

A close-up photograph of several reddish-brown ants on a light-colored, textured rock surface. The background is a clear blue sky. A blue rectangular box is overlaid on the left side of the image, containing the text '2024-2025 Annual Report'.

2024-2025 Annual Report



From the Roots: A Reflection on Collaborations
in Changing Systems

CREDITS

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Vision

Calgary is a just
and equitable
society for all



Mission

To work together with
ethnocultural, racialized,
and equity-seeking
groups to create
transformational
changes in our
communities and society



Values

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



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Message from the Board

ActionDignity began at the grassroots, where communities unite in shared struggle and collective hope. From the beginning, our strength has been in relationships: building trust, bridging differences, and nurturing leadership rooted in lived experience. Over the past year, our commitment to collaboration has been more evident than ever. We have partnered with diverse community organizations, various partners, and government agencies to address systemic barriers and create inclusive opportunities.

Collaboration has always been our catalyst - enabling us to challenge systems that exclude and reimagine ones that center equity and justice. Together, we have opened space for new voices, co-created solutions, and reshaped the narrative of who leads and how. Real change doesn't happen overnight—it grows from the ground up, through consistent connection, courage, and care. As we reflect on the past year, we honor the deep roots that sustain our work and the shared vision that moves us forward: a future where every community thrives in dignity and belonging.

Thank you for your support and collaboration.

Arsaima Sultan, Board Chair



Arsaima Sultan



Margaret Yu



Ashley Sayson



Ernestine Bissou



Dr. Turin Chowdhury



Wendy Yuen



Femi Daodu



Nellie Alcaraz



Nymphna Montesclaros

Executive Director's Message



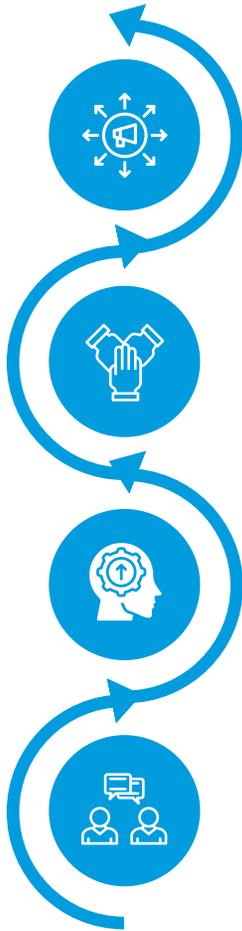
ActionDignity's grassroots partners are community-led organizations that respond to the needs and concerns of their local communities. These organizations possess the power to drive systemic changes by amplifying voices of racialized communities and drawing attention to important issues often ignored by society. These organizations support the building of healthy and inclusive communities and promote innovative solutions.

This year's theme on reflecting on collaborations and changing systems highlights the importance of community-led initiatives and partnerships in driving meaningful systemic change. In the past year, ActionDignity strategically aligned its work with its members to accomplish practice and policy changes in mental health, workers' rights and social and economic inclusion. Together with its members, ActionDignity focused on and celebrated the value of multiple and creative approaches in shifting systems through community-led initiatives.

As we learn about the impact of the broader system on the everyday lives of racialized communities, please join us in advancing community-led innovative solutions to these complex issues.

Francis Boakye
Executive Director

Theory of Change



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

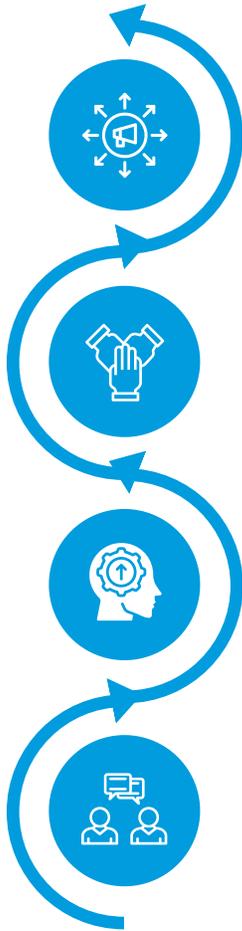
To enhance communities' capacity to engage in collective problem-solving

Build Civic Infrastructure

To enable racialized minorities to become engaged citizens

ActionDignity's work with its grassroots member organizations has enhanced civic participation, unified diverse voices and strengthened collaboration with researchers and policymakers in systems change work.

