonio, and our dedicated staff members for their tireless work and dedication to anti-racism. I also acknowledge and thank our volunteers, partners and funders for their continued collaboration with us. Finally, I would like to thank Kimberly Manalili (our outgoing Community Engagement Committee Chair and Director) for her contributions to ActionDignity.



Dr. Ilyan Ferrer
Board Chair

EXECUTIVE DIRECTOR'S REPORT

APRIL 1, 2019 – MARCH 31, 2020; APRIL 1, 2020 – JUNE 30, 2020

This year marks a turning point for ActionDignity's 18 years of work in Anti-Racism, Racial Equity and Human Rights. With our communities and partners, we have gained significant headway in highlighting the need to combat the roots of systemic Racism, especially Anti-Black racism, by effectively engaging and amplifying the collective voice of racialized communities.

Two unprecedented events shaped the contours of our lives in 2020 – the Covid-19 pandemic and the resurgence of Black Lives Matter movements after the murder of George Floyd. Responding to these events made us reflect on the fundamental elements of our work as a community-based organization:

- The centrality of anti-racism to our work
- The power of community-based solutions and collaborative leadership
- The urgency of systemic and institutional change

ActionDignity promptly shifted operations when the pandemic hit. Reaching out to communities to survey their situation, we adapted to changing conditions as we provided COVID-related information and connection to supports and resources while starting to consider the long-term impact of the crisis. We helped respond to the massive outbreak in the Cargill and JBS meat plants. In all these, we saw how the pandemic disproportionately impacted racialized communities. It brought to the surface long-drawn issues of economic vulnerability, and lack of workers' rights, and public health, and linked these to racial inequality. In April, we took a public stand against racism in the meat plants and in the communities.

The murder of George Floyd further invigorated protests and Black Lives Matter movements. ActionDignity declared our support to the movement and pursued our role of providing platforms for learning and collective action. ActionDignity is one of the few voices in Calgary that has historically organized and meaningfully engaged racialized communities for racial justice and equity. We leveraged this capacity to advocate to the three levels of government and public institutions to genuinely reflect on their own roles in perpetuating racism.

Combatting Anti-Black Racism and Addressing Systemic Roots of Racism

For ActionDignity, Anti-Racism is not a project but our all-encompassing goal that drives our various initiatives. Our ongoing work speaks to our commitment to name and confront Racism and Anti-Black Racism. Our work in building vibrant neighbourhoods, in addressing domestic violence, in engaging youth, in strengthening leadership and organizations, in collaboration and in research and policy change carry an ethnocultural perspective and a racial equity lens.

In February 2020, over 700 Calgarians joined us at Arts Commons to celebrate Black History Month, Lunar New Year and International Day for the Elimination of Racial Discrimination. We staged Our Canada Our Story Part Two, a powerful theatre production which wove together real-life stories of racism as told by youth from Black, Indigenous and People of Colour (BIPOC). Over 30 artists and groups displayed meaningful performances highlighted by an energizing fusion drumming of BIPOC artists.

The Black Intersections workshop series in early 2020 generated creative insights and action ideas from 80 Black leaders to address intersectionality of issues on Black parenting, sexual orientation, mental health, disability, and

civic engagement. In mid-2020, a group of youth launched the BLACK (Becoming Leaders to Acquire Critical Knowledge) collaborative project. Conceptualized in March 2019 by African and Caribbean community groups, it aims to harness the Black youth's potential for growth towards success and excellence, as they combat Anti-Black Racism through collective action.

The Power of Community-Based Solutions and Collaborative Leadership

ActionDignity anchors its work on the engagement of community members. They comprise the heart and soul of ActionDignity. We believe in the power of people's everyday stories – the lived experiences of youth, adults, women, parents, workers, leaders – that when shared and examined reveal the inequities that oppress and marginalize. These experiences also represent hopes and aspirations and carry the seeds of powerful solutions. These stories inform our plans and actions and guide us in engaging public institutions and partners. Their lived experiences carry the seeds for change and innovation.

With a membership base of around 100 ethnocultural organizations, we provide support through leadership development, strengthening organizations, community action, policy dialogue with decision makers, access to resources and financial grants, and connection to networks and collaboratives. This year, we have expanded our reach to LGBTQIA, Black, ethnic faith-based, and new ethnocultural groups.

They received assistance in project planning, leadership and governance, and accessing financial grants. Youth participation has expanded across almost all program areas. Geographically, we reached out to surrounding areas of Calgary, and across the province, including rural areas through Coalitions for Equity and Initiatives for Diversity Inclusion and Equity. This expanded reach is resulting in more opportunities for shared learning, shared resources, and meaningful action.

Building collaboration creates powerful action based on intersectionality of issues for equity. That is why ActionDignity is transitioning into a shared organizational framework which we call **Community Development Shared Platform**. This shift facilitates thoughtful conversations about shared interests, shared resources, impacts of systems and working together to create systemic change. ActionDignity formed five collaborative platforms. Domestic Violence Prevention has 23 ethnocultural organizations; Advocates for Essential Worker's Rights has seven organizations; BLACK Initiatives as an emerging platform; COVID-19 Response has a growing base of 15 participating organizations; and the People's Coalition for Fairness and Equity (People's CAFÉ) is a member of the regional partnerships between the Coalitions Creating Equity in Alberta.

Advocating for Equitable Public Policies and Institutional Change

ActionDignity believes in the urgency of transforming our public systems and institutions. As products of colonial and racist history, public policies, procedures and institutions continue to reflect structural inequities and even outright repression including police violence and brutality that further marginalize BIPOC communities. Our practice is to support Leaders, Brokers and community members to amplify their voice, perspectives and calls to action in advancing social justice and racial equity on public policy issues as they confront and engage decision makers. Our efforts focused on the following issues: Racism and racial violence in the Police System; protecting Human Rights against race-based hate and crime; workers' safety and health; equitable access to health system; affordable transit for low-income earners; impact of Provincial Budget cuts; equitable access to funding for grassroots-led community action.

Mobilizing Broader Public Support for Social Change

To mobilize broader public support, we ramped up our mainstream and social media. While this is a relatively new area of engagement, we were able to combine our forums and community actions with the amplifying power of social and mass media. We likewise showed the humanity behind the pandemic's statistics and connect this to an analysis of its impact on racialized communities. This approach greatly helped in raising public awareness of the plight of essential workers and the racism that increased their vulnerability to Covid-19.

Our work on the outbreaks, plus our ongoing programming and public statements on anti-Black racism generated tremendous social media support for the issues we were advocating. We garnered over 60 mainstream media coverage. Putting humanity at the forefront of our work, we experienced dramatic surge on our website hits and social media hits. These and other efforts have prompted donations from more than 800 individuals, businesses, and organizations to support ActionDignity's work on anti-racism, workers' rights, and other programs. With increased public support and resources come increased opportunities to enable community action and influence change.

Moving Forward with Intention, Surmounting Challenges

In social justice work, we do not choose the moment in which we act. Yet not acting to the call of the moment can render us less effective, irrelevant and even instrumental in allowing harm and injustice to prevail. The pandemic and the resurgence of BLM have intensified discussion and scrutiny of systemic racism and fronted the critical role of racialized communities to shape solutions that work. In this context, we need to move forward with our communities and press on and deepen our shared anti-racism agenda and pursue an action plan for systems and policy change. We also need to understand the challenges we face and seek ways to overcome them.

While we will be refining these actions further in the coming months, these are some of the elements:

- Increase community vigilance to the continuing intolerance and racism in our society and to work together with other kindred organizations, leaders and communities committed to building equity
- Scale up our work in the community and public sphere, diversify our support base, and nourish the capacity of our staff and volunteers
- Intensify our public policy proposals to governments and systems
- Deepen our understanding of racism; Strengthen Black leadership and voice in our Board, staff and membership
- Broaden our mainstream and social media work as vehicles for engagement, education, and advocacy
- Advocate for more sustainable and sufficient resources for community-based Anti-Racism work.

