“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

“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

“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

“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 to 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
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.

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.

Revenues by Sector

<table>
<thead>
<tr>
<th>Sector</th>
<th>2018</th>
<th>%</th>
<th>2017</th>
<th>%</th>
<th>Totals:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schools</td>
<td>$132,216</td>
<td>56%</td>
<td>$165,597</td>
<td>83%</td>
<td>2018 $235,593</td>
</tr>
<tr>
<td>Workplace</td>
<td>$97,162</td>
<td>41%</td>
<td>$27,375</td>
<td>14%</td>
<td>2017 $199,072</td>
</tr>
<tr>
<td>Community</td>
<td>$6,215</td>
<td>3%</td>
<td>$6,100</td>
<td>3%</td>
<td></td>
</tr>
</tbody>
</table>

Students reported positive beliefs about the role of equity in their schools

Increase in student capacity to identify equity issues

Students reported an increase in understanding of racism and racial discrimination

Educators reported confidence engaging others in conversations about equity
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

- 29,322 Impact-Hours
- 5,812 Students Impacted
- 69 School Programs
- 26 School Boards

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

INUUKSUK 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.”
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.”

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
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.
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.”
## FINANCIALS

### Summarized Statement Of Revenues And Expenses

(Year ended June 30, 2018)

<table>
<thead>
<tr>
<th>Category</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diversity education programs</td>
<td>235,593</td>
<td>199,072</td>
</tr>
<tr>
<td>Program funding</td>
<td>581,630</td>
<td>230,000</td>
</tr>
<tr>
<td>Product sales</td>
<td>15,625</td>
<td>16,130</td>
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<tr>
<td>Donations and contributions</td>
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<td>120,858</td>
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<tr>
<td>Fundraising</td>
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<td>34,369</td>
</tr>
<tr>
<td>Other income</td>
<td>17</td>
<td>1,205</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>908,687</td>
<td>601,634</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>EXPENSES</strong></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and wages</td>
<td>569,760</td>
<td>428,192</td>
</tr>
<tr>
<td>Program costs</td>
<td>128,543</td>
<td>99,891</td>
</tr>
<tr>
<td>Product costs</td>
<td>6,100</td>
<td>11,312</td>
</tr>
<tr>
<td>Marketing and promotion</td>
<td>24,555</td>
<td>11,725</td>
</tr>
<tr>
<td>Fundraising</td>
<td>23,766</td>
<td>25,537</td>
</tr>
<tr>
<td>Scholarships and Awards</td>
<td>12,405</td>
<td>16,005</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>765,129</td>
<td>592,662</td>
</tr>
</tbody>
</table>

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

**EXCESS** of revenues over expenditures 28,120 (90,896)

**CUMULATIVE** Surplus / (Deficit) (1,539) (29,659)

### Funding

- **Ontario Ministry of Education** $350,000
- **Ontario Trillium Foundation** $40,900
- **Canadian Heritage** $175,000
- **Fundraising and Donations** $121,552
- **Diversity Programs and Resources** $251,235

**Revenue 2018**

- **28%**
- **19%**
- **10%**
- **5%**
- **39%**

**Total** $908,687
Harmony Movement and Harmony Education Foundation

Co-Founders
Mary Anne Chambers
Gordon Cressy
Joseph Wong

Board of Directors
Bernice Carnegie, Chair
Beverley Johnson, Secretary
Ranvir Jangi, Treasurer
Cheuk Kwan, Executive Director
Helen Anderson
Pam Bynoe
Marguerite Campbell
Ashley D’Silva
Miriam Edelson
Cian Knights
Warren Li
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