



# Annual Report

2023-2024

Shifting Mindsets,  
Changing Systems



## **CREDITS**

Content: ActionDignity Team

Graphics & Design: Helen Zhang, ActionDignity

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*The information presented in this document is as of March 31, 2024*

# Our Vision & Mission

Our vision is that Calgary is a just and equitable society for all.

Our mission is to work together with ethnocultural, racialized, and equity-seeking groups to create transformational changes in our communities and society.



## Our Values

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



Donors and Funders Appreciation Dinner



Black History Month Celebration



Labour Day Forum



International Day for the Elimination of Racial Discrimination Event



Volunteer Appreciation Event



International Human Rights' Day Event



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# Land Acknowledgement



The Calgary area, where the Bow and Elbow rivers meet, is a place of confluence where the sharing of resources, ideas and opportunities naturally come together. Indigenous people have their own names for this area that have been in use long before Scottish settlers named this place Calgary. In the Blackfoot language, they call this place, Moh-kins-tsis (moh-GIN'-stis (a soft 'g')). The Îlethka Nakoda Wîcastabi (ee-YETH'-kah nah-COH'-dah WHISK'-ah-tah- bay) First Nations refer to the Calgary area as Wicispa Oyade (weh-CHIS'-spa oh-YAH'-day) and the people of the Tsuut'ina (Soot-tenna) nation call this area Guts-ists-I (GOOT'-sis). The Métis call the Calgary area Otos-kwunee (oh-TUSS' - kwunee).

We would like to take this opportunity to appreciate and acknowledge that we are gathered on the ancestral and traditional territory of the Blackfoot Confederacy, made up of the Siksika (Seeg-see-kah), Piikani (Bee-gun-nee), Amskaapiikani (Om-Skaa-bee-bee-Gun-nee) and Kainai (G-ai-nah) First Nations; the Îlethka Nakoda Wîcastabi (ee-YETH'-kah nah-COH'-dah WHISK'-ah-tah-bay) First Nations, comprised of the Chiniki (Chin-ick-ee), Bearspaw, and Goodstoney First Nations; and the Tsuut'ina First Nation. The city of Calgary is also the homeland of the historic Northwest Métis and to the Otipemisiwak (Oti-pe-MES-se-wa) Métis Government, Métis Nation Battle River Territory (Nose Hill Métis District 5 and Elbow Métis District 6). We acknowledge all Indigenous people who have made Calgary their home.

Source: The City of Calgary Anti-Racism Strategic Framework, 2023.

# Message from the Board

The 2023–2024 annual report theme *Shifting Mindsets: Changing Systems* reflects the impactful progress we have made this year in our systems and policy change initiatives.

Our commitment to fostering equitable systems and driving policy changes has been at the forefront of our efforts. Throughout the year, we have actively engaged with policymakers, community leaders, and stakeholders to advocate for policy reforms that address systemic inequalities that impact the lives of marginalized communities. Our systems and policy change work is not just about addressing immediate issues; it's about creating lasting changes that uplifts communities and ensures their voices are heard and respected.

Looking ahead, we remain committed to advancing our mission and continuing to be a catalyst for meaningful changes. With the continued support of staff, members, volunteers, partners, funders and donors, I am confident that we will achieve even greater impact in the years to come.

Thank you for being part of our journey towards a more just and dignified society.

Arsaima Sultan, Board Chair



Arsaima Sultan



Margaret Yu



Ashley Sayson



Ernestine Bissou



Dr. Turin Chowdhury



Ram Sankaran



Tanvir Alam



Nellie Alcaraz



Wendy Yuen

# Executive Director's Message



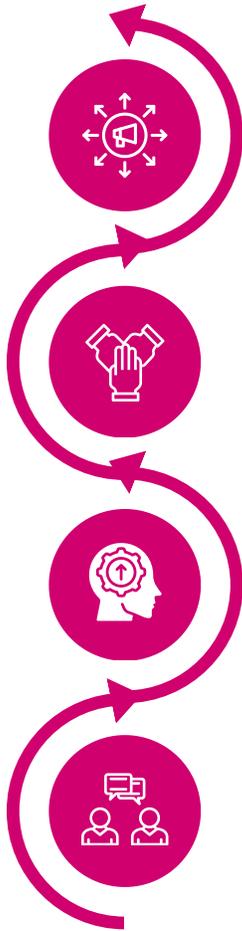
ActionDignity's strategic goal of reaching out to 150,000 Calgarians is critical to fulfilling our mission. To effectively transform our society, we must shift conditions that hold current problems affecting racialized communities in place. Thus, this year's theme "Shifting Mindsets: Changing Systems" is essentially about re-narrating and owning our stories and organizing our actions in shifting prevailing patterns in Mental Health, Workers' Rights, Public Safety, Gender Equity, and Social and Economic Inclusion.

ActionDignity is accomplishing this through strengthening its engagement and mobilization activities by directly connecting them to systems change efforts. Through dialogues on targeted policies, ActionDignity and its member organizations are determined to equip over 150,000 community members with knowledge on policy issues and with the required tools to effectively advocate for changes.

ActionDignity understands that shifting mindsets requires an effective system of communication, and each of you is invited to join our efforts in reframing and influencing public discourse. Together we can shift mindsets and together we change systems.

**Francis Boakye**  
Executive Director

# The ActionDignity Edge



## Catalyze Collective Impact

To catalyze systems change by enabling the deployment of a range of diverse and innovative initiatives

## Convene Impactful Collaboratives

To facilitate cooperation and collectivization of voices and efforts

## Build Capacity of Grassroots Social Change Leaders

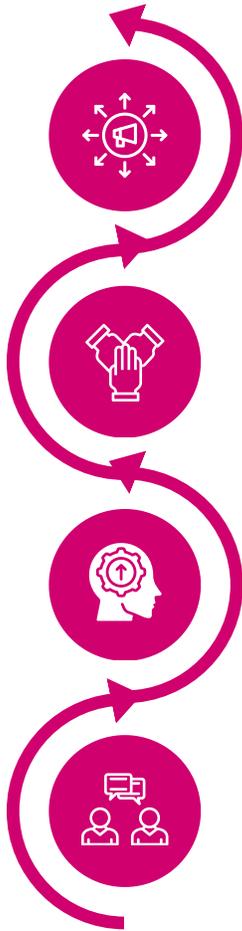
To enhance communities' capacity to engage in collective problem-solving

## Build Civic Infrastructure

To enable racialized minorities to become engaged citizens

ActionDignity works with grassroots ethnocultural organizations and community-led groups to maximize civic participation, enables them to collectivize their voices, and collaborates actively with researchers and policymakers, to deploy innovative system change initiatives.

