



SASKATCHEWAN INTERCULTURAL ASSOCIATION

Promoting harmony among all people



Annual Report 2020 - 2021

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Thank you to our Funders



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



Employment and
Social Development Canada

Emploi et
Développement social Canada



Government
— of —
Saskatchewan

Canada 



SIA 2021 Annual General Meeting

**Monday, June 28th, 2021
6:00 – 8:00 pm**

**Login available ahead of time at 5:30PM
Virtual through Zoom Platform**

AGENDA

1.0 Welcome and Opening Remarks	Bob Cram
2.0 Adoption of the Agenda	Bob Cram
3.0 Adoption of the Minutes from 2020 AGM	Bob Cram
4.0 President's Report	Bob Cram
5.0 Executive Director's Report · Annual Report overview	Jess Hamm
6.0 Treasurer's Report · Financial Report · Appointment of Auditor	Subash Biswal
7.0 Selection of New Board Members	Susan Clarke
8.0 Other Business	Bob Cram
9.0 Questions/Suggestions	Bob Cram
10.0 Adjournment	Bob Cram

SIA 2021 Board of Directors Slate

	Name	Position	Term	Status
1	Maria Soonias Ali	President	2021-22	Nominee
2	Derek Tannis	Vice President	2021-23	Nominee
3	Subash Biswal	Treasurer	2021-23	Nominee
4	Rose Wu	Secretary	2020-22	Continuing
5	Susan Clark	Director	2020-22	Continuing
6	Caroline Cottrell	Director	2021-23	Nominee
7	Bob Cram	Director	2021-23	Nominee
8	Areeb Faruqi	Director	2020-22	Continuing
9	Lenora Felix	Director	2020-22	Continuing
10	Felix Hoehn	Director	2021-23	Nominee
11	Brooks Norton	Director	2021-23	Nominee
12	Leslie Szeto	Director	2021-23	Nominee
13	Ross Thompson	Director	2020-22	Continuing

2020 Annual General Meeting Minutes

Date: Monday, June 29, 2020

Location: Virtual through Zoom Platform

Time: 6:00 – 8:00 PM

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• Annual Report overview	Jess Hamm
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• Financial Report	
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1.0 Welcome & Opening Remarks

Bob Cram, President of SIA, called the meeting to order at 6:03 pm.

Bob welcomed everyone and acknowledged that this organization operates on Treaty 6 Territory, the traditional homelands of the First Nations and Métis people. He recognized that in doing this, we reaffirm our relationship with the specific peoples and ancestors of these lands, which include the Nêhiyawak, Nahkawe, Dakota, Lakota, Dene, and Métis peoples.

Bob mentioned two people that have been long-time supporters and members of SIA who had recently passed on and sent his condolences on behalf of SIA to the families of Hamid Javed and Victor Quijada.

2.0 Adoption of the Agenda

Bob Cram asked for any changes to the agenda. None heard.

Motion to adopt the agenda by Sueli de Freitas. Seconded by Caroline Cottrell. All in favour, motion carried.



3.0 Adoption of the Minutes from 2019 AGM | June 19

Bob Cram asked for any discussion or amendments to the minutes. None heard.

Motion to accept the minutes from the last AGM by Fay Santos-Vargas. Seconded by Shenuka Wickramasinghe. All in favour, motion carried.

4.0 President's Report

Bob gave thanks to the Board for those who served in the last two years and completed their term. He extended his gratitude to Jared Brown, Dave Hannah, Trinh Nguyen, Sam Sambasivam and Imam Ilyas Sidyot for their service.

Bob highlighted significant accomplishments made by SIA's Executive Director, Jess Hamm. In 2019, after being certified as a "Great Place to Work," SIA was chosen from organizations across Canada as one of the Best Workplaces Managed by Women. The same organization chose SIA in 2020 as a Best Workplace for Women. If that was not enough, Jess Hamm has also been nominated for a 2020 Nutrien YWCA Women of Distinction Award in the category of Arts and Culture. Bob asked everyone to join him in congratulating Jess on her many achievements.

He mentioned how a President's Report of 2020 could not avoid mentioning Covid-19. It certainly knocked everybody off for a loop. He noted how it affected businesses and other industries. Still, he was relieved to report that Jess and her team did a remarkable job with the many challenges that Covid-19 has created for the organization. SIA had struggles like all other organizations and businesses during the pandemic, but it has amazingly handled all difficulties. Organizational finances and staffing have only been affected in minor ways. We are fortunate, luckier than some. Sadly, one thing that got hurt was that the heritage language classes were all cancelled when the Public School Division closed their classrooms. Jess's Executive Director's Report will cover the more detailed steps that have been taken to manage this.

The Board itself met officially as a board five times throughout the year. In addition, there were several committee meetings and a full-day planning retreat in early 2020. The Board continued to meet since COVID-19 through teleconference. The Board will explore using Zoom in the future if face-to-face meetings continue to be too risky.

A significant task for the past year was to update SIA's Strategic Plan, which included revising our Strategic Priorities for the next two to five years and expanding our Values Statements. The full Strategic Plan Statement is included in this Annual Report on page 12. We continued our planning efforts at this year's planning retreat by focusing on two topics. First, restructuring the facility plans that will see all LINC classes move from our downtown location and renovations to our current space to allow for the growing numbers of staff. The Board has also been concerned about the increase in racist incidents and the emergence worldwide of governments, organizations and social media groups promoting racist ideas. Therefore, we also spent half the retreat discussing anti-racism efforts and how best to fulfill our mandate to combat racism. We intend to continue working on this front in 2020-2021 to flesh out a complete plan of activities, programs and services. The Board identified some other priorities this year that will be a focus for us next year. We will revisit and revise the existing HR Policy, develop a more robust and complete Financial Policy, a Group Retirement Savings Plan Policy, and an annual review policy for the Executive Director. We also intend to begin to work on a marketing, communications, and promotions plan. Plates will be full.

A number of events have happened. SIA hosted its 1st annual Cultural Connections Banquet allowing us to link more with employers; it was a huge success! Unfortunately, SIA had to postpone our annual Reel to Real Film Festival, which is one of SIA's Anti-Racism efforts. SIA will still hold the SamosaFest; we just are not sure how exactly it will play out. It is planned to be on July 30, 2020.

Bob would like to end his report by expressing how lucky as a board they are to have an amazing team of managers and staff led by Jess Hamm. SIA's growth in the past five years has been quite remarkable, and it is mainly because of the great work they do and their ability to manage all the logistics in the organization. The hiring of new staff, moving into a new facility, renovating another facility; this is a lot, and SIA did a fantastic job. Bob also wants to thank all the members on the Board, a board that takes themselves seriously and understands the importance of board work and works together well. The names of board members are listed on the last page. Bob thanked the funders, without whom SIA would not exist.



5.0 Executive Director's Report

Jess greeted everyone. She mentioned how nice it was to see everyone, even if it was through a screen. She expressed what a year it has been, and with how the last few months have been, how April 2019 feels so very long ago.

