

The logo for 'Unrelenting Pursuit of Equity 20th Anniversary' features a stylized 'U' formed by two hands holding a rainbow-colored arc, followed by the text 'Unrelenting' in a large, bold, black font, 'Pursuit of Equity' in a smaller, pink, italicized font, and '20th Anniversary' in a black, cursive font.

# Unrelenting

*Pursuit of Equity* 20<sup>th</sup>  
Anniversary

ANNUAL REPORT

2021 - 2022



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# Vision, Mission and Values

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## Vision

Calgary is a just and equitable society for all.

## Mission

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

## Values

ActionDignity embraces and promotes the following values:

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



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## Message from the Board

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ActionDignity has an undeniable “passion” for creating a just and equitable society for all. 2020–2021 was a year to prove our strength, focus, and capacity to overcome any challenges presented to us. While a continuation of the global pandemic “COVID-19”, the work to address continued experiences of Anti-Black and Anti-Indigenous racism, Anti-Asian hate, and Islamophobia remained our focus and an integral component of all parts of our work. The ActionDignity staff embrace their knowledge and mission to influence systemic racism and implement critical anti-racism perspectives and training by providing LEAD for Change, Antiracism Action Plan for the City of Calgary, and Black Intersections as an example. Results from our work through the lens of anti-racism will continue to make a difference in public and social policy development and beyond.

A thriving future is built from intentional and tenacious efforts with numerous guidance and support. Also, the journey reminds us of new encounters and a time to move on. This past year, as interim executive directors, Jamila Edwards and Leslie Tamagi carried out our change work and operational challenges. At the same time, we all dealt with transitions and searching for a new leader. Their credible capacity made tremendous contributions to our new Strategic Plan and welcomed our new Executive Director, Francis Boakye. On behalf of the Board, as always, I acknowledge and express gratitude to our dedicated volunteers, partners and funders for your continued engagement and collaboration. Every one of the community members’ support and their selfless efforts makes us closer to a just and equitable society for all.

**Hiroko Nakao**  
**Board Chairperson**

# Message from the Executive Director

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People, institutions, organizations, and communities that care about others, care about the dignity of humans and in the dignity of their actions. And to truly care about human dignity is to care about issues of equity and justice as necessary conditions for a better society. As a community, Calgary and Calgarians continue to work towards this goal and ActionDignity recognizes its unique position in highlighting the relationship between human dignity and fairness by addressing critical gaps between intentions and impact.

Last year, the pandemic offered Calgarians yet another opportunity to respond to systemic conditions that interfere with the true attainment of human dignity by racialized and newcomer communities. The pandemic did not only unravel systemic realities of racialized members of our communities, but it also directed our attention to genuine, workable, and dignified actions that can address precarious conditions experienced by racialized communities. We may know relatively little about vulnerabilities of marginalized individuals and communities living among us, but we may know far more about these vulnerabilities when we know about the daily experiences of fear and anxiety and their scarring effect on the private and public dignity of racialized and newcomer communities. Persistent experiences of personal and systemic racism and racial anxiety, inequitable access to services in the city, structural poverty and unequal treatment by various institutions, ill treatment of vulnerable migrant and temporary foreign workers remind us that the road to achieving a caring community of promise is still ways away.

ActionDignity's unrelenting pursuit of equity is organized around the principle of caring with a dual focus on dignity in actions and dignity of actions. It centres on the practice of engaging with people who care, knowing that "very great change starts from very small conversations." Among others, ActionDignity, in partnership with its member organizations, and supported by its funders, persists in its efforts to improve overall wellbeing of racialized employees and temporary foreign workers. The organization supports the engagement of community members in equitable knowledge development, in the design and selection of interventions as well as in ensuring equity in implementation. The vaccine equity program and our work with meat factory workers are few examples of this commitment.

ActionDignity will continue to focus its work on systems change by contributing to changing institutional practices, addressing systemic racism, advocating for just policies through strengthened collaborations and well-grounded civic infrastructure, to ensure that Calgary is indeed a community that cares for all its citizens.

We appreciate your unwavering support and welcome your companionship on this journey to improve the dignity of all people. We are profoundly grateful to our funders and donors, community organizations and partners, our hard-working Board members and staff who have walked and continue to walk with us all these years. Together we will work to transform our society!

**Dr. Francis Boakye**  
**Executive Director**

# The ActionDignity Edge

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## **Catalyze Collective Impact**

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



## **Convene Impactful Collaboratives**

To facilitate cooperation and collectivization of voices and efforts



## **Build capacity of Grassroots**

### **Social Change Leaders**

To build community through 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, enable them to collectivize their voices, collaborate actively with researchers and policy makers, and deploy innovative system change initiatives.

# Collective Impact

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**69,000+ Calgarians**  
Impacted by ActionDignity Programs.



**100+ Partnerships**  
Activated with community based organizations, non profits, service providers and government institutions.



**150+ Community Leaders and Brokers**  
Engaged in capacity building activities to deliver 45 community action plans.



**49,000+ Racialized Community Members**  
Engaged in programs to promote active citizenship.



Despite all the curveballs the pandemic tossed our way, ActionDignity forged ahead in its unrelenting pursuit of equity. We continued to build our network of grassroots, community led groups and associations, to facilitate community action plans, anchor community-based research studies, and to catalyze collaborations with government bodies and non-profits.