# Collective Impact



## 95,031 Calgarians

Impacted by ActionDignity's work

## 178 Partnerships

Activated with community-based organizations, nonprofits, service providers and government institutions

## 787 Community Leaders, Natural Supports and Brokers

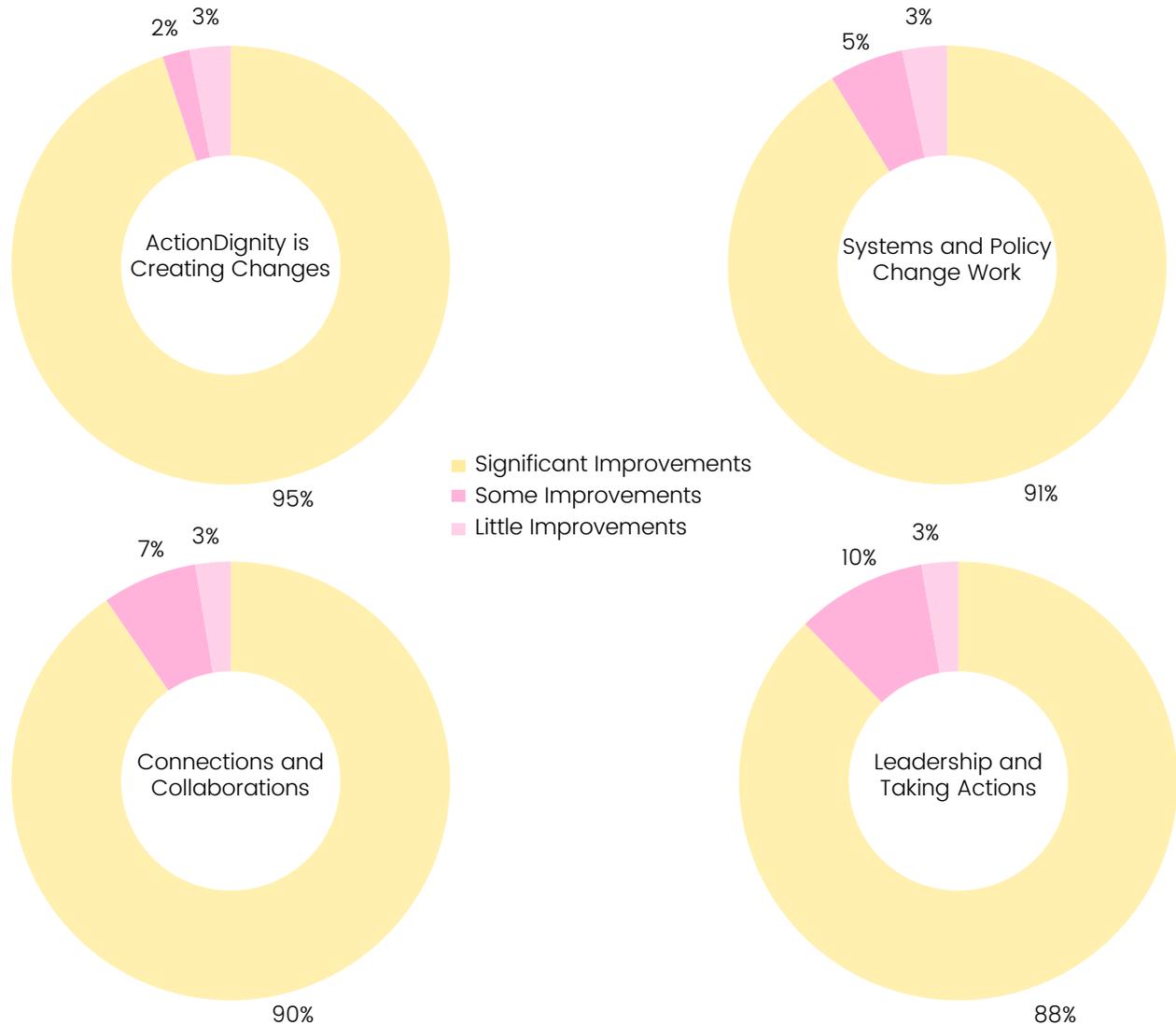
Engaged in capacity building activities to deliver multiple community action plans

## 28,483 Racialized Community Members

Engaged in programs to promote active citizenship

ActionDignity is making strides in advancing equity. We are actively engaging community members, enhancing their capabilities, and collaborating with ethnocultural community organizations and stakeholders to transform mindsets and effect systemic change.

Our impact survey among 91 ethnocultural participants captures the community's views and perceptions of ActionDignity's role before and after their engagements with us.



# Social Inclusion

ActionDignity's Social Inclusion (SI) initiative works to empower disadvantaged communities by addressing systemic barriers on social isolation and boosting participation in society.

## Key Milestones

### Strengthen Capacities for Equity Work:

- Developed, tested and finalized the Community Organization Agent of Change (COACH) Leadership Training curriculum for ethnocultural community leaders.
- Increased and deepened understanding of the relationship between mental health, social isolation and racism through 2 knowledge mobilization sessions. Integrated the lived experiences of the participants into the Community-Based Participatory Action Research (CBPAR).

### Enable Innovative and Collaborative Actions:

- Ethnocultural communities informed the strategies and programming on social inclusion and economic empowerment through community-based participatory action research with the Poverty Reduction Institute of Ambrose University.
- In collaboration with The Immigrant Education Society and Alberta Health Services, developed a culturally sensitive training for parents addressing youth substance abuse.