Jess expressed that this year the process of doing an annual review has been very cathartic as sometimes it is hard to remember anything that happened before COVID hit. She mentioned last year was very busy for SIA with our regular programming running and then with CFP proposals practically coming out of everyone's ears. She is so proud of all of the effort and creativity that went into writing these proposals to support some of our current programmings and add new initiatives to our organization's profile to serve more people.

The two new programs are CareerNet and CultureSync, and she gave a quick overview of them:

CareerNet is an employment program designed to provide training, mentoring, and career development to newcomers looking to establish a career in Canada. It consists of three components: in-class employment training offered in the evening, online employment training, and evening and weekend employment counselling services. The in-class and online training focuses on a curriculum of career development and employability skills for professionals and pairs participants with mentors. In contrast, access to one-on-one counselling is for any newcomer looking for employment.

The CultureSync program empowers newcomers to become active contributors in the broader community by enhancing their sense of belonging and supporting businesses and corporations in creating diverse, inclusive, and welcoming workplaces for newcomers and Indigenous peoples.

This program will provide Intercultural Harmony events, which will provide newcomers and the community with safe interactions and engagement in a conducive intercultural environment. Newcomers will be empowered to build social capital, get mentoring from established Canadians, and engage in meaningful relationships with the Indigenous population.

This program will also offer intercultural education that promotes understanding of diversity and provides practical tools for businesses and organizations to effectively promote diversity and respond to the needs of the newcomer population. We will establish a Corporate Culture Club, which will be the information and collaboration platform for businesses and employers who care about inclusion and diversity in the workplace.

SIA also expanded our longstanding summer programming for youth and children to operate programming throughout the school year during school breaks and PD days.

With this additional programming, SIA will increase its annual income by just over a million dollars, and we will operate with between 75-80 employees throughout the year.

The annual report provides details on the rest of the programs from the last year, and Jess encouraged everyone to read it. She also highlighted a few other things that happened in the past fiscal year.

Last Summer SIA became certified as a Great Place to Work, and this achievement was significant because it shows that we 'walk the walk' not just 'talk the talk' in our organization. We invest in creating a positive and supportive workplace that is inclusive even though it is highly diverse. SIA has established a safe place where our differences are to be celebrated and learned about, and we truly treat each other like family and have each other's backs no matter what happens. Being certified allows us to have evidence to guide other companies and provide supportive programs that foster and encourage this type of work culture. Imagine what it would be like if everyone loved getting up and going to work every day.

On International Friendship Day, we hosted our second annual SamosaFest with our community friends and partners. This small fundraiser allowed us to raise a few funds to support intercultural programming. Our third annual SamosaFest will be in the form of a walk-through format this year and tied to some cultural and anti-racism programming. Stay tuned for the promotion for this in the next few weeks.

We also hosted our first-ever Cultural Connections Banquet at the Remail Modern in early February. This event

celebrated inclusive and diverse workspaces, and over 200 people attended. We had several special speakers, including Manjit Minhas, and there were incredible performances and very delicious food. The feedback was incredibly positive; we are looking at how we might offer it in 2021.

We managed to squeak in our annual Strategic Planning with our Staff and Board before the pandemic so we could examine some changes to our space. We are currently undergoing a minor renovation to our office to turn some of our classrooms into staff working space. We also spent an afternoon focusing on SIA's anti-racism efforts and looked at how we could increase these efforts over the next 1-3 years. We did not know at that time how relevant our work would become to the community in a few short months. In the aftermath of George Floyd's murder, we have seen a huge movement in our community to dismantle systemic racism, and the demand for our anti-racism and intercultural programs and services has increased immensely. We have also received more donations in the last month than we usually do over a whole year. On the other side, we have also received hateful and racist phone messages that show that this work is so needed right now. We are ready to take this on even though it is exhausting and emotional work, and it is even more interesting to do during a pandemic.

We ended this year much differently than we planned. Jess is so grateful to report that we did not have to lay off anyone or take a financial hit like so many organizations, unfortunately, have over the last few months with our ability to switch to virtual programming and have all staff work remotely. Our staff have adapted swiftly and courageously. I am so proud of our ability to support each other through these difficult times and keep things progressing and support our participants.

Jess would like to close by thanking our staff members, our Board, our partners, our members, and our generous and supportive funders. This is an incredible network of people who are all working to make a difference in our community. Jess emphasized it is a privilege and honour to work with you all.

6.0 Treasurer's Report

Subash Biswal delivered the Treasurer's report. He explained that SIA ended the fiscal year with a surplus of \$2,246 compared to a small deficit in the previous year. SIA's primary revenue sources came from various government funders for a variety of programs. This year's total revenue was \$3.38 million compared to last year's \$2.98 million, representing a 13% increase. This increase was from the new programs.

Lingard and Dreger audited the financial statements of SIA for the fiscal year 2019-2020 and issued a clean audit report. This means that the financial statements are a fair representation of the financial position of SIA, in accordance with the Canadian Accounting Standards for Not-For-Profit organizations. Subash gives thanks to everyone for keeping the books clean.

SIA's financial assets are very healthy, with an unrestricted balance of \$390,000 and a very healthy cash balance of \$162,000.

Accounts receivable are slightly higher than last year because of the government-approved funding, which typically happens at the end of the year. Some receivables and some revenues etc., are slightly higher but are all good. Liabilities are very low, with a long-term balance of \$26,000. SIA is paying off the loan very quickly, with only one year and a couple of months left.

On behalf of SIA's Board, Subash gave thanks to the Finance and Administration staff for their roles in improving the daily running of SIA and added further thanks to all SIA staff for their continuing work and support for the community. He is very fortunate to work with SIA for another year.

Subash asked if there were any questions. Derrick Tannis had a question for Jess about the donations. Jess answered, stating this year has been a great year for donations, the most they have ever gotten.

Motion to approve the financial report by Subash Biswal Seconded by Ross Thompson. All in favour, motion carried.

Motion to re-appoint the auditor Lingard + Dreger by Subash Biswal. Seconded by Fay Santos-Vargas. All in favour, motion carried.

7.0 Selection of New Board Members

The Board slate for 2020-21 was presented with 10 nominations: two Executive and eight Director positions (five with 2-year terms and three with 1-year terms). Bob Cram from the Nominations Committee presented the nominees.

Bob Cram	President	2019-21	Continuing
Shenuka Wickramasinghe	Vice President	2020-22	Nominee
Subash Biswal	Treasurer	2019-21	Continuing
Rose Wu	Secretary	2020-22	Nominee
Maria Soonias Ali	Director	2020-22	Nominee
Susan Clark	Director	2020-22	Nominee
Caroline Cottrell	Director	2020-21	Nominee
Areeb Faruqi	Director	2020-22	Nominee
Lenora Felix	Director	2020-22	Nominee
Leslie Szeto	Director	2020-21	Nominee
Derek Tannis	Director	2020-21	Nominee
Ross Thompson	Director	2020-22	Nominee

The Board members were acclaimed as the slate presented did not go beyond SIA's maximum number of Board of directors.