We as an organization exist to raise the level of dignity and respect for everyone. I commend our staff, brokers and volunteers for their deep sense of humanity, passion and courage to challenge deeply rooted systems in our society, especially in these extraordinarily challenging times. A huge thank you to all. Heartfelt appreciation goes to our vibrant Board, under the leadership of Dr. Ilyan Ferrer, whose collective wisdom has guided us through our successes and challenges. Sincere gratitude goes to our funders and partners for the confidence, continued support, and trust in our ability to perform our unique role in community.

In solidarity for social change,



Marichu Antonio
Executive Director

RESPONDING TO IMPACTS OF RACISM AND COVID-19 PANDEMIC

ActionDignity's Response Regarding Black Lives Matter

Dear community,

This has been a challenging time in the world, and this statement has been extremely difficult to write. First and foremost, we would like to acknowledge the Black ActionDignity staff members and community members, volunteers, and everyone else in the world that is being directly impacted by police brutality, impunity and anti-Black racism.

Recently in Canada, 29-year old Regis Korchinski-Paquet, an Afro-Indigenous woman was killed in her Toronto home during an interaction with the police. This is just one of the cases in Canada of violence against Black women, and is representative of the many cases where members of Canada's Black communities have been brutalized by the police. We know that in Toronto, Black people are 20 times more likely to be shot dead by the police than white people. Police brutality and racial profiling¹ against people of colour is prevalent in Canada, and at times like this, it is important to ensure that this violence does not continue. To be clear: Black Lives Matter.

We acknowledge Pierre Coriolan, George Floyd, Breonna Taylor, and Tony Mcdade, and those who have been targeted by police violence. Violence against Black people is global, and it is during these times that solidarity is needed to ensure that Black Lives Matter. This global solidarity is especially needed in the context of the COVID-19 pandemic, where existing health data has highlighted the alarming death rates for Black people in multiple countries (including the United States and the UK), which has been significantly higher than that of white Americans and white Brits. Although there is no race-based data being collected on the impact of COVID-19 in Canada, our support work at the JBS Plant in Brooks Alberta has highlighted how racialized workers, including Black immigrants, migrants and refugees are overly impacted by the outbreak.

It is also timely to make this post during Pride Month. Both Black Lives Matter and the Stonewall protests were created as a response to police violence and brutality. For this Pride Month we encourage you to show up for Black people. To protect Black lives. We urge you to act against social, political and economic systems that continue to perpetuate anti-Black racism and violence without consequence.

Sadly, our communities have shared and experienced racism and specifically, anti-Black racism, time and time again. This situation of police brutality in the United States and Canada is not new. Racism is not new. Overrepresentation of incarcerated Black and Indigenous people is not new. However, we must continue to honor the lives of the people we have lost and ensure that our collective experiences of injustice do not continue.

Finally, we would like to take a moment to acknowledge our youth members who have truly showcased their leadership and desire for social justice within the Black Lives Matter movement. They work tirelessly and genuinely in the hopes of building a better society. We sincerely thank these youth and the incredible young leaders for having the courage to speak up and show us what it means to engage in allyship.

To help generate support for the Black Lives Matter movement, we would like to encourage our community members to do the following:

1. Practice self-care and community-care
2. Know that in situations of injustice, community-care also requires the act of dismantling the injustice
3. Find out which local actions are occurring that you can partake in:
 - a. There are several online events that enable for people to protest safely without risk of catching COVID-19
 - b. If you are engaging in public, in-person events, please practice social distancing (if possible) and wear personal protective equipment
4. Know your rights
5. Call out the racism within your family, friends, and workplace
6. Do not share photos of protesters (unless you have their permission)
7. Demand an inquiry into the death of Regis Korchinski-Paquet
8. Support and donate to organizations and causes that do anti-racism & BLM work.

¹ <http://www.ohrc.on.ca/en/public-interest-inquiry-racial-profiling-and-discrimination-toronto-police-service/collective-impact-interim-report-racial-profiling-and-racial-discrimination-black>



More photos around Responding to Impacts of Racism and COVID-19 Pandemic:

Work with Cargill essential workers on Hiep Bui Memorial; delivering relief packages to Essential Workers in Cargill and Brooks; flyers of online sessions around coping with impacts of racism and COVID-19; mainstream media reports; anti-racism coverage in social media channels.



SPEAKING OUR OWN TRUTH

July 22, 2020 / 7:00-8:45 pm
A Zoom storytelling by essential workers

Register via Zoom Link

For more info, email: Jason.Kinick@actiondignity.org



CERB COMMUNITY ZOOM FORUM

FOR MORE INFO, VISIT: www.actiondignity.org
CONTACT: MARICHU ANTONIO (403) 546-2155
RESEARCH.POLICY.EDUCATION@ACTIONDIGNITY.ORG

Published by AC Dignity (7) · 15 April

The COVID-19 pandemic has highlighted racism and xenophobia globally. Since there is no current Canadian data available of COVID-19 related racism & xenophobia, we've set up a survey to get an assessment of the situation in Canada. It is important to understand the data so that we can understand the landscape and create a response. So if you are interested in filling out this short survey, the link is here: <https://www.surveymonkey.com/r/JRJJ65J>.

"The online hate is starting to build up... It's a brewing sentiment and an emerging trend we need to stop. To be turned away from grocery shopping or turned away from banks? This is not good, it hurts them," - ActionDignity's Executive Director.

<https://globalnews.ca/news/6089893-immigrants-discrimination/>

GLOBALNEWS.CA
Diverse communities in Calgary facing discrimination over Cargill's COVID-19 cases

COVID-19 ONLINE RESOURCE PACKAGE

Helpful Online Links for Communities

website: www.actiondignity.org email: info@actiondignity.org
f ActionDignity i actiondignity t actiondignity

It's okay to feel sad, stressed, confused, scared or angry during a crisis.

Mental Health & Coping During COVID-19 Webinar

Facilitated by Dr. Naweed Syed

April 24
7 PM

For info or to register, please email: humaira.fatah@actiondignity.org

SURVEYMONKEY.COM

COVID-19 Related Racism and Xenophobia

Take this survey powered by surveymonkey.com. Create your own survey.

Published by AC Dignity (7) · 23 May

ActionDignity in the news! Filipino Front-Line Workers Risk Their Lives To Keep Canada Running! <https://www.huffpost.com/.../filipino-workers-canada-810>

HEALTHCANADA.CA
Filipino Front-Line Workers Risk Their Lives To Keep Canada Running

Diverse communities in Calgary facing discrimination over Cargill's COVID-19 cases

By Jill Croteau - Global News
Posted April 29, 2020 8:00 pm · Updated April 29, 2020 8:01 pm

MENTAL HEALTH AWARENESS

Mental health is about achieving personal balance, and feeling and knowing you are in control. Having the resources, community involvement, and responsibility to mental health, personal growth, and living a purposeful life. This session is going to be a great opportunity to learn more about mental health and how to take care of yourself.

July 16, 2020 9 PM - 10 PM

For more info, go to: www.actiondignity.org

STRESS MANAGEMENT FOR YOUTH OF THE COMMUNITY HEALTH SERVICES

Stress management for youth is a program designed to help youth understand and manage their stress. The program is designed for youth aged 12-18 and is delivered in a group setting. The program is delivered by a trained facilitator and is available in both English and Spanish.