COACH Leadership Training



Knowledge Mobilization Session

### Influence Policies, Systems and Services:

- Recommendations of the CBPAR on private career colleges, in collaboration with Momentum, resulted in changes in the complaint process and policies that students are now able to link directly with the Alberta Advanced Education's Private Career Colleges.
- Heightened commitments of ethnocultural communities on the housing crisis issue by participating in the dialogues and rallies, which resulted in the approval of the City's strategy on housing with 80 recommendations.



Mental Health Natural Support Training



Rally for Take Action on Affordable Housing

# Mental Health Systems Change

Meeting racialized communities' mental health needs and addressing root causes are vital. Project WEAVE's Mental Health Systems Change collaborative aims at equitable access to race-sensitive and inclusive mental health services in Calgary. Embedded in this program are ActionDignity's youth initiatives, which seek to support and advance the needs of black and racialized youth by enhancing their life and leadership skills, relationships and connections, community engagement and community action planning.

## Key Milestones

### Strengthen Capacities for Equity Work:

- Formed a 14-member Interdisciplinary Community Leadership Team (ICLT) on mental health with ethnocultural communities (ECCs), nonprofit organizations and mainstream service providers, including Alberta Health Services. Built their capacities for systems change.
- Improved tools, guidelines, practices and processes of ECCs and ICLTs on mental health.
- Empowered natural support including black and racialized youth on mental health together with ECCs.

### Enable Innovative and Collaborative Actions:

- Learn and share meetings heightened understanding and support to initiatives by ICLT members. Organized a knowledge mobilization of lessons learned with Calgary communities.
- Supported partner organizations in implementing community-led action plans, addressing immediate needs and paving the way for systemic change. As a result, communities are actively participating.
- Collaborated with community leaders and successful professionals for a one-on-one mentorship of the Black youth. This has increased their hopes in achieving higher education and career.



Knowledge Mobilization on Systems Change



Focus Group Discussion through Calgary Vietnamese Mental Health Support Association

### Influence Policies, Systems and Services:

- Worked with the Trauma-Informed Care Collective to integrate racial trauma in their toolkits.
- Fostered dialogue between racialized youth and mental health therapists to shape the Mental Health Therapeutic Practice Model of Mental Health Therapists to integrate racial trauma in their practice.



Navigating Mental Health Care System Workshop



Witness Art Workshop with Youth



# Gender Equity

The Gender Equity program broadens our focus from gender-based violence to equity-based relationships by engaging men in transformative conversations on positive masculinities. Concurrently, it empowers women's organizations to mainstream gender equity and incorporate gender-transformative approaches, including engaging men and boys as agents of positive change within their communities.

## Key Milestones

### Strengthen Capacities for Equity Work:

- Formed and trained 2 men's well-being natural support groups from different ethnocultural communities to initiate conversations with men.
- Improved capacities of 6 women's organizations around gender equality mainstreaming.
- Enhanced connections and awareness on gender and other social issues through community conversation circles.

### Enable Innovative and Collaborative Actions:

- 4 organizations integrated gender equity and engaging men and boys in their programming approaches.
- Supported and provided seed grants to Community Action Plans of the women's organizations, including community conversations facilitated by men to strengthen connections and collaboration.



Learn and Share

### Influence Policies, Systems, and Services:

- Identified systemic issues affecting men, contributing to broader discussions around policy and service improvements.
- Established collaborative partnerships with 6 grassroots organizations/groups to enhance systemic change and expand outreach endeavors.