Motion to approve by acclamation the proposed slate of 2020-22 nominees for the Board of Directors by Sueli de Freitas
Seconded by Dave Hannah. All in favour, motion carried.

8.0 Other Business

None heard.

9.0 Questions/Suggestions

A question was asked about whether the heritage schools will go on Zoom and if there were any plans for September. Jess answered that we are very unclear about this right now. We are looking at all alternatives in case the schools aren't renting any classes and making sure we have many options.

Another question was asked about the costs for renovations and how that is represented in the budget. Jess answered that SIA negotiated an arrangement with the landlord to loan us the renovation money, and then we pay them for the leasehold improvements with our rental payments.

Someone asked Jess to speak more about the racist comments. Jess didn't want to go into details much, but she did mention there were nasty words used and racist accusations and that she contacted the police about the issue.

10.0 Adjournment

Motion to Adjourn by Olalekan Oyefuga. All in favour, motion carried.
Adjournment called by Bob Cram at 7:03 pm

Our Year in Numbers

1,013 Participants served by our

21 Employment, Youth, English Language, Culture, and Volunteer Programs.

84

Events Hosted or Attended by SIA.



95

Activity Kits and Global Story Boxes Distributed.

2,340

Community Members reached through our Intercultural Programs and Services.



Social Channel Statistics
Source: Hootsuite

4,972

Followers and fans across all social channels.

850

Post clicks across all social channels.

2,081

Engagements across all social channels.

Strategic Plan Statement

Vision

We aspire to build an equitable community that accepts and celebrates all cultures.

Mission

To promote intercultural understanding and the retention of cultural identity and language to fully include Newcomers and Indigenous peoples in Canadian society.

Value Statements

Respect:

- We listen attentively and seek to understand before responding.
- We actively facilitate opportunities to contribute to solutions.
- We treat each other with respect, independent of status or difference of opinion.
- We are confident and openly humble when working with others.

Compassion:

- We are supportive of other people's needs, aspirations, and limitations.
- We are considerate of others' situations and experiences, and work to accommodate their needs.
- We are sensitive of others' traumas and triggers, and tactfully approach difficult topics.
- We show others patience, kindness, and understanding.

Trust:

- We encourage work-life balance through flexibility in management of time and commitments.
- We provide a safe space to be innovative, creative, and family focused.
- We are able to be vulnerable, make mistakes, and know we will be supported through our growth.
- We focus on what is best, not who is right.

Inclusion:

- We foster an environment that allows everyone to feel safe, included, and valued.
- We embrace diversity and provide equitable opportunities for everyone.
- We recognize our biases and support each other in adapting and growing through them.
- We believe in action and intervene when someone else is being marginalized.

Kinship:

- We leave space for sharing and connecting through our different cultural and land-based knowledge systems.
- We nurture our relationships with acceptance and understanding.
- We celebrate successes and special moments, investing in our connections beyond business as usual.

Objectives

1. To promote intercultural co-operation and understanding within the community.
2. To provide education, advocacy and awareness in ways that will promote diversity and combat racism.
3. To welcome newcomers to Canada in ways that honour the treaties, recognize that we are all treaty people, and support the path to reconciliation.
4. To provide services for newcomers to Canada so that they may fully participate in Canadian society.
5. To promote the retention of language and cultural traditions as essential components of multiculturalism.
6. To provide programs and services for the most vulnerable members of newcomer and Indigenous communities.
7. To provide information and advisory services to newcomers to Canada, ethnic and cultural groups and other interested organizations.
8. To promote diversity and harmony among all people.

Strategic Priorities 2019-2022

1. To optimize financial stability and growth by diversifying funding sources, improving fundraising, and effectively utilizing resources.
2. To enhance our programs and services by nurturing a culture of innovation and continuous improvement that meets the changing needs of our community.
3. To strengthen our efforts in reconciliation by including Indigenous Ways of Knowing in our hiring practices, physical spaces, staff training, curricula, programming, and exploring ways to further incorporate Indigenous world views within our organization.
4. To promote positive relationships within the community, including modeling and teaching interculturalism, anti-racism, diversity, and inclusion.
5. To develop and implement a strong marketing and communications plan that expands awareness and impact of SIA in the community.

Who We Are

The Saskatchewan Intercultural Association is a social impact organization founded in 1964. Since its beginning, SIA has been committed to supporting cultural groups retain their distinctive cultural identity, language and arts. SIA provides programs and services that empower and relieve barriers for Newcomers and Indigenous people in the areas of securing employment, language advancement, and cultural understanding. An integral part of SIA has always been to provide anti-racist education and promote intercultural understanding to the general public through workshops, programming, and community events.

What We Do

SIA partners with many organizations in the community to offer a wide variety of programming including: employment skills training with work placements, English and Heritage language classes, youth programming, and performing arts entertainment. SIA works towards intercultural understanding and acceptance in our community through intercultural education services and committee work.

President's Message



In the 2020-2021 year, the Board of the Saskatchewan Intercultural Association has focused on planning, important financial policy development and approvals, approving a new board nominations policy, developing or revising committee terms of reference for committees, identifying anti-racism resources for board members, and a host of smaller items.

Most of the current board members are planning to continue on the Board next year, although about half of them will first require approval at the AGM. We will be saying goodbye to Shenuka Wickramasinghe from our Board, and we would like to extend our thanks to her for her five years of service.

In total, the Board met six times in 2020-2021. In addition, there were several committee meetings and two half-day planning retreats in early 2021. We also held a board orientation session, primarily for new board members, and a financial literacy session for all board members. All these meetings and events were held using Zoom.

Although the SIA has planning retreats each year, the 2021 planning retreat included all staff for the first time. The Board utilized an Appreciative Inquiry process for planning, which has a bottom-up focus emphasizing building on positive items and strengths. The information gathered from this process will inform our planning, policy, and program efforts going forward.

Two significant developments in human resources and finances occurred in the past year. First, SIA introduced a Group Retirement Savings Plan (GRSP) for staff, and the Board approved a GRSP policy for managing the plan. Second, Jess and some of her staff worked with the Board's Internal Affairs Committee to create an overarching Financial Policy and Procedures document that was more comprehensive in scope and has since been approved by the Board.

The Board also made some alterations to its committee structure. The Equity and Anti-Racism Subcommittee,

which used to report to the External Affairs Committee, has been upgraded to a full board committee. It has started putting together anti-racism resources for Board members. Other committees went through minor revisions to their terms of reference. In addition, last year's work on a Nominations policy resulted in the approval this year of new terms of reference for the Nominations Committee and a new Nominations and Elections Policy, both of which were used in preparing for the 2021 AGM.

In March 2020, we were forced by the pandemic to cancel our annual Reel to Real Film Festival. We were pleased to be able to bring back a virtual edition of it in 2021. We were also able to hold a properly social-distanced and masked version of SamosaFest in the summer.

