



Annual Report 2016-2017



Equity Harmony Inclusion Diversity Social change



When Harmony Movement launched more than two decades ago, our objective was to combat racial injustice and intolerance. At that time, an “us vs. them” attitude was prevalent in Canadian society.

While this attitude continues to exist and racism is still pervasive on many levels, our nation is evolving and we are witnessing a collective shift in perspective. Diversity, equity, inclusion, and social change are increasingly shaping our narratives and framing our national lens.

Harmony Movement is dedicated to furthering this evolution to ensure it remains a top priority in our schools, workplaces and communities. We continue to take a proactive approach to create the social change we want to see.

This year we are offering more innovative programming, delving deeper into experiential learning and animating courageous and transformative conversations on racial injustice and intolerance.

Building on our exemplary record of having reached 58 of 60 English school boards in Ontario, we are redoubling our effort to widen community engagement: empowering girls, supporting newcomers and refugees and engaging youth in eco-justice.

Even more exciting, we have significantly expanded our workplace portfolio, delivering our services to childcare centres, mental health agencies, arts and cultural organizations, municipalities and the manufacturing sector.

We are accomplishing all this with a more tightly focused strategic plan, one that delivers effective, value-added services to our clients and benefits the community.

Cheuk Kwan
Executive Director



HARMONY MOVEMENT

Founded in 1994 with a vision for all Canadians to value diversity and to foster a commitment to a just and caring society, Harmony Movement provides experiential education programs in diversity, equity and inclusion for youth and adults that empower and inspire positive social change.

In 1997, we embarked on *Them = Us: Photographic Journeys Across Our Cultural Boundaries*, a four-year, cross-country exhibition that examined the notion of harmony in all provinces and territories. This celebration of our diversity reached 100,000 Canadians.

Since 2005, Harmony Movement has delivered more than one hundred equity education programs each year, spanning schools, workplaces and community organizations throughout Ontario. Participants have engaged in critical thinking, courageous conversations and strategy building, focused on challenging their own beliefs as well as taking social action against discrimination.

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Harmony Movement's financial statements are available at www.harmony.ca

SUPPORTING EQUITY IN EDUCATION

Harmony Movement's experiential and innovative educational programs lead students and educators on a transformative journey. By uncovering their own unconscious biases, we help them to view the world through an "equity lens" and to challenge prejudice and discrimination.

This year, in addition to our signature Social Changemakers conferences and multi-day leadership programs for students, we introduced an exciting new educational stream, Race and Racism: Igniting Student Voice. It empowers Black, racialized and Indigenous students with tools to support them as advocates and allies for change in their schools and communities.

Our newest program, Keys to Transformative Dialogue, is a proactive response to the current social and political climate affecting Canadian society. It equips educators and administrators to immediately and effectively engage with students, colleagues, parents and community members in courageous conversations to address inequity and discrimination.

ADVANCING DIVERSITY AT WORK

Harmony Movement works collaboratively with clients in the public, private and non-profit sectors to create healthy, safe and inclusive work environments that are free from discrimination. Grounded in adult experiential learning and best practices, our training focuses on anti-oppression, anti-racism and human rights.

Our workshops guide participants toward building an awareness of social inequity, then we provide the knowledge and tools they require to transform the challenges they see into opportunities. We meet participants where they are, building on their knowledge, skills and expertise in their respective field to deepen the conversation and translate ideas into actions.

In addition, Harmony Movement provides advisory services, organizational assessment, process facilitation and keynote speakers, all customized for the needs of each organization.

ENGAGING OUR COMMUNITIES

Harmony Movement's highly experiential workshops transform community members into leaders for social change. We have collaborated with diverse community organizations serving youth, immigrants, people with disabilities and ethno-cultural communities to explore equity issues that matter to them.

Our programs focus on building the awareness, knowledge and skills necessary to create community spaces that are inclusive and welcoming. Each of our programs is tailored to meet participants where they are and to build on their knowledge and strengths.

By amplifying participants' voices, creativity and self-expression, we create an environment where community members engage in critical thinking and build relationships across differences.