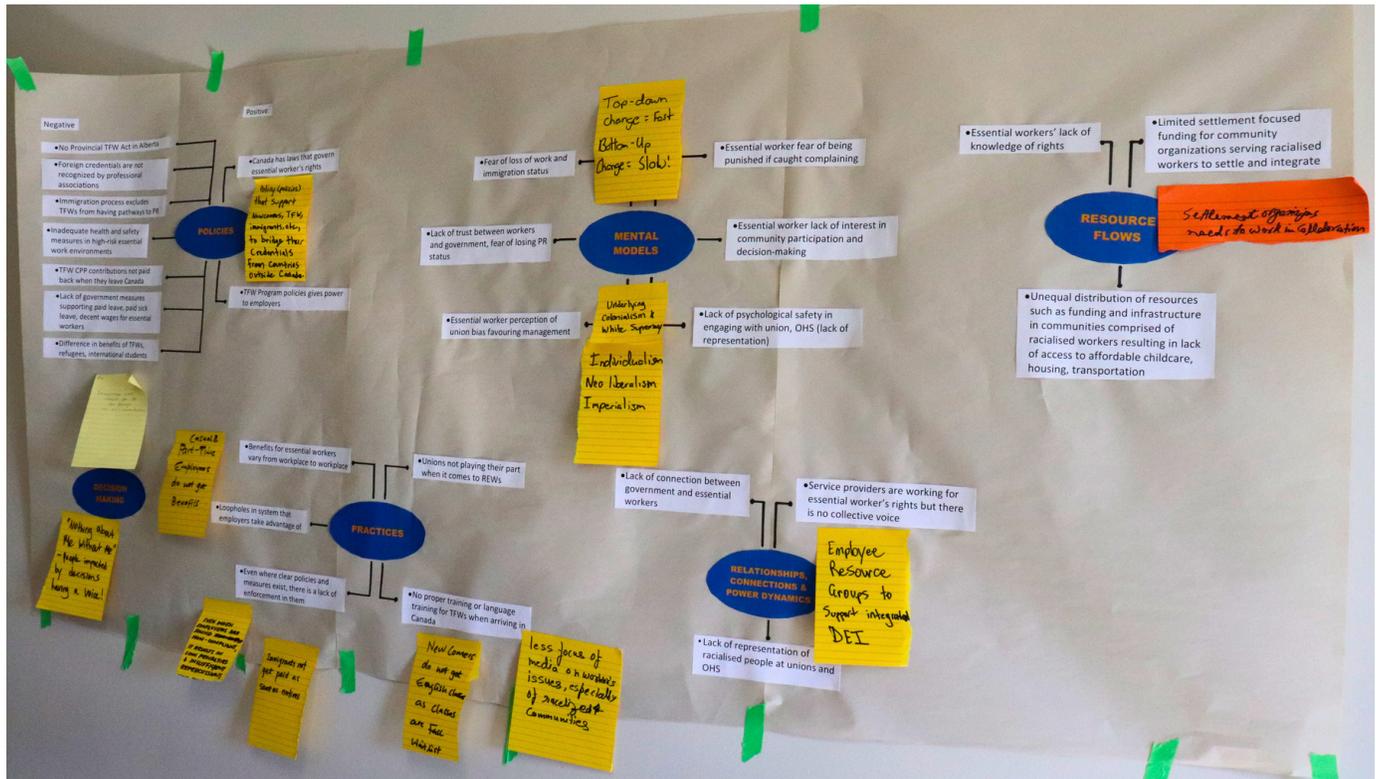


Women's Organization Training



Men's Natural Support Training

# Essential Workers' Rights



Systems Mapping on Decent Work

BRAVE Workers 2 (Believe in the Rights and Value of Essential Workers) addresses the most pressing issues confronting racialized essential workers. These issues include the reluctance to raise work-related concerns, driven by the fear of losing their jobs or facing deportation. This silence enables the system to operate under the false assumption that everything is in order. Furthermore, many face barriers in accessing support due to a lack of awareness about reporting channels, aggravated by the fact that resources are predominantly provided in English. BRAVE Workers 2 also addresses systemic issues like credential recognition, immigration and integration issues, and discrimination in workplaces.

## Key Milestones

### Strengthen Capacities for Equity Work:

- Racialized workers' increased access to information and services through resources translated in multiple languages.
- Increased the confidence and leadership skills of racialized essential workers in advocating for their rights.
- Dialogues and community conversation circles improved understanding of the workers' situations, and informed actions to address their issues.

### Enable Innovative and Collaborative Actions:

- Increased reach to essential workers through collaborations with 10 ethnocultural grassroots organizations.
- Strengthened service delivery coordination through partnership with different service providers, particularly with Workers' Resource Centre.

### Influence Policies, Systems and Services

- The systems mapping on decent work informed BRAVE Workers' 2 systems change and policy advocacy work. The systems map feedbacking deepened involvement and engagement of ethnocultural communities on workers' rights.



Community Conversation Circle on Workplace Harassment



Labour Day Forum

# Public Safety

The Public Safety program focused on fostering constructive dialogues within racialized communities through community conversation circles (CCCs), focusing on the nuanced experiences of racism, and its profound impacts. The insights garnered from these discussions supports systems change and policy work, including strategies to addressing racism and public safety issues.



## Key Milestones

### Strengthen Capacities for Equity Work:

- Improved understanding of ethnocultural communities on the City of Calgary's Anti-Racism Strategy 2023-2027 and the Calgary Police Service Anti-Racism Roadmap through community feedback sessions.
- Community conversation circles shed light on the pervasive impacts of everyday racism and systemic encounters, particularly racialized immigrants' mental health and safety.

### Enable Innovative and Collaborative Actions:

- Increased participation of and collaboration with 20 partner organizations who co-hosted consultations, community conversations and events to address racism in their communities.
- 13 organizations received seed grants to bolster their anti-racism initiatives, with ActionDignity providing support in their development and implementation.

### Influence Policies, Systems, and Services:

- ActionDignity developed its Program Logic Model to operationalize the recommendations of the City of Calgary's Anti-Racism Strategic Plan 2023-2027.



Community Feedback Session



Community Conversation Circle with Calgary Police Services



Latino Community Conversations

# GrOW Platform

## Grassroots Organization Empowerment (GrOW) Platform

GrOW is a platform for racialized and ethnocultural grassroots organizations (RECCOs), which aims at empowering these organizations to address the priorities and needs of their communities while strengthening their organizational capacities. At the core of this program is building leadership capacities, enabling RECCOs to engage and mobilize their community members in community conversation circles, events and community action plans.



Learn and Share



Meet with Funders

### Key Milestones

#### Strengthen Capacities for Equity Work:

- 3 cohorts of leaders have successfully completed the new COACH leadership training, acquiring essential leadership skills. This training has sparked growing interest among leaders.
- Increased access to resources for member organizations to support their community action plans. Through the GrOW Platform, ActionDignity provided support and acted as a charitable partner for member organizations that secured grants from funders.



Community Action Plan: Chai Nasto and Fun by F.O.C.U.S. on Seniors



Community Action Plan: Information Session for International Students by Migrante Alberta



Community Action Plan: Breaking the Barriers (BB): Enhancing Mental Health Awareness of Immigrants by CRESS Centre

#### Enable Innovative and Collaborative Actions:

- Formed and convened an 8-member community leadership team to support seed grant decision-making for community action plans.
- Increased connections and collaborations among member organizations through learn and share sessions, including meet and greet with funders.

#### Influence Policies, Systems and Services:

- Findings of the self-assessment survey of member organizations informed the GROW programming and leadership curriculum, as well as making accessible funding for grassroots organizations.
- Systems change capacity building workshops: incorporated in outcome programming but also COACH training curriculum.
- Consultations with RECCOs informed the “Authentic Collaboration in Systems Change” and “Inclusive Governance Model” being developed by College of Social Work, University of Calgary and Public Policy and Strategic Partnership, Cumming School of Medicine, respectively. A governance leadership curriculum has been developed and tested as a result.

