

Annual Report 2021

Community Race Relations Committee of Peterborough | Nogojiwanong

(Text-only Accessible Copy)

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Land Acknowledgement

The Community Race Relations Committee of Peterborough (CRRC-P) respectfully acknowledges that we live, work, gather, and serve in Nogojiwanong / Peterborough, located on *Treaty 20*, the traditional treaty territory of the *Michi Saagig Anishinaabeg and Chippewa Nations*, including Curve Lake, Hiawatha, Alderville, Scugog Island, Rama, Beausoleil, and Georgina Island, collectively known as the *Williams Treaties First Nations*.

We recognize and continue to raise awareness of the historical and ongoing oppression of Indigenous peoples in Canada and in Nogojiwanong/Peterborough as it is felt and experienced by many generations to come.

We give gratitude to the *Williams Treaties First Nations* for their stewardship and teachings about these lands and waters, and acknowledge the *Williams Treaties First Nations* as the stewards and caretakers of this territory.

May we continue to learn from, listen to, and build relationships with the First Peoples of this land. May we continue to practice and embody positive race relations towards the goals of anti-racism, anti-oppression, truth, reconciliation and decolonization.

About CRRC

The Community Race Relations Committee of Peterborough (CRRC-P) is a non-profit community-based organization committed to encouraging and promoting anti-racism and equitable race and community relations throughout Peterborough/Nogojiwanong.

CRRC supports the basic principle that all individuals in Canada are equal in dignity and rights, and its strategies are aimed at identifying and eliminating all forms of institutional and systemic discrimination while recognizing the ways in which all forms of oppression from sexism and queerphobia to social class and colonialism intersect with racism.

CRRC is available to assist community members, students and/or groups on matters relating to racism and ethnic discrimination within a variety of contexts through advocacy supports, consultation services, and public education initiatives/events for the purposes of promoting greater understanding of race-related and community issues. Any and all who may experience racism and other social ills within any of Peterborough's spaces and/or wish to help challenge it are encouraged to connect with CRRC as we venture to build a most inclusive region across our many diversities.

General Information

2021 Board of Directors

Charmaine Magumbe *Chair*

Shanthi Rajaratnam *Treasurer*

Debbie Harrison *Secretary*

Cayo Whyte *Director*

Jeremy Brink *Director*

Nael Bhanji *Director*

Crystal Scrimshaw *Director*

2021 Staff

Angela Connors *Executive Director*

Ropafadzo Mungwari *Administrative Assistant*

Contact

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Location

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Mission Statement

CRRC exists to ensure the implementation of strategies that help create and nurture positive race relations in Peterborough based on inclusion, dignity, and respect.

Advocacy

for those affected by racism and discrimination, including the encouragement of consultation and conflict resolution.

Collaboration

including the partnering with City and community organizations on intersecting issues of diversity, and the promotion and development of community networks focused on equity and inclusion.

Education

including the development of anti-racism resources, and the expansion of community understanding of the impacts of racism, bias and discrimination.

Chair's Report

For CRRC, 2021 was a year of increased demand to address race relations as our community progressed into the "New Normal", recovering from the Covid pandemic. Peterborough like other cities in the world, had an awakening of the ugliest of racism after the murder of George Floyd. In the post era of the largest 2020 Black Lives Matter rally in the history of Peterborough, its citizens responded with generous donations to CRRC which continued in 2021. With this outpouring of donations, along with an increase in funding from the city, CRRC was able for the first time in its 40-year history to hire a full-time staff member, Angela Connors.

In 2021, under Angela's leadership, CRRC was able to meet the growing demands for anti-racism workshops within the Peterborough region. She delivered an unprecedented number of workshops, the growing demand due to the positive feedback from participants regarding Angela's amazing facilitation skills.

Another first for CRRC was our virtual launch of Black History Month. The theme was "Healing the Mind, Body and Soul: Drop Everything and Dance!" To mark the celebration, the event included traditional African drumming and dance performances. Our guest speaker Nicole Bonnie, CEO of the Ontario Association of Children's Aid Societies, spoke on celebrating achievements in equity by Black leaders in Ontario and a call to action for future challenges. Another guest speaker, Rosemary Sadleir, historian, author, educator and Black History expert, spoke on the history of Black History Month. Our M.C. was CRRC board member, Cayo Whyte, who ensured that our over 30 online participants all felt the excitement of celebration in our theme.

Another first for CRRC and Canada was on September 30th, 2021, as we participated in marking the first National Truth and Reconciliation Day. In honour of this new day, City Council initiated an awareness campaign and had Peterborough Transit buses wrapped in orange and emblazoned with the Every Child Matters logo. CRRC supported this city initiative, and Angela Connors, Executive Director, stated, "I believe that it is a wonderful option and a visible statement for the city to make that will generate conversations". Connors also said the road to reconciliation "won't be straightforward", especially when Canada's shameful secret history was made public with the revelation that 215 Indigenous children were buried at the former Kamloops Indian residential school in B.C. Reading about this horrific tragedy of these innocent children — some as young as three years old — was heart-breaking for all of us. It was necessary for Canadians to [Honour and mourn the loss of 215 innocent Indigenous children](#) and have a public discourse on the denigrating intergenerational effects of residential schools within the Indigenous community by having National Truth and Reconciliation Day.

