

Harmony  Movement

Annual Report
2017-2018

**Diversity
Equity
+
Inclusion**





Harmony

Equity

"Every time we have engaged together, the folks at Harmony were there to support from the beginning and past the end – they stay connected!"

Paul Mantha
Principal

Catholic District School Board of Eastern Ontario

"This is the most outstanding learning experience in my 25-year career."

Diane Chabot
CEO
Mount Pleasant Group

Inclusion

"Working with Harmony Movement has allowed us to engage in informed reflection and goal-setting that is specific to our vision and mission."

Janet McCrimmon
Executive Director
Aisling Discoveries

Diversity

"I would like to thank Harmony for a truly life changing experience for our school community. The Social Changemakers Conference was beyond our expectations"

Josie Halycz
Principal
Holy Trinity Catholic Secondary School
Oakville, Ontario

Social Change

"The Harmony training created a lot of excitement I've not seen and felt in a long time. Our group bonded so well and are ready to work hard next year to promote equity at our school!"

Diego Nájera
Teacher
Notre Dame Catholic Secondary School
Brampton, Ontario

Harmony Movement is Ontario's leading provider of interactive diversity and equity education programs that inspire and empower youth and adults to develop an equity lens, empathy, respect, and leadership skills for social change.

Young people are demonstrating a desire for change through their actions within their schools and communities. Educators are actively seeking to become more adept at engaging in courageous and transformative conversations. We all want a safer and more inclusive society and are willing to work to make it a reality.

This year, Harmony Movement became truly national as our Voices of Canadian Youth Conference was successfully launched for delivery in each province and territory. These conferences have inspired and supported youth in building a socially cohesive society. They are provided the tools required to promote intercultural understanding, foster citizenship and civic engagement, and ultimately lead a greater understanding and appreciation of a healthy democracy.

At the same time, we have expanded workplace training through the launch of a new division. Harmony@Work provides customized workplace training that helps organizations build the awareness, skills and leadership necessary to thrive in today's multicultural environments.

A portion of all proceeds from Harmony@Work programs are invested back into our

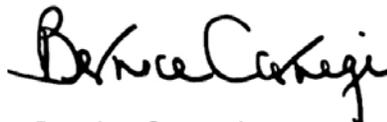
communities through the Harmony Education Foundation. This allows us to widen our community engagement and increase our collaboration. We are simultaneously able to reach more schools across Canada and deliver leadership programs to educators and youth.

During the fiscal year, the Harmony Board of Directors revamped our governance process by recruiting new members and ensuring that the board continues to actively engage in activities and initiatives integral to the organization.

While the news can often feel bleak – with recent social trends offering a highly divisive and polarized perspective on life – we know that there is still much to celebrate.

As we move into our 25th anniversary, we are optimistic as we acknowledge and celebrate the positive movement and growth that is ongoing. We continue to hold our vision and look toward a more just and caring future for all Canadians.

A warm thank you to all of our partners, collaborators, clients, friends and equity champions who tirelessly journey with us. Many thanks also to the staff, board members and community partners who make our vision a reality.