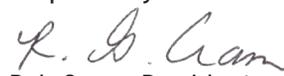
Last year, I reported that our Executive Director, Jess Hamm, had been nominated for a 2020 Nutrien YWCA Women of Distinction Award in the category of Arts and Culture. I am especially pleased to follow up by reporting that after our 2020 AGM, Jess went on to win the award in that category. SIA was again certified this year as a Great Place to Work after that national organization completed a staff survey.

Jess faced several organizational challenges this past year. SIA moved to less centralized delivery models for its Language Instruction for Newcomers to Canada (LINC) classes, which required finding new classroom and childcare spaces at sites around Saskatoon and renovating our downtown office spaces to accommodate expanding numbers of staff. The Board's role was to provide oversight and support to Jess as she made these changes. Jess's Executive Director's Report will cover more details on the operational items.

SIA's growth and success are due mainly to the passion and hard work of its Executive Director, management team, and other employees. The Board is grateful to have such a dedicated team at SIA.

On a personal note, I will be stepping down as President at the end of June 2021 after four years in the role, but I hope to stay on the Board as a director if the members allow me to do so. I want to thank the Board members for their ongoing support, contributions, and patience with me. Finally, I want to express our gratitude to our funders, specifically mentioned elsewhere in the annual report.

Respectfully submitted,


Bob Cram, President

SIA Board of Directors

Executive



President
Bob Cram



Vice-President
Shenuka Wickramasinghe



Treasurer
Subash Biswal



Secretary
Rose Wu

Directors



Susan Clark



Caroline Cottrell



Areeb Faruqi



Lenora Felix



Maria Soonias Ali



Leslie Szeto



Derek Tannis



Ross Thompson

Executive Director's Message



The beginning of the 2020-21 fiscal year started like no other in our lifetime. We were both reeling at the pandemic's unknown impact while also plowing forward with innovation to continue our work. We were stretched professionally and personally as we navigated our fears and adjusted to our new realities of virtual programming. There is no sugar coating it; this has been a challenging and very unusual year. However, when I look back, I am impressed at what we accomplished and how many people we supported through our programming and events.

In a year that could have been devastating for our organization, we instead expanded programming, hired more staff, and renovated our office space. We found out how flexible and creative we can be not just to survive but thrive as an organization during a global pandemic. As a team, we learned to focus on the silver linings and leaned on each other to get through the rough parts. I am so proud and grateful for the work culture at SIA that we had each other's backs and supported each other through all the stresses and constant changes, even through a pandemic.

I want to extend my heartfelt appreciation to our supportive and collaborative Board, who continued to meet virtually and support the agency over the last year. I would like to especially thank our outgoing President, Bob Cram, for his leadership and continued mentorship over the past four years. I am so grateful he intends to serve another term with our Board. I would also like to thank our outgoing Vice-President, Shenuka

Wickramasinghe, who leaves us after five years of service on our Board. Her passion and commitment to the work of SIA will be greatly missed, and we wish her the absolute best in her future endeavours.

This last year would be a busy year for us, even without a pandemic to maneuver around. Because of our successful proposal writing the year prior, this fiscal year was full of new programming to launch, over a dozen new positions to fill, and a significant office renovation to complete. In addition, because of the pandemic, we initially had to adjust to all of our programming and communication being virtual and working from home. This also meant some of us were working with our children at home.

Early in the fiscal year, our organization was also significantly impacted by the aftermath of George Floyd's murder by police in the US. We experienced a significant increase in interest from our local community members to take our anti-racism and intercultural programs and services. As this is not our largest department, we found the demand overwhelming at times. Providing anti-racist training is also exhausting and emotional work for our employees, and the pandemic did not make this easier as presentations had to be adjusted to online formats. Thank you so much to our amazing staff who provide these much-needed sessions to our participants and various community members and businesses.

Much of our time was spent adjusting to changes and additions in our programming as we expanded the ConnectED Youth program from just a summer program to include programming throughout the year called ConnectED Pathways. We launched CultureSync with some program activities starting in April and the rest getting underway at the same time as CareerNet began in mid-October. In July, the LINC Program went through a significant restructuring to abide by our new agreement with IRCC, which required us to take all of our daytime onsite classes to our offsite locations. We also started a new partnership with another offsite location in the city's south end called the Full Gospel Church. Thank you to the LINC team who devotedly stepped up to make this transition and changes go as smoothly as possible. Since LINC was no longer using classroom space onsite during the day and we needed to onboard more office staff, we spent six months renovating our office space to replace three classrooms with fifteen office cubicle spaces and three desk spaces.

By summer, we had more knowledge and resources to protect ourselves and others against COVID-19, so we decided to proceed with our annual event, SamosaFest, on July 30th. This was our third year offering this event in our parking lot, and it looked quite different with physical distancing, masks, hand sanitizer, and nowhere to sit and visit. However, we still enjoyed celebrating International Friendship Day with our community friends and partners as, for many, this was their first outing in many months. It was so nice to see people in person, even with all the restrictions. We chose to offer this event as an educational and outreach opportunity instead of a fundraiser to support our community who had been through a rough couple of months. We are grateful to the Multicultural Council of Saskatchewan, SaskCulture, and IRCC, who funded this event. We are already planning our fourth SamosaFest, which will be on July 28th this year, so stay tuned for further details.

Later in the summer, and using strict safety protocol, we also offered some of our ConnectED summer sessions in person. In September, we adjusted our LINC classes to a blended offering by having some classes in-person and the rest online. Some of our programs were able to make some field trips while following the health and safety guidelines. We have had to adjust our in-person offerings to follow the evolving provincial regulations.

An excellent highlight this year included being able to add valuable positions to our administration team. We made a significant step in working towards our fifth strategic priority by hiring a Marketing and Communications Coordinator in November. We also added strength to our finance department by hiring a Finance & Operations Manager in December. Both positions have been working to create efficiencies in their areas while also contributing to the many needs of the organization.

In mid-December, we started applying to become recertified as a Great Place to Work and were pleased to hear we passed the requirements with great success again. We were awarded a new certificate badge this May after finishing the complete application process. This was an incredible achievement for us this year as we had recently onboarded a lot of new staff and were operating through a pandemic that disrupted our usual way of functioning. Even though the pandemic makes it so much harder, we put a lot of focus on providing an environment where our staff feel valued, supported, and safe.

We brought in the new year writing and submitting a 2.5-year funding application in response to Canadian Heritage's call for proposals under their Community Support, Multiculturalism, and Anti-Racism Initiatives Program. We hope to expand our anti-racism programming this fall if we are successful.

Although SIA usually holds its annual Strategic Planning session in late January, this year, we took a little longer to do some planning with a facilitator. As a result, we hosted two half-day virtual sessions with our whole staff and Board invited to participate in late February and early

March. We had 70 staff and Board join these sessions, which included using the process of Appreciative Inquiry with presentations, personal storytelling, group sharing and presenting, theme development, and digital collaging. Check out the front and back cover of this report for the screenshots of our first session. Although meeting online for this work is not ideal, with the use of breakout rooms, we were still able to make connections, get to know each other, work collaboratively, and start conversations that will guide future decisions. The overwhelming feedback was that this process allowed our whole organization to bond, gave everyone a voice, and highlighted our strengths so we can focus on elevating these areas in our future planning and policy development.