MAY 26, 2020 3-4 PM
ONLINE SESSION IN ZOOM

Program via Zoom
For any inquiries, please email: info@actiondignity.org

Accessing legal help during Covid-19

Webinar facilitated by Calgary Attorney, Soofiq Raza
April 29, 2020 3:00 pm

YOUTH MENTAL HEALTH AWARENESS

BY THE CANADIAN MENTAL HEALTH ASSOCIATION

Youth Mental Health Awareness is a 1 hour online session that addresses personal balance. Finding this balance can be an ongoing learning process, especially during a pandemic.

This workshop breaks down common misconceptions surrounding mental health, mental illness, and stigma, while providing a preventative approach in addressing COVID-19 and social isolation. This session is open to all youths aged 12-18.

MAY 28, 2020 3-4 PM
ONLINE SESSION IN ZOOM

Register via Zoom!
For any inquiries, please email: info@actiondignity.org

Coronavirus: Employee at Cargill plant died within days of feeling ill, union says another is critical

By Jill Croteau - Global News
Posted April 21, 2020 8:06 pm · Updated April 22, 2020 2:22 pm

YOUTH MENTAL HEALTH MATTERS

A youth mental health matters webinar and networking during COVID-19.

MAY 27th 3:00 PM

On the phone: **Marichu Antonio**
ActionDignity Executive Director

New Cargill Death

Coronavirus: Employee at Cargill plant died within days of feeling ill

On the phone: **Marichu Antonio**
ActionDignity Executive Director

OUR YEAR AT A GLANCE



APRIL 2019 – JUNE 2020

POLICY AND SYSTEMS CHANGE



ETHNOCULTURAL ORGANIZATIONS, NETWORKS & NONPROFITS



PUBLIC AWARENESS



INDIVIDUAL, FAMILY & COMMUNITY IMPACTS



PROGRAM INFORMATION

Sustaining Healthy and Awesome Relationships (SHARE)

Staff: Humaira Falak, Program Coordinator

Community Brokers: Shiraz Bhoja, Fauzia Khedri, Rodel Paguirigan

Funding Partners: United Way of Calgary and Area

PROGRAM DESCRIPTION

Sustaining Health and Awesome Relationships (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.

HIGHLIGHTS OF ACHIEVEMENTS

- Organizing the panel discussion between the community leaders, nonprofit organizations and service provider organizations brought 80 community leaders to identify the gaps and challenges that exist in the system around Domestic Violence prevention and take actions to address the barriers.
- Apart from North of McKnight Domestic Violence groups, communities in the South of McKnight are coming forward and implementing community action plans. Supporting and funding nine (9) community organizations has increased the number of participants, and demand for learning

sessions.

- The project engaged 1,173 community members in community forums, workshops, events and peer support groups i.e., Anger Management, Positive Parenting, including the Fathers' Day Celebration. A key aspect of the work is co-designing domestic abuse prevention and building healthy relationships with community leaders, brokers and members to make these activities more effective and impactful.
- Quick and proactive response to provide a comprehensive domestic abuse resource list for online resource package at the height of the COVID 19 epidemic. Likewise, the project conducted a survey to gauge the damage caused by the hailstorm in the North East areas, where most of racialized communities reside.



Peer Support Group



Let's Walk The Talk on Domestic Violence Prevention event



United Nations International Women's Day



Brokers training in collaboration with Calgary Women's Emergency Shelter , Sagesse and North of McKnight Communities Society

PROGRAM REPORT

LEAD for Change

Leadership Engagement, Action & Development (LEAD) Program

Staff: Sheeba Vijayan, Strategy Lead – Policy & Leadership
Carissa Gravelle, Community Engagement Coordinator (Apr 2019 – Jan 2020)
Hala El-Madani, Community Engagement Coordinator (Feb 2020 – present)
Meriam Bravante, Researcher & Policy Educator

Community Brokers: Mario Ayudo (South Sudanese Community), Patricia Bernal (Latin American Community), Kim Chambers (Jamaican Community), Hala El-Madani (Sudanese Community), Hina Iqbal (Pakistan Community), Ida Oliver (South Sudanese Community), Xiao Hong Sun (Chinese Community)

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 works to address systemic inequities in public institutions, government, and service systems so that members of ethnocultural communities can fully take part in economic, social, and civic life.

HIGHLIGHTS OF ACHIEVEMENTS

- Effectively supported the needs of ethnocultural communities and meatpacking plant workers by mobilizing networks and resources to bear on the governments' and donors' response to COVID19 through: a) community needs assessment survey; b) webinar on emergency benefits navigation; and c) informed policy recommendations based on the unique needs of ethnocultural communities.
- Significantly increased engagement with public officials, government ministries, and the three

levels of government to inform policy decisions on issues such as City of Calgary budget cuts to services and programs for low income groups, the Federal Anti-Racism Strategy, and the COVID19 pandemic response.

- Identified and addressed critical need to prevent the spread of COVID-19 by developing and promoting customized information and educational materials in first languages in partnership with academic institution, and internationally experienced professionals as well as supported healthcare sector in informing health recommendations to highly-barriered communities using culturally appropriate communications.
- Increased awareness on the basic principles of human rights in eight (8) new communities, and engaged more than 200 ethnocultural, immigrant and refugee communities to call for equity and the elimination of discrimination and stigma.

- Engaged more than ten (10) highly barriered communities as equal partners in five (5) community-based participatory action research, two academic research projects, and a knowledge mobilization project to better understand and critically analyze citizens' rights and inform decision making for equitable services, institutions and policies.



Sandeep Malhi, Community Broker, was one of ActionDignity presenters of lived stories of the challenges facing low income racialized families at the City Council Chamber in November 2019.



ActionDignity youth volunteers take on the responsibility of event planning, messaging and leading conversations. The Every Vote Counts Youth initiative is a peer-to-peer project that aims to encourage youth to take a lead role in civic participation and importance of voting among their peers. Youth volunteers learn community development concepts and ways to implement collective action plans that address root causes of youth issues.



At the United Nations International Human Rights Day celebration, where results from 9 community conversations around experiences/stories of human rights violations, ways to develop collective actions to increase awareness of human rights act and promote a more welcoming community in Calgary were presented. Photo Credit: Samuel Obadero



Community leaders conducting Vote Pop-Up during the Leaders' Debate at the Genesis Centre

PROGRAM REPORT

We All Belong

Staff: Sheeba Vijayan, Strategy Lead – Policy & Leadership

Community Brokers: Fauzia Khedri (Afghanistan Community), Sandeep Malhi (South Asian Community)

Funding Partner: United Way of Calgary and Area

PROGRAM DESCRIPTION

We All Belong aims to increase the capacity of ethnocultural community members to collectively address systemic barriers to wellbeing, and improve the social, economic and political participation, as well as overall community and individual resiliency. The program focuses on systems and policy change using a three-part strategy that includes community engagement/organizing, capacity building, and systems change work. It impacts in strengthening the capacity and collective voice of ethnocultural communities to act collaboratively in promoting racial equity, inclusion and cultural awareness in public systems and policies and addressing systemic inequities in public institutions, government and service systems.

HIGHLIGHTS OF ACHIEVEMENTS

- Successfully engaged highly barriered community members build capacity to identify health concerns and use related information and services for making the best health-related decisions.
- Built capacity of international medical graduates and staff of a non-profit organization to support community-led project activities and document learnings that were presented to Alberta Health Services. The learnings and success of the project

are currently used as a promising practice.

- Facilitated the voices of communities of newcomers, youth, seniors and highly barriered communities to advocate for implementation of human rights to achieve greater equity.
- Mentored racialized youth group leaders to effectively navigate social services systems to implement project activities that build leadership capacities of wider communities of youth.
- Fostered greater awareness in healthcare, academic institutions and non-profit organizations on utilizing ethnocultural lens in engaging racialized communities and effecting change in their service delivery towards greater inclusion and equity.