Bernice Carnegie
Chair of the Board



Cheuk Kwan
Executive Director



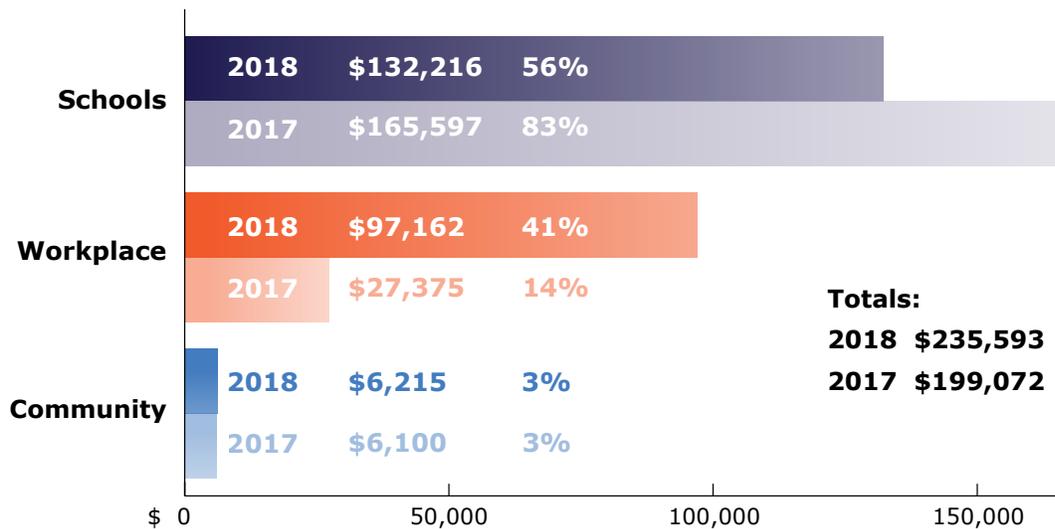
Program Highlights

2017-2018

Voices of Canadian Youth

With financial support from Canadian Heritage, this series of 13 conferences recognizes and celebrates the voices of diverse youth across Canada. Through storytelling, students explore identity and the power of voice to inspire and create social change. The project's engagement with local communities has helped build cohesion as students think critically about building meaningful inclusion at home and across the country.

Revenues by Sector



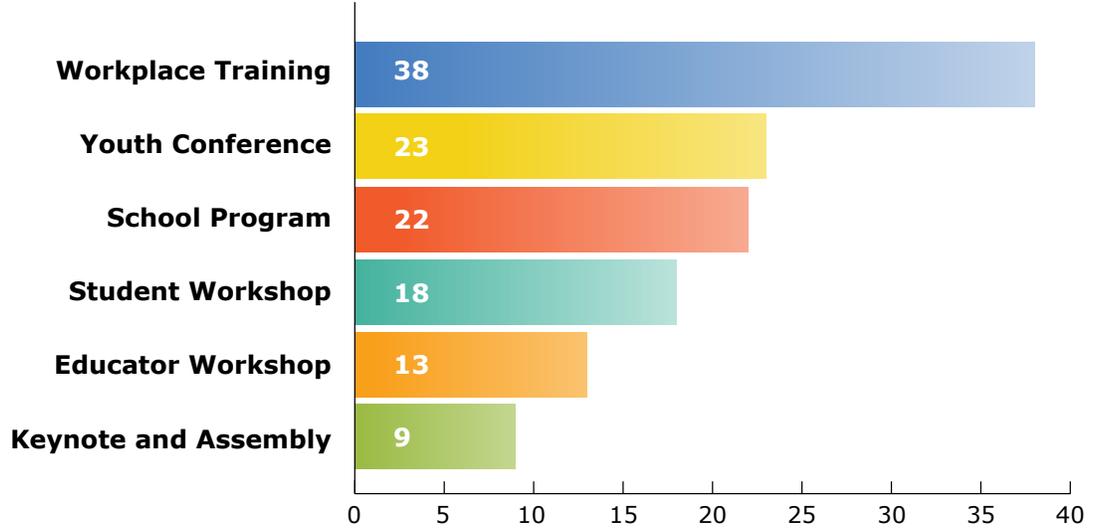
Igniting Student Voices

With the support of the Ontario Ministry of Education, Harmony Movement delivered more than 30 student conferences and educator workshops on race and racism in school communities across Ontario. These programs are designed to inspire racialized students and their allies to create initiatives that help break barriers and foster racial equity in school communities.

Numbers

- 90%** Students reported positive beliefs about the role of equity in their schools
- 40%** Increase in student capacity to identify equity issues
- 45%** Students reported an increase in understanding of racism and racial discrimination
- 71%** Educators reported confidence engaging others in conversations about equity

Programs by Type



Youth LEAD in Durham

This three-year initiative, funded by the Ontario Trillium Foundation, amplifies the voices of racialized youth across Durham Region. The project takes a multi-systems approach to removing barriers to social equity. By 2020, the project will have provided up to 1,000 youth with opportunities to lead initiatives that address racism and discrimination in their schools and communities.

Impact in Schools



Building Harmony@Work

Harmony@Work is a new division that extends Harmony Movement's models to organizations across various sectors in Canada. Launched formally this year, it supports the growing number of workplaces that recognize the importance of meaningful inclusion for success. As it grows, Harmony@Work will continue to broaden the variety and breadth of its services in order to help businesses reach their goals around diversity, equity and inclusion.

Finding Myself at Last

INUKSUK HIGH SCHOOL Iqaluit, Nunavut

At Iqaluit's Inuksuk High School, 30 students explored self-identity and storytelling for social change as part of Harmony Movement's cross-country initiative, Voices of Canadian Youth.

Harmony facilitator S-Quire Johnson understood that many students see subtle barriers to full inclusion within their school and wider community.