Although we had to cancel our annual Reel to Real Anti-Racism Film Festival in 2020, we were thrilled to be able to offer a virtual version this year on March 18th, 2021. Further details on the event are listed in the report on page 41. Sadly, due to the pandemic, we could not host another Cultural Connections Banquet this year, but we hope to do it again in the future when restrictions are removed and we can all gather together.

We ended the fiscal year with the launch of a refreshed and fabulous website featuring a wonderful new Cultural Resource Centre (CRC). Thank you to 2 Web Design for working with us on this accomplishment, our Marketing and Communications Coordinator for the many hours poured into this resource, and to our Culture Team for gathering the digital resources for the CRC. We hope you will take some time to check it out: <https://saskintercultural.org/cultural-resource-centre/>.

As it has been more than a year since the pandemic started, we are tired like everyone else. We hope that with enough vaccine uptake, we will be safe to do more in-person programming and work in our classrooms and office spaces all together again. We are a 'people-serving agency,' so we very much miss our people in our spaces and all the fun and laughter that comes with working in the same spaces every day. But, for now, we dream about our collective potlucks and instead get creative finding new ways to connect online such as our zoom social staff meetings, our rotating buddy system, and even volunteering outside together while cleaning up our community.

Although the pandemic has changed the way we do our work, we have still been able to serve our community successfully because of our passionate Staff, supportive Board, collaborative Partners, and generous Funders. We are so fortunate to work with such an incredible network of people who help us make a social impact in our community. Thank you for being on this everchanging journey with us.

Submitted with respect and in solidarity,



Jess Hamm, Executive Director

SIA Staff | 2020-21

Administration Team

Jess Hamm
Abdur R. Ahmad
Fungai Marowa
Ryan Palik
Haven Seto
Nafiseh Zamani
Elena Tenorio
Song Fang Zhang
Kerry Desjarlais
Justin Waldrop

Employment Team

Haven Seto	Tenneisha Nelson
Paige Adrian	Mimi Nguyen
Amee Joshi	Aris Night
Christian Klein	Colleen Slade
John Johnson	Rune Tarnowetzki
Taryn Millard	Leigh Thomas
Rhonda Miller	Joshua Clarkson

Youth Team

Ryan Palik
Tori Bass
Kessa Fillo
Mackenzie Guliak
Ranya Hadab
Jeremy Luczka
Abdullah Olewi
Mariana Souza

Culture Team

Abdur R. Ahmad
Russell McAuley
Donna Heimbecker
Lara Paul
Tamica Small
Manuela Valle-Castro
Christina Wong

Language Team

Nafiseh Zamani
Jillian Baker
Heather Findlay
Andrea Koh
Cheryl Peters
Dan Shi
Mohammad Khir Shoubt
Jay-Lynn Zerebesky

LINC Instructors

Paige Appleyard	Nadia Maqbool
Darla Boese	Denise McConney
Navdeep Dhillon	Nyla Meginbir
Liliana Dominguez	Brittany Meisner
Lourdes Duran	Marco Millani
Amanda Goldbach	Emilie Peters
Sarah Groat	Kimberley Pratt
Sandra Harvey	Shaista Saleh Khan
Josh Haugen	Fatima Sana
Todd Johnson	Shernette Shaw
John Johnson	Carrie Singh
Candace Knihniski	Anita Verlangen
Patton Maclean	Dina ZA'Rour
Imran Mahmood	

Care for Newcomer Children

Rahila Arif
Shazia Azim
Fatima Ghosia
Shashwati Gope
Akmla Kamboh
Sena Kim
Yuan Li
Naglaa Mehrez
Samreen Mubarik
Farrah Penpena
Musarrat Saeed
Ria Songcayauon
Aurea Stranden
Razia Yasin
Xiao Xia Yu

Employment Programs

Mentorship

The Mentorship program is SIA's longest-running employment program with over 23 years of serving the community. It is an employment bridging program for professional Newcomers looking to continue their careers in Canada. Participants come from various industries and professions, are generally highly educated, and have many years of experience.

Participants are motivated and ready to work but need additional resources and support to enter the local labour market and overcome common barriers that newcomers face in their job search. To help them find career success, we deliver various workshops that include knowledge of the current labour market, Canadian workplace culture, resume and cover letter writing, interview skills, and we offer opportunities to meet local employers. After this

eight-week classroom component, participants participate in a three-month internship with a company or organization related to their professional background. This internship allows them to connect to their profession, gain valuable Canadian work experience and build professional networks in Saskatchewan.

Each year the Mentorship program offers three intakes beginning in February, May, and September, and each consists of an 8-week classroom portion and an 8-12-week work placement internship. Each intake accepts 16 newcomers with various backgrounds and countries of origin.

This year's participants had an impressive array of professional backgrounds in the following areas: Accounting, Administration, Agronomy, Agricultural Education & Research, Agricultural Entomology, Analytical Chemistry, Application Support/Analysis, Architecture,

Mentorship
September 2020
Intake



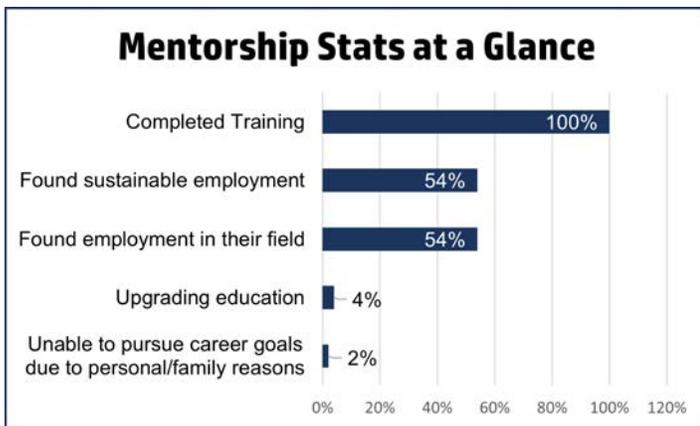
Mentorship
February 2021
Intake

Business, Business Analysis, Banking & Finance, Civil Engineering, Communications, Community Development, Economic Research, Education, Electrical Engineering, Geographic Engineering, Human Resources, Interior Design, IT Network Administration, IT Support, Law, Mechanical Engineering, Marketing, Marketing Analysis, Medical Administration, Medical Research, Nursing, Property Valuation, Quality Assurance & Quality Control, Sales, Software Development, Toxicology, and UI/UX Design.

The Mentorship program held its second annual Mentorship Connects alumni event and first virtual event for participants who participated in previous intakes of the program. It was a networking event for participants to see former classmates and meet other alumni from different intakes. The event also allowed program staff the opportunity to reconnect and re-engage with past participants and continue their relationships with them. Forty participants signed up for this Zoom event.

The 48 participants served represent 12 countries: Armenia, Bangladesh, Brazil, China, Colombia, Egypt, India, Iran, Nigeria, Pakistan, Vietnam, and Zambia.