Racialized youth-led protest against human rights violations in Sudan in Jun 2019 that raised awareness of importance of community solidarity in seeking for social justice



Hindu Society was recognized by Calgary Foundation for the Arts Speaks a Thousand Words project that used art as a tool to build natural supports for seniors.



Youth leaders were mentored to present the positive impacts of their youth leadership project at ActionDignity's 2019 AGM Community Forum



Community leaders were mentored to engage leadership workshop participants in discussions on identifying root causes of community issues.

PROGRAM REPORT

Greater Forest Lawn Community Connector Initiative (GFLCCI)

Staff: Linh Bui, Strategy Lead

Community Brokers: Sukhwant Parmar, Widad Eltahir

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) builds resident and community capacity for change by connecting residents, groups and organizations in East Calgary to harness community-based assets, and opportunities to collectively address identified issues. These connections also bring to fore representation of ethnocultural and other marginalized groups to influence and shape service delivery and systems change.

A key aspect of the project is to support residents and local organizations to take the lead in creating a resident-driven network of formal and informal supports from individuals, children, families and the community. ActionDignity's Broker strategy underpins the capacity building of the residents as effective connectors and bridges between neighbors, groups, community organizations and service providers. GFLCCI also establishes connection and partnerships between the GFL community with public and businesses for resources to address social issues such as mental health, homelessness and dignity.

HIGHLIGHTS OF ACHIEVEMENTS

- Resident-led peer support groups securing funding (grants) and implementing activities to

engage and promote connection and wellbeing of individuals, families and community.

- Supporting youth engagement through the Every Vote Counts Youth (youth civic engagement) project before and after the provincial election, and support youth groups to apply for funding to implement their community action plans, including SSYES, RAVE youth project Step Forward.
- Nine monthly Community Conversation circles providing GFL residents a platform to have their voice heard and their vision translated into action plans, which were implemented.
- Engaging hundreds of residents in three Pay-it-Forward events in delivering random acts of kindness to their neighbours and strangers, to make them feel proud of GFL and their community/neighbourhoods and beyond, and to promote a community sense of belonging.
- Two cohorts of Leadership training in partnership with LEAD for Change that trained and supported over 30 individual community members and leaders, and harnessed their skills to implement plans to address community issues.



Penbrooke Meet our Neighbours event | July 2019: Four GFLCCI/Lead for Change Leadership training graduates planned and organized the Penbrooke event that attracted resident groups from various cultures and ages, including East Asian, Vietnamese, Chinese, Latin American, indigenous, etc. *Photo Credit: Linh Bui*



2020 Neighbour Day | June 20, 2020. GFLCCI team with Mayor Nenshi during Resident PLEX 4th pantry launch. *Photo credit: Len Chan*



Meditations sharing circle final session | December 8, 2019: Participants came from different backgrounds, with many indigenous and newcomers. A respected leader from Morley Reserve joined the group and shared his indigenous teaching. *Photo Credit: Linh Bui*



Community Conversation Circle | September 2019. GFLCCI organized and facilitated a platform for residents to share their interest, concerns and issues and initiate action at the Alex Community Food Centre. *Photo credit: Len Chan*



International Avenue Arts and Eat | October 27, 2019 at the Alex Community Food Centre: A showcase of diverse cultures through Arts and Food - participated by Indigenous, Sudanese, Vietnamese, Sikh, Pakistani, Syrian, Filipino and East Indian cultural groups. *Photo credit: Widad Eltahir*

PROGRAM REPORT

Youth PLACE

Platform for Learning, Action & Community Engagement (PLACE)

Staff: Carissa Gravelle, Program Coordinator

Youth Facilitator: Krizia Carlos

Funding Partner: Department of Canadian Heritage

PROGRAM DESCRIPTION

Youth PLACE (Platform for Learning Action and Community Engagement) (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. The program aims to increase ethnocultural youth voice and civic engagement in addressing racism and discrimination, and increase awareness and supply solutions, including public policies impacting the youth.

community

- Youth developing self-advocacy skills
- Toronto Trip world café and knowledge exchange

HIGHLIGHTS OF ACHIEVEMENTS

- Empowering the youths to create a full theatrical play entitled "Labelled."
- Youth Leadership development and awareness of social justice, and human rights issues
- Personal growth and reflection because of programming, enhanced sense of belonging and



Youth Summer Camp

Our Canada Our Story Part Two is a theatre production that weaves together the stories of marginalized youth and adults deeply impacted by racism. Stage play actors included some of the program's youth leaders. *Photo credits: Jay Zapata and Lionel Migrino*

PROGRAM REPORT

People's CAFÉ

Coalition to Advance Fairness & Equity (CAFE)

Staff: Tyra Erskine, Program Coordinator

Funding Partner: Human Rights Education and Multiculturalism Fund

PROGRAM DESCRIPTION

The People's CAFÉ (Coalition to Advance Fairness and Equity) is a two-year pilot project that brings together community networks, organizations and individuals in Calgary to collaboratively address issues of discrimination, inequity and racism. The project seeks to amplify collective voice, strengthen community leadership and action towards upholding the rights of those impacted by inequality and discrimination. An important outcome is to increase support and belonging, and sense of safety. It is part of a province-wide initiative launched by the Alberta Human Rights Education and Multiculturalism Fund called Coalitions Creating Equity (CCE) that involves collaboratives in five municipalities with project holders. The CCE's primary focus is to build local skills, knowledge and networks that can collectively impact discrimination prevention and increased equality in the province. It is guided by findings and recommendations in the regional consultations report, *Your Voice: Advancing Human Rights in Alberta*. It strengthens the city-wide coordination and collaboration to build local skills, knowledge and networks that influence change towards equity and human rights. Focus community groups will include ethno-cultural, indigenous, LGBTQ2IA+, persons with disability, seniors, youth and those living in poverty and homelessness.

HIGHLIGHTS OF ACHIEVEMENTS

- Launching of the Coalitions Creating Equity Response Model for Hate Incidents
- 2020 Black Intersections Event
- 2019 Equity in the 2019 Federal Election Event
- COVID-19 and Racism Series
- Beginning the SHARP Project, which will lead to a Shared Anti-Racism Portal for compiling events resources, and networks.

SHARP

Shared Anti-Racism Portal

This year has also seen the start of the Shared Anti-Racism Portal (SHARP) Project. SHARP will be a hub for local anti-racism events, networks, and resources. SHARP will be completed by the end of 2020 and will provide an opportunity for collaboration and engagement on anti-racism events within the region. This project is funded through the **Anti-Racism Community Grant Program** of the **Province of Alberta**.