Reconciliation in Canada is essential, and ongoing discrimination against Indigenous Peoples, combined with the rise of hate crimes in Peterborough and across Canada, are an undeniable problem. [Anti-Asian hate incidents are on the rise in Canada](#), and [Peterborough hate crimes rate was the highest of Canada's census metropolitan areas in 2020](#), according to new data from Statistics Canada, with local rates far outstripping

those of big cities such as Toronto and Montreal, with 19.4 cases per 100,000 residents, up 126 per cent from 2019 and well above the national average of 7 cases per 100,000 residents. We have an opportunity though, as the report also identifies that Peterborough is one of three cities, including Hamilton and Thunder Bay, that have anti-racism or anti-hate committees that work with local police to address issues of hate in their communities, and CRRC intends to continue this collaboration in ending hate in our community.

CRRC had many firsts in 2021, our first full-time staff, Angela Connors, our first virtual Black History Month, and our participation in the first National Truth and Reconciliation Day. However, there is still plenty to be accomplished in race relations in Peterborough, and we will continue working with our important partners, including the City, the Peterborough Police Service, local schools, the New Canadians Centre and other community organizations, and Peterborough citizens to address issues of racism and hate in the community.

Thank you to all of the 2021 CRRC board members and Angela Connors for your hard work and dedication in successfully meeting the many CRRC firsts in 2021!

Cheers,

Charmaine Magumbe

Chairperson of Community Race Relations Committee of Peterborough

Overcoming Challenges

The year 2021 started in the midst of the global COVID-19 pandemic crisis without a clear end in sight, meanwhile, racism, oppression and hate-based discrimination persisted unchecked across social and institutional systems. During the pandemic, individuals with racial-ethnic identities disproportionately experienced adverse outcomes of health, employment, housing and poverty in Ontario (McKenzie, Dube, & Petersen, 2021) with findings that were echoed in the data collected not only in the province, but across Canada (Statistics Canada, 2020), and North America at large (Vasquez-Reyes, 2020; CDC, 2022).

Requests for CRRC's services and training increased significantly throughout 2021, contributing to a swell of demand that overwhelmed the organization's capacity. As a result, CRRC hired a part-time administrative assistant, Ropafadzo Mungwari, to build capacity for community engagement and anti-racism programming. Ropafadzo's contributions helped to support Angela Connors, CRRC's Executive Director, in responding to the increasing demand for anti-racism, anti-oppression, and diversity education, training and workshops in the community of Nogojiwanong/Peterborough. CRRC recognizes the significant contributions of Angela Connors, our previous Executive Director, to the partnership and training work accomplished in 2021.

While navigating an already-challenging year, in May 2021, the remains of 215 Indigenous children were uncovered at the Kamloops Indian Residential School in British Columbia, with more yet to be uncovered (Young, 2021). While this shook the entire population of Canada, it deeply impacted Indigenous Peoples across the nation, affecting Indigenous community members and families that CRRC is in partnership and in relation with, as well as personally and intimately impacting the health and well-being of our team members. While recognizing that these devastating truths would continue to have long-lasting impacts for future generations, CRRC remained a constant pillar of support for community members who were seeking ways to challenge systemic oppression, and engage in thoughtful, open, and often uncomfortable conversations about the tragic history of Canadian colonization and the impacts of Indian Residential Schools on the victims, the survivors, and their families.

CRRC was more determined to respond to these widely-felt and widely-experienced injustices, launching opportunities for raising awareness and community engagement, with the support and partnership of like-minded community organizations.

Overall, 2021 was a challenging year, yet one that inspired and motivated everyone at CRRC to continue the work to address ongoing anti-Black and anti-Indigenous racism and oppression in Peterborough, and navigate systemic injustices as a community, and with our community, now more than ever.

Highlights & Impacts

- ❖ *"Word of the Week"* Social Media Series was launched in June 2021 with powerful learning content that describes and helps to unpack the terms, concepts and language used in race relations conversations.
- ❖ 70 Trainings & Workshops delivered in 2021, raising over \$25,000 in Services & Training Revenues for the year.
- ❖ CRRC hosted 19 *#ItsFridayImStill* conversations on Instagram Live in 2021!
- ❖ Partnered with Kawartha Sexual Assault Centre (KSAC) and Peterborough Aids Reduction Network (PARN) in hosting *#ItsFridayImStill*.
- ❖ CRRC collaborated with the New Canadians Centre (NCC), Community Living CKL, and Compass Early Learning and Care (CELC) to facilitate *Stories for Hope, Healing, and Belonging*.
- ❖ CRRC was involved in 11 community events in 2021