Funded by the Government of Saskatchewan - Ministry of Immigration and Career Training, Career Services, the Mentorship program aims to give participants the tools and resources they need to have a successful career in Canada.



Learning Interculturalism Through Employment (LITE)

The Learning Interculturalism Through Employment (LITE) program is truly unique. It brings diverse cultural groups together to prepare participants for employment success in the Canadian workforce while also learning about the diversity of cultures in Canada. Each intake accepts ten Indigenous participants and newcomer youth aged 18-30.

The LITE program offers eight weeks of paid in-class group-based employability skills training, followed by a 12-week paid work placement designed with the participants' career goals and aspirations in mind.

Through LITE, participants have the opportunity to develop employment-readiness skills such as resume and cover letter writing, mock interviews, and preparation for employment through guided workshops designed to enhance their communication, confidence, and self-esteem. They also attain certifications such as First Aid/CPR, Service Best, WHMIS and Food Safe.

Participants also learn skills for success in diverse workplaces through learning about racism, discrimination, diversity, Canadian and Saskatchewan history, treaties, and human rights. They also participate in presentations about life skills topics from local community organizations where mutual learning can transpire due to the safe space created for learning and growing.

Due to the COVID pandemic, LITE shifted its programming to an online platform using Zoom. This allowed our coordinators to become creative in presenting our workshops and providing support for our participants. Our participants were given technological supports to ensure in-class training success. Our participants gained an advantage when applying for employment because LITE included workshops to build confidence in using platforms like Google classroom, Zoom, and fillable forms.

The LITE program served 30 participants from several Indigenous nations throughout Saskatchewan. The newcomer participants were either permanent residents or refugees from diverse countries such as Armenia, Brazil, Pakistan, India, Iran, Nigeria, Bangladesh, etc.

We created partnerships with organizations for work placements, including SheNative, Pharmasave, Home Inn & Suites, Saskatoon Food Bank and Learning Centre, CHEP, YMCA, Cree Way Gas, Relay, and others. We received positive feedback from our placement hosts stating that LITE participants were very well prepared to enter the workforce. Employers were impressed by our program, whether it be a well-prepared resume, cover letter, or having improved interview skills.

Successful LITE program participants are those individuals who gained employment or return to school to further their education. As of March 2021, twenty-three participants became employed or returned to school following completion of the LITE program.

LITE is funded by the Federal government through the Department of Employment and Social Development Canada (ESDC) and is one of SIA's work-readiness programs that provided a wage subsidy for employers.





Anti-Racism Expert Manuela Valle-Castro provided our LITE class with an introduction to SIA's anti-racism training.

Elder Judy Pelly spoke to the LITE Class sharing her experience related to Orange Shirt Day. #orangeshirtday



LITE Intake 2 participated in the Askiy Project with CHEP.



LITE Intake 3 visited the Remai Arts Gallery.

English for Employment (E4E)

This past year, the English for Employment (E4E) program connected over 85 per cent of participants to the labour market and helped them continue their education goals. E4E has successfully transitioned to an online platform, resulting from previous significant planning and assessment strategies.

E4E helps newcomers improve their communication and interpersonal skills to find a job, participate in job interviews, and socially interact in work environments. Moreover, the program provides newcomers with the opportunity to learn about Saskatchewan's employment culture and connect them to the labour market.

E4E offers two intakes per year, with classes held every Tuesday and Thursday. Current classes are held online, with one class running in the mornings and one in the evenings, with a maximum of twelve participants per class. When appropriate during the pandemic, the morning classes are held at St. Paul's United Church, while the evening classes take place at Wildwood Mennonite Church.

The home countries of our participants are diverse, including Brazil, China, India, Iran, Pakistan, Russia, Cambodia, and Sri Lanka. The employment backgrounds of our participants include Accounting, IT, Law, Pharmacy, and several entrepreneurs.

The English for Employment (E4E) program was developed



English for Employment (E4E) Intake Class meets virtually with instructor.

English for Employment (E4E) Intake Class meets virtually with instructor.



in October 2015 to assist newcomers in improving their English language skills, which allows them to integrate smoothly into the Canadian job market. Funding is provided by Career Services, Ministry of Immigration, and Career Training, as part of the Government of Saskatchewan.

Professional Advancement and Career Training (PACT)

The Professional Advancement and Career Training (PACT) program empower newcomer women in the workplace. It is designed to assist professional women who have received some or all their education and work skills from outside of Canada and want to gain Canadian experience in the specific areas of Finance, Accounting, Engineering, and Information Technology.

The first intake for the PACT program commenced in May 2019, and as of March 2020, our in-class portion moved online due to the COVID-19 pandemic. At the end of March 2021, we successfully completed the sixth intake of PACT.

Applications for the PACT program are accepted all year round with three intakes per year and ten participants each intake. The PACT program structure includes three main sections, namely: a six-week, online classroom portion consisting of workshops on the Canadian workplace culture, job search skills, interview skills and other employment-related topics; a two-week job shadowing portion once the in-class training session is complete, and a ten-week work placement that matches participants' skills and areas of expertise.

Classes are tailored to individual participants' needs as much as possible. The classes provide various workshops ranging from job search techniques, resume and cover letter writing, intercultural awareness, networking, mental health awareness, interview skills, and business etiquette and social skills. The job shadowing and the work placement give the participants the opportunities to gain Canadian work experience, demonstrate skills to employers, and develop professional networks and references.

The 2020-2021 PACT program intakes demonstrate great diversity; 30 participants from 15 countries were

CareerNet

CareerNet prepares and connects newcomer professionals to meaningful employment through the engagement of mentors. This program is truly unique in that newcomers across Saskatchewan are invited to apply.

Applications for CareerNet are accepted all year round, with the class portion being offered during the evenings and mornings for alternate sessions. Each intake welcomes 15 participants. The program consists of three major components: 1) in-class training occurs twice a week for eight weeks; 2) professional mentoring period runs for 8 to 12 weeks depending on the mentor's availability; and 3) access to ongoing Employment Counselling Services.

The first CareerNet session launched in November 2020, with a second intake following in January 2021. CareerNet intakes served 30 participants representing great diversity from nine countries, including China, Egypt, India, Iran, Nigeria, Pakistan, Vietnam, Ukraine, and Brazil.

The participants' fields of expertise represented a broad spectrum across Accounting, Finance, Banking and Insurance, Electrical Engineering, Civil Engineering, Information Technology, Marketing and Communications, Teaching, Logistics, Agriculture, Law, Business Analysis, and Quality Assurance.

To assist our participants in finding career success, we delivered various workshops over an 8-week period. These include job search techniques, resume and cover letter writing, intercultural awareness, networking, interview



Empowering Newcomer Women in the Workplace!

“ PACT helped me find professional work in my field. Our instructors were nice, always very supportive and helpful. Thank you!