Black Intersections was an open space discussion moderated by various Black facilitators on topics that pertain to the Black experience (everything from Colourism in the Black community to Parenting while Black). *Photo credit: Motif Photography*



The Equity in the 2019 Federal Election brought communities together to talk about electoral challenges and key issues that certain equity-seeking groups would have in the election. This also included a key note on the ways to mobilize our communities and get people to participate in the election

PROGRAM REPORT

INitiative for Diversity, Inclusion & Equity (INDIE)

Staff: Rubirose Ong, Program Coordinator

Brokers: Shiraz Bhoja, Widad Eltahir, Linda Kee

Funding Partner: Alberta Culture and Tourism

PROGRAM DESCRIPTION

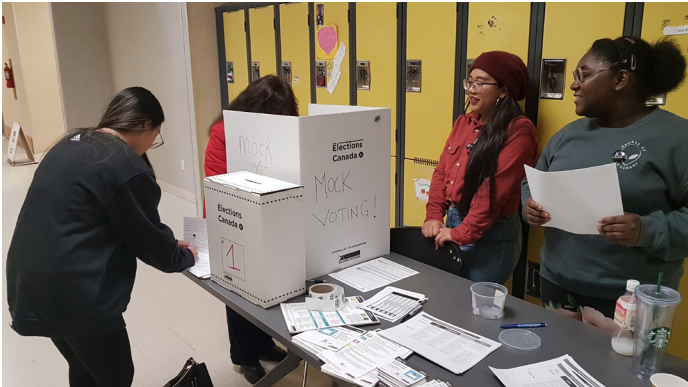
INDIE (Initiatives for Diversity, Inclusion and Equity) for Alberta Non-profits fosters mutually beneficial collaboration between Alberta non-profit organizations (NPO) and ethnocultural communities through capacity building and shared projects & initiatives. Using an ethnocultural lens, INDIE engages non-profit and service providers in the sectors of mental health, domestic violence prevention and arts equity to integrate equity, diversity, and inclusion (EDI) in their services and organizational structure towards a more welcoming and inclusive environment.

HIGHLIGHTS OF ACHIEVEMENTS

- Program expansion to different sectors including the youth, immigrant artists, faith leaders, and LGBTQIA+2S groups towards addressing mental health and family violence, and improving understanding on equity, diversity, inclusion and anti-racism.
- Geographical expansion and partnership of INDIE's work with Multi-Cultural Health Brokers for domestic violence prevention in Edmonton and surrounding areas and Alberta Rural Development Network (ARDN) for building the capacity of ARDN staff and service provider network in rural Alberta.
- Supported nonprofit organizations in ensuring EDI in their services through a secret shopper

initiative (Calgary Mental Health Association); improving intercultural competence of staff and management of ARDN; and supporting the research, organizational direction and program development to Next Gen Men, and Project Shift on Domestic Violence Prevention. ActionDignity also brings the voices of ECC in the Diversity, Inclusion and Equity Working Group of Big Brothers, Big Sisters Canada.

- Community Engagement: In collaboration with the NorthStar, SHARE and People's Cafe programs, organized the Panel Discussion on Domestic Violence Prevention, Home & Heart Event, the online Father's Day Event and Theatre Forum, an integrative approach using arts to address domestic violence in the Filipino community; Supported the launch of Immigrant Council for Arts Innovation and Bahaghari, an LGBTQIA+ Filipinx group which was the first ethnocultural representation in PRIDE 2019; Engaged the ethnocultural youth in a focus group discussion and faith leaders in an interfaith dialogue on mental health and family relationships.
- Capacity-Building for Brokers: Community brokers attended trainings and workshops that increased knowledge and skills to support initiatives on mental health, domestic violence and arts equity; this led them to implement community action plans, organize and facilitate project events.



2019 Equity in the 2019 Federal Election Event, an event in collaboration with People's CAFÉ program.



Non-profit training: Intercultural Competence for Staff and Management



Youth Focus Group on Healthy Mindsets and Relationships: Youths from various ethnocultural communities come together to discuss systemic barriers, issues and actions on mental health and domestic violence.



Home and Heart Festival, a collaboration between INDIE, SHARE and North Star programs.



Interfaith Dialogue on Mental Wellness and Healthy Relationships: a roundtable discussion on faith-based community actions to address mental health issues and domestic violence within ethnocultural communities.

PROGRAM REPORT

North Star Initiative

Northeast Constellation for Healthy Families and Communities

Staff: Humaira Falak, Program Coordinator

Brokers: Abdul Ali, Shiraz Bhoja, Fauzia Khedri, Rodel Paguirigan, Promila Sharma

Funding Partner: Alberta Government - Community and Social Services

PROGRAM DESCRIPTION

The North Star co-designs the non-programmatic domestic violence prevention strategies with community leaders and members. It provides capacity building training to grassroots leaders in North East Calgary. It engages community partners, stakeholders, government officials to identify the gaps in service delivery within Domestic Violence Sector and ensure a collaborative and coordinated community response to domestic violence in Calgary and area. The North Star supports the implementation of community-led actions through mentorship, and training; and provides resources and generates funds in support of the community action plans.

- Towards improving the capacity of ethnocultural communities, North Star organized eleven (11) capacity building workshops on issues identified by the ethnocultural communities. A total of twenty-one (21) organizations participated.

HIGHLIGHTS OF ACHIEVEMENTS

- Five (5) brokers supporting the work in creating awareness on domestic violence and building healthy relationships. Celebrating the Home and Heart Festival brought 350 people to show case the work to building healthy relationships and preventing domestic abuse.
- Developed a resource manual for ethnocultural communities to build their skills and organizational capacity on community-based domestic violence prevention.



At the Home and Heart Festival, held on November 30, 2019

Meeting with the Minister of Community and Social Services, Rajan Sawhney



Capacity building training workshop for community leaders

NEW PROGRAMS

THE B.L.A.C.K. PROJECT

Becoming Leaders Acquiring Critical Knowledge

Staff: Carissa Gravelle, Program Coordinator

Funding Partner: Calgary Foundation

PROGRAM DESCRIPTION

The B.L.A.C.K (Becoming Leaders Acquiring Critical Knowledge) Project was created to strengthen the sense of identity and community among Black youth by building leadership skills, community connections, civic engagement, and youth-led actions to address anti-Black racism.

The project focuses on Mental Health, Self- Esteem & Wellness, Financial Literacy and Entrepreneurship, and Anti-Black Racism Awareness and knowledge Sharing.

HIGHLIGHTS OF ACHIEVEMENTS

- Project was launched on July 17, 2020.
- Steering committee was formed, comprised of 20 Black professionals from varying sectors in Calgary including education, finance, corporate and nonprofit to help add expertise and diverse knowledge to programming



Some of the B.L.A.C.K Project participants. Photo credit: Madame Premier, a local organization supporting women and politics.

Response Advocate & Volunteer Engagement (RAVE)

Staff: Jason Klinck, Program Coordinator

Funding Partners: United Way of Calgary, Calgary Foundation

PROGRAM DESCRIPTION

The RAVE is an emergency response program that addresses the impact of COVID 19, and the urgent needs of the most vulnerable ethnocultural communities, including workers from Cargill, though not exclusively.

This response uses the capacity of ethno-cultural communities, both through volunteering and supporting cultural organizations to lead their own emergency response plans for basic needs and deliver support through first languages and culturally relevant ways. Projects will focus on meeting urgent needs of individuals and families, provide culturally appropriate food, pass on accurate information on how to isolate and stay safe, mentor individuals to applying for the right benefits that they are eligible for, and find ways of keeping people connected through technology.

To do this, RAVE works with ethnocultural communities, and provides these organizations with technical support and seed grants to enable them to address their communities' identified issues and concerns.

HIGHLIGHTS OF ACHIEVEMENTS

- Hosting of Community Forum for fifteen (15) different organizations and submitting need requests
- Recruitment, training and establishment of a diverse five (5) member panel to vet emergency response applications
- Review of 12 community applications and submission of funding recommendations to Action Dignity
- Orientation and training of funded organizations

COLLECTIVE IMPACT

All of ActionDignity's work drives towards the same goal: a more just and equitable society for all. But what does that look like in real life, and how do we know we are making progress? Below are five significant areas of change that ActionDignity programs and collaborative work have contributed to in the past year.



