



2025-2026

Annual Report

Community Voices: Shaping Systems for Inclusive Futures

CREDITS

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Labour Day Storytelling



Workers' Resource Kit (15 Languages)
Published at International Workers' Day



International Day for Elimination of
Racial Discrimination Fireside Chat



Newcomer Research Symposium 2025



Human Rights Day Celebration



2025 Annual General Meeting



International Women's Day Workshop



Black History Month Celebration

Vision

Calgary is a just and equitable society for all.

Mission

Working together with ethnocultural and equity-seeking groups to advance equity through transformational change in communities.

Values

Inclusion
Equity
Community
Collaboration



About Us



Message from the Board

Somewhere in Calgary right now, someone is underemployed—a physician driving a taxi, an engineer working in a warehouse, a lawyer cleaning an office. This isn't because they lack qualifications; it's because our systems were not built with them in mind. This is not a skills shortage. It is a failure of recognition.

When credentials go unrecognized, people become vulnerable. Many Calgarians were steered into private career colleges that promised opportunities but delivered debt. They came to us, shared what had happened, and we carried those stories into policy conversations where community voices had rarely been heard. This past year, as part of a growing coalition, we helped build pressure that could not be ignored. On November 19th, 2025, Bill 3, the Private Vocational Training Amendment Act, passed in the Alberta Legislature, the first legislative change in over two decades.

We are not finished. This year, we turn our attention to foreign credential recognition, so the physician, the engineer, and the lawyer never need an alternate pathway. They already have the qualifications. For our futures to be truly inclusive, our systems just need to recognize them.

Your courage made this possible. We keep going.

Margaret Yu, Board Chair of ActionDignity



Margaret Yu



Femi Daodu



Nymphna
Montesclaros



Ashley Sayson



Arsaima Sultan



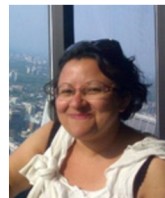
Ernestine Bissou



Dr. Turin Chowdhury



Harini
Vijayakumar



Jaqueline Lozano



Stephen Li



Wendy Yuen



Message from Executive Director



At ActionDignity, we believe real change begins when empowered communities share their experiences and influence the systems that shape their lives. This year's theme, "Community Voices: Shaping Systems for Inclusive Futures," reflects our ongoing commitment to listening, learning, and acting alongside those most affected by inequities.

For over two decades, ActionDignity has championed issues of immigrant and refugee communities, advocating for human rights, a sense of belonging, and inclusion. Through advocacy, leadership development, and community-led initiatives, we have seen how inclusive engagement transforms policies and improves the daily lives of the people we serve.

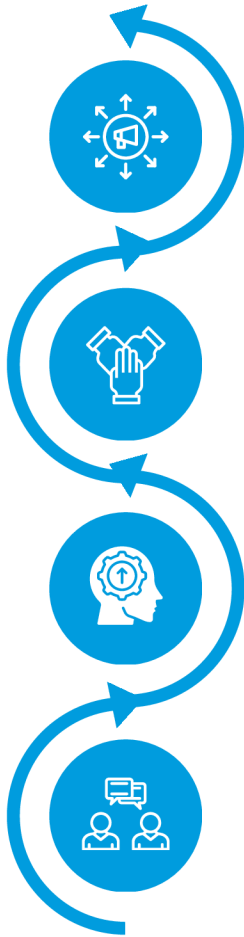
From hosting community dialogues to supporting community leaders in driving systemic change, ActionDignity continues to be a platform where voices are amplified, barriers are removed, and solutions are co-created.

As we look ahead, we remain dedicated to building pathways for inclusion, a sense of belonging, and opportunity. Together, we are shaping futures that are fair, accessible, and reflective of the diversity within our communities.

Francis Boakye
Executive Director of ActionDignity



Our Theory of Change



Drive Collective Change

We act as convenors, connecting diverse communities and partners to launch new initiatives that create lasting, systems-level change.

Bring Voices Together

We help people and organizations learn from each other, share resources, and turn collaboration into impact.

Build Community Leaders' Capacity

We connect grassroots leaders with the knowledge, funding, and decision-makers they need to create greater impact in their communities.

Strengthen Civic Participation

We help racialized groups get involved in civic life, from voting and volunteering to having a say in decisions that impact their everyday lives.