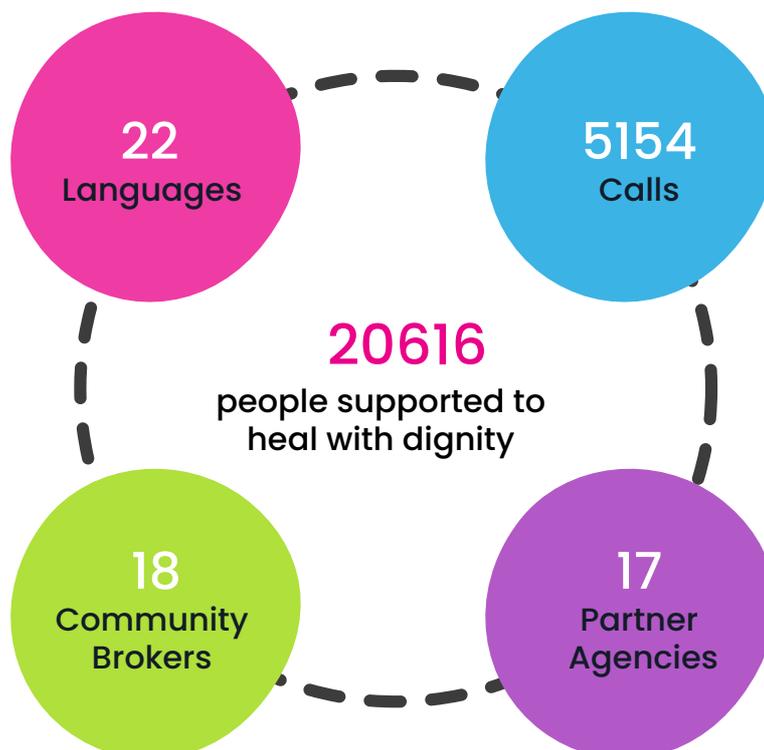


# Responding to the Complexities of the Pandemic

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Even in the best of times the pursuit of equity is an arduous undertaking, under the shroud of a global pandemic the complexities multiply exponentially. While the events of 2020 were unprecedented, the fallout was predictable with certain groups and communities being impacted disproportionately. And through all the uncertainty and upheaval, ActionDignity chose to remain steadfast in its commitment to addressing the needs of racialized community members in Calgary. Our team rallied together and pivoted rapidly to operate within the constraints of a series of lockdowns to deliver on this commitment. Staying true to our approach of engaging closely with community members, mobilizing, and building the capacity of grassroots social change leaders, activating impactful cross-sector collaborations and rallying the collective voice of our community members in public policy consultations, stood us in good stead as we continued to forge ahead in our Unrelenting Pursuit of Equity through 2021-22.

Responding to the immediate needs of ethnocultural communities remained our key focus as 2020 turned to 2021. As Calgary experienced wave after wave of COVID-19 we learned more about how the pandemic was affecting members of racialized communities - cutting off access to information, income, food supplies and other basic services. Through 2021, ActionDignity ramped up its efforts to ensure that ethnocultural communities had equitable access to information and services by mobilizing the Multi-Lingual Emergency Response to COVID 19 (MERC). We surveyed over 1200 community members and surfaced the key challenges faced by racialized community members: lack of information in first language(s), vaccine hesitancy, issues with the pre-registration requirements. We partnered with the Calgary East Zone Newcomers Collaborative and 17 partner-agencies to launch an information hotline to provide information in their first language(s), and access to basic needs i.e., food, income support, mental health counseling.





*“Thanks to my friend who convinced me to attend the session. Before attending the session, I am convinced that vaccines are not good for me and my children. I believed vaccination is designed to capture people’s DNA for demographic control and engineering, it will make me infertile and may expose me as well to unwanted illness. That is what my husband told us. Because of the information I got from the experts, now I am convinced that vaccination is good for my family, my kids and for the whole community,”*

**- Female Vaccine Equity participant**



## Equitable Access to Vaccines

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With every new phase of the pandemic, the needs of ethnocultural communities also evolved. During the initial phase, emergency response and access to essential services and health care were significant priorities. In 2021, as mass vaccinations emerged as a key strategy to mitigate the pandemic, ActionDignity worked to ensure that ethnocultural communities would not be left behind. With a nuanced understanding of the barriers that ethnocultural community members experience in accessing information and services, ActionDignity developed a program to ensure the ethnocultural communities had equitable access to vaccine-related information and services. We crafted a unique intervention that leveraged the knowledge of community members, technical experts from the health sector and the needs of our communities to forge an impactful collaborative Vaccine Equity program.



Conducted awareness sessions in Filipino, Vietnamese, Amharic, Tigrinyan, Nepalese, Farsi, Pashto and English among others



Built cross-sector collaborations: Alberta International Medical Graduates Association (AIMGA), Protecting Every Mom & Baby Alberta (PEMBA), 19 to Zero, Alberta Health Services and City of Calgary, CENC



Community Engagement: NCSC, IOS, FRIENDS, Catalyst Family Foundation, CAVWA and community volunteers from the Afghan, Somali, South Asian, Chinese, Arabic communities



Delivered 2720 vaccines in collaboration with CENC Partner Organizations



Huan, a Vietnamese refugee, and an international medical graduate, is a testament to the agency and potential that racialized community members embody. During the pandemic, Lan used his medical background to support his community to build awareness on vaccines and precautionary measures. He encountered ActionDignity as a participant in one of the FGDs for the Community-based Participatory Action Research (CBPAR) that the Social Inclusion team conducted in his community. These interactions confirmed his own lived experience about the stigma attached to mental health issues, which prevents many racialized community members from seeking timely help and support. He understood the need for culturally appropriate mental health resources that could cater to the needs of the Vietnamese community. With support from the Social Inclusion team, Lan connected with other members who felt strongly about the issue and formed a Peer Vietnamese Mental Health Support Group, which is now actively working to raise awareness, eliminate the stigma, and make mental health resources more accessible to community members.

Through interventions like Social Inclusion, ActionDignity continues to unlock and unleash the potential and agency of racialized community members to deploy innovative, culturally appropriate interventions to empower community members to become engaged and active civic participants.