~ Hafeizha Hawan, PACT Participant ~ **”**

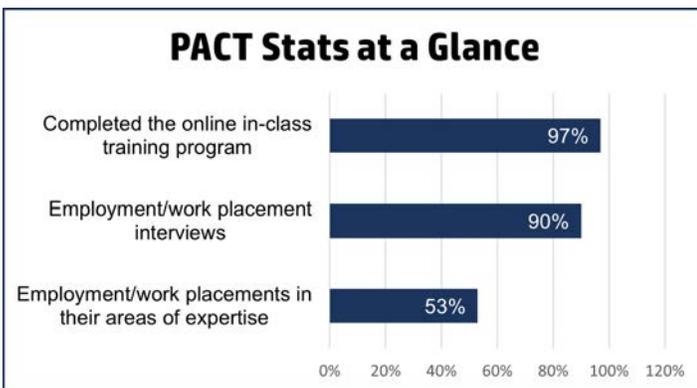
SASKATCHEWAN INTERCULTURAL ASSOCIATION
Promoting harmony among all people

PACT Employment Program

represented, including Bangladesh, China, Egypt, India, Iran, Iraq, Myanmar, Nigeria, Pakistan, Morocco, Somalia, Thailand, Ukraine, Venezuela, and Vietnam.

The participants' fields of expertise encompassed several areas, including Accounting, Finance, Engineering, and Information Technology. Fifty-four percent of the participants were reconnected to their professional fields and attained positions such as Software Developer, App Developer, Project Manager & Customer Service Coordinator, Accounting Technician, Financial Planning Analyst/Manager, Senior Accountant, Property Accounting Clerk, Business Information Developer, Contract Technician, and Web Developer/Graphic Designer.

The PACT program, funded by Employment and Social Development Canada (ESDC), is one of SIA's work-readiness programs that provided a wage subsidy for employers.





Virtual CareerNet Session in Progress.

skills, and business etiquette and social skills. Guest presenters were also invited to speak, and participants heard from Labour Standards, Workers Compensation Board, City of Saskatoon, Federated Cooperatives Limited and David Aplin Group.

During the eight-week class component, participants are matched with a professional mentor in the same occupational field as themselves. Mentors help participants gain a realistic understanding of the industry, provide an opportunity to demonstrate their knowledge and skills, use job-specific terminology, and create a professional network and reference.

Following the class portion, participants met with ECS to continue the personalized support by participating in mock interviews, applying for membership to governing bodies and further tailoring documentation for upcoming positions.

Of the 30 participants served this year, 14 participants have been matched with a mentor thus far. The combination of classroom training and professional mentoring has proven beneficial as our participants have successfully landed more job interviews and employment.

CareerNet, funded by Immigration, Refugees and Citizenship Canada (IRCC), started in October 2020 and is SIA's newest Employment Program, designed to provide employment training, mentoring, and career development to newcomers looking to establish a career in Canada.



“

I have boosted up my self-confidence and self-esteem. I am representing myself high energetic and flexible to target new opportunities without any fear.

~ Intake 2 Participant, CareerNet ~

”

Employment Counselling Services (ECS)

Established in September 2020, the Employment Counselling Services (ECS) program started serving participants in November. Since then, ECS has assisted 112 Permanent Resident and Refugee participants looking for one-on-one support while job searching and career planning.

(111) 789-3456

jax.sampson@email.com

3-Apr-19

Dear Hiring Manager,

I have placed myself as a respected leader in the supply chain management industry. The position of Supply Chain Manager at Crossover Software is at the forefront of my career goals in my burgeoning eight-year supervisory career. Crossover Software assembles superior software for today's face of manufacturing. It is very important to me to provide applications software to the customer in the most expedient way possible.

I graduated from Clearwater University with a bachelor's degree in Supply Chain Management in 2010. At my previous place of employment, I worked in transportation, inventory control, communication, planning analysis and management. I am very knowledgeable in the practices of the United States Customs and Border Protection Act and the United States Export Administration Regulations Act. For more than eight years, I have managed controlling budgets of over \$12 million by administering labor contracts, promoting peer productivity and negotiating rates with logistics providers.

My most eminent achievement was driving a 25% annual corporate revenue increase through decreasing employee attrition, optimizing inventory controls and communicating with outside logistics managers on the best possible rates. Meanwhile, I was able to connect with new lines of business for effective growth in manufacturing expansion.

If you are looking for someone to deliver and maintain a cohesive manufacturing and shipping process through the procurement life cycle, then I welcome the opportunity to discuss my results with you. During my career as a Supply Chain Manager, I have won the undeniable and collaborative support of my peers. I look forward to applying my experience in the Supply Chain Manager position at Crossover Software.

Sincerely,

Jax Sampson



ECS helps participant with cover letter writing.

ECS offers direct assistance in various areas: self-assessment, career exploration, job search strategies, resume and cover letter writing, and mock interviews. It also provides resources, advice, and referrals related to networking, volunteering, education, and certification. We tailor sessions to individual needs, and ECS designs sessions based on its participants' unique situations.

Applications for ECS are accepted year-round, and participants can schedule meetings on a date and time that works for them. We offer additional flexibility with evening and weekend meeting times.

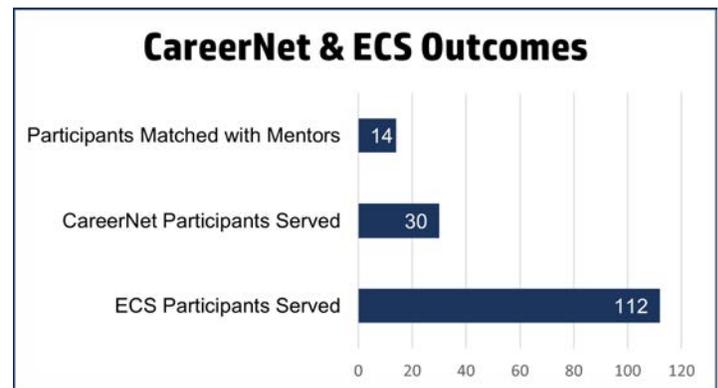
In addition to serving Saskatoon, we also provide services across Saskatchewan. Hosting meetings on Zoom has allowed us to reach participants all over the province. We have collaborated with newcomer-serving agencies in rural areas, which included employment workshops with Southeast Newcomer Services this past year.

ECS has received positive feedback from participants who have secured employment at both entry and professional levels. We also continue to support participants who have enrolled in training courses, diploma/degree programs, or who are working towards professional certification.

Employment Counselling Services (ECS) is funded by Immigration, Refugees and Citizenship Canada (IRCC). ECS provides a flexible method of assisting our newcomer participants as it is the first time SIA has been able to provide this type of service within the Employment Department.

“ A most valuable skill I learned is how to write a good cover letter elaborating my skills and experiences to cater to a job posting. I improved a lot after meeting with ESC. They also helped me continuously and guided and supported with my cover letters and resumes every time I applied for a new job. ”

~ Dushantha, ECS Participant ~



Youth Programs

ConnectED Summer Program

The ConnectED Summer program responded to the worldwide pandemic with innovation. We experienced numerous changes that resulted in us implementing a virtual model allowing us to follow the regulations while still connecting with participants. Creativity, open-mindedness, and exploration were vital in recreating a summer program that still provided participants with opportunities to learn, meet new people, and have fun.