Collective Impact



100,945 Calgarians

Impacted by ActionDignity's work

187 Partnerships

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

988 Community Leaders, Natural Supports and Brokers

Engaged in capacity building activities to deliver multiple community action plans

28,378 Racialized Community Members

Engaged in programs to promote active citizenship

When ethnocultural community leaders are equipped with the right knowledge, skills, and access to a strong network of stakeholders, they are empowered to lead culturally appropriate initiatives. By working together with shared goals, common measures, and consistent communication, they drive collaborative solutions that pave the way for meaningful systems change.

ENGAGE

Build Civic Infrastructure



We built civic infrastructure by convening community partners to define community and systemic issues, address shared concerns and take collective action.

191 participants attended **18**
Community Policy Dialogues

89% of our survey participants saw significant improvements in connecting with other people or organizations in their communities after engagement with ActionDignity



Community Conversation Circles Organized by
Community Innovation Project Partners



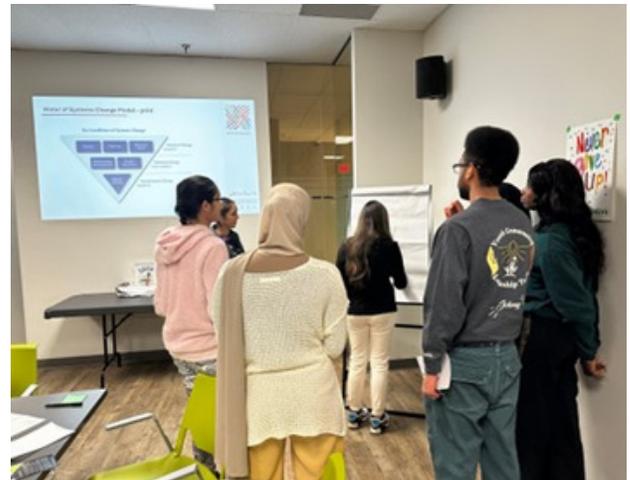
The partnership with ActionDignity immensely empowers us to explore further the intersectionality of mental health and spiritual health... We held community conversation circles to dismantle stigma on Mental Health... The goal was met by building community's capacity to be confident in supporting other community members who are struggling.

Filipino community partner



YCLT's Policy Reflection sessions were the first time I had seen an organization foster such a welcoming and safe environment for the racialized youth to share their lived experiences and frustrations with the current socio-political systems. Engaging in those conversations has been an eye-opening experience that inspires me to break the confinements I subconsciously limit my thinking to and has made me resolute to work for equity and social justice.

Project Youth Weave's YCLT (Youth Community Leadership Team) member



Youth Policy Advocacy Workshop

Build Capacity of Grassroots Social Change Leaders

Successful change happens when social change agents are equipped with the knowledge, skills and tools in advocacy and systems change work. Through our Community Agents of Change (COACH) training program, ActionDignity built participants' capacities in systems change, policy advocacy and anti-racism among others.



COACH Leadership Training

1663 participants attended ActionDignity's Training and workshops

88% of our survey participants saw significant improvements in recognizing discrimination and racism in workplaces, schools, or public spaces

“The youth mental health Natural Support Training was a truly insightful experience. The training provided valuable perspectives and practical tools, and I learned a lot that I can apply in my work. Thank you to the facilitators and team for such an engaging session.”

Participant of Youth Mental Health Natural Support Training



People want more awareness and training – racism isn't common sense, and many don't know but want to learn. Community-led Action Plan shaped Korok as an organization. People are carving out community spaces, and this gives them a chance to address experiences they live through but often don't talk about. It was an open dialogue and allowed us to grow as a group responsive to real community needs.