Raising Awareness of Key Issues and Generating Support Beyond Ethnocultural Organizations

ActionDignity has long worked with ethnocultural community members to address racism. In the past year, we made great leaps beyond ethnocultural communities to show how racism connects to current events and to generate support from outside the usual circles. Even before the recent surge in public demand to take action on systemic racism, ActionDignity was using the arts to help community members, including youth, link their personal experiences to systemic racism and share their stories with a wide audience through Our Canada Our Story and other arts-based projects. ActionDignity was among the first organizations to assert that COVID-19 was revealing racism in society, and collaboratively drew large crowds to join online webinars on the topic. We have been a strong voice in mainstream media and harnessed collaborative leadership for the rights of essential workers, many of whom are racialized. Our programming and public statements on anti-Black racism have received tremendous social media support. These and other efforts have prompted donations towards anti-racism work and workers' rights from more than 800 individuals, businesses and organizations in Calgary, Canada, and internationally. With increased public support and resources come increased opportunities to enable community action and influence change.



Activating Collaborative Platforms and Networks

By bringing people together, deepening connections and providing different types of support, ActionDignity helps people, groups, organizations and community networks to work together on things that matter to them. People and families in Calgary are benefiting from the actions of networks supported by Action Dignity on issues of domestic violence prevention, racism, COVID-19 basic needs, workers' rights, and community building. These networks have planned and delivered culturally appropriate information sessions and events to foster healthy family relationships and prevent domestic violence. They have delivered culturally appropriate emergency hampers to isolated families impacted by COVID-19. They have joined for forums on workers' rights. They are bringing together African and Caribbean community leaders and professionals to provide mentorship to Black youth and combat the effects of anti-Black racism. As leaders, groups and organizations form relationships based on common issues, ActionDignity has provided a supportive platform for learning and action that includes training, meeting space, mentorship, project support, grants, and connections to resources and people in power positions. This platform approach has helped ethnocultural communities have more influence, access more resources, and support more families than if they worked in isolation.



Influencing Institutions, Policies and Systems

As communities and organizations strengthen their actions and develop working relationships in circles of power, they move from being absent or invisible at decision making tables to being noticed and inevitable. In the past year, ActionDignity has received more requests from institutions and government to mobilize community leaders and to participate in consultations, working groups and change efforts towards equity. This is only possible by striving for deep, personal connections with racialized community members and leaders, understanding their experiences and ideas, bringing together their lived experiences to influence changes in service delivery, linking them to systemic issues, and connecting them to decision makers in institutions and government. Community Brokers played an important role in this relationship building and engagement, and the Community Broker Strategy was recognized by Pathways to Prosperity as a promising practice in Canada. This year, ActionDignity and community leaders have provided an ethnocultural lens to help shape the thinking and decision making of the: a) City of Calgary on budget allocation to services and urban planning, b) Calgary Police Services on anti-racism strategies, c) Alberta Health Services on supporting people to navigate the health system, d) Calgary Public Library on broadening engagement, and e) several service providers and academia through formal consultations, working groups and collaborative projects. Increased awareness, representation, and better-informed decision making are keys to a more just and equitable society.



Expanding Reach Geographically and Across Sectors

Calgary is fortunate to have so many ethnocultural community groups and organizations that are passionate about improving quality of life. However, many other groups face similar challenges to equity, and many smaller cities and towns lack services and resources to address equity issues. Working together brings more potential to create change. This year ActionDignity expanded its working relationships with BIPOC (Black, Indigenous, People of Colour), LGBTQI+2SA, persons with disabilities, and faith-based community members and groups through awareness raising and action planning events such as: Equity in the Federal Election; Black Intersections; Interfaith Dialogue; and Greater Forest Lawn Community Conversations. New relationships with service providers and ethnocultural organizations in High River, Okotoks and Brooks were formed to address urgent COVID-19 needs and the rights of essential workers. Youth participation has expanded across most of ActionDignity's program areas. Work with four other geographic regions resulted in an online Alberta Response Model to Hate Incidents. This expanded reach is resulting in more opportunities for shared learning, shared resources, and meaningful action.

COLLECTIVE IMPACT



Building Capacity of Ethnocultural Organizations and Leaders

Building capacity means strengthening the knowledge, abilities, resources, and relationships of formal and informal leaders or organizations to carry out actions and influence change. More than thirty community leaders received training that helped them practice community development skills, explore root causes of issues, and plan for action. Other community leaders and volunteers were mentored to develop project ideas, apply for funding, and implement community projects. A few results from these projects include: an expanded network of neighbourhood food pantries for people in need; leadership development for Sudanese youth; ActionDignity also supported people to establish new groups and organizations to address community needs. Bahaghari, a newly formed LGBTQIA Filipino organization, became the first organized Filipino representation in Pride 2019 and delivered a webinar for more than 70 people on anti-racism for Filipino-Canadians focused on Anti-Blackness within the Filipino culture. With mentorship support, youth and other community members prepared and spoke at City Council to successfully help influence the continuation of Calgary's low-income transit pass.

Weaving it All Together

These five areas of change are inter-connected and reinforce each other. As ActionDignity has expanded its reach and increased public awareness on key issues, it has become one of the top well-known anti-racism organizations among young people in Calgary. This has generated more donations that translate into more resources and support for collaboratives and organizations within ActionDignity's platform approach. Expanded programming for emergency relief during COVID-19 led to new relationships with ethnocultural community organizations. Many of these organizations have since become Members and are quickly connecting and contributing to collaboratives for essential workers' rights and anti-racism work. As community leaders participate in leadership training, they gain a better understanding of root causes of issues and are more prepared to contribute to policy and systems change work. Mentorship for community leaders to carry out action ideas paves the way for more organizations to get involved in collaborative work. Also, the relationships built through this mentorship help ActionDignity staff better understand community experiences so they can provide an informed ethnocultural lens to institution and government decision makers.

For all of this interwoven collective impact, we thank not only our staff, Community Brokers and Board members, but also our many members, donors, partners, volunteers, collaborators, funders, and the institution and government decision makers who strive to welcome and value the contributions of racialized and equity-seeking community members.

TOOLKITS & RESOURCES

- **[Response Model to Hate Incidents in Alberta](#)**

This is an initiative led by the Alberta Coalitions Creating Equity (CCE) to provide service providers with tools and guidelines to effectively respond to incidents of hate. This model was informed by a province-wide survey and various regional focus groups and community engagements.

- **[Anti-Black Racism Resources](#)**

This is a selection, not an exhaustive list, of resources on the topics of anti-Black racism and educating against anti-Black racism.

- **[Anti-Discrimination Course](#)**

This recorded webinar was created in partnership with the Alberta Association of Immigrant Serving Agencies and Alberta Rural Development Network. The webinar covers an introduction to anti-discrimination and also provides a current context of the Black Lives Matter Movement.

- **[Community Broker Strategy](#)**

Pathways to Prosperity Canada has released the video and [brief](#) on ActionDignity's Community Broker Strategy as one of the most promising settlement and integration practices.

- **[Community Resource Package for COVID-19](#)**

ActionDignity is committed to supporting communities in addressing the impacts of the COVID-19 pandemic. The Community Resource Package includes a list of trusted sources of information to help community members understand, prepare and share information on how to manage the challenges of COVID-19.

- **[COVID-19 Webinars](#)**

These recorded webinars were created in partnership with the Alberta Association of Immigrant Serving Agencies and Alberta Rural Development Network. This 3-part series discusses the relationship between [COVID-19, racism](#), [online hate](#), and [intersectionality](#).

- **[Community Conversations on Human Rights](#)**

Through nine community conversations, 75 ethnocultural community members were oriented to the Universal Declaration of Human Rights. The nine Equity Broker facilitated discussions on experiences/stories of human rights violations, ways to develop collective actions to increase awareness of human rights act and promote a more welcoming community in Calgary. This report was presented at the December 2019 United Nations International Human Rights Day celebration of ActionDignity.