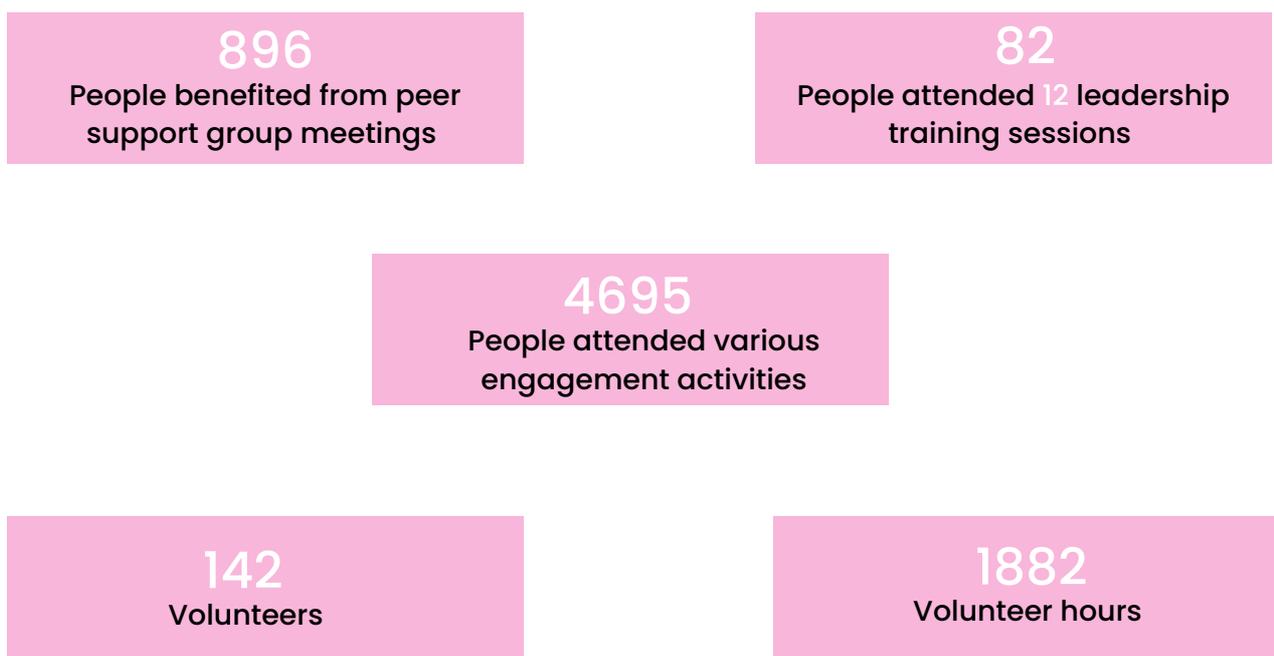
# Harnessing the Potential of Ethnocultural Communities

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Ethnocultural communities have always been the central focus of ActionDignity’s work. We work to ensure that all ethnocultural community members are meaningfully involved and empowered as active citizens through participation and leadership in the civic, social, and cultural life of Calgary, and we do so by harnessing and unleashing the potential and agency of our community members themselves.

In its second year, our Social Inclusion project continued to build and develop peer networks within communities for members to come together, identify issues and co-create solutions. Through this project ActionDignity improved civic participation and access to quality-of-life services by mobilizing brokers from within communities, developing the leadership capacities of community members, and mobilizing the community to deploy culturally appropriate interventions.

We mobilized brokers from the Afghan, Chinese, Ethiopian, Nigerian, Latino and South Asian communities. We facilitated and built the capacity of community leaders. We conducted a Community-Based Participatory Research project which surfaced the linkages between racism, mental health, domestic violence and social exclusion. These findings led to a partnership with CENC-LACE, through which our team anchored the Mental Health Advisory Group and facilitated community members’ access to culturally appropriate mental health services. We supported community action plans through individuals and community-based organizations (Afghan community, CAVWA, ECCSEN, FOCUS on Seniors, RAICES, Single Mother’s Peer Group, GFL Parent Support Network, Resident Plex, Outreach Program Canada) and we also engaged with groups such as the CENC, CDVC, TIC, GFL Agency Collaborative to collaboratively improve different types of service delivery to racialized communities.





*“The Calgary Women’s Emergency Shelter in partnership with ActionDignity grew and strengthened our support of individuals and families living with violence and abuse. The expertise of Action dignity and lived connections of cultural facilitators is essential to engaging ethno-cultural communities. Through trust and partnership, we are better able to support communities and build foundations for future collaboration. We are stronger when we work together.”*

**Donald Ogden, Take A Stand Coordinator  
Calgary Women’s Emergency Shelter**



# Building Bridges to Address Gender-Based Violence

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Our work through the NorthStar and INDIE programs served us well in alerting us to the shadow pandemic of domestic violence that was erupting within homes and communities. ActionDignity's partners articulated the cultural barriers that prevented women from speaking up against abuse. Leveraging our relationships to mainstream organizations focused on domestic violence, as well as our understanding of the barriers that racialized women faced in accessing these resources, ActionDignity continued to bridge the gap through the Take a Stand Cultural Programming initiative in partnership with Calgary Women's Emergency Shelter (CWES).

Our connections within ethnocultural communities helped us understand that women, from racialized communities, who face domestic violence are often unlikely to reach out to strangers for help. They are more likely to reach out to women from their own communities. Through this project we created natural supports and peer networks within racialized communities that women experiencing violence and abuse could turn to. We trained and equipped women peer leaders to identify, respond to and make referrals in cases of domestic violence. Take a Stand resources developed by CWES were translated into Arabic, Filipino, Hindi, Punjabi and Urdu and customized to suit the needs of racialized communities. Community members were actively engaged in the translation, preparation and dissemination of these resources. Through this partnership we successfully mitigated the barriers that ethno-cultural communities experience in accessing support.

Encouraged by the response from racialized community members, ActionDignity plans build on this partnership with CWES and expand this program other ethnocultural communities.