Korok Society



Anti-Racism Workshop with Ethnocultural Organizations



Korok Society Anti-Racism Community Action Plan Activity

MOBILIZE

Convene Impactful Collaboratives

To collaborate intentionally means convening a purposeful network of stakeholders to drive equity-focused action through meaningful interactions, shared learning, and strategic partnerships to amplify marginalized voices. ActionDignity's intentional collaboration transforms individual efforts into a unified movement for systemic change, ensuring dignity and justice for all.



Over 50 Members and Partners Attended the Discernment Assembly to Vote for Advocacy Action on Community Needs

1953 participants attended **44**
Community Action Plan Activities

86% of our survey participants saw significant improvements in increasing collaboration/partnership with other organizations after engagement with ActionDignity



GrOW (Grassroots Organization Empowerment) Platform Engagement Meeting



Good Job Research Action Team Meeting



When I first attended GrOW as a guest, I was moved by the raw, powerful exchange between seasoned members and newcomers—stories of struggle, growth, and resilience shared without hesitation. In that moment, I knew ActionDignity was where I belonged. Now, as a member, my organization has transformed. In months, we've empowered 75+ youth through leadership programs, unlocking their potential and confidence. This is more than support—it's a movement of collective uplift.

A member from GrOW (Grassroots Organization Empowerment) platform

As part of ActionDignity's Research Action Team (RAT) for Good Jobs, I helped craft questions to hold municipal candidates accountable to racialized workers. This skill became my superpower during the federal election—I confronted candidates at my doorsteps with prepared questions. I even trained my family, posting key questions behind our door so we could challenge every politician who knocked. This isn't just research—it's action. And we won't stop until policies truly serve our communities.

A member of the Good Job Research Action Team Committee

TRANSFORM

Catalyze Collective Impact

Through its programs, ActionDignity works together with its member organizations to transform inequitable policies and practices through shifting mindsets. Together, we have shifted narratives on mental health, gender equity, public safety, workers' rights and economic and social inclusion.



International Day for the Elimination of Racial Discrimination Event



2-day Seminar and Workshops of Filipino Leaders in Alberta, Organized by AFCLA-G10, in Partnership with Filipinos Rising for Inclusion and Equity to Nurture Democracy (FRIENDS).

AFCLA-G10 began in 2021 as a rural response team during the COVID-19 pandemic. What started with leaders from 10 areas has evolved into a network representing 58 rural communities across Alberta.

As our network expanded, ActionDignity stepped in as a mentor, friend and now a committed partner, supporting us with capacity-building and raising awareness on issues in rural areas. Their guidance and solidarity have helped strengthen our collective “wings,” allowing us to reach even the most remote and underserved communities in Alberta. Our impact wouldn’t be possible without ActionDignity. Together, we’ll continue building stronger, more sustainable communities.

Alberta FilCan Community Leaders Association
(AFCLA-G10)



IOS Promoted its Organization and Community Initiatives at ActionDignity’s Event

ActionDignity and the Immigrant Outreach Society (IOS) have built a strong partnership since IOS’s founding. For five years, ActionDignity has supported IOS’s efforts to improve inclusive mental health access for refugees and immigrant newcomers.

IOS is acknowledged as a pioneer in refugee and immigrant mental health services provision in Calgary, with ActionDignity serving a crucial role in shaping this model. In addition, IOS serves as a significant advocate for anti-racism, particularly for the underserved Black communities in Calgary. The support extended by ActionDignity towards systemic change and inclusivity underscores the critical role that partner organizations such as IOS play in amplifying collective voices.