Funding

City Community Services Grant

\$37,610

Services and Training

\$25,329

Trent Levy

\$19,798

Donations made by community members and organizations

\$3970

Finance & Administration

Community and Race Relations Committee

Profit and Loss
January - December 2021

	TOTAL
INCOME	
City Community Services Grant	37,610.00
Donations and Fundraising	3,970.00
Membership Fees	70.00
Service/Training Revenue	25,329.04
Trent Levy	19,798.49
Total Income	\$86,777.53
GROSS PROFIT	
	\$86,777.53
EXPENSES	
Advertising, Printing, and Promotion	50.00
Bank charges	26.00
Benefits	1,035.00
Contract/Honorarium	973.00
Dues and Subscriptions	520.93
Levy Refund	3.43
Office expenses	296.35
Payroll Expenses	
Communications and Technical	8,107.00
Remittances	10,225.79
Wages	49,132.39
Total Payroll Expenses	67,465.18
Programming	815.00
Rent or lease payments	6,255.00
Telephone	1,238.81
Travel	137.70
Total Expenses	\$78,816.40
OTHER INCOME	
Interest earned	0.63
Total Other Income	\$0.63
PROFIT	\$7,961.76

Community Support

"Within the past year, the JHS has received staff training from CRRC to build our own capacity for hiring a more diverse staff complement to better reflect the clients accessing our services. This training has been invaluable, and we recognize that board development and training for ourselves as well as other not for profit organizations will develop the skills and capacity to support a more diverse lens regarding the oversight [sic] of the agency's programs and services."

Kathy Neill, *Executive Director*
John Howard Society

"As a new and budding organization, Diverse Nature Collective has been supported and guided by Community Race Relations since the beginning. Angela and her team have helped amplify DNC through their online platform and hosted us for an Instagram live on their #ItsFridayandImStill... initiative. They have also helped to connect DNC with others in the community doing this work and always provide advice and resources whenever possible.

Community Race Relations has been leading the charge in our community through their work in educating organizations, groups and individuals on anti-racism and anti-oppression work but more importantly they are a pillar that connects many of us within our community. They know that the way to create lasting change and to actually build awareness on complex race and diversity issues is to build a strong network of people, connecting us and sharing our stories."

Patricia Wilson, *Founder*
Diverse Nature Collective

"CRCC is a lead agency in education regarding diversity and racialized subjects. Recently our team took part in one of their amazing trainings around White Fragility. It was extremely informative and so well received by our team."

Brittany McMillan, *Executive Director*
Kawartha Sexual Assault Centre

"CRRC and their Executive Director, Angela Connors has been an integral partner to our organization over the past couple of years. Compass ELC has partnered with CRRC on several projects, including the most recent one to collaboratively adapt our organizational culture series to include a Diversity, Equity and Inclusivity lens and an anti-racist, land-based orientation for our staff team at a new child care centre. We strived to incorporate Indigenous ways of knowing and a diversity and inclusion lens into our new child care program. Angela helped us to think about ways to move forward together that incorporated multiple ways of knowing. Our interactions with her have

influenced our organization to deepen our understanding of what it means to be a largely white organization working actively as anti-racist educators in treaty partnership. This journey has led to many rich conversations and deep self-reflections around intersectional ideas like systemic racism, gender, colonialism, classism, etc. The staff team at this new program has continued to embrace challenging topics, due to the strong foundation they received during orientation.

Angela's approach is powerful, yet gentle, so the workshops we attended with CRRC led us to recommend her to several other organizations including other early years partners in the community who have since gone on to hire CRRC to facilitate additional workshops. They have been equally as impressed, and our sector is moving forward in large part due their work."

Sheila Olan-MacLean, CEO
Compass Early Learning and Care

How to Get Involved

Engage & Participate

There are many ways to get involved with CRRC! Sign up for our newsletter, send us an email, give us a call, say "Hi!", register to our events and programs, and participate with us as a community!

Volunteering

CRRC welcomes volunteers to get involved and support us in our ongoing work to provide anti-racism, anti-hate, anti-oppression, diversity, and decolonization education and resources for the community of Nogojiwanong/Peterborough.

Join Our Board of Directors

CRRC members vote to elect new and returning Board of Directors each year at our Annual General Meeting. During our Board Recruitment period, CRRC welcomes Board Nominations from members of the Nogojiwanong/Peterborough community interested in race relations leadership and governance.

Make a Donation

With your donations, CRRC builds capacity to offer accessible programs, events, and other opportunities that ensure your contributions make a positive impact for our organization and the community we serve.

Follow us on Social Media & Stay tuned for new opportunities!

References

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Resources

Indigenous Crisis Support

- ❖ KUU-US Crisis Line (24/7 support): 1-800-588-8717
- ❖ Indian Residential School Survivors and Family (24/7 support): 1-866-925-4419
- ❖ First Nations and Inuit Hope for Wellness Help Line: 1-855-242-3310

Local Indigenous Support

- ❖ Nogojiwanong Friendship Centre: 705-775-0387 | www.nogofc.ca
- ❖ Nijkiwendidaa Anishinaabekwewag Services Circle: www.nijki.com

Local Crisis Support

- ❖ Four County Crisis Line (24/7): 705-745-6484
- ❖ Telecare Distress (24/7): 705-745-2273
- ❖ KSAC 24-Hour Support Line (24/7): 1-705-741-0260