Empowering students

CATHOLIC DISTRICT SCHOOL BOARD OF EASTERN ONTARIO

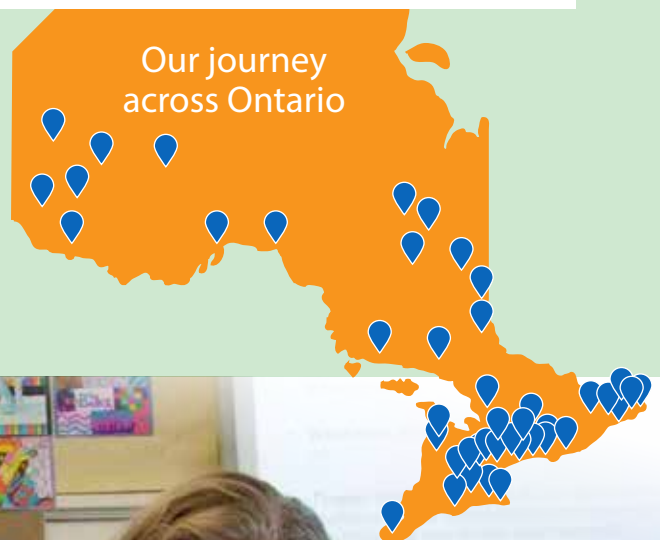
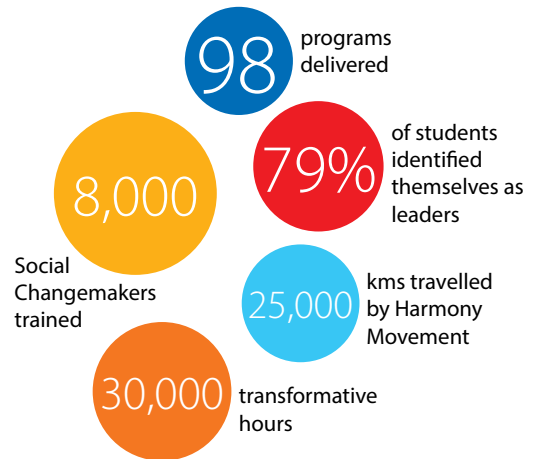
"Having a safe school is important to me because feeling that emotion of safety helps me to focus and learn in an environment that is open and non-judgmental to my abilities."

More than 900 grade nine students from the Catholic District School Board of Eastern Ontario took part in six Harmony Movement Social Changemakers conferences this year. They learned to critically assess the strengths and opportunities within their schools, then developed action plans to promote equity and diversity.

"Our students must be constantly challenged to find God in others," said Paul Mantha, the board's Principal of Religious and Family Life. "This can only happen when they themselves have developed the eyes to clearly see and the hearts to freely love."

These students will carry their new perspective with them as they progress to grade 10 and throughout their lives. After they graduate from high school, the school board envisions working with them in collaboration with Harmony Movement to train another cohort of grade nine students.

2016-2017 SCHOOL HIGHLIGHTS



The business case for inclusion

CANADIAN GYPSUM COMPANY

"The training opened my eyes to a new level of thinking and understanding."

Canadian Gypsum Company (CGC Inc.) partnered with Harmony Movement to deliver Dignity, Diversity and Inclusion in the Workplace workshops. More than 300 manufacturing and mining employees engaged in critical conversations about diversity at the company's plant in Hagersville, Ontario.

"Our workplace is becoming more diverse. The training from Harmony Movement has helped our employees better understand diversity, allowing them to grow, but also service our customers

better," said Erin Stewart, Joint Treatment Manager. "It all leads to effective execution, allowing the plant to perform at the highest ability."

Participants said the workshops provided a relaxed and safe environment, "with no right or wrong answers." This helped them recognize biases within themselves and in others. They practiced interrupting prejudiced comments and behaviours and learned to appreciate the difference between intent of an action and its impact.

Through Harmony Movement's program, CGC employees learned to better adapt to customer demands, use their diverse skills to provide a broader range of service and comfortably communicate with others in a dignified work environment.



Arts & Culture



Early Childhood Education



Mental Health



Community Support



Youth



Municipalities



Manufacturing



Higher Education



Disability



Immigration and Settlement





Inspiring tomorrow's leaders **MICROSKILLS YOUTH CENTRE**

"I appreciated having a space to talk about myself and hear what others liked about me."

MicroSkills Youth Centre provides drop-in, after-school and recreational programming, as well as employment training and support for youth from diverse backgrounds. Harmony Movement has been working with its Rexdale location since 2009 with young people who are at-risk or newcomers to help them better integrate into the community.

This year girls, aged 10 to 16, participated in Harmony Movement's after-school program, covering topics such as finding a personal leadership style, celebrating great Canadian women, and fostering self-appreciation through the value of personal identity.

"I am especially impressed with the overall quality of the workshop and the preparedness of Harmony's facilitators," said Michelle Tinker, Associate Director of Community Programs and Services. "They use different forms of media and activity to engage our youth: video, drama, conversation, which is attractive and engaging to young people."

Selected community clients:

Agincourt Community Services
Associated Youth Services of Peel
Big Brothers Big Sisters of Peel
Boys and Girls Club of West Scarborough
Developmental Services Toronto
COSTI Immigrant Services
Durham Youth in Policing

Gallery 44
Greenest City
Key Assets Children Services
MIAG Centre for Diverse Women and Families
Peel Children's Aid Society
Radio Ryerson Inc.
Scarborough Arts

Toronto Community Housing Corporation
Toronto Kiwanis Boys & Girls Clubs
Trinity Bellwoods Art in the Park Camp
United Church of Canada
Vita Centre for Pregnant and Parenting Youth
YMCA of Greater Toronto
YouthLink



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