# List of Projects (Funders)

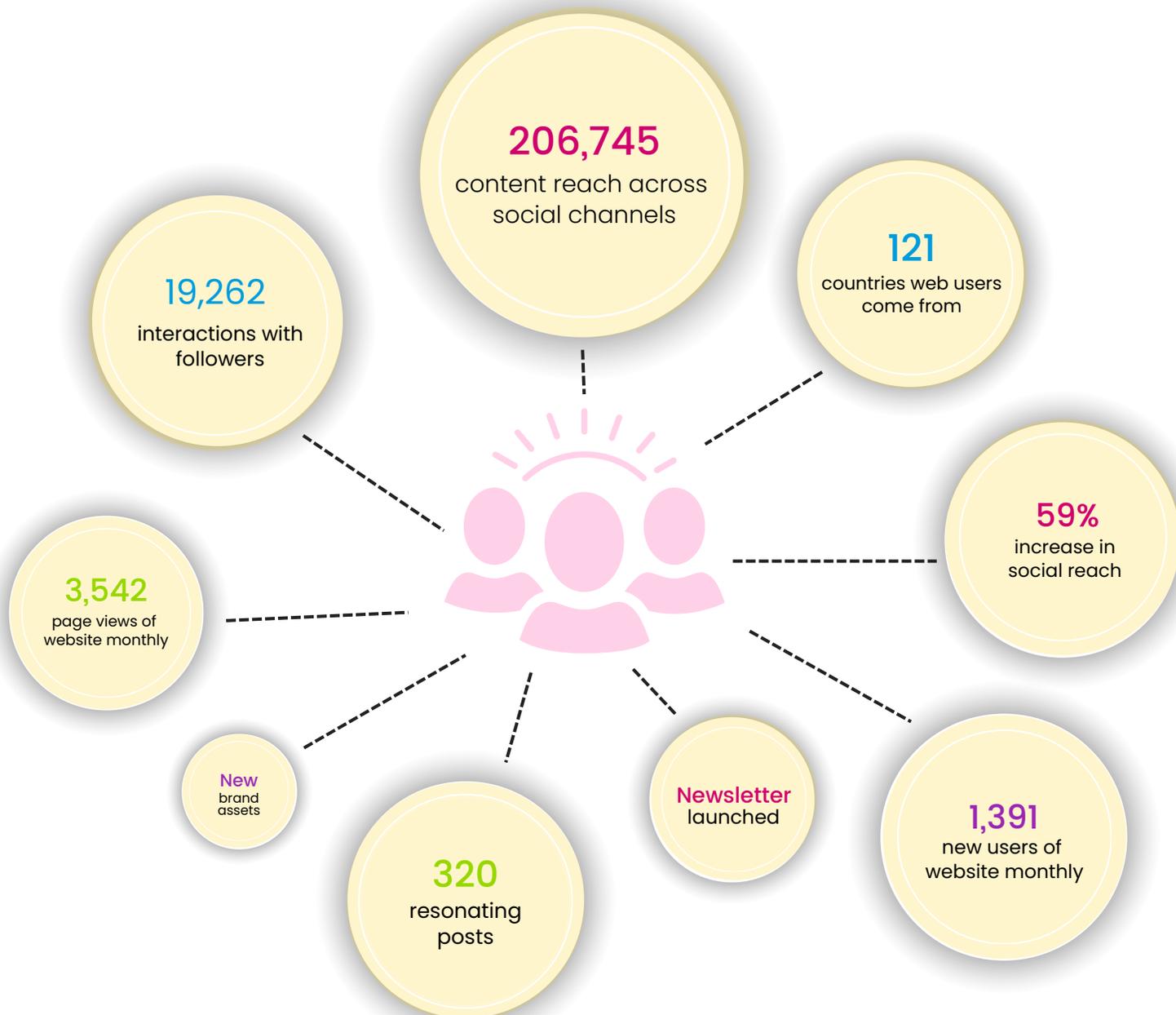
1. Becoming Leaders Acquiring Critical Knowledge (TD Bank)
  2. Believe in the Rights and Value of the Essential Worker 2 (World Education Services-Mariam Assefa Fund and The City of Calgary)
  3. Building Civic Infrastructure: Community Engagement and Action for System Change (McConnell Foundation)
  4. Calgary River Valleys Project (The City of Calgary)
  5. Celebrating Activism and Visioning through Artistic Systems Shift (Calgary Arts Development Authority)
  6. Co-Creation of The City of Calgary's Community-Based Anti-Racism Action Plan in partnership with Habitus Collective (The City of Calgary)
  7. Collaboration and Commitment towards Racial Equity (Canadian Heritage)
  8. Community Group Engagement for the Future of Parks Plan (The City of Calgary)
  9. Deepening Voices for Equity (Government of Alberta Multiculturalism and Anti-racism Grant)
  10. Grassroots Empowerment Initiative (United Way of Calgary and Area)
  11. Improving Clinical Practice for Racialized Youth (The City of Calgary)
  12. Leadership, Engagement, Advocacy and Development (Lead for Change) (FCSS)
  13. Linking all Cultures Equitably Phases 1 and 2 (The City of Calgary)
  14. Strengthening Calgary Police Service (CPS) Anti-Racism Roadmap in partnership with Habitus Consulting Collective (Calgary Police Services)
  15. Sustaining Health and Awesome Relationships (SHARE 2) (United Way of Calgary and Area)
  16. The Grassroots Organizational Empowerment (GrOW) Initiative (Suncor)
  17. Unfolding Stories of Racialized Communities (Government of Alberta)
  18. Ward Boundary Commission Engagement (The City of Calgary)
  19. WEAVE: Community Innovations (The City of Calgary)
  20. Weaving World Views and Practices - Project WEAVE - A Systems Change Approach to Addressing Mental Health Issues Among Racialized Communities in Calgary, Alberta. (The Calgary Foundation)
  21. Youth Platform for Action and Community Engagement (PLACE) 2 (Royal Bank of Canada)
  22. Youth Weaving World Views and Practices: Collaborating to Improve Mental Health of Racialized Communities (The City of Calgary)
- Grassroots Organizations Empowerment (GrOW) Platform Projects (ActionDignity as Charitable Partner):**
1. Black Mental Health Matters Phase 2 in partnership with Immigrant Outreach Society (The Calgary Foundation)
  2. Community-based Engagement Survey and Action for Rural Filipinos in Spruce Grove, Stony Plain, Leduc and Beaumont in partnership with Filipino-Canadian Association of Leduc (Fil-Cas Leduc) (Edmonton Community Foundation)
  3. Community Resilience and Family Wellness in partnership with Komkan Africa Institute (The Calgary Foundation)
  4. Cultural Intelligence (CQ) for Peaceful-Co-Existence across Alberta Communities in partnership with Galed Missions & Education Institute (The City of Calgary)
  5. English Literacy and Proficiency Program in partnership with Oromian Center Hope Foundation of Alberta (The Calgary Foundation)
  6. Healing and Reconciliation Phase 2 in partnership with South Sudanese Canadian Community Society (The Calgary Foundation)
  7. International Women's Day Celebration Event in partnership with Mon Women's Organization and CAVWA (The Calgary Foundation)
  8. Relationship Advocacy and Support Program (RASP) in partnership with TheMarriageAdvocates Canada (The Calgary Foundation)