ActionDignity advances collective impact by working alongside ethnocultural community organizations, strengthening grassroots capacity, and fostering collaboration across sectors. This work goes beyond individual programs to contribute to broader, long-term change across communities and systems. The survey results below provide a snapshot of our impact.

93%

feel an improved sense of belongingness with their community and Canada.

93%

feel increased connection to social and professional networks through ActionDignity.

91%

confirm improvement in their ability to recognize discrimination and racism in workplaces, schools or public spaces, now than before.

88%

confirm improvement in their ability to engage in systems change and policy advocacy work.

91%

feel a more heightened commitment towards a coordinated response to social and economic empowerment.

91%

feel more connected with other people (outside of family) or organizations in their community, now than before.



Strengthen Civic Participation

Strengthening civic participation remained a core priority of ActionDignity's work this year. ActionDignity engaged 3542 racialized community members in its programs. Through conversation circles, community events, information sessions, inclusive forums, and signature events, engaged community members built the confidence to raise concerns, advocate for their rights, and navigate systems. This helped increase awareness, strengthen leadership, and foster more inclusive representations and collective voices.



“For many of us, this was the first time we could speak directly with legal and social service providers in a relaxed, informal setting where we felt heard and respected. The community conversation circles helped reduce fear and mistrust, encouraged us to ask questions we might otherwise avoid, and created a real sense of collective empowerment and mutual support.

—A Participant from the Bridging Legal Gaps Project Community Conversation Circle



Build Community Leaders' Capacity



ActionDignity strengthened the capacity of 2309 grassroots leaders to effectively mobilize communities and address the complex challenges they face.

Through training programs like community leadership, anti-racism, systems change, governance, financial management, policy advocacy, and natural supports, 61 organizations have strengthened leadership, organizational sustainability and financial practices. As a result, ethnocultural organizations are better equipped to support their members and build long-term community impact.

“Before joining ActionDignity’s Natural Support Training on Workers’ Rights, I was very shy and not involved in my community. What began as a favor to a friend became transformative—building my confidence, sense of purpose, and leadership. I found my voice and became a leader, even joining the board of my community organization. Now, I support people in my community who are treated unfairly at work and help them report these issues to the right place.

—A Participant from Workers’ Rights Natural Support Training





Bring Voices Together

ActionDignity centers lived experiences in its work, bringing ethnocultural communities together to identify shared challenges and take collective action. Through the Grassroots Organizational Empowerment (GrOW) Platform, our member organizations conducted asset mapping, set priorities, and advanced 28 Community-led Action Plans and 5 charitable partnerships that mobilized \$600,000 seed grant for communities.

The work of the Ethnocultural Grassroots Advocacy Group and Community Leadership Teams has collectively reached 5971 individuals, increasing their access to information, services, and resources and turning collaboration into advancing our policy advocacy.



When ethnocultural community members come together, our individual stories become a shared voice for change. Through ActionDignity's platforms, we can name our common challenges, recognize each other's strengths, and act collectively. As we speak together, our voices are no longer isolated - we are shaping solutions that reflect our lived experiences and influencing decisions that affect our communities.

—A Member of GrOW Platform



Drive Collective Change



Insights from 191 community members on the non-recognition of foreign education and experience have helped shape our policy advocacy agenda. Through this work, we reached 1401 people and convened stakeholders to address systemic barriers faced by internationally trained professionals.

Through the Ethnocultural Grassroots Advocacy Group, and supported by data-driven research and community mobilization, we are advancing more equitable hiring practices and policy reform—so that skilled newcomers can access meaningful employment in their professions.

“They call it a survival job, but it’s survival of my spirit every single day.

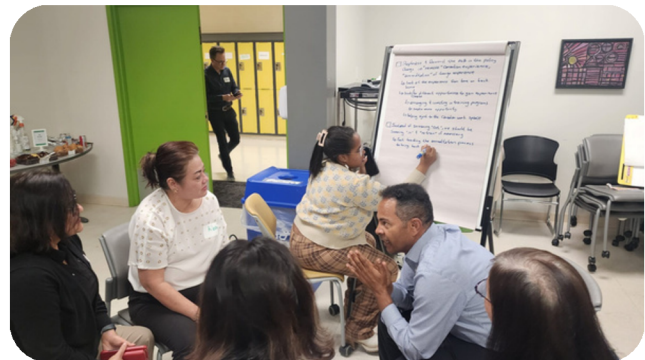
My resume tells my story, but they only read the part that’s Canadian.