"A lot of the Indigenous students in particular expressed that their lived experiences are not always recognized," Johnson said. "This was a chance for them to have an open dialogue and share their stories in a safe, structured way."

Poems, songs, and even a stand-up comedy routine were shared. The lyrics of one song written by a student participant went *Guess what? / I'm okay / I laugh a lot / And I'm finding myself at last...*

By the end of the day, the students in this Canadian Heritage funded project expressed a stronger sense of connection with peers they had previously known only superficially. Together, they have been able to explore the themes of identity, culture, representation and true allyship.

"It was very informative and thought-provoking" was one youth's takeaway.

"I understand myself a little better now," another said. "Today I learned that I am totally capable of doing this and initiating change."

**We all have the
power to create
change and
tell our story.
This workshop
actually gave us
tools to do that.**

**Student
Participant**





It was easily one of the best training sessions we have had the opportunity of attending. Harmony facilitators were open and non-judgmental.

Workshop Participant

Discovering Diversity Potential

AISLING DISCOVERIES CHILD AND FAMILY CENTRE Toronto, Ontario

Aisling Discoveries Child and Family Centre, a provider of children's mental health and autism services in the Greater Toronto Area, has engaged Harmony Movement in the integration of diversity and inclusion principles within their practice.

The collaborative process began with an intercultural competence assessment within the agency, literature review, diversity and inclusion survey, and a review of key organizational policies through an equity lens.

Over the 18-month partnership that is continuing into 2019, all 200+ employees, including senior management, completed foundational training in diversity, equity and inclusion. Personal action plans helped staff integrate the learnings into their respective roles.

"We've given the message to all of our staff that inclusion is something we're committed to doing," said Rachell Skinner, Director of Early Intervention and Community Programs. "Our staff has clearly indicated that, as a result of the training, they've been able to have richer interactions at their sites."

"The facilitators gave us the time to reflect on our learning and apply the information. They challenged people in a gentle way and provided us with a safe space to learn," one participant said.

According to Skinner, the learning has had a ripple effect, impacting diverse communities supported by Aisling Discoveries. "Thanks to our work with Harmony Movement, there is a lot more self-reflection, and that is improving the ways in which we approach and work with our clients."



We worked with Harmony Movement because we wanted our staff to think about how equity, diversity and anti-bias could inform their work in peace-building.

Fatima Ahmed
Program Director

The Heart of Peace

HEART TO HEART **Hashomer Hatzair Canada** **Toronto, Ontario**

In June 2018, Harmony Movement worked with Heart to Heart, a charity dedicated to supporting a new generation of Jewish and Palestinian youth creating peace in Israel.

Each year, a group of 20 youth, half Palestinian-Israeli and half Jewish, are selected to participate in an immersive, relationship-building camp in Perth, Ontario. The goal is to build empathy and, eventually, peace.

Heart to Heart staff understand the very real impacts of bias within the Israeli-Palestinian conflict. They reached out to Harmony in order to build facilitation skills as they guide campers toward inclusion and mutual understanding. At Harmony's suggestion, two other charities – Operation Groundswell and JSpace – were also invited to participate.

Harmony staff facilitated interactive exercises on recognizing and challenging implicit bias. "It was an interesting way of getting at bias and stereotyping, forcing you to actively adjust for them," said Aaron Rotenberg, Heart to Heart staff member.

Jenny Isaacs, Director at Heart to Heart, stated "The workshop will help us adjust our activities to make them more impactful. We all feel re-energized and excited about the work ahead."

The true measure of the workshop's success will become even more visible after the campers return home to Israel, where they will continue working toward a shared society for all.

Igniting Student Voices

CATHOLIC CENTRAL HIGH SCHOOL Windsor, Ontario

At the request of Principal Danielle Desjardins-Koloff, Catholic Central High School partnered with Harmony Movement to bring Race and Racism: Igniting Student Voice programming to 25 members of the school's African Canadian Cultural Experience (ACCE).

The two-day program engaged students in discussions on identity and social change. The goal was to develop and deliver recommendations to school board administrators and superintendents on inclusion for Black students.

"These students knew there was something missing and felt like changes could be made," said Koryn Stanley, Harmony facilitator. "During the program, they started formulating what inclusion could look like."

Harmony Movement returned a few weeks later to attend the school board meeting. Students facilitated discussions on stereotypes and microaggressions and made recommendations to the board, including more diverse hiring practices and mandatory workshops on unconscious bias for educators.