Some of our achievements are shown in our adaptation to the unprecedented COVID-19 situation. We developed activities for the participants to do at home - most of these activities involved a hands-on learning approach. In addition, we created a Google Classroom and a YouTube channel for our participants to find information, follow up, comment, and share their work. Moreover, we engaged with the participants via Zoom multiple times per week to engage and help our participants achieve the program outcomes.

The ConnectED Summer program served 73 participants,

and we had a very diverse group representing 18 countries. The new program model proved successful through the remarkable feedback from both participants and caregivers. The program's positive impact on the participants' lives reinforces the importance of offering Youth Summer programming to our immigrant and refugee participants.



Over summer 2020, it was our honour to get to know each participant. Even though this summer brought some challenges of building relationships due to social distancing, we could connect with each participant in unique ways.

Many participants were actively engaged in our Zoom meetings, particularly one participant, Kevin Ren, who is passionate about math and loved to share this passion with us. He would share math riddles in our Zoom groups, prepare problems, and share this content on his screen



with the other youth in the meetings. Kevin was also very engaged in our Google Classroom by commenting on many activities and showing pictures and videos of the various projects completed throughout the summer.

Caregivers also shared some concerns about their children and provided background information. For instance, at the beginning of the summer, a parent, Tripti Thapar, contacted one of the youth coordinators expressing worries that her son, Hardik, did not have many friends,

“

I had so much fun doing the science experiment with my sister that I wanted to make sure my neighbour experienced that same fun.

*~ Hardik Thapar,
ConnectED Summer
Youth Participant ~*

was very shy, and wanted to ensure that he was included in all activities. Over the summer, we watched Hardik thrive in our program. He contributed during our Zoom meetings and was highly active on Google Classroom. He video recorded his involvement in making fruit salad, painting, tie-dye, and other activities. Hardik's confidence grew during the summer, and his mom has continuously expressed her gratitude for the program.

Every year we are in awe of our participants and how amazing they are! When we talked about a 'Volcano Eruption' science experiment in one of our Zoom meetings, one participant, Yasin Abouzeid, shared with the group that he only used half of his supplies because Yasin knew his neighbour loved science and wanted to share his supplies. "I had so much fun doing the science experiment with my sister that I wanted to make sure my neighbour experienced that same fun," exclaimed Yasin. This shows how the program impacts lives beyond our participants.

We are pleased to announce that despite the challenges we faced due to COVID-19, we still managed to engage in collaborative community programming. Our successful partnerships helped enhance programming by offering more experiences for our participants.

We collaborated with partners and organizations such as:

- The Saskatchewan Rattlers basketball team donated apparel as prizes for the participants. In addition, some players provided tutorial videos of basketball skills and other physical activities to share with our participants.
- Aurora Soccer Club donated soccer balls for each participant and shared soccer drill videos.
- The Saskatchewan Roughriders and the Canadian Red Cross joined one of our Zoom meetings to discuss the importance of mental health.
- Ride By Marv's, Bridge City Bikes, and Bike Co-op donated more than 30 used bikes to our participants and their families.
- Due to COVID-19, our team looked at barriers our participants and their families were facing and worked with CHEP Good Food Inc., who donated food baskets to our participants for a few weeks during the summer program.
- The Youth Team created crates every week with materials and supplies for youth to do activities like arts and crafts. Child and Youth Friendly Saskatoon Volunteer Program brought in youth volunteers from the community who helped us pack the crates and deliver them to the participants.



Saskatchewan Rattlers donated team apparel as prizes.



Ride By Marv's donated used bikes to participants.

ConnectED Pathways Program

The Youth Team was pleased to launch the ConnectED Pathways program in October 2020. This program is designed to deliver programming throughout the year, during school breaks and Professional Development days. Due to COVID-19, the program adopted a hybrid model in which sessions were delivered virtually and in person. We used Google Classroom to post YouTube videos filmed by our team highlighting community attractions in Saskatoon and supplying instructions for participants to visit on their own time. We also provided community resources that participants' families can access at their discretion to learn more about the city, events, and support systems available to them.

In January, we started hosting weekly virtual sessions for our participants. We delivered the sessions on Tuesdays and Thursdays. The sessions included recreational, education and community-based activities and check-ins to discuss their needs and provide additional help. Each week we had a play session and an educational session with presentations focusing on bullying, making new friends, mental and physical well-being and focusing on how to use study time successfully.

We planned three sessions online and a trip to Optimist Hill during the February break. We delivered activity packages for the participants at the beginning of the break, so participants had supplies for the online sessions. We ensured safety protocols were followed during the trip to Optimist Hill.

Once again, partnerships added value to the program. Partnerships are vital because they build strong, trustworthy relationships within the community. Here are the partnerships we created during the year:

- Elder Florence Highway is a community partner who added immense value to our program. She agreed to create videos about the Indigenous culture that we shared with participants. She also joined our online Zoom session during February break, where she shared her knowledge about the land and history of Canada.
- Saskatoon Public library has always been one of the ConnectED programs' assets. This winter, they donated children's books to our participants.
- SIA's Cultural Team joined us for a great session to teach the participants about Canada's cultural diversity and history.
- Optimist Hill provided us with free passes for the participants to have a fun day outdoors.



ConnectED Youth participated in both in-person and virtual activities following the most current COVID guidelines.



“ A wonderful program, very well planned and wasn't less than a boon in tough times like COVID. Exploring activities like cooking, science experiments, awareness about Indigenous culture and exciting craft activities, the list is endless. It was a complete package and highly recommended to all new immigrants!

~ Tripti Thapar, Parent of ConnectED Participant ~

English Language Programs

Language Instruction for Newcomers to Canada (LINC)

Although this past year was a steep learning curve for the Language Instruction for Newcomers to Canada (LINC) program to transition into the virtual classroom, we supported 650 newcomers. We embraced the challenge and prepared as best as possible by purchasing Zoom accounts, orienting learners and instructors to this new learning platform. We sought other online platforms like Edu-LINC, e-books, and interactive online platforms to prepare our teachers for the long-haul of remote learning.

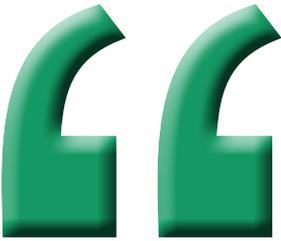
The pandemic circumstances also meant that our regular intercultural field trips, workshops, and tours became virtual to ensure that we could continue to provide access to language learning entwined with real-life experiences in Canada. Our use of digital learning systems and platforms to engage with participants and the broader community worked to reduce the impact of COVID-19 isolation while simultaneously providing social interaction and language practice for our participants.



LINC started off the year by following the COVID-19 Guidelines for face-to-face classes.



Then as the pandemic restrictions tightened to keep everyone safe, LINC transitioned to virtual classrