



Action Dignity

ANNUAL REPORT
2018-2019





*Everyone is worthy
of dignity & respect*

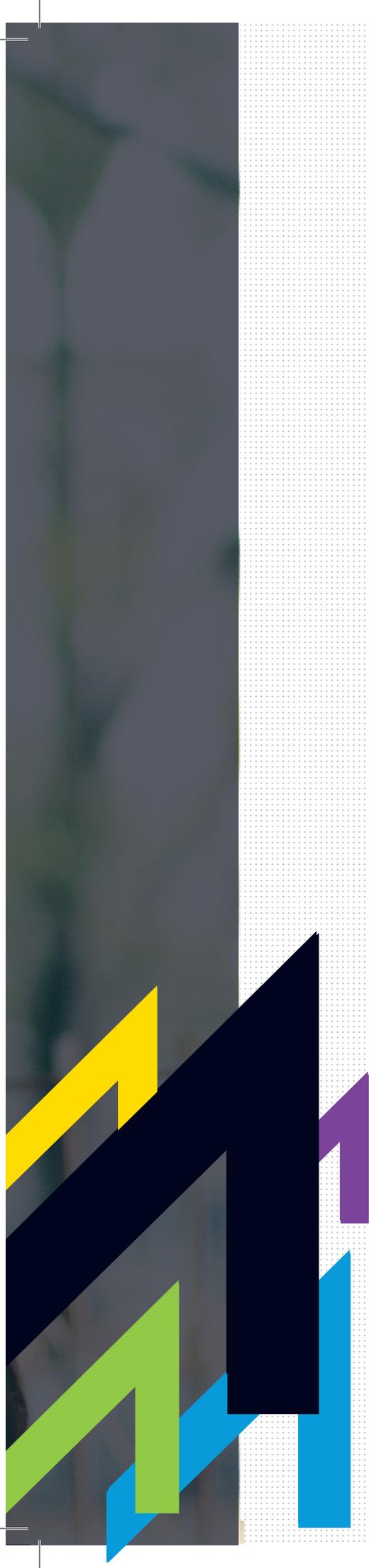


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WHO WE ARE

We are proud of our new name and identity.

Our Brand Story

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.

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 through the Broker Strategy
- Strengthen the capacity of ethno-cultural community organizations for community building, cross-community collaboration and civic participation
- Support community-led initiatives that address challenges and concerns

BOARD CHAIR'S REPORT

As ActionDignity's Board of Directors, staff, brokers, volunteers, and partners, we are committed to the values of respecting diversity, promoting equity and social justice, fostering active citizenship and democratic participation, and facilitating collaborative action.

An Adaptive and Responsive Organization

This is an exciting time for ActionDignity. In completing the first year of our 2018-2023 Strategic Plan and the second year of our newly re-branded identity as ActionDignity, I am extremely proud to report on the incredible strides we have made as an organization. In spite of cuts to our funding due to persistent economic challenges in Calgary, ActionDignity has succeeded in diversifying our funding sources through new collaborations, increasing our staffing, and expanding the scope of our programming. The new and continual investments in ActionDignity speak to our reputation as a high-impact, adaptive, and responsive organization, that works effectively with communities towards systems and policy change.

Some of the past year's achievements towards our 2018-2023 Strategic Priorities include:

Amplifying our Voice, Lens, and Leadership

As a lead in providing the collective ethnocultural voice and lens for equity, ActionDignity has played an important role in providing consultations on public policy and program development related to racial equity, even extending our influence beyond Calgary. This includes the participation of ethno-cultural leaders in providing input on the City of Calgary's Community Representation Framework, and the community-based participatory research conducted in partnership with Alberta Health Services to ensure cultural appropriateness of the provincial Healthcare 101 initiative. Notably, ActionDignity also engaged ethno-cultural and indigenous community leaders in providing recommendations for the Government of Canada's Anti-Racism Plan to the Minister of Canadian Heritage and Multiculturalism.

Elevating Awareness & Action

To broaden awareness and create action that challenges the exclusion and marginalization of ethnocultural communities, ActionDignity has committed to the engagement and leadership development of ethno-cultural youth. These youth leaders use arts-based approaches, like spoken word poetry, to bring voice to issues that impact them and their communities. We have also continued to build relationships with allies working towards equity, such as the LGBTQ2IA+ community and people living with disability. In the spirit of reconciliation, we continue to foster our collaborations with members of Indigenous communities.

Advancing Participation & Collaboration

In supporting community action and collaboration, ActionDignity has facilitated the development of community-based prevention strategies and networks. This includes the award-winning work done by ActionDignity, brokers, and leaders to develop community-based supports for people living in the Greater Forest Lawn area, as well as in engaging communities in domestic violence prevention through the North East Domestic Violence Prevention Collaboration. As part of our 2018-2023 Strategic Plan, we will continue to develop our organizational capacity to support collaborative work among our members and partners through our Platform Model.

Enriching Capacities

ActionDignity remains a leading organization in enriching capacities in advocacy, community action, and systems change. The impact of ActionDignity's work to date is a testament to the capacity and leadership of our staff, Board, brokers, members, ethno-cultural communities, and partners. This past year, our board, staff, and volunteers have also committed to building our own capacity by promoting continual reflection and development of our awareness, skills, and knowledge related to collaborating with diverse communities on equity issues.

As I complete my six and last year serving as Board Director for ActionDignity, I reflect on the incredible honour I have had in seeing ActionDignity grow and develop as an organization. Undoubtedly, ActionDignity has positioned itself as a key player and "go to" organization to catalyze the change that will transform Calgary into a just and equitable society for all.

This amazing work would not be possible without the passion and dedication of our staff, brokers, volunteers, and members, as well as the inspiring and tireless leadership of our Executive Director, Marichu Antonio. On behalf of the board, I would also like to thank our partners, funders, and allies for their continued support of ActionDignity that enables us to do what we do best.

Despite these achievements, our work is not over. The stories and experiences of our community members, and the news reports about persistent racism, discrimination, and hate crimes highlight the fact that the work we do is more critical than ever. We urge you to continue this important work with us. We all have a role to play in building welcoming and inclusive communities and in giving voice to the issues that violate human rights and lead to injustice.

Together, let's create change.

Together, let's work towards a world that promotes and affirms the dignity of all people.



Kimberly Manalili
Board Chair

EXECUTIVE DIRECTOR'S REPORT

At the core of ActionDignity's work is equity and inclusion towards meaningful social change. We help build the capacity of Calgary's ethno-cultural communities and enhance their collective voice to address important social issues, raise public awareness and work towards equitable public policies and institutions. This past year marks another milestone in ActionDignity's 17 years of community development work as we stride toward our renewed vision.

Building Community Capacities for Leadership, Collaboration and Impact

ActionDignity is unique because we anchor our work on the critical engagement of community members. They represent the historical experiences, aspirations and challenges of racialized members of society. Their stories inform our plans and actions.

Our Community Development and Broker strategies embody this philosophy. While similar strategies have been adopted by others, our approach ensures the critical integration of two roles – empowering communities for civic engagement and leadership, and facilitating transformation of institutions, public services and communities. In the last year, we have ramped up the recruitment and training of more than 110 leaders and brokers who led the implementation of 43 community action plans that involve community mobilization and engagement of relevant institutions.

The Greater Forest Lawn and We All Belong Initiatives develop and elevate participation and leadership in neighbourhoods and ethno-cultural communities. Using a collective leadership framework, these two programs enable community members to identify key issues and undertake actions, as appropriate, within communities, services, institutions or neighbourhoods. The LEAD for Change program works with community leaders to research on and promote policy solutions to many of these issues. As a result, ethnocultural leaders have made significant contributions to recent policy and service initiatives by the City of Calgary, the Provincial and Federal Governments. Community members have also taken the lead on many initiatives at the neighbourhood level.

Engaging Youth for Social Justice

This year, we have put special emphasis on engaging and mobilizing youth. Their perspectives and experiences about themselves and their communities illuminate how everyday situations can deepen exclusion. Through art and creative forms, youth can share and examine their experiences, raise awareness and encourage other youth and community members to act.

We accelerated this work by embarking on a new initiative called Youth PLACE, a collaborative project that engages over 50 racialized youth in Calgary and Toronto to address systemic and day-to-day barriers of racism and prejudice.

Raising Public Awareness and Action

Racism often lies at the heart of many issues faced by ethno-cultural communities. Exclusion from social services, public decision making, and community life are often rooted on how these and local activities are designed. The lack of an ethno-cultural and equity lens in many of these contexts, even without deliberate intent, leaves racialized communities underrepresented and excluded from key decisions and strategies. ActionDignity addresses the issue at various interrelated approaches.

ActionDignity has incorporated *arts for social change* to raise awareness and spur action on racism. Working with youth and community artists, we produced creative pieces that bring the discussion on racism to various audiences. We helped publish a comic book on microaggression, produced and sponsored plays and short skits on lived experiences. Our partnership with Arts Commons, Calgary Arts Development, Antyx and other arts-based organizations enhanced this work.

To address racism and equity more broadly, ActionDignity embarked on two initiatives. The Initiative for Diversity, Inclusion and Equity (INDIE), brings an ethnocultural and equity lens to the work of Alberta non-profits. Our partnership with the Canadian Mental Health Association is part of this initiative. The People's CAFÉ (Coalition for Fairness and Equity) builds coalitions for equity in five Alberta municipalities to address equity issues from different perspectives and experiences.

We are using this combined approach of community-based solutions and changes to policy and programs to integrate and scale out our work in domestic violence prevention. The SHARE and North Star Initiatives work hand in hand to address the root causes of domestic violence through collaboration and to activate these strategies in Calgary's northeast neighbourhoods.

Bringing Representation and Ethnocultural Lens to Public Policy and institutions

ActionDignity's role in facilitating community participation in public consultations, research, strategy development and program design is critical in ensuring that policy and institutions incorporate an ethnocultural and equity lens. The examination of lived community experiences leads to innovative community and policy solutions.

This year, ethnocultural community members continue to make significant contributions to policies and systems with three levels of government. These are: the development of the City of Calgary's Community Representation Framework; the fleshing out and testing of Alberta Health Services' Health Care 101; the development and implementation of the Anti-Racism Strategy of the Alberta Government and Federal Government. Public institutions and not for profit organizations are reaching out to ActionDignity for our advice and participation in strategy development and implementation. We continue to be in the leadership of the Calgary Local Immigration Partnership, the Cultural Plan for Calgary and the Community Development Learning Initiative.

Challenges We Need to Face, Actions We Need to Make

It is important to be vigilant to the continuing presence of intolerance and racism and the growth of divisive politics that threatens to marginalize our communities. It is our role to work together with other organizations, leaders and communities committed to build equity, especially with the Indigenous communities. The intersections of our experiences, perspectives and issues require us to collaborate towards the collective empowerment of our diverse communities.

We will continue to scale up our work in the community and public sphere. ActionDignity needs to be more resilient and adaptive to continuing social changes, diversify its support base, and nourish the capacity of our staff and volunteers.

A huge thank you goes to our dedicated, committed and creative staff, brokers and volunteers whose collective capacity has brought ActionDignity to where it is now. We wish to express our deep appreciation to our Board, under the leadership of Kimberly Manalili, whose collective wisdom has guided us through our successes. We deeply appreciate the confidence and continued support from our funders and partners.



Marichu Antonio
Executive Director

OUR YEAR AT A GLANCE



77

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



112

number of leaders, brokers and community organizers trained



671

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



6,461

number of volunteer hours



740

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



3,601

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



126

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



84

number of Workshops, Focus Groups conducted



27

number of Peer Groups and Natural Support Groups



43

number of Community Action Plans

PROGRAM INFORMATION

Sustaining Healthy and Awesome Relationships (SHARE)

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

Staff: Noreen Mahmood, Program Coordinator; Jason Klinck, Interim Strategy Lead (February – March 2019); Vic Lantion, Strategy Lead (On Medical Leave)

Community Brokers: Madan Nath, Lori Lagao

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

Community Translators: Atul Thanki, Fahima Sultani, Henry Ngo, Kathrin Enstas, Maaza Habtemariam, Sukhwant Parmar, Stephen Li, Rosie Tuogan, Belkys Leblanc

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

LEAD for Change

Leadership Engagement, Action & Development (LEAD) Program

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

Staff: Sheeba Vijayan, Strategy Lead; Carissa Gravelle, Community Engagement

Community Brokers: Shiraz Bhoja, Wunmi Idowu, Fauzia Khedri, Belkys Leblanc, Joyce Lubang, Lorie Tran, June Zhao

Funding Partner: Family and Community Support Services (FCSS)

We All Belong

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

Staff: Sheeba Vijayan, Strategy Lead

Funding Partner: United Way of Calgary and Area

Greater Forest Lawn Community Connector Initiative

This program supports residents and local organizations to (i) identify important issues and act upon solutions and (ii) take

the lead in creating a resident-driven network of formal and informal supports for individuals, children, families and the communities.

Staff: Linh Bui, Strategy Lead

Community Brokers: Widad Eltahir, Sukhwant Parmar, Kimberly Wilbur

Partner Organization: Sunrise Community Link Resource Centre

Funding Partner: United Way Calgary and Area

Youth PLACE

Platform for Learning, Action & Community Engagement (PLACE)

Youth PLACE is a 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.

Staff: Carissa Gravelle, Program Coordinator; Krizia Carlos, Artistic Facilitator

Funding Partner: Department of Canadian Heritage

People's CAFE

Coalition to Advance Fairness and Equity (CAFE)

People's CAFE 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. This helps build Coalitions Creating Equity (CCE) in Alberta through partners in Calgary, Edmonton, Lethbridge, Red Deer and Wood Buffalo/Fort McMurray.

Staff: Tyra Erskine, Program Coordinator; Jacqueline Aquines, Program Coordinator (May – September 2018)

Funding Partners: Human Rights Education and Multiculturalism Fund, Alberta Human Rights Commission

Initiative for Diversity, Inclusion & Equity (INDIE)

INDIE contributes ethnocultural and racial equity lens to Alberta nonprofits to deepen diversity in community relations and board governance.

Staff: Rubirose Ong, Program Coordinator; Jacqueline Aquines, Program Coordinator (October 2018 – February 2019)

Community Brokers: Rosalee Averin, Shiraz Bhoja, Widad Eltahir, Linda Kee, Jared Tailfeathers, Lorie Tran

Funding Partner: Alberta Culture and Tourism

North Star (approved March 2019)

Northeast Constellation for Healthy Families & Communities

The North Star Initiative aims to further enrich, integrate and sustain community-led projects on domestic violence primary prevention and healthy communities through ethnoculturally diverse community groups in Northeast Calgary.

Staff: Humaira Falak, Program Coordinator

Partner Organizations: North East Domestic Violence Prevention Collaborative, United Way of Calgary and Area

Funding Partners: Alberta Community and Social Services, United Way of Calgary and Area

COLLECTIVE IMPACT

ActionDignity's vision of a just and equitable society for all cannot be achieved through program work alone. A broad range of strategies and collaboration are needed. To pursue its vision, ActionDignity uses program work, community-led research, community engagement, collaborative initiatives, support for member initiatives, and support to other Calgary and Canada equity work. Following are some highlights of 2018-2019 impacts.



Contribution of Ethnocultural Lens

Ethnocultural communities are often under-represented when decisions are made about services, institutional procedures and public policies. An ethnocultural lens brings into focus the sources of advantage and disadvantage that result in unequal opportunities, experiences and outcomes for ethnocultural groups. Contributing ethnocultural lens is a key piece of ActionDignity's work.

Community Research

Community Brokers led focus groups and surveys to understand the experiences and ideas of ethnocultural communities. This helped form an ethnocultural lens on issues of mental wellness and mental health services (INDIE program), equity in the Calgary arts sector (INDIE and We All Belong programs), and a provincial healthcare tool called Healthcare 101 (LEAD program). Policy research and education helped community members understand the policy context of these issues. A community report-back event shared ethnocultural perspective on the Healthcare 101 tool. A future report-back will show how an ethnocultural lens enriches mental health services.

Contribution to Calgary and Regional Initiatives

ActionDignity contributed ethnocultural lens to Calgary and regional initiatives, including:

- Anti-Racist Organizational Change Project of CommunityWise
- Big Brothers Big Sisters National Diversity Advisory Council
- Calgary Ability Network
- Calgary Anti-Oppression Network
- City of Calgary Olympic Engagement Sub-Committee

- Coalitions Creating Equity
- Cultural Plan for Calgary Leadership Council
- Calgary Local Immigration Partnership (CLIP) Governance Council
- Healthcare 101 Task Force
- Stride Advocacy Project

Support for Ethnocultural Voices

ActionDignity (SHARE program) continued support to the Ethnoculturally Diverse Communities (ECDC) group to contribute ethnocultural lens to the Calgary Domestic Violence Collective. ECDC increases awareness of the experiences, challenges and capacities of ethnocultural communities in domestic violence primary prevention work.



Healthcare 101 Community Report Back

Resources:

- ★ <https://myhealth.alberta.ca/HealthTopics/Healthcare101>
- ★ <https://www.calgary.ca/CSPS/Recreation/Pages/Arts-and-culture/Cultural-Plan-for-Calgary.aspx>

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Increased Awareness on Equity Issues

Equity is not as simple as treating everyone the same. Equity recognizes that for some people and groups, more attention and effort are needed to be sure they have equal opportunity to participate, contribute and benefit in society. When some identities overlap for a person – such as race, gender, class, ability – it can create overlapping experiences of disadvantage and discrimination. ActionDignity helps racialized individuals and groups build their confidence, amplify their voice and showcase equity issues to the broader public.

Community Events and Showcases

- The International Women’s Day event (ActionDignity program collaboration) brought diverse women together to explore issues and actions for gender equity in politics and policy.
- The Black Intersectionality Panel event (People’s CAFÉ program) showcased the experiences and equity ideas of community members with intersecting identities. Held at CommunityWise Resource Centre, it fostered deep audience conversation on what intersectionality means, how it exists within the Black community, and action ideas for community building and equity.
- Racialized youth (Youth PLACE program) collaborated with Antyx Community Arts to develop and perform their own artistic works to showcase their experiences with identity and racism. *Labelled* performed twice to diverse audiences at the Calgary Arts Commons. Other showcases include a video (Calgary and Toronto youth leaders) and online audio, “I Am Poem”.

“When I was asked to speak on a panel about Black Intersectionality, I was surprised and honoured. The diversity and respect as well as discussion that came out at the panel was beautiful, necessary, and new in Calgary. This is the time, right now, to start building bridges in Calgary within the Black community allowing for a birth of a support system built on the cultures that brought us here and the culture that fuels our creativity and development within society here in Calgary, Alberta, Canada.”

-- Oaitse Hellard

“I loved seeing young people from different backgrounds being given a platform to express themselves and creatively share their experiences. I loved seeing young people from visible minorities speak on their lives and experiences and their hopes for the future. It was comforting and gave me hope.”

-- Attendee from *Labelled* Performance



Labelled: a youth showcase performance



International Women's Day, March 2019

Resources:

- ★ <https://actiondignity.org/programs/youth-place/> (for video and audio poems)
- ★ <https://instagram.com/youthplaceyyc>

COLLECTIVE IMPACT

Strengthened Leadership

Leadership Training

More than 40 community members and leaders (GFLCCI and We All Belong programs) completed a Leadership Training Program in collaboration with Community Development Learning Initiative. Training themes revolved around root causes of complex issues, leadership, community engagement, community action planning and evaluation. Trainees were supported to carry out action ideas, facilitate future training sessions, or work as Community Brokers.

Broker Strategy

18 community Brokers were employed, trained and mentored (INDIE, GFLCCI, SHARE, We All Belong, LEAD programs) to carry out community research, facilitate community actions, and share ethnocultural lens with service providers and decision makers. Brokers are essential to ActionDignity's work. Even after their employment, the experience and skills they gain continue to have ripple effects through their leadership, community organizing and advocacy work.

Member Collaboration

Member organizations identified opportunities and needs for collaborating on five prioritized issues: (i) family wellness, (ii) organizational capacity building, (iii) youth wellness, (iv) economic/financial issues, and (v) social isolation and access to resources. Future work with member organizations will continue to build on these ideas.

"I have enjoyed my time as a community broker and encourage ActionDignity to continue to support ethnocultural groups in finding resources and solutions to community issues. Community members access mental wellness resources when they see willing, and educated, community members taking leadership roles while bringing awareness to the community."

-- Jared Tailfeathers, INDIE Community Broker during the focus group discussion on "Barriers to Access Mental Health Services"



Leadership Workshop, March 2019



Leadership Workshop, November 2018



Sharing resident-led action plan tips at CDLI meet up, Nov 2018

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Leading Anti-Racism Initiatives

Increased incidences and media coverage of anti-immigrant and racist sentiments, both regionally and globally, make anti-racism work essential. ActionDignity continues to play a lead role in significant anti-racism initiatives.

- Coalitions Creating Equity (CCE), through People’s CAFÉ program, established a Calgary Advisory Group to discuss and address issues of inequity, racism, and hate within the Calgary area. ActionDignity coordinated collaborative training with five regional CCE Coordinators to build capacity for anti-racism work and community engagement across Alberta. Regional Coordinators and other stakeholders are planning community engagement to develop an Alberta Hate Incidence Response Model.
- Racialized youth contributed their stories for the production of Race Issues: A Comic Series about Microaggressions (Youth PLACE program). This is a project in partnership with Canadian Cultural Mosaic Foundation. The comic book was featured at a public art exhibit. A toolkit in development will support stakeholders to use the book for anti-racism work.
- ActionDignity, in partnership with Alberta Human Rights Commission, co-hosted a *Not In Our Town* film screening and community discussion (People’s CAFÉ program). The event was attended by more than 100 community members and professionals from southern Alberta. It raised awareness of experiences of racism and opportunities for communities to take action.
- United Nations International Day for the Elimination of Racial Discrimination was celebrated as an annual community event. Michael Gottheil, Alberta Human Rights Commissioner, delivered the keynote address.



Race Issues Comic Book, released January 2019



Not In Our Town Film Screening & Community Discussion, March 2019



United Nations International Day for the Elimination of Racial Discrimination, March 2019

“I have learned from Youth PLACE to speak out more about what I believe in and do more within my community.”

-- Youth, on anti-racism work

COLLECTIVE IMPACT



Systems Change

Collaboration makes it possible to influence the systems that impact ethnocultural communities towards greater equity. ActionDignity elevated ethnocultural voice in many systems change efforts.

- Over 40 ethnocultural community leaders and members met for consultations and round-table discussions with the Ministry of Canadian Heritage to provide advice on the development of a Canada Anti-Racism Strategy.
- Community members and staff participated in consultations on the development of a new Community Representation Framework for land use planning at the City of Calgary. ActionDignity co-presented to the Standing Policy Committee of City Council where the framework was adopted. This new approach provides more equitable opportunities for communities to contribute their voice (INDIE, LEAD Programs).
- Experiences and insights from ethnocultural community research on the Healthcare 101 tool generated interest in the health sector on the benefits of collaborating with ethnocultural communities (LEAD program). Upon request by Alberta Health Services and Imagine Citizens,



Roundtable consultation with Min. Pablo Rodriguez, Canadian Heritage & Multiculturalism, December 2018

ActionDignity delivered presentations on research findings and on the importance of ethnocultural lens for designing healthcare communications.

- We participated in community consultations with Alberta Ministries of Municipal Affairs, Environment and Parks as well as the Canadian Ministry of Families, Children and Social Development.



Roundtable consultation with Gary Anandasangaree, Parliamentary Secretary to Minister of Canadian Heritage & Multiculturalism, November 2018



Platform for Community Action

Communities are important change makers and have innovative ideas for creating a more equitable society. ActionDignity provides training, project management support and community development mentorship to help community-led actions succeed. ActionDignity is actively developing itself to more efficiently and effectively serve as a platform of support for community and collaborative action. Initiatives supported in the past year include:

- North East Domestic Violence Prevention Collaborative (NEDVPC): This group of 18 ethnocultural organizations plan and implement domestic violence prevention initiatives in NE communities. ActionDignity, in partnership with United Way, provided support in

project development, administration and accountability requirements.

- Resident PLEX: This group of Greater Forest Lawn residents continues to be supported to build and raise resources for Little Free Pantries to support the basic needs of residents and increase resident volunteerism in the community.
- Soaps N Suds: This group of Greater Forest Lawn residents were supported to meet, plan and develop and implement a weekly program in collaboration with the City of Calgary's Ernie Starr arena and Bob Bahan hub (a City of Calgary/United Way community hub) to provide access to shower facilities and personal hygiene products to residents, especially homeless population in the area.
- Residents participated in the City of Calgary's consultation on the design of an Arts and Culture space in the Greater Forest Lawn Area.
- Hindu Society of Calgary: ActionDignity mentored the Hindu Society Seniors group to lead a project that involved diverse communities of older adults in arts and culture. The project helped build the older adults' individual and collective capacity to express their inner thoughts and feelings and highlight the valuable contributions of older adults to society.
- Calgary Canadian Sudanese Community Association (CCSCA): ActionDignity supported CCSCA leaders and youth to implement activities that support diverse youth to be leaders and role models and to organize youth engagement activities.
- Eritrean Seniors: ActionDignity, FOCUS on Seniors and Eritrean Seniors created opportunities for seniors to reconnect with nature and explore new recreation activities to support health and mental wellness.



North East Domestic Violence Prevention Collaborative (NEDVPC) Program 2018



Hindu Society Seniors Project



Calgary Canadian Sudanese Community Association Youth Project

"I feel like the youth of our community, and the entire community in general is creating a voice for itself through the help of ActionDignity. We have encouragement, support, mentorship, feedback, and so much more. Every planning session has inspired and amped me to continue doing projects creatively."

-- Muaz Salih, CCSCA (Calgary Canadian Sudanese Community Association) youth

Resident PLEX first pantry launch, September 2018



TOOLKITS & RESOURCES

- **Equity in Alberta Board Governance Handout**

This is a one-page handout that summarizes how nonprofits can strengthen inclusion and equity within their own organizations and in their work

- **Race Issues Comic Book**

A teaching tool to bring awareness to harmful microaggressions that impact people of color. This project is a collaboration with Canadian Cultural Mosaic Foundation.

FUNDERS



United Way
Calgary and Area



MEMBER ORGANIZATIONS

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

PARTNERS & NETWORKS

Ethno-Cultural Organizations:

- Akuar Lang Juk Community Association of Canada
- Alberta Azerbaijani Cultural Society
- Alliance Cameroon Community Association
- Altamas for Peace and Development Association
- Association of Mon Women of Canada
- Aweil Community
- BABAE: Council of Filipina Canadian Women
- Back to the Basics Christian Church
- Calgary Canadian Sudanese Community Association
- Calgary Korean Community Association
- Calgary Korean Women's Association
- Calgary Multicultural Seniors Association Alberta
- Calgary Nepalese Community Association
- Calgary Pakhtun Association
- Calgary Vietnamese Women's Association
- Cameroonian Association of Calgary
- Canadian Artists for the Poor
- Canadian Cultural Mosaic Foundation
- Canadian Guatemalan Community Association
- Chilean Canadian Community Association of Calgary
- Clinique De L'Education LTD.
- Dinka Language Development School Society
- Elder Services Corps Association
- Eritrean Seniors
- FOCUS on Seniors
- Fountain of Orphans and Vulnerable Women
- Global Parvasi (Immigrant) Seniors Society
- Grenada-Canadian Social and Cultural Association of Calgary
- Haiti Association of Calgary
- Hindu Society of Calgary
- Hiyas Fil-Can
- Institute of Integrated Electrical Engineers Philippines Alberta Canada
- Jamaican Canadian Association Alberta
- Kala Bhavan of Calgary
- Mapua Alumni Association, Alberta Chapter
- Migrante Alberta
- Mon Community Empowerment Society of Canada
- Mon Women's Association of Canada
- Mon Women's Support Group
- Oromo Muslim Association of Alberta
- Philippine Festival Council of Alberta
- Salvadorian Community Association of Calgary
- Sankofa Music and Arts Foundation Society of Canada
- South Asian Community Services Society (formerly Pakistani Immigrant Services and Wellness Society)

- South Sudanese Catholic Society of Alberta
- South Sudanese Community
- South Sudanese Cultural Association
- Sudanese Youth and Family Services
- Women Latin America Association
- Women Support Group Calgary

Non-Government Organizations and Multi-Stakeholder Initiatives:

- 1000 Voices (Genesis Centre)
- 12 Community Safety Initiatives
- 5th on 5th Youth Services
- Aboriginal Friendship Centre of Calgary
- Alberta Association of Immigrant Serving Agencies
- Alberta Hate Crimes Committee
- Alberta Health Services - Strategic Clinical Network
- Alberta Mentoring Project
- Alberta Network for Immigrant Women
- Antyx Community Arts
- Arts Commons
- Asian Heritage Foundation
- Aspen Community and Family Network Society
- Awo Taan Healing Lodge
- Boys and Girls Club of Calgary
- Calgary Arts Development
- Calgary Counseling Centre
- Calgary Domestic Violence Collective
- Calgary Immigrant Educational Society
- Calgary Region Immigrant Employment Council
- Calgary Women's Emergency Shelter
- Canadian Mental Health Association
- Centre for Newcomers
- Coalitions Creating Equity
- Coalition for Equal Access to Education
- Community Development Learning Initiative
- Community Kitchen
- CommunityWise Resource Centre
- Cornerstone Youth Centre
- Council of Agencies Serving South Asians
- Dover Community Association
- East Calgary Coalition for Early Childhood Development
- Eastside Victory Outreach
- East Village Seniors' Association
- Emerge Hub
- Empower Me
- Ethno-Culturally Diverse Communities Committee
- Family Research Agenda Initiative Setting (FRAISE)