Working twice as hard for half the recognition is not ambition—it’s injustice.

I’m not asking for pity—I’m asking for policies that see my worth.

Being overqualified doesn’t mean I should be overlooked—it means the system needs to catch up.

—Voices from the Community





Brokers Bridge Builder Model

The Brokers Bridge Builder (BBB) Project is building a community broker model to improve access to services for underserved newcomers. This IRCC-funded project is in partnership with the Newcomer Research Network, Habitus Consulting Collective, community organizations, and an external evaluator.

Last year, our BBB project team engaged 60 organizations and reached over 400 community members in a baseline survey. Now in development, the model is informed by research, community leadership teams, and over 300 community members, laying the foundation for a community-driven approach that strengthens service access and system navigation for newcomers.





Systems-Led Anti-Racism Education

In January 2025, ActionDignity launched its Systems-Led Anti-Racism Training Program as an important social enterprise initiative—with the goal of fostering lasting societal change through anti-racism education grounded in the principles of systems change. Since launching the program, we have worked with 10 different organizations, educating 277 individuals, many of whom have started Communities of Practice to activate their learning in tangible systems change projects.



Anti-Racism
Education Library



Learn More about
the Program



I learned the conditions for
system-led change.

Making a big change can
be difficult, but having a
framework can make things
seem possible.

—A Participant from the
Training



Volunteer Spotlight

At ActionDignity, our volunteers bring a wealth of experience, passion, and commitment to building stronger communities. This year, we saw an increase in volunteer onboarding and sustained involvement, supporting key areas of ActionDignity's work, including public policy and advocacy, anti-racism, knowledge mobilization, community engagement, and administrative coordination.

150+
Volunteers



40+
Initiatives



730+
Hours





Funders and Donors Acknowledgement

ActionDignity extends its sincere gratitude to all funders and donors, both major contributors and individual supporters, for their generous support during the 2025–2026 fiscal year.

Last year, a total of \$36,025.19 was raised through community generosity. Every contribution, no matter the size, helps strengthen our impact, and we warmly invite continued support from those who share our commitment to building more inclusive and resilient communities.

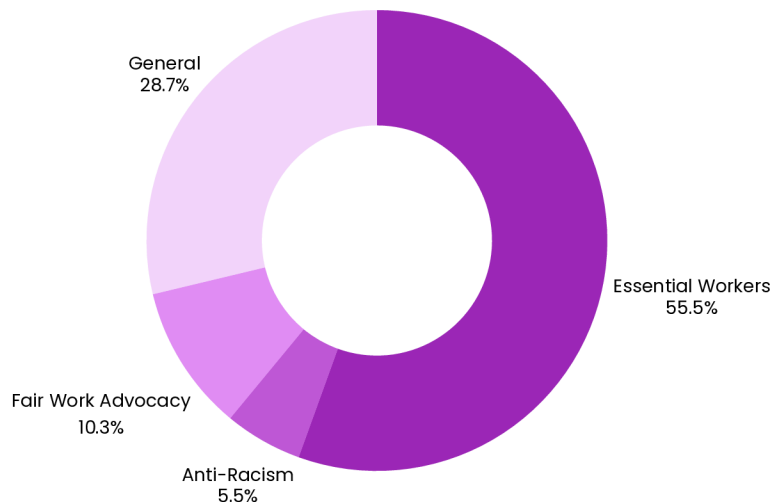
Funders



Major Donors



Donations by Initiative





Partners and Networks

We thank all the partners and networks who supported our work.