9. Service-Learning Co-creation in partnership with FRIENDS (Bow Valley College)
10. Strengthening People's Empowerment in Cities and Towns of Rural Alberta (The Calgary Foundation and Government of Alberta Community Initiatives Program)
11. Survey Project in partnership with SSFCA-Spruce Grove-Stony Plain Filipino Canadian Association (Edmonton Community Foundation)
14. Combatting Racism, Discrimination and Promoting Social Inclusion in partnership with Korok Society
15. Community Navigators' Group in partnership with FirstStep Together Society
16. Empowering Black and African Families Against Racism in partnership with Hands Lifting Hearts Initiatives Society
17. Enhancement of the Organization Workers' Skills through Training in partnership with Clinique Del Education Ltd.
18. Hate Crimes/Incidents Mental Health Effects on Racialized Communities in partnership with Stop Hate Alberta
19. Healthy Women and Healthy Families in partnership with Nepalese Community Society of Calgary
20. Identifying Systems Gap for Social Integration in South, Southeast and East Asian Newcomers Landing in Calgary in partnership with Diversecities Community Service Association and Korean Social Service
21. International Women's Day Celebration cohosted with Afghan Canadian Women for Global Corporation (ACWGC), Live for Humanity Foundation (LFH), Immigrant Outreach Society (IOS), Haiti Alberta Sports and Culture Club (HASCC)
22. Inclusive Uprising in partnership with Pamir Canadian Multiculturalism Council
23. Information Session for International Student status in Alberta in partnership with Migrante Alberta
24. Light-up Our Podium-Using Arts to Fight Racism in partnership with the Ladies in the Family Foundation
25. National Truth and Reconciliation Day at Greater Forest Lawn Area in partnership with Yethka Voices
26. Newcomer Youth Engagement in partnership with The Eritrean Canadian Community Association
27. Sahara Rapid Response – Community Advocacy in partnership with Punjabi Community Health Services (PCHS) Calgary
28. Twinning Activities-Diversity and Inclusion between Black Populations and Other Community Groups (TDI) in partnership with CLINIQUE DE L' EDUCATION LTD.
29. Youth Leadership in Mental Wellness in partnership with Realize Your Potential Youth Society of Alberta (RYP)

### Community Action Plans Supported by ActionDignity

1. Anti-Racism Awareness Campaign in partnership with Newah Society of Calgary
2. Art and Culture Club in partnership with Calgary Vietnamese Women's Association (CAVWA)
3. Arts Vs Racism in partnership with SpanicArts
4. Benefits of Change in partnership with Calgary Vietnamese Mental Health Support Association (CVMHSA)
5. Breaking the Barriers (BB): Enhancing Mental Health Awareness of Immigrants in partnership with The CRESS Centre Unity
6. Bridging the Gap: Enhancing Evaluation of Anti-Racism Initiatives in Calgary in partnership with Canadian Centre for Integrated Health and Social Services (CCIHSS)
7. Building Community Approaches & Capacities for Intergenerational Responses to Mental Health in partnership with FRIENDS
8. Capacity Building of an Organization in partnership with Binam of Calgary
9. Caribbean Youth Summit in partnership with Grenada/Canada Social & Cultural Association of Calgary
10. Celebrating Activism and Visioning through Arts in partnership with Nepalese Community Society of Calgary
11. Chai Nasto and Fun in partnership with Friendship, Opportunities, Community Involvement, Unity, and Synergy (F.O.C.U.S.) on Seniors
12. Chinese Canadian History-A Multimedia Storytelling Website in partnership with The Action, Chinese Canadians Together (ACCT) Foundation
13. Chinese Peer Support Mentorship in partnership with ECCSEN Career School

# Communications Highlights



We appreciate every single acknowledgement from our members, partners and community members. The recognition is the biggest driving force for us to move forward.

**Savita Singh** (She/Her) • 2nd  
Facilitator|Community worker|Counselor|Administrator|Peer support wor...  
1h • 🌐

Over the years I have volunteered with many esteem organizations. 🥰👥  
But when I was introduced to **ActionDignity** by **Humaira Falak** I was in disneyland of programs, that associated with my vision and values.  
When you volunteer, you are contributing to someone else project, but with **ActionDignity** i got opportunities to network with like minded communi leaders, trainings for personal and professional growth, opportunities to share, an advocate for things that mattered to me. 🥰👉👥

And they always welcomed my son too, to join and help & support in his own way . ❤️💖👉👥  
[#volunteeringmatters](#) [#peersupport](#)

**ACTION DIGNITY**  
EMPOWERING ETHNO-CULTURAL COMMUNITIES IN CALGARY  
RESILIENCE • INCLUSION • EQUALITY  
THANK YOU FOR JOINING US AT THE C-PUCV ACTION DIGNITY!  
LEARN MORE ABOUT THE SERVICES THEY OFFER AT ACTIONDIGNITY.ORG

**c.pucv** • Follow  
Known for fostering radical change in Calgary, @actiondignity has been fighting for social justice within our ethno-cultural communities since 2002. Founded through collaboration within Calgary's diverse population, Action Dignity has been addressing racial inequalities and human rights abuse within our local government and communities structures.  
We are so grateful for the work that Action Dignity has been doing, and are especially excited to welcome them to the Kerby Centre! Thank you Action Dignity!  
No comments yet.  
Liked by [bethechangeyyyc](#) and others  
Add a comment...