- Federation of Calgary Communities
- Fiesta Filipino
- Forest Lawn Community Association
- Frontlines
- Greater Forest Lawn Employment and Training Group
- Hope Mission Calgary
- Hubs Initiative: Bob Bahan Hub, Fuse 33, The Alex Food Centre
- IMAGINE Citizens
- International Avenue BRZ
- John Humphrey Centre for Peace and Human Rights
- North East Domestic Violence Prevention Collaborative
- Not in Our Town
- REACH Edmonton
- Red Deer Welcoming and Inclusive Community
- Ribbon Rouge Foundation
- Rise Edutainment
- Stride Advocacy Project
- Sunrise Community Link Resource Centre
- The Alex Community Food Centre
- The Mustard Seed Neighbour Centre
- Woezo African Dance Theatre
- Wood Buffalo Regional Advisory Committee on Inclusion, Diversity and Equality
- Women's Centre Calgary

Community Groups:

- Alberta Men's Network
- Albert Park Radisson Heights Community Association
- Apathy Is Boring
- Calgary Ability Network
- Calgary Anti-Oppression Network
- Community Development Learning Initiative
- Disability Action Hall
- Erin Woods Community Association
- Filipino Youth Empowerment Program
- Forest Lawn Community Association
- Men's Action Network Calgary
- MR GAD (Men's Responsibilities in Gender and Development)
- North of McKnight Domestic Violence Project
- Greater Forest Lawn Parents' Support Network
- Greater Forest Lawn Resident PLEX Network
- Penbrooke Resident Initiative
- Polish Canadian Association
- Soap and Suds Initiative
- Social Workers for Social Justice
- Voices YYC

Indigenous Groups and Agencies:

- Miskanawah (formerly Pathways Community Services Association)
- Mohkinstsis Healing Camp

Public Institutions:

- Alberta Community and Social Services
- Alberta Culture and Tourism
- Alberta Education
- Alberta Health Services
- Alberta Ministry of Environment and Parks
- Alberta Ministry of Municipal Affairs
- Alberta Treasury Board and Finance
- Calgary East Constituency Office
- Calgary Fort Constituency Office
- Calgary Public Library
- Canadian Ministry of Families, Children and Social Development
- City of Calgary
- City of Calgary Neighborhood Services
- East Calgary Health Centre
- Immigration, Refugees and Citizenship Canada
- Ministry of Canadian Heritage and Multiculturalism
- Premier's Office
- Ward 9 Councilor Office – The City of Calgary

Educational Institutions:

- Holy Cross School
- Ian Bazalgette School
- Keeler School
- Mount Royal University
- St. Peter School
- University of Alberta
- University of Calgary
- University of Calgary, Faculty of Social Work
- University of Calgary, Division of Palliative Medicine
- O'Brien Institute for Public Health – University of Calgary

Corporate:

- Atco Gas
- First Calgary
- Nadi Design
- Sunshine Pizza
- T&T Supermarket Pacific Place
- The Co-Operators
- UMAC Express Cargo
- UME Group Corporation

Ethnic and Mainstream Media:

- Canadian Latino Newspaper
- City TV
- Diaryo Filipino Calgary
- Global TV
- Green Crusader Inc. Diversity Magazine
- Mabuhay Calgary
- Radio Pinoy
- Red FM
- Omni TV

STATEMENT OF OPERATIONS

	2019	2018	% (-/+)
REVENUE	1,386,907	1,317,936	5.2
TOTAL EXPENSES	1,359,708	1,254,620	8.4
EXCESS OF REVENUE OVER EXPENSES	27,199	63,316	-57.0
% OF EXPENSES TO REVENUE	98.0	95.2	

OUR TEAM

STAFF 2018-2019

Marichu Antonio
Executive Director

Sherry Choma
Interim Programs & Policy Manager

Vic Lantion
Strategy Lead, Healthy Relationships

Sheeba Vijayan
Strategy Lead, Policy & Leadership

Linh Bui
Strategy Lead, Neighbourhoods

Jason Klinck
Interim SHARE Strategy Lead

Carissa Gravelle
Youth Coordinator

Tyra Erskine
People's CAFE Coordinator

Humaira Falak
North Star Coordinator

Rubirose Ong
INDIE Coordinator

Noreen Mahmood
SHARE Coordinator

Meriam Bravante
Researcher & Policy Educator

Maribel Javier
HR and Admin Services Coordinator

Anne Zabala
Executive Assistant

Mandy Zhu
Finance & Payroll Coordinator

Ligia Yanez
Program Support

Giftii Girma
Admin, Communications & IT

Krizia Carlos
Artistic Facilitator

Former Staff:

Tolu Babalola
Operations Manager

Jacqueline Aquines
INDIE Coordinator

Brokers:

Widad Eltahir
Sukhwant Parmar

Kimberly Wilbur
Rosalee Averin

Shiraz Bhoja
Wunmi Idowu

Linda Kee
Fauzia Khedri

Belkys Leblanc
Joyce Lubang

Jared Tailfeathers
Lorie Tran

June Zhao



BOARD OF DIRECTORS

Kimberly Manalili
Chair

Sabrina Song
Vice Chair

Anh Bui
Treasurer

Aimar Bracho
Secretary

Dr. Ilyan Ferrer
Director

Pearnel Nevins
Ex-Officio

Kiranpreet Grewal
Director

Dr. Yahya El-Lahib
Director

Holy Linton
Director

Ivan Leung
Director



Not in photo: Pearnel Nevins, Anh Bui, Aimar Bracho

BOARD COMMITTEE VOLUNTEERS

Governance

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

Finance

Chair: Anh Bui
Board Member: Kiranpreet Grewal
Volunteers: Kevin Cho, Ruth Estrella, Ernestine Bilong

Research & Policy

Chair: Dr. Ilyan Ferrer

Board Member: Dr. Yahya El-Lahib
Volunteers: Cesar Cala, Dagoberto Correa, Hiroko Nakao, Arsaima Sultan

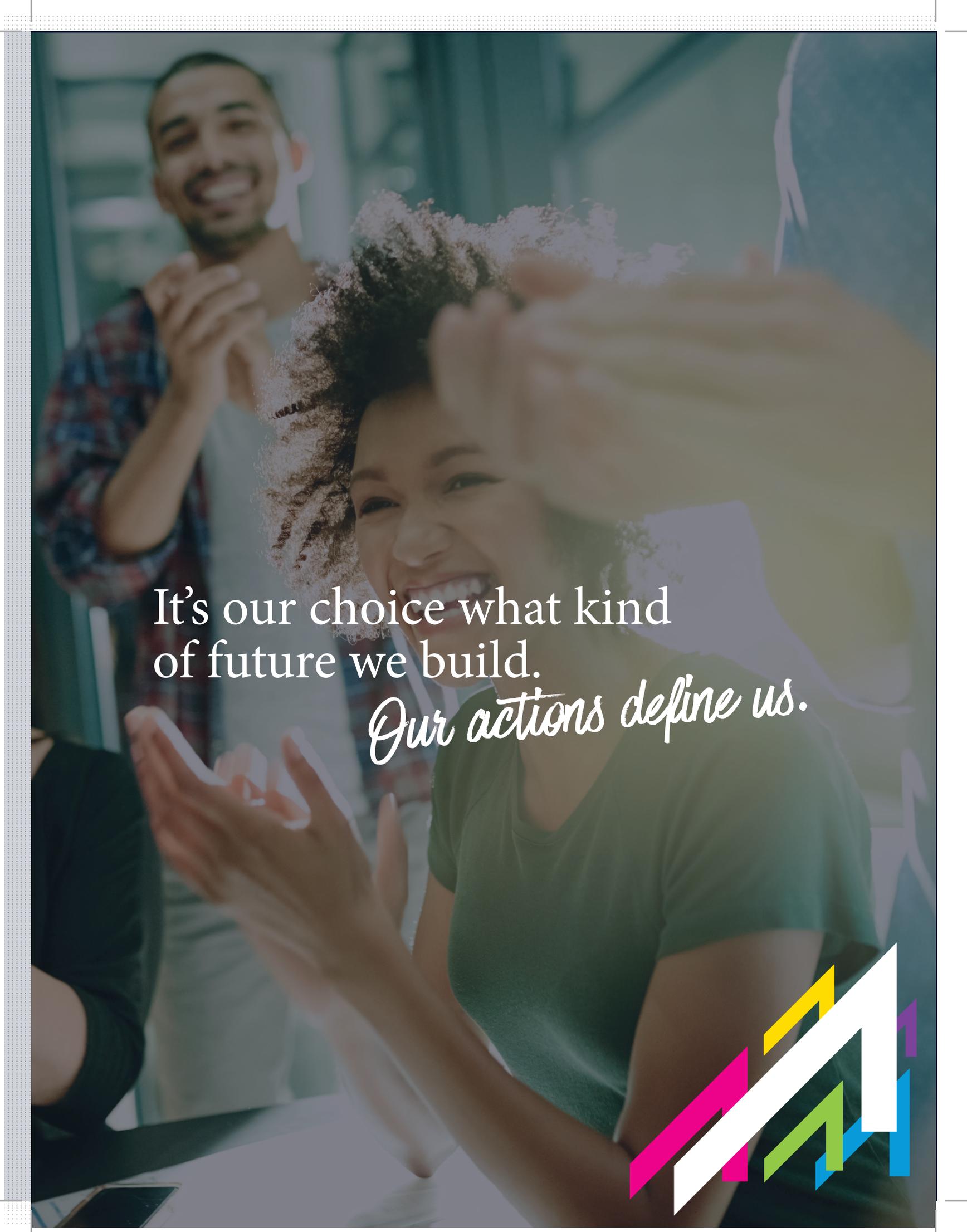
Human Resources

Chair: Aimar Bracho
Board Members: Pearnel Nevins, Kimberly Manalili

Community Engagement

Chair: Kimberly Manalili
Board Members: Holy Linton
Volunteers: Tanvir Alam, Ashley Sayson, Lovella Dizon, Namitha Philipose



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

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

Our actions define us.





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