- **[Manual for Community Leaders working on Preventing Domestic Violence in the Communities](#)**

This booklet gives information about the background and importance of the North Star Initiative including intended outcomes, policies, procedures, and the roles and responsibilities of community leaders, including navigating around the resources available to help survivors of domestic abuse.

FUNDERS



United Way
Calgary and Area



Canada



DONORS OF \$5,000 AND MORE



MEMBER ORGANIZATIONS

- Action Committee for Black Affairs Calgary
- African Caribbean United Foundation of Calgary
- African Community Association of Calgary
- Afri-Can Connect Society
- African Sudanese Association of Calgary
- Akuar Lang Juk Community Association of Canada
- Alberta Azerbaijani Cultural Society
- Alberta Rehabilitation-Integration and Care Services
- Altamas for Peace and Development Association
- ARSII OROMO Self-Help Association
- Association de la Communauté Haitienne de Calgary
- Association of Colombian Canadian Professionals of Alberta
- Association of Mon Women of Canada
- BABAE: Council of Filipina Canadian Women
- Bafut Manjong Cultural Association Calgary
- Bag by Bag
- Bangladeshi Community Association
- Binam of Calgary- Bamileke Association
- Bor Community Association of Calgary
- Bridge International Church
- Calgary Canadian Sudanese Community Association
- Calgary Chinese Community Service Association
- Calgary Chinese Elderly Citizens' Association
- Calgary Ethiopian Community Association
- Calgary Ethiopian Community Association
- Calgary Filipino Methodist Church
- Calgary Hambastegi Cultural Association
- Calgary Japanese Community Association
- Calgary Korean Women's Association
- Calgary Multicultural Seniors Association Alberta
- Calgary Nepalese Community Association
- Calgary Vietnamese Women's Association
- Calgary Vietnamese Youth Association
- Cameroonian Association of Calgary
- Cameroonian Canadian Association of Calgary
- Canadian Artists for the Poor
- Canadian Guatemalan Community Association
- Canadian Pakistani Support Group
- CANAVUA (Canadians Volunteers United in Action)
- Chilean Canadian Community Association of Calgary
- Chinese Professionals & Entrepreneurs Association of Calgary
- Clinique De L'Education LTD.
- Council of Sikh Organizations
- Dinka Language Development School Society
- East Oromia Self-Help Community
- El Sistema Calgary Multicultural Orchestra Foundation
- Elder Services Corps Association
- Eritrean Canadian Community Association of Calgary
- Eritrean Seniors Community Calgary
- Ethiopians and Eritreans COVID-19 Support Group in Alberta
- Excel Family and Youth Society
- F.O.C.U.S. on Seniors
- Filipino-Canadian Women Multi-Purpose Cooperative
- Foundation for the Voice of Immigrants in Canada for Empowerment
- Fountain of Orphans and Vulnerable Women
- FRIENDS
- Global Parvasi (Immigrant) Seniors Society
- Green Crusader Inc. Diversity Magazine
- Haiti Alberta Sports et/and Culture Club Ltd.
- Haiti Association of Calgary
- Hindu Society of Calgary
- Imatari Otuho Community Association
- India Canada Association of Calgary
- Indo-Canadian Ex-Teachers Association
- Institute of Integrated Electrical Engineers Philippines Alberta Canada
- Intercultural Dialogue Institute Calgary
- Ileri-Mexican Latino& Cross Cultural Society - High River
- 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
- Mexican Organization in Calgary
- 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
- Professional Start - Professionals Students Trades Arts Research
- Purpose-Driven Human Services Society
- Regroupment Afro-Calgareen des Jeunes Francophone
- Salvadorian Community Association of Calgary
- Sankofa Arts and Music Foundation
- Sayyoo Innovation
- Somali Canadian Society of Calgary
- Somaliland Community of Alberta
- Somaly Community Association
- South Asian Community Service (formerly Pakistani Immigrant Services & Wellness Society)
- South Sudanese Canadian Cultural Society
- South Sudanese Catholic Society of Alberta
- South Sudanese Community Association of Calgary
- The Color Factor
- University of the Philippines Alumni Association of Alberta
- Women Latin America Association

PARTNERS & NETWORKS

Ethnocultural Organizations:

- Afri-Can Connect Society
- Akuar Lang Juk Community Association of Canada
- Akuar Lang Juk Society
- Association of Colombian Canadian Professionals of Alberta (ACCPA)
- Associations of Mexicans in Calgary
- Calgary Canadian Sudanese Association
- Calgary Canadian Sudanese Community Association
- Calgary Chinese Community Service Association
- Calgary Korean Women's Association
- Calgary Somali Community Society
- Calgary Vietnamese Women's Association
- Calgary Women's Cultural Association
- Canadian Zalmi
- Chin Community Calgary
- El Sistema Calgary Multicultural Orchestra Foundation
- Eritrean Canadian Community Association
- Ethiopians and Eritreans COVID Support Group
- Excel Family and Youth Society
- Filipino Methodist Church
- Filipinos Rising for Inclusion & Equity to Nurture Democracy (FRIENDS)
- FOCUS on Seniors
- Hindu Society of Calgary
- Islamic Association of Canadian Women
- Ismaili Community
- Jamaican Canadian Association of Alberta
- Jamaican Community
- Korean Arts Club
- Latin American Women's Association of Calgary
- Mexican, Latino and Cross-Cultural Society (IRERI)
- Nepalese Community Society of Calgary
- Nigerian Community
- North of McKnight Community Society
- One Voice Canada
- Oromo Muslim Association of Alberta
- Pakistan Canadian Association
- Pakistan Canadian Cultural Association
- Philippine Emergency Response Team
- Professional STAR
- Royal Women's Cultural Association
- Sayoo Innovation
- Sikh Community
- Somali Canadian Society of Calgary
- South Asian Canadian Society
- South Asian - Pakistan Community
- South East Calgary Community
- South Sudanese Youth Empowerment Society
- Spiritual Odyssey of Seniors and Youth
- Step Forward
- Sudanese Community Social Club
- Sudanese Social Club NE
- Sudanese Youth and Family Services
- Taradale Resident Group
- We Care Canada
- Woezo Africa
- Youth Family and Life Champion Life Centre

Non-Government Organizations and Multi-Stakeholder Initiatives:

- 1000 Voices (Genesis Centre)
- 12 Community Safety Initiative
- 5th on 5th Youth Services
- Advocates for Essential Workers
- Action Chinese Canadian Together
- Afri-Can Connect Society
- Aksyon Ng Ating Kabataan Inc. (ANAK)
- Alberta Assembly of Social Workers
- Alberta Association of Immigrant Serving Agencies
- Alberta International Medical Graduates Association (AIMGA)
- Alberta Rural Development Network
- Alberta Rural Development Network, Edmonton
- ANTYX Arts
- Apathy Is Boring
- Artists As Changemakers
- Arts Commons
- Aspen Community and Family Network Society
- Association for Mexicans in Calgary
- Awo Taan Healing Lodge
- Basic Income Alberta
- Basic Income Calgary
- Be The Change YYC
- Big Brothers Big Sisters Canada
- Brenda Strafford Foundation
- Calgary Ability Network
- Calgary Alliance for the Common Good
- Calgary Arts Development Authority
- Calgary Catholic Immigration Society (CCIS)
- Calgary Communities Against Sexual Abuse
- Calgary Domestic Violence Collaborative
- Calgary Dream Centre
- Calgary Foundation
- Calgary Immigrant Women's Association (CIWA)
- Calgary Seniors Resource Society
- Calgary Women's Emergency Shelter
- Canadian Mental Health Association – Calgary
- Carya
- Centre for Newcomers
- CHRP, Alberta
- Coalition for Equal Access to Education
- Coalitions Creating Equity
- Community Development Learning Initiative
- CommunityWise Resource Centre
- Cornerstone society
- Disability Action Hall
- Ethno-Culturally Diverse Communities Committee
- Families Matter
- Forest Lawn Community Hub
- Fresh Routes
- Frontlines
- Heartland Agency
- IMAGINE Citizens
- Immigrant Services Calgary (ISC)
- InnerPath Counselling
- John Humphrey Centre for Peace and Human Rights
- Migrante Alberta
- Money Mentors