Nonprofits / Service Providers

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

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

Canadian Poverty Institute
Centre for Newcomers
Community Development Learning Initiative (CDLI)
Directions for Immigrants
Federation of Calgary Communities
Guru Nanak Free Kitchen
Imagine Citizens Network
Immigrant Services Calgary
Kids Upfront
Metropolis Institute
Momentum
Natural Support Leadership Table
Planet Youth
Pro Bono Students Canada (PBSC), University of Calgary Chapter

Punjabi Community Health Services (PCHS)
Calgary
Shory Law LLP
South Asian Service Providers Collaboratives (SASPC)
Stop Hate Alberta
Story Money Impact
Struggle is Our Success
The Dollar Detective Federations of Calgary Communities
The Immigrant Education Society (TIES)
The Lionheart Foundation (Lionheart)
The Mustard Seed Community Impact Centre
Trauma-Informed Care Collective
Trellis Society
United Food & Commercial Workers, Canada Union, Local No. 401
Vibrant Communities Calgary
Workers' Resource Centre (WRC)
Women's Centre of Calgary

Government

Alberta Human Rights Commission
Alberta Health Services:

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



Partners and Networks

Calgary Emergency Management Agency
Calgary Police Services
Government of Alberta

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

Government of Canada
The City of Calgary

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

Businesses

Habitus Consulting Collective
MelVee X Studio

Educational Institutions

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

Religious Groups

Muslim Council of Calgary-MCC

Media

CBC Calgary
Red FM



Member Organizations

(Active, as of March 31, 2026)

Aconcagua Argentinian Cultural Association of Calgary
Action Lab for Development
Afghan Canadian Women for Global Corporation
Afghan Cultural & Educational Society of Calgary
African Canadian Immigrant Society
African Community Association of Calgary
Afri-Can Connect Society
African Women Empowerment Society Organizing For Meaningful Engagement (AWESOME)
AfroCare Support Network
Akuar Lang Juk Community Association of Canada
Alberta Fil-Can Community Leaders' Association G10+ (AFCLA G10+)
Altamas for Peace and Development Association
Alpha Phi Omega Alumni Association of Calgary (APO AA Calgary)
Arriva House for Immigrant Women and Children
Association Canadienne Camerounaise de Calgary
Association De La Communauté Haitienne De Calgary (Haiti Association of Calgary)
Association of Colombian Canadian Professionals of Alberta
Association of Mon Women of Canada
Association of Pakistani Engineers in Canada (APEC)
BABAE: Council of Filipina Canadian Women
Bahagahari Filipinx
Bangladeshi Community Association
Bathala International
Best Ethnocultural Solidarity of Talents LTD.
Better Days Foundation
Bihar and Jharkhand Association of Alberta
Binam of Calgary-Bamileke Association
Bridge International Church
Bridge to Oasis Foundation-BTO Foundation
Bridges Association for Newcomers' Mental Health
Bright Light for Africa Foundation
Calgary Black Seniors Foundation
Calgary Canadian Sudanese Community Association
Calgary Chinese Elderly Citizens' Association
Calgary Eritrean Keskese Milash Community Association
Calgary Ethiopian Community Association
Calgary Immigrants for Immigrants Association

Calgary International Learning Institute (CILI)
Calgary Justice Film Festival Society (CJFF)
Calgary Newcomers Guide
Calgary Single Mothers Association
Calgary Vietnamese Mental Health Support Association
Calgary Vietnamese Women's Association
Calgary Women Cultural Association
Canada and US Cultural Centre
Canadian Artists Against Poverty
Canadian Centre for Integrated Health and Social Services
Canadian Immigrant Gateway
Canadian Zalmi Society
Caribbean Community Council of Calgary (CCCC)
Catalyst Family Foundation
Centre for Research, Education, and Social Services (CRESS Centre)
Centro Latino Society of Alberta
Chilean Canadian Community Association of Calgary
Chinar Kashmir Community Foundation (CKCF)
Choose Well and Succeed
Clinique De L'Education LTD.
Dinka Language Development School Society
Diversecities Community Service Association
Diversity Initiatives for New Immigrants Association
Diversity Performing Arts Club of Calgary
ECSSN Career School
El Sistema Calgary Multicultural Orchestra Foundation
Eritrean Seniors Community Calgary
Excel Family and Youth Society
Ezra Marfo Cancer Foundation
F.O.C.U.S. on Seniors
Family Advocacy Support Center
Family Care Canada International Foundation
Filipino-Canadian Women Multi-Purpose Cooperative
First Step Together
Foundation for Intercultural and Interreligious Dialogue Initiatives (FIIDI)
Foundation for the Voice of Immigrants in Canada for Empowerment
Fountain of Orphans and Vulnerable Women