**ACTIVE BYSTANDER TRAINING**  
5:30 PM - 8:30 PM  
March 26, 2024  
ActionDignity 915 - 33rd Street NE, Calgary, AB T2A 6T2  
Funded by: Canadian Heritage, Patrimoine canadien

**fightingforstrong** • Follow  
Thank you @actiondignity for hosting and @stophateab for presenting a whirlwind, jam packed info session so much great learning and some good community connections made. 🙌  
My top takeaways:  
There is a continuum of witnessing a hate crime or hate incident and how I move towards active bystander is tied not only to my privileges but to where I am on my journey out of fear, to learning, and ultimately toward growth as an anti-racist ally.  
There are SO many more kinds of implicit bias to name and learn!  
On micro-aggressions "We will all

Liked by [mikaelaandmax](#) and others  
Add a comment...

**TRANSFORMING MASCULINITIES INTERNATIONAL SYMPOSIUM FOR WIDENING & VIGILANT PROTECTION**  
V: When the visionaries meet the vision supporter  
READ THE CAPTION

**themarriageadvocatescanada**  
Alex Blue • So Good  
Today was a great day  
Almost a year ago, we sent out a lot of emails to leading organizations in our community introducing @themarriageadvocatescanada and the vision we had for "equipping marriages to thrive" in Calgary.  
Only one organization responded and that was @actiondignity .This organization supported us to get our first grant which is supporting the work we're doing right now with the "Thriving Relationships Workshops" (see the next slide). Jun right here in the middle has been one of our biggest champion there and we are so grateful for his support  
Calgarians, we are in this together to build a strong community one thriving relationship at a time. So, please register for the Winter 2024 Thriving Relationships Workshops. The costs of divorce, domestic violence and broken relationships is far too great for you to do nothing.  
Help is available  
Check out [www.themarriageadvocates.ca](#) under Programs to register  
[#yyciving](#) [#yyc](#) [#calgaryliving](#) [#calgarylife](#) [#marriageworks](#) [#marriagesupport](#) [#marriage101](#) [#marriagehelp](#) [#loveworks](#) [#reduceddomesticviolence](#) [#healthyrelationship](#)  
actiondignity We are so proud of you! Let's advance our collective actions and make impact on more Calgarian's lives.  
1 like Reply

# Statement of Operations

	<b>2024</b>	<b>2023</b>
<b>Revenue</b>		
Grants	2,398,044	1,764,390
Donations	106,189	40,236
Interest	22,371	1,506
Sub-rental Income	4,620	8,590
Memberships	1,995	975
Casino	-	13,285
	<b>2,533,219</b>	<b>1,828,982</b>
<b>Expenses</b>		
Salaries and benefits	1,387,808	1,295,001
Program	240,565	88,106
Grants charitable partner	171,913	-
Special events and community forum	124,251	103,359
Consulting	63,714	88,125
Meetings and workshops	54,651	45,219
Rent	53,380	53,400
Training	48,363	25,196
Program supplies	39,660	20,039
Honorarium and community volunteer support	39,137	18,422
Professional fees	33,740	26,461
Postage, printing and office supplies	24,433	13,496
Professional development	17,743	2,504
Communication	14,793	6,617
Travel	12,397	14,910
Insurance	11,429	11,166
Telephone and internet services	8,303	3,875
Advertising and publicity	7,561	4,129
Board development and annual general meeting	7,282	7,023
Other operating	3,970	1,905
Bank charges and interest	2,933	1,633
Repairs and maintenance	2,354	6,787
Memberships and licenses	1,819	1,700
Bad debts	-	1,612
<b>Total expenses</b>	<b>2,372,199</b>	<b>1,840,685</b>
<b>Excess (deficiency) of revenue over expenses before other income (expense)</b>	<b>161,020</b>	<b>(11,703)</b>

# Funders and Major Donors

## Funders



Canadian  
Heritage

Patrimoine  
canadien



TD **READY**  
COMMITMENT



## Major Donors



# Partners and Networks

## Nonprofits / Service Providers

Alberta Workers' Health Center  
 Artist as Change Maker, Trico Changemaker Studio  
 Arts Commons  
 Basic Income Calgary  
 Calgary Alliance for the Common Good  
 Calgary Immigrant Women's Association (CIWA)  
 Calgary Local Immigration Partnership  
 Calgary Newcomers Network  
 Calgary Public Library  
 Canadian Mental Health Association (CMHA)
 

- CMHA Calgary
- CMHA Alberta
- Rural Mental Health Grant Program

 Canadian Poverty Institute  
 Centre for Newcomers  
 Community Development Learning Initiative (CDLI)  
 Guru Nanak Free Kitchen  
 Imagine Citizens Network  
 Immigrant Services Calgary  
 Kids Upfront  
 Metropolis Institute  
 Momentum  
 Planet Youth  
 Punjabi Community Health Services (PCHS) Calgary  
 South Asian Service Providers Collaboratives (SASPC)  
 Stop Hate Alberta  
 Story Money Impact  
 Struggle is Our Success

The Dollar Detective Federations of Calgary  
 Communities  
 The Immigrant Educational Society (TIES)  
 The Lionheart Foundation  
 The Mustard Seed Community Impact Centre  
 Trauma-Informed Care Collective  
 Trellis Society  
 Workers' Resource Centre (WRC)

## Government

Alberta Health Services:
 

- Access Mental Health
- Child, Adolescent Addiction and Mental Health & Psychiatry Program
- Emergency Management Services (EMS)
- Mental Health Outreach Team

 Calgary Emergency Management Agency  
 Calgary Police Services  
 Government of Alberta
 

- Ministry of Advanced Education
- Ministry of Immigration and Multiculturalism
- Premier's Office

 Government of Canada  
 The City of Calgary
 

- Anti-Racism Action Committee
- Action Team on Mental Health Strategy
- CPS Anti-Racism Action Committee
- Engage Unit

# Partners and Networks

## Businesses

Habitus Consulting  
MeVee X Studio

## Educational Institutions

Ambrose University  
Bow Valley College  
Mount Royal University  
Southern Alberta Institute of Technology (SAIT)  
University of Calgary, Faculty of Medicine,  
Education and Social Work  
University of Toronto