"It's important for students to speak to their own experiences," said teacher David Walls. "They were able to talk next to – rather than up to – the people who can make structural changes."

"We talked about things we don't talk about on our own," a student said.

Walls said that his students are using their collective voice as a result – maybe for the first time ever. "They went from being closed off to wide open," he said. "And now they're ready to make some change."

I like that they want to find the students' voice through empowerment and inspiration.

Student Participant



FINANCIALS

Summarized Statement Of Revenues And Expenses

(Year ended June 30, 2018)

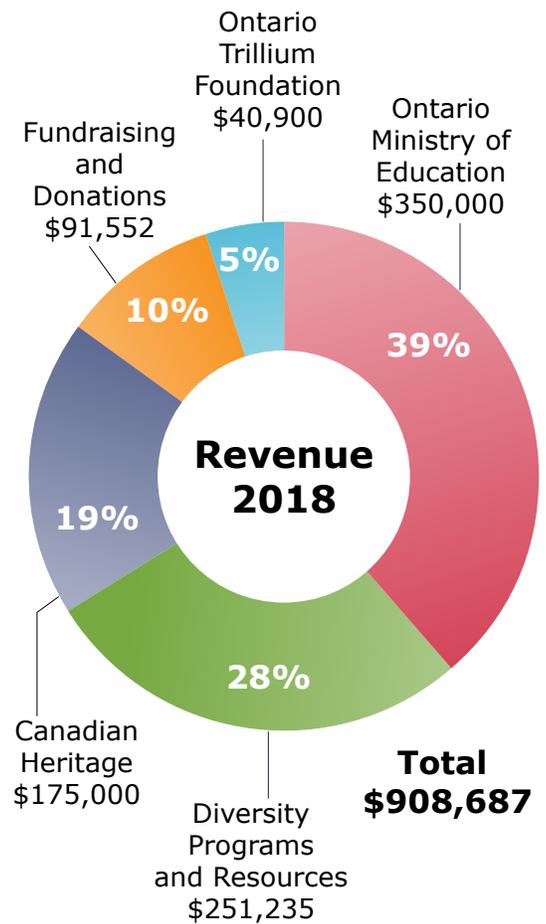
REVENUES	2018	2017
Diversity education programs	235,593	199,072
Program funding	581,630	230,000
Product sales	15,625	16,130
Donations and contributions	46,282	120,858
Fundraising	29,540	34,369
Other income	17	1,205
	908,687	601,634

EXPENSES	2018	2017
Salaries and wages	569,760	428,192
Program costs	128,543	99,891
Product costs	6,100	11,312
Marketing and promotion	24,555	11,725
Fundraising	23,766	25,537
Scholarships and Awards	12,405	16,005
	765,129	592,662

Office and general	58,438	47,961
Occupancy costs	51,696	48,008
Amortization	5,304	5,061
Less recovery of expenses		(1,162)
	880,567	692,530

EXCESS of revenues over expenditures	28,120	(90,896)
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CUMULATIVE Surplus / (Deficit)	(1,539)	(29,659)
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THANK YOU!

Harmony Movement and Harmony Education Foundation

Co-Founders

Mary Anne Chambers
Gordon Cressy
Joseph Wong

Board of Directors

Bernice Carnegie, Chair	Marguerite Campbell
Beverley Johnson, Secretary	Ashley D'Silva
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Cheuk Kwan, Executive Director	Cian Knights
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Pam Bynoe	Cherie Miller

Giving Back to Our Community

By fostering relationships and finding new opportunities for engagement, Harmony Movement continues to expand the impact of community outreach efforts. This year marked partnerships with the ReelAbilities Film Festival; the not-for-profit arts service, Mural Routes; and the Art in the Park children's program at Trinity Bellwoods Park. In addition, Harmony facilitated workshops for North York Community House and the YMCA of Greater Toronto; supported youth at Toronto Community Housing Corporation in building equity and anti-oppression skills; and – with revenues from Harmony@Work training programs – helped finance programs and initiatives in schools, offering students the opportunity to strengthen their leadership skills and foster equity.

Funding generously provided by:



Partners in Harmony:



Special thanks to:

Allan Slaight
Centennial College
Johansen-Larsen Foundation
Rick Hansen Foundation

Harmony  Movement

Harmony@Work

303 - 85 Scarsdale Road
Toronto Ontario M3B 2R2 Canada
Tel 416 385 2660 Fax 416 385 2644

www.harmony.ca



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