FRIENDS (Filipinos Rising for Inclusion and Equity to Nurture Democracy)
 Future Stars Cricket Foundation
 Guinean Association of Calgary
 Habesha United Sport and Cultural Society
 Haiti Alberta Sports et/and Culture Club Ltd.
 Hands Lifting Hearts Initiatives
 Health and Social Research Society (HSRS)
 Hon Viet 252
 Hope for Newcomers
 Immigrant Learning Moms (ILM) Society
 Immigrant Outreach Society
 Indus Canadian Network
 Iqra Community Services
 Iranian Cultural Society of Calgary
 Ileri-Mexican Latino & Cross-Cultural Society
 Jamaican Canadian Association Alberta
 KCC Latin Seniors 50+ Society
 Kitoko Afro Hair Training Center Society
 Komkan Africana Institute
 Korok Society in Canada
 Ladies in the Family Foundation
 Lebialem Cultural & Development Association
 Maharlika Womens Association of Calgary
 MENA Basketball Foundation
 Middle-Belt of Nigeria Association in Canada (MONAC)
 Migrante Alberta Association
 MissionPH
 M'mbondo Community of Southern Alberta
 Neighbours International
 Nepalese Community Society of Calgary (NCSC)
 Newah Society of Calgary
 Nile Care Advocacy for Peace and Development
 NOW Youth
 Oromian Centre Hope Foundation of Alberta
 Oromo Muslim Association of Alberta
 Outreach Program Canada
 Pakistani Canadian Cultural Association of Alberta
 Pamir Canadian Multiculturalism Council
 Plaza Latina Home Business Association
 Portail De L'immigrant Association

Purpose-Driven Human Services Society
 Realize Your Potential Youth Society of Alberta
 Regroupment Afro-Calgareen des Jeunes Francophone
 Resilient Hearts Incorporated
 RISEC Community Foundation
 Roommates Arts Ltd.
 Royal Women Association
 Ruh Care
 Ruth's House
 Salvadorian Community Association of Calgary
 Sankofa Calgary
 Senegalese Association of Calgary
 SheRises WeRise
 Sindhi Association of North America Southern Alberta Chapter
 SOS Congo Foundation
 South Asian Community Service
 South Sudanese Canadian Association of Calgary
 South Sudanese Canadian Community Association of Calgary
 SpanicArts
 Target Humanitarian Assistance Canada Association
 Teach to Grow Canada Foundation
 Thai Cultural Council of Calgary
 The ACCT Foundation
 The Eritrean Canadian Community Association of Calgary
 The Family Advocates Canada
 The Moji Taiwo (TMT) Learning Foundation
 The Oladele Foundation / African Cancer Support Group
 Uganda Calgary Association
 Umuaka Africa
 United Filipino Entrepreneurs Association of Alberta
 University of the Philippines Alumni Association of Alberta
 uTurn Project
 Voices in Education Foundation
 Wings of Hope for Africa Foundation
 WMLG Foundation
 Women of Vision Society of Alberta
 Yenete Amharic Language and Ethiopian Culture Foundation
 Yethka Voices
 Youth Care Foundation
 Youth Empowerment and Skills Centre (YES Centre)
 Youth Helping Youth Calgary



Statement of Operations

	2026	2025
Revenue		
Grants	\$ 3,161,998	\$ 2,551,039
Casino contributions	75,065	28
Fee for service	44,335	24,800
Interest	37,920	33,920
Sub-rental income and other	28,578	4,588
Donations	17,596	53,289
Memberships	1,848	1,150
Fundraising	-	17,936
	3,367,340	2,686,750
Expenses		
Salaries and benefits	2,248,552	1,725,836
Qualified and non-qualified donees (grantees)	295,432	345,288
Program expenses	289,417	210,840
Consultancy and evaluation	200,749	88,167
Rent	75,738	65,814
Office and general expenses	72,212	77,384
Professional fees, staff and board development	52,232	53,250
Loss on disposal of assets	3,302	-
Fundraising	-	8,266
	3,237,634	2,574,845
Excess of revenue before amortization	129,706	111,905
Amortization	(15,990)	(7,281)
Amortized contributions	13,649	2,451
EXCESS OF REVENUE OVER EXPENSES	\$ 127,365	\$ 107,075

915 33 St NE
Calgary, AB T2A 6T2

Phone: 403 263 9900
Fax: 403 262 8973

www.actiondignity.org
info@actiondignity.org



@ActionDignity