- Multi-Cultural Health Brokers, Edmonton
- Next Gen Men
- Propellus
- REACH Edmonton
- Red Community Midwives
- Regional Municipality of Wood Buffalo
- RISE
- Rosza Foundation
- Sagesse
- Skipping Stone Foundation
- Stride Advocacy Project
- The Alex Community Food Centre
- The Immigrant Education Society
- The Mustard Seed Neighbour Centre Employment
- United Food and Commercial Workers Union Local401
- United Way of Calgary and Area
- Vibrant Communities Calgary
- Women in Need society
- Woods Homes
- Youth Employment Centre

Community Groups:

- Afghan Community Group
- Apathy is Boring
- Bag-by-bag project
- Bahaghari
- Calgary Ability Network
- Calgary Chin Community – Myanmar Indigenous group
- Calgary Ethiopian Youth Alliance
- Child and family Support group
- Chinese Community
- Crafty Bees
- Filipinos Rising for Inclusion & Equity to Nurture Democracy (FRIENDS)
- Greater Forest Lawn Parent Support Network
- Immigrant Council for Art Innovation
- Jamaican Community
- Liberian Community of Calgary
- Maintenance Enforcement Program movement
- Meditation sharing circle
- NE Hailstorm Coalition
- Pakistan Community
- Penbrooke Yoga group
- Philippine Emergency Response Team
- Sikolohiyang Pilipino
- Soap n Suds
- Social Workers for Social Justice
- South Sudanese Community
- Step Forward youth Covid relief group
- Syrian Community Group
- Youth Empowerment Program – Fiesta Filipino
- Youth Family Life

Indigenous Groups and Agencies:

- Aboriginal Friendship Centre of Calgary
- Blackfoot Crossing Historical Park
- Native Counselling Services of Alberta

Religious Groups:

- Calgary Buddhist Temple
- Calgary Interfaith Council
- Champion Life Centre
- Church of Jesus Christ
- Eastside Victory Outreach
- Roman Catholic Diocese, Ascension Catholic Parish

- Tibetan Buddhist Temple

Public Institutions:

- Ahmadiyya Mosque Calgary
- Alberta Health Services
- East Calgary Health Centre
- Calgary Housing Company - Tenant Liaison Dover/Erinwoods
- Calgary Police Service
- Calgary Public Library
- City of Calgary
- City of Calgary Neighbourhood Services
- Diversity Unit (Calgary Police)
- East Calgary Youth Health Committee (AHS, CBE, BGCC)
- International Avenue Beat Team (Calgary Police)
- Ministry of Community and Social Services
- MLA Office Peter Singh
- NE/SE Children's Services
- Office of the Child & Youth Advocate
- Ward 9 Councilor's office

Educational Institutions:

- Bow Valley College
- Lester B Pearson High School
- Manna Counselling Services and Education Center
- Mount Royal University, Artists as Changemakers program
- Patrick Airlie School
- Southern Alberta Institute of Technology
- University of Calgary

Corporate:

- Calgary Plaza Hotel and Conference Rooms
- China Rose
- Deagla Restaurant SE
- Eat A Pita
- First Calgary Financial
- Lightscope Films
- Payless Printers
- Quynh Vietnamese restaurant
- Shawarma Palace SE

Ethnic and Mainstream Media:

- 660 News
- Bloomberg, NY
- Calgary 88 Newspaper
- Calgary Herald
- CBC Calgary
- CBC National
- CBC Radio Canada
- CBC Radio Eyeopener
- CBC Radio Homestretch
- CJSW
- CTV News
- Express Media
- Global News Calgary
- Global TV
- Maclean's magazine
- Philippine Canadian News
- Philippine Inquirer
- Prime Asia Network
- Red Fm
- The Canadian Press
- The Globe and Mail
- Toronto City News
- Toronto Star

STATEMENT OF OPERATIONS

	2020	2019	% (-/+)
REVENUE	1,654,590	1,386,907	19%
TOTAL EXPENSES	1,602,554	1,359,709	18%
EXCESS OF REVENUE OVER EXPENSES	52,036	27,198	91%
% OF EXPENSES TO REVENUE	97%	98%	

OUR TEAM

STAFF 2019-2020

Marichu Antonio

Executive Director

Aurelio Camilo Naraval

Programs & Policy Manager

Sheeba Vijayan

Strategy Lead, Policy & Leadership

Linh Bui

Strategy Lead, Neighbourhoods

Carissa Gravelle

Program Coordinator, Youth PLACE and B.L.A.C.K. Project

Tyra Erskine

Program Coordinator, People's CAFE and SHARP

Humaira Falak

Program Coordinator, SHARE and North Star

Rubirose Ong

Program Coordinator, INDIE

Jason Klinck

Program Coordinator, RAVE

Meriam Bravante

Researcher & Policy Educator

Hala El-Madani

Community Engagement Coordinator

Krizia Carlos

Artistic Facilitator

Mandy Zhu

Finance & Payroll Coordinator

Anne Zabala

HR and Executive Office Coordinator

Ligia Yanez

Admin & Program Support

Mary Getaneh

Communications Assistant

Wengel Kebede

Accounting Assistant

Ileana Gonzalez

Admin & Program Support

Brokers:

Shiraz Bhoja

Widad Eltahir

Fauzia Khedri

Sandeep Malhi

Rodel Paguirigan

Sukhwant Parmar

Promila Sharma

Former Staff:

Sherry Choma

Giftii Girma

Noreen Mahmood

Xiao Hong Sun

John Wang

Former Brokers:

Abdul Ali

Mario Ayudo

Patricia Bernal

Candice Chamber

Hala El-Madani

Hina Iqbal

Linda Kee

Ida Oliver

Xiao Hong Sun

OUR TEAM

BOARD OF DIRECTORS

Dr. Ilyan Ferrer
Chair

Chanakya Gupta
Vice Chair

Holy Linton
Secretary

Anh Bui
Treasurer

Kimberly Manalili
Ex-Officio

Dr. Yahya El-Lahib
Director

Kiranpreet Grewal
Director

Ivan Leung
Director

Hiroko Nakao
Director

Arsaima Sultan
Director

BOARD COMMITTEES

Governance

Chair: Arsaima Sultan
Board Members: Holy Linton, Ivan Leung
Volunteers: Azmera Mamo
Namitha Philipose

Finance

Chair: Anh Bui
Board Member: Chanakya Gupta
Volunteers: Kevin Cho, Ruth Estrella,
Ernestine Bilong

Research & Policy

Chair: Hiroko Nakao
Board Member: Dr. Yahya El-Lahib
Volunteers: Cesar Cala, Dagoberto Correa,
Kaltrina Kusari, Maimuna Khan,
Ram Sankaran

Human Resources

Chair: Kiranpreet Grewal
Board Members: Dr. Ilyan Ferrer
Dr. Yahya El-Lahib

Community Engagement

Chair: Kimberly Manalili
Board Members: Holy Linton, Hiroko Nakao
Volunteers: Tanvir Alam, Ashley Sayson,
Lovella Penaranda-Dizon,
Namitha Philipose,
Dr. Turin Tanvir Chowdhury



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 a modern office environment. The overall mood is positive and collaborative.

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

Our actions define us.








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