## Religious Groups

Hindu Priest Ram Hari Parajuli  
Muslim Council of Calgary-MCC  
Pastor Dee Adekugbe

## Media

CBC Calgary  
Red FM



# Member Organizations

(Active, as of March 31, 2024)

Active Treatment

Afghan Canadian Women for Global Corporation

African Canadian Immigrant Society

African Community Association of Calgary

Afri-Can Connect Society

Akuar Lang Juk Community Association of Canada

Alberta Fil Can Leaders Association G-10

Arriva House for Immigrant Women and Children

Association Canadienne Camerounaise de Calgary

Association De La Communauté Haitienne De Calgary (Haiti Association of Calgary)

Association of Colombian Canadian Professionals of Alberta

Association of Filipinos, Can in Mountain View County

Association of Mon Women of Canada

Association of Pakistani Engineers in Canada (APEC)

BABAE: Council of Filipina Canadian Women

Bahagahari Filipinx

Bangladeshi Community Association

Bathala International

Bihar and Jharkhand Association of Alberta

Binam of Calgary-Bamileke Association

Bridge International Church

Bridge to Oasis Foundation-BTO Foundation

Bridges for Newcomers Association

Calgary Canadian Sudanese Community Association

Calgary Chinese Elderly Citizens' Association

Calgary Immigrants for Immigrants Association

Calgary Vietnamese Mental Health Support Association

Calgary Vietnamese Women's Association

Calgary Vietnamese Youth Association

Canadian Artists Against Poverty

Canadian Centre for Integrated Health and Social Services

Canadian Zalmi Society

Catalyst Family Foundation

Centre for Research, Education, and Social Services (CRESS Centre)

Chilean Canadian Community Association of Calgary

Clinique De L'Education LTD.

Community Wise Resource Center

Dinka Language Development School Society

Diversecities Community Service Association

Diversity Initiatives for New Immigrants Association

Diversity Performing Arts Club of Calgary

ECSEEN Career School

Edmonton Phillipine International Centre

El Sistema Calgary Multicultural Orchestra Foundation

Elder Services Corps Association

EmpowerHer Ladies' Forum

Eritrean Seniors Community Calgary

Excel Family and Youth Society

Ezra Marfo Cancer Foundation

F.O.C.U.S. on Seniors

Family Advocacy Support Center

Filipino-Canadian Women Multi-Purpose Cooperative

FirstStep Together

Foundation for the Voice of Immigrants in Canada for

Empowerment

Fountain of Orphans and Vulnerable Women

FRIENDS (Filipinos Rising for Inclusion and Equity to Nurture Democracy)

Future Stars Cricket Foundation

Habesha United Sport and Cultural Society

Haiti Alberta Sports et/and Culture Club Ltd.

Haitians Association of Calgary / Association de la  
Communauté Haitienne de Calgary  
Hands Lifting Hearts Initiatives  
Hon Viet 252  
Immigrant Learning Moms (ILM) Society  
Immigrant Outreach Society  
Indus Canadian Network  
Iranian Cultural Society of Calgary  
Ileri-Mexican Latino & Cross Cultural Society, High River  
Jamaican Canadian Association Alberta  
Kingdom Life Ministries Calgary  
Kitoko Afro Hair Training Center Society  
Korok Society in Canada  
Ladies in the Family Foundation  
Lebalem Cultural & Development Association  
Live For Humanity Foundation  
Maharlika Womens Association of Calgary  
Migrante Alberta Association  
Nepalese Community Society of Calgary (NCSC)  
Newah Society of Calgary  
Oromian Centre Hope Foundation of Alberta  
Oromo Muslim Association of Alberta  
Outreach Program Canada  
Pakistani Canadian Cultural Association of Alberta  
Pamir Canadian Multiculturalism Council  
Philippine Festival Council of Alberta  
Portail De L'immigrant Association  
Professional STAR Calgary  
Professional STAR Edmonton  
Purpose-Driven Human Services Society  
Realize Your Potential Youth Society of Alberta  
Regroupment Afro-Calgareen des Jeunes Francophone  
Royal Women Association  
Ruth's House Canada  
Salvadorian Community Association of Calgary  
Sankofa Arts and Music Foundation  
Senegalese Association of Calgary  
Sindhi Association of North America Southern Alberta  
Chapter

South Asian Community Service  
South Sudanese Canadian Community Association of  
Calgary  
SpanicArts  
Target Humanitarian Assistance Canada Association  
The Eritrean Canadian Community Association of Calgary  
The Immigrant Experience Show  
The MarriageAdvocates Canada  
The Moji Taiwo (TMT) Learning Foundation  
The Oladele Foundation / African Cancer Support Group  
TKLL & Associate LPP Chartered Professional Accountants  
United Filipino Entrepreneurs Association of Alberta  
University of the Philippines Alumni Association of Alberta  
uTurn Project  
Women of Vision Society of Alberta  
Yemenis of Calgary Society  
Yethka Voices  
Youth Care Foundation  
Youth Empowerment and Skills Centre  
Youth Helping Youth Calgary

# ActionDignity Staff

## 2023-2024

### Current Staff (As of March 31, 2024)

Paban Adhikary  
Sam Ali  
Francis Boakye  
Linh Bui  
Nga Dao  
Eric Dizon  
Humaira Falak  
Sarah Hagos  
Irfan Hyder  
Najib Mehrzad  
Fabian Morales  
Jun Naraval  
Amandine Nicolas  
Rodel Paguirigan  
Sukhwant Parmar  
Rofiah Sarumi  
Sonia Sehgal  
Ligia Yanez  
Anne Zabala  
Helen Zhang

### Former Staff

Misker Adera  
Sleman Aldib  
Wendy Anderson  
Meriam Bravante  
Christina Furtado  
Tsegay Gebrelibanos  
Sherry Huang  
Wengel Kebede  
Samah Osman  
Fredy Rivas  
Amir Said  
Ralph Scaglione







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@ActionDignity