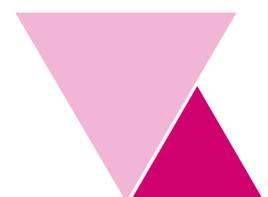


*I've been associated with ActionDignity as a facilitator in their Anti-Racism initiatives, leading anti-racism concerns within the disability community. I appreciated the opportunity to engage with the City through this community engagement process and share my experiences of growing up in Calgary as a Filipin-z living with cerebral palsy. I enjoyed meeting new people and learning about different experiences."*

**Lionel Migrino Community Broker  
ActionDignity**

*"We collaborated with ActionDignity on The City of Calgary's Anti-Racism Community Action Strategy. ActionDignity provided strategic direction and helped to co-lead one of Canada's largest anti-racism focused community engagements. Their unique broker model that is able to access and build trust with hard-to-reach communities was crucial in creating an engagement model that was empowerment focused and action oriented. As we continue this work with The City and Calgary Police Service we hope to leverage the value of community knowledge and expertise to co-develop new models of engagement and change."*

**Dr. Gayatri Moorthi, Principal Consultant  
Habitus Consulting Collective**



# Community Engagement, Collectivizing Voices

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In its efforts to promote equity and social justice, ActionDignity has led various initiatives to embed an Anti-Racism lens within policies, programs, and services in the city of Calgary. In 2021, Habitus Consulting and The City of Calgary sought a collaboration with ActionDignity to facilitate an extensive community engagement process to formulate the City's Anti-Racism Action Plan. This would be a significant step in the right direction. ActionDignity congratulates the City of Calgary and Habitus Consulting for committing to and executing this strategy of making policies and services responsive to the voices and needs of racialized community members.

ActionDignity deployed its signature approaches of community mobilization and community engagement to facilitate a participatory process that engaged nearly 1700 community members to contribute to the creation of the City's Anti-Racism Action Plan. The cornerstones of ActionDignity's community engagement process were its community brokers— respected and well networked community members – and network of ethnocultural groups and organizations. For this project we mobilized and built the capacity of an inclusive group of 13 community brokers comprising members from diverse ethnocultural groups, the LGBTQ2S+ community and the differently abled community as well. These brokers in turn mobilized community members from within their ethnocultural communities and facilitated focus-group discussions with them. Similarly, we drew upon our extensive network of ethnocultural groups and associations to co-host focus group discussions within their ethnocultural communities.



Programs and initiatives, at times, also yield some unintended outcomes – outcomes that are not consciously planned for, but that are, nonetheless, advantageous. During the community engagement process for the Anti-Racism Action Plan, ethnocultural groups had the opportunity to engage and interact with the Elders Advisory Group, which created a unique opportunity for them learn about Indigenous culture and practices. The cultural exchange and bonds they formed have led ethnocultural community leaders to incorporate indigenous practices within their own community events, by inviting Elders to perform smudge ceremonies or to deliver opening invocations. This has reinforced ActionDignity's belief in the power of dialogue and interaction between ethnocultural groups to create a shared understanding and mutual respect of our cultures.



## ANTI-RACISM DISCUSSION SERIES

ActionDignity's Calgary CARES program is hosting a mini discussion series on conversations surrounding anti-racism. These conversations are a chance for members of ethno-cultural communities in Calgary to share their experiences and voice their ideas on how to achieve an anti-racist community. The session will be held on:

December 5, 2021: 4 pm -7 pm.

Virtual Session but dinner will be provided!

For more information, or to register, please email [crystal.mulik@actiondignity.org](mailto:crystal.mulik@actiondignity.org).



The B.L.A.C.K Project Presents

A conversation about anti-Blackness and how it impacts the Black Experience in Canada



May 14, 2021 | 4:30 PM

Email [Carissa.Gravelle@actiondignity.org](mailto:Carissa.Gravelle@actiondignity.org) for the Zoom link



## TRANSFORMING CALGARY'S CRISIS RESPONSE SYSTEM

We want to hear the voices of people who have used Calgary's crisis response system for behavioural health issues (e.g., mental health, substance use, domestic violence, homelessness). Join Centre for Suicide Prevention, PolicyWise for Children & Families, and Action Dignity to talk about Calgary's current crisis response system and how it can be transformed. The information will be used to inform the future of Calgary's crisis response system.

November 8, 2021  
1pm - 3pm  
Register Via Zoom

For more information, or to register, please email [info@policywise.com](mailto:info@policywise.com)



Canadian  
Heritage

Patrimoine  
canadien



centre for  
suicide prevention



PolicyWise  
for Children & Families

# Dismantling Racism

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Along with collectivizing the voices of racialized ethnocultural community members, ActionDignity also worked actively to build the capacity of ethnocultural community members, youth and community associations to address racism at various levels. Through our Calgary CARES project we developed a framework and curriculum to train a diverse group of 15 ethnocultural organizations who expressed their commitment to collaborate on anti-racism initiatives. ActionDignity serves as the backbone organization of Calgary CARES collaborative, guided by a community development and empowerment framework with clear accountability structures. We were proud to work shoulder to shoulder with 15 partner community based organization.



Similarly, our People's CAFÉ (Coalition to Advance Fairness and Equity) initiative has grown from a two-year pilot project into an ongoing initiative to address issues of discrimination, inequity, and racism. The project seeks to amplify collective voice, strengthen community leadership and action towards upholding the rights of those impacted by inequality and discrimination. The project's focus in the past year has been to analyze the intersection of anti-racism and COVID-19, to facilitate the capacity of non-profit organization in anti-racism, to support the centralization of anti-racism and equity resources, and to address hate within the province.



We also acknowledge that dismantling racist systems and structures requires us to actively engage with the next generation to equip them with the knowledge and skills to navigate this complex world and develop a vision and action plan for their own lives. Through the Becoming Leaders: Acquiring Critical Knowledge (B.L.A.C.K) Project, ActionDignity convened a group of Black youth and a Steering Committee of influential mentors from the Black community, with the aim of creating spaces for natural and free flowing conversations on the Black youth experience, strengthening the sense of identity and community among Black youth by building leadership skills, building community connections, and encouraging youth-led actions to address Anti-Black Racism.



# Engagement and Advocacy for Equity in Public Systems

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Social change requires a multi-pronged approach. Along with mobilizing and building the capacity of community members, it is also important to actively promote inclusion and cultural awareness within public systems and public institutions. Through our LEAD for Change program, we aimed to create a policy and systems landscape that is equitable, inclusive, and responsive to the needs of ethno-cultural community members, allowing for their full participation in the social, cultural, economic, and political life in society.