Immigrant Outreach Society

Statement of Operations

	2025	2024
Revenue		
Grants	\$ 2,551,039	\$ 2,398,044
Donations	53,289	106,189
Interest	33,920	22,371
Social enterprise	24,800	-
Fundraising	17,936	-
Sub-rental Income	4,588	4,620
Memberships	1,150	1,995
Casino contributions	28	-
	2,686,750	2,533,219
Expenses		
Salaries and benefits	1,725,836	1,387,808
Grants charitable partner	345,288	171,913
Consulting	118,955	63,714
Rent	65,814	53,380
Social/special events	56,940	124,251
Meetings and workshops	46,678	54,651
Community action plan/grant expense	45,410	240,565
Professional fees	28,955	33,740
Honorarium and community volunteer support	27,119	39,137
Postage, printing and office supplies	17,137	24,433
Professional development staff	12,172	17,743
Board development and annual general meeting	12,124	7,282
Insurance	10,631	11,429
Program supplies	10,260	39,660
Travel	9,851	12,397
Fundraising	8,266	-
Communication	7,406	14,793
Training	6,791	48,363
Memberships and Licenses	6,160	1,819
Advertising and publicity	5,410	7,561
Bank charges	3,271	2,933
Telephone and Internet	2,069	8,303
Repairs and maintenance	1,166	2,354
Other operating	1,136	3,970
	2,574,845	2,372,199
Excess or (deficiency) of revenue over expenses before amortization	\$ 111,905	\$ 161,020

Funders and Major Donors

Funders



Canadian Heritage

Patrimoine canadien



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
- Engagement Unit

Partners and Networks

Businesses

Habitus Consulting
MeiVee 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, 2025)

Action Lab for Development
 Afghan Canadian Women for Global Corporation
 African Canadian Immigrant Society
 African Community Association of Calgary
 Afri-Can Connect Society
 AfroCare Support Network
 Akuar Lang Juk Community Association of Canada
 Alberta FilCan Community Leaders Association (AFCLA-G10)
 Altamas for Peace and Development Association
 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 Association for Newcomers Mental Health
 Calgary Black Seniors Foundation
 Calgary Canadian Sudanese Community Association
 Calgary Chinese Elderly Citizens' Association
 Calgary Immigrants for Immigrants Association
 Calgary Newcomers Guide
 Calgary Vietnamese Mental Health Support Association
 Calgary Vietnamese Women's Association
 Calgary Vietnamese Youth Association
 Calgary Women Cultural Association
 Canada and US Cultural Centre
 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.
 Dinka Language Development School Society
 Diversecities Community Service Association
 Diversity Initiatives for New Immigrants Association
 Diversity Performing Arts Club of Calgary
 ECSSSEN Career School
 Edmonton Phillipine International Centre
 El Sistema Calgary Multicultural Orchestra Foundation
 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
 First Step 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
 Guinean Association of Calgary
 Habesha United Sport and Cultural Society
 Haiti Alberta Sports et/and Culture Club Ltd.

Hands Lifting Hearts Initiatives
 Health and Social Research Centre
 Health and Social Research Society
 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
 Komkan Africana Institute
 Korok Society in Canada
 Ladies in the Family Foundation
 Lebialem Cultural & Development Association
 Live For Humanity Foundation
 Maharlika Womens Association of Calgary
 MENA Basketball Foundation
 Migrante Alberta Association
 M'mbondo Community of Southern Alberta
 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
 Salvadorian Community Association of Calgary
 Sankofa Arts and Music Foundation
 Senegalese Association of Calgary
 She Rises, We Rise (formerly Empower Her Ladies Forum)
 Sindhi Association of North America Southern Alberta Chapter
 South Asian Community Service (formerly Pakistani Immigrant Services & Wellness Society)
 South Sudanese Canadian Community Association of Calgary
 South Sudanese Canadian Community Association of Calgary
 SpanicArts
 Sudanese Canadian Youth Talent Society
 Target Humanitarian Assistance Canada Association
 The ACCT Foundation
 The Eritrean Canadian Community Association of Calgary
 The Immigrant Experience Show
 The Family Advocates Canada (formerly The Marriage Advocates Canada)
 The Moji Taiwo (TMT) Learning Foundation
 The Oladele Foundation / African Cancer Support Group
 Uganda Calgary Association
 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

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