Once again, leveraging our connection to the community, our expertise in community-based research and our commitment to engage public authorities, we mobilized community members and community associations, researched issue-areas with them, built a shared understanding of issue-areas and devised an action plan to address issues such as: Workers' Wellness and Workers' Rights legislation and practice; Transformative Democratic Participation in Local Governance; and Human Rights, and emerging policy issues that significantly impact ethnocultural communities. Despite challenges around mobilizing and engaging in person, due to pandemic related restrictions we anchored events online to facilitate and promote community engagement. Most notably we partnered with the Calgary Alliance for the Common Good and their 32 member institutions to host a mayoral debate online for the 2021 municipal election campaign.





## Advocacy for Worker's Rights

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In May 2020, as COVID-19 ripped through the Cargill Meat Packing Plant in High River, ActionDignity moved swiftly to respond to the needs of the essential workers impacted by the [calamity – word choice]. We carried on this important work in 2021. With our ability to weave impactful collaborations that address issues both at the grassroots as well as the systems level, ActionDignity not only brought together a number of Filipino, Ethiopian-Eritrean, Vietnamese, Aghan, Latin American and Sudanese community organizations, but also leveraged its connections with academe to launch a community-engaged research project to uncover the systemic issues underlying the plight of these foreign temporary workers in the meat packing industry. Keeping the voices and stories of the essential workers at the center of our programs, we creatively engaged community members and produced artwork to capture their voices, journeys and stories. We also mobilized over 200 essential workers to participate in a research study on systemic factors that impact labor in the meatpacking sector.

Together with our partners – FRIENDS, AmexCal, IOS, CAVWA, Sudanese Community Association, University of Calgary, University of British Columbia, York University and Bow Valley College not only were we able to bring immediate relief to over 1000 essential workers and their families, but we were also able to collectivize their voices and draw attention to the systemic factors underlying their plight.



# THE CONDITIONS THAT MAKE MIGRANT & REFUGEE WORKERS VULNERABLE

## IN THE ALBERTA MEATPACKING INDUSTRY

### PROVINCIAL LABOUR POLICY

- Designating meat packing as an “essential” industry
- Lack of Occupational Health and Safety oversight of industry

*“I would like to highlight that the government, particularly Alberta Health Services, implemented poorly when it comes to controlling a big company like Cargill. Imagine: 900 people infected in two days. Those people have families. AHS can do a better job.”*

### CANADIAN IMMIGRATION POLICY

#### Refugees

**2.5%**  
POPULATION OF ALBERTA

**18%**  
WORKERS IN MEATPACKING

#### Temporary Foreign Workers

- Precarious legal status
- More likely to hide injury/illness
- Reluctant to voice concerns about safety

### PATHS TO MEATPACKING

### FAILURE OF OCCUPATIONAL HEALTH AND SAFETY SYSTEMS

- Internal Responsibility System
- Confusion about safety training
- Complex and hostile bureaucracies

*“I was willing to go anywhere. I just wanted to ... give a future to my only child”*

### IMMIGRANT & REFUGEE SETTLEMENT SYSTEM

- Focus on employment
- Pipeline into meatpacking industry

### 3D JOB

- 1 DIRTY
- 2 DANGEROUS
- 3 DIFFICULT

*“People will still stick around for this harsh and dangerous environment mainly to put food on the table for them and their family.”*

### RACISM IN THE CANADIAN LABOUR MARKET

Racialized workers over-represented in ‘essential’ industries

#### Racialized Workers

**21%**  
OF CANADIAN WORKFORCE

**30%**  
OF WORKERS IN FOOD MANUFACTURING

*“I didn’t change my work since I came to Canada. I feared from being jobless... that is why I preferred to stay in [meatpacking] and I was newcomer with a lot of commitments. I was thinking if I left this job I will only work as a housekeeper and I always used to work in decent jobs back home.”*

### WORK CONDITIONS IN MEATPACKING

**34%**

INJURED AT WORK

**42%**

COVID-19 EXPOSURE

- Stress • Fatigue • Fear of Reprisal
- Compensation challenges • Rural & Remote Locations

Scan the QR Code to learn more.



# Recommending Policy Changes for Workers Rights



## Prioritizing Worker Safety:

1. Prioritized for vaccination & access to COVID-19 safety measures.
2. Take a holistic view of workplace safety
3. Apply precautionary principles when there is an impending and serious threat to health and safety of workers
4. Translate critical health and safety information & employment contracts
5. Access to paid sick days & sick day policies clearly communicated



## Ensuring Equity in Canada's Immigration and Settlement System:

6. Integration programming that goes beyond the focus on employment.
7. Prioritize rights-based training for newcomer workers through community supports.
8. Build relationships between the immigrant and refugee settlement sector, community supports, and worker advocates (including union and the Workers Resource Centre)



## Strengthening Occupation Health and Safety Oversight and Enforcement:

9. Designate COVID-19 as an occupational disease.
10. Reverse Provincial anti-labour legislation such as Bill 32 & Bill 47.
11. Expand and sustain wrap-around community supports developed during the COVID-19 pandemic.

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### Immigrant Outreach Society

Recognizing the unique challenges East African immigrants face in accessing mental health services, the Immigrant Outreach Society designed a culturally appropriate intervention, Black Mental Health Matters, which made great strides in addressing mental health and psychosocial issues at individual and community levels among the East African diaspora. The project trained 19 faith and 22 community leaders, and 25 East African professionals to become strong natural and peer supporters to whom community members could turn. Through this program nearly 1500 women, youth, essential workers were able to learn about and access natural supports, counselors and service providers on mental health.



### Calgary Vietnamese Women's Association

A surge of domestic violence cases ripped through the Vietnamese community during the COVID 19 pandemic. It was very evident that Vietnamese women needed support to address this violence along with planning for a successful integration into society in Calgary. Calgary Vietnamese Women's Association reached out to close to 500 women and their families to enable them to access information on family and immigration laws, domestic violence redressal information, connection to natural and peer supporter networks and also provided access to English and Drivers' Class 7 theory classes.



### Realize Your Potential

RYP's STEM (Science, Technology, Engineering and Mathematics) program strives to provide Dreamers (8-15 years old, descendants of the Black diaspora) the opportunity to learn, create, and build confidence in their abilities to become STEM professionals. In doing this, RYP closes the gap in the STEM world and opening Dreamer's eyes to the possibilities in STEM while they are still curious and excited to learn new things. The project with RYP selects and provides 15 STEM students with funding support.

# Catalyzing Collective Impact

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ActionDignity has been catalyzing collective impact for nearly two decades through an approach focused on building relationships with racialized community members, developing their leadership and organizational capacities, and facilitating connections and opportunities for them to carry out actions and influence decision makers and systems that affect their daily lives. Over the last 20 years, ActionDignity has consistently demonstrated how systemic barriers can be mitigated by bringing racialized, marginalized ethnocultural community members and groups together and creating opportunities for them to collectivize their voices and participate in systems change dialogues and processes.

Ethnocultural community-based groups, associations and organizations lie at the heart of ActionDignity's ability to catalyze collective impact. Throughout 2021-22 we have collaborated with over 50 diverse grassroots community groups to surface the needs of racialized groups, to mobilize community members for action, to collectivize the voices of community members and to participate in systems change initiatives. Ethnocultural community organizations and associations have played instrumental roles in every program and process ActionDignity has initiated.

Apart from mobilizing impactful collaborations with ethnocultural groups and associations, ActionDignity also actively works to build the capacity of grassroots social change leaders, to harness their creativity and agency to deploy a range of innovative solutions. ActionDignity also recognizes that deploying these solutions requires funds and robust organizational systems in human resource and financial management, grant writing and fund management. To speed up the deployment of innovative solutions, ActionDignity partners with social leaders working on goals that are critical to ActionDignity's mission and supports them in designing and implementing culturally appropriate interventions.



# Partners and Networks

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## Community Groups / Organizations:

Afghan Community Group  
AfriCan Connect  
Altamas For Peace and Development Association  
Asian Heritage Foundation  
Association of Mexicans Calgary  
Bahaghari  
Black Leadership Alliance Council  
Bolivian Community Association Calgary  
Pakistani Support Group Association  
Calgary Canadian Sudanese Community Association  
Calgary Ethiopian Youth Alliance  
Calgary Latin American group  
Calgary Latino  
Calgary Sudanese Community Association  
Calgary Vietnamese Mental Health Support Association  
Calgary Vietnamese Women's Association  
Casa Mexico  
Chilean Canadian Community Association of Calgary  
Coalitions Creating Equity  
Compra y vende en Calgary  
East African Immigrants Support Group  
ECCSEN School Emotional Support Hotline  
El Salvadorian Community Association  
F.O.C.U.S. on Seniors  
Family and Children Peer Support Group  
FRIENDS (Filipinos Rising for Inclusion & Equity to Nurture Democracy)  
GFL parent Support Network  
Ghanian Canadian Association of Calgary  
Haiti Alberta Sports and Culture Club Limited  
Immigrant Outreach Society  
Immigrant Support Group  
Ladies in the Family Foundation & Bridge to Oasis Foundation  
Mexicanos Unidos En Calgary/Association of Mexicans in Calgary  
Mon Community Association  
Mujeres Emprendedoras Calgary  
Nepalese Community Society of Calgary  
Nepalese Literary Society of Calgary  
Nigerian Black Youth Leader  
Nigerian Canadian Association of Calgary  
Outreach Programs Canada  
Raices del Peru  
Resident PLEX  
Salvadoreños en Calgary

Salvadorian Folklore Association  
Single Mother's Support Group  
Somali Canadian Association of Calgary  
Spiritual Odyssey of Seniors and Youth Society  
Voice of Immigrants in Canada for Empowerment  
Youth Empowerment Program  
YYC Eritreans

## Non-Profit or Service Provider:

Aboriginal Friendship Centre of Calgary  
Action Chinese Canadians Together  
Age Friendly Calgary  
Alberta Ability Network  
Alberta International Medical Graduates Association  
Alberta Muslim Women Society (Edmonton)  
Apathy Is Boring  
Art for Social Change Network  
Best Help Family Foundation  
Bow Valley Immigration Partnership  
Calgary Alliance for the Common Good  
Calgary Bridge Foundation for Youth  
Calgary Catholic Immigration Society  
Calgary Communities Against Sexual Abuse  
Calgary Cultural Women's Association  
Calgary Dollar  
Calgary Domestic Violence Collaborative  
Calgary East Zone Newcomers Collaborative  
Calgary Food Bank  
Calgary Immigrant Women's Association  
Calgary Jewish Federation  
Calgary Stampede Foundation  
Calgary Taichi and Martial Arts College  
Calgary Women Centre  
Calgary Women's Emergency Shelter  
Canadian Mental Health Association - Calgary region  
Canadian Zamil, Catalyst Family Foundation  
Centre d'Accueil des Nouveaux Arrivants Francophones  
Centre for Newcomers  
Centre for Suicide Prevention  
Champion Life Centre  
Change Maker artist group  
Chinese Elderly Citizens Association  
CommunityWise Resource Centre  
Community Development Learning Initiative  
Dashmesh Centre  
Distress Centre Calgary

## Partners and Networks

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Erin Woods Community Association  
Ethno-Cultural Diverse working group committee  
(ECDC) of Calgary Domestic Violence Collective  
Federation of Calgary Communities  
Forest Lawn Community Association  
Foundation for the Voice of Immigrants in Canada for  
Empowerment  
GFL Collaborative Group  
Help Seeker Technologies  
Hindu Society of Calgary  
Immigrant Services Calgary  
Jewish Family Services  
Kids Play Foundation  
Kids Up Front  
Latinos Unidos en Calgary  
Love with Humanity  
Main Street Support Collaborative  
Mental Health Copilots  
Métis Nation of Alberta (MNA Region 3)  
MIGRANTE  
Nigerian Community Association of Calgary  
PolicyWise for Children and Families  
Punjabi Community Health Services  
Realize Your Potential Youth Society of Alberta  
Saddleridge Community Association  
Sagesse  
Salvation Army Forest Lawn  
Sarbakal Music Society of Calgary  
Second Chance African Cancer Support group  
Spirit of GFL Committee  
Starlings Community  
The Alex Food Centre  
The Canadian Arthritis Patient Alliance  
The Immigrant Educational Society  
Trans-Cultural Community Support Services  
Trauma Informed Care Collective  
Trellis  
TRICO Trico Changemakers Studio  
Urban Society for Aboriginal Youth  
West Zone Advisory Committee  
You Quest

### Institutional or Government Partners:

Alberta Health Services Pathways to Care  
Alberta Ministry of Culture and Status of Women -  
Community Engagement Branch  
Calgary Housing  
Calgary Mayor's office  
Calgary Public Library  
City of Calgary, City of Calgary Social work services  
Calgary Local Immigrant Partnership  
CRA Outreach Program  
Dashmesh Cultural Centre  
Forest Lawn Hubs (Bob Bahan Arena)  
Habitus Consulting Collective  
Peter Singh MLA Calgary East  
Service Canada Outreach program  
UFCW401  
Ward 5 Councillor Raj  
Ward 9 Councillor Gian Carlo Carra

### Businesses:

CBC project  
Diversity Magazine  
Filipina Canadian Women Multi Purpose Cooperative  
(FCWC)  
Healing-Centred Cooperative, Parmar Law  
Petrus Resources Corp

### Educational Institutions and Universities:

Bow Valley College  
Southern Alberta Institute of Technology  
University of Alberta  
University of British Columbia  
University of Calgary  
York University

# Member Organizations

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Action Committee for Black Affairs Calgary  
African Canadian Immigrant Society  
African Community Association of Calgary  
Afri-Can Connect Society  
African Sudanese Association of Calgary  
Akuar Lang Juk Community Association of Canada  
Alberta Azerbaijani Cultural Society  
Alberta Rehabilitation-Integration and Care Services  
Altamas for Peace and Development Association  
ARSII OROMO Self-Help Association  
Association De La Communaute Haitienne De Calgary  
(Haiti Association of Calgary)  
Association of Colombian Canadian Professionals of  
Alberta  
Association of Mexicans in Calgary  
Association of Mon Women of Canada  
BABAE: Council of Filipina Canadian Women  
Bafut Manjong Cultural Association Calgary  
Bag by Bag  
Bangladeshi Community Association  
Binam of Calgary- Bamileke Association  
Bor Community Association of Calgary  
Bridge International Church  
BTO Foundation  
Calgary Canadian Sudanese Community Association  
Diversecities (Formerly Calgary Chinese Community  
Service Association)  
Calgary Chinese Elderly Citizens' Association  
Calgary Ethiopian Community Association  
Calgary Ethiopian Youth Alliance  
Calgary Family Peer Connections  
Calgary Filipino Methodist Church  
Calgary Hambastegi Cultural Association  
Calgary Japanese Community Association  
Calgary Korean Women's Association  
Calgary Multicultural Seniors Association Alberta  
Calgary Nepalese Community Association  
Calgary Vietnamese Culture and Arts Association  
Calgary Vietnamese Women's Association  
Calgary Vietnamese Youth Association  
Cameroonian Association of Calgary  
Cameroonian Canadian Association of Calgary  
Canadian Artists for the Poor  
Canadian Guatemalan Community Association  
Canadian Pakistani Support Group  
CANAVUA (Canadians Volunteers United in Action)  
Chilean Canadian Community Association of Calgary  
Chinese Professionals and Entrepreneurs Association of  
Calgary  
Clinique De L'Education LTD.  
Council of Sikh Organizations  
Dinka Language Development School Society  
East Oromia Self-Help Community  
ECSEN Career School  
El sistema Calgary Multicultural Orchestra Foundation  
Elder Services Corps Association  
Eritrean Canadian Community Association of Calgary  
Eritrean Seniors Community Calgary  
Excel Family and Youth Society  
F.O.C.U.S. on Seniors  
Filipino-Canadian Women Multi-Purpose Cooperative  
Foundation for the Voice of Immigrants in Canada for  
Empowerment  
Fountain of Orphans and Vulnerable Women  
FRIENDS (Filipinos Rising for Inclusion and Equity to  
Nurture Democracy)  
Global Parvasi (Immigrant) Seniors Society  
Green Crusader Inc. Diversity Magazine  
Haiti Alberta Sports et/and Culture Club Ltd.  
Haiti Association of Calgary  
Hindu Society of Calgary  
Imatari Otuho Community Association  
Immigrant Outreach Society (Formerly Ethiopians and  
Eritreans COVID-19 Support Group in Alberta)  
India Canada Association of Calgary  
Indo-Canadian Ex-Teachers Association  
Institute of Integrated Electrical Engineers Philippines,  
Alberta Canada  
Intercultural Dialogue Institute Calgary  
Ileri-Mexican Latino & Cross Cultural Society, High River  
Islamic Association of Canadian Women  
Jamaican Canadian Association Alberta  
Jieng Community Association of Calgary  
Kurdistan Alberta Culture Immigrant Society  
Ladies in the Family Foundation  
Latin American Women's Association  
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  
Nepalese Literary Society of Calgary  
One Voice Canada

# Member Organizations

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Oromo Muslim Association of Alberta  
Outreach Program Canada  
Pakistani Canadian Cultural Association of Alberta  
Peruvian Rhythms Society  
Philippine Calgarian Social of Club  
Philippine Festival Council of Alberta  
Pilipino Educators and Advocates Council  
Portail De L'immigrant Association  
Possibilities in Motion Foundation  
Professional STAR Calgary  
Professional STAR Edmonton  
Purpose-Driven Human Services Society  
Realize Your Potential Youth Society of Alberta  
Regroupment Afro-Calgareen des Jeunes Francophone  
Salvadorian Community Association of Calgary  
Sankofa Arts and Music Foundation  
Sayyoo Innovation  
Somali Canadian Society of Calgary  
Somaliland Community of Alberta  
Somali Community Association  
South Asian Community Service formerly (Pakistani  
Immigrant Services & Wellness Society)  
South Sudanese Canadian Cultural Society  
South Sudanese Catholic Society of Alberta  
South Sudanese Community Association of Calgary  
Sweet Corner YYC  
The Color Factor  
The Oladele Foundation / African Cancer Support Group  
University of the Philippines Alumni Association of Alberta  
Women of Vision Society of Alberta  
Youth Helping Youth Calgary  
The Immigrant Experience Show  
Catalyst Family Foundation  
Canadian Zalmi Society



# ActionDignity Team 2021 – 2022

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## Staff:

Isra Abdelrahim  
Misker Adera  
Francis Boakye  
Meriam Bravante  
Linh Bui  
Edwin Chavez  
Louise Crane  
Tyra Erskine  
Humaira Falak  
Christina Furtado  
Mary Getaneh  
Wengel Kebede  
Aurelio 'Jun' Naraval  
Rubirose Ong  
Adanech Sahilie  
Ligia Yanez  
Anne Zabala

## Community/ Cultural Brokers:

Jasmine Alsarraj  
Tina Belay  
Patricia Bernal  
Tsegay Gebrelibanos  
Jing Han  
Fauzia Khedri  
Prabh Malhi  
Norie Manuzon  
Hope Nzurum  
Sukhwant Parmar  
Promila Sharma

## Former Staff:

Marichu Antonio  
Nazia Amin  
Shiraz Bhoja  
Krizia Carlos  
Ileana Gonzalez  
Carissa Gravelle  
Phuong Hoang  
Crystal Mulik  
May Lee Muzika  
Catherine Ozturk  
Sheeba Vijayan  
Ming Yu  
Mandy Zhu

## Former Community/ Cultural Brokers:

Badria Abubaker  
Abdul Ali  
Melvi Alvarado  
Mario Ayudo  
Anne Azucena  
Bishnu Bajgain  
Widad Eltahir  
Yordanos Hadgu  
Sarah Huang  
Joseph Kuol  
Seid Lamer  
Quynh Le  
Min Li  
Wendy Liu  
Bruce Luo  
Aya Mhana  
Lionel Migrino  
Henry Ngo  
Malina Nguyen  
Paolo Pador  
Rodel Paguirigan  
Rajendra Prasad Prasai  
Hadiya Qazi  
Shahzad Qazi  
Sameeha Sarwar  
Clarita Torres  
Adrian Wolfleg

# ActionDignity Team 2021 – 2022

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## Board of Directors 2021 – 2022:

Hiroko Nakao, Board Chair  
Arsaima Sultan, Board Vice Chair  
Ashley Sayson, Board Secretary  
Ernestine Bissou, Board Treasurer  
Anh Bui, Director  
Dr. Yahya El-Lahib, Director  
Kiranpreet Singh, Director  
Ram Sankaran, Director  
Lovella Dizon, Director  
Dr. Turin Chowdhury, Director  
Maimuna Khan, Director  
Dr. Ilyan Ferrer, Ex-Officio

## Board Committees 2021-2022:

### Research & Policy

Ram Sankaran, Chair  
Dr. Yahya El-Lahib, Board Member  
Maimuna Khan, Board Member  
Hiroko Nakao, Board Member  
Cesar Cala, Volunteer  
Allan Rosales, Volunteer  
Winnie Huang, Volunteer  
Margaret Yu, Volunteer

### Governance

Arsaima Sultan, Chair  
Lovella Dizon, Board Member  
Zulfira Pulotova, Volunteer  
Azmera Mamo, Volunteer  
Ayisha Khalid, Volunteer

### Finance

Ernestine Bissou, Chair  
Anh Bui, Board Member  
Ruth Estrella, Volunteer

### Community Engagement

Dr. Turin Chowdhury, Chair  
Ashley Sayson, Board Member  
Tanvir Alam, Volunteer  
Lemlem Kebede, Volunteer  
Jessica Lortie, Volunteer  
Edwin Cunanan Marcelo, Volunteer  
Nellie Alcaraz, Volunteer  
Stephen Li, Volunteer

### Governance

Arsaima Sultan, Chair  
Lovella Dizon, Board Member  
Zulfira Pulotova, Volunteer  
Azmera Mamo, Volunteer  
Ayisha Khalid, Volunteer

### HR and Executive Transition Task Force

Kiranpreet Singh, Chair  
Dr. Yahya El-Lahib, Board Member  
Hiroko Nakao, Board Member  
Dr. Ilyan Ferrer, Ex-Officio  
Ivan Leung, Board Member

### Strategic Planning Review Task Force

Dr. Ilyan Ferrer, Chair  
Hiroko Nakao, Board Member  
Dr. Yahya El-Lahib, Board Member  
Ashley Sayson, Board Member  
Arsaima Sultan, Board Member

# Looking Ahead to 2022–2025

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## Strategic Goal

Enhance the abilities and actions of racialized communities to address the effects and root causes of inequity in communities, policies, systems, and services central to their lives

## Strategic Priorities

01 Strengthen Capacities for Equity Work

02 Influence Policies, Systems, and Services

03 Influence Policies, Systems, and Services

04 Resource Our Mission

## Statement of Operations

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	2022	2021	% (-/+)
REVENUE	\$2,549,485	\$2,232,385	14%
TOTAL EXPENSES	\$2,472,903	\$2,040,300	21%
EXCESS REVENUE	\$76,582	\$192,085	-60%
% OF EXPENSES TO REVENUE	97%	91%	

# Funders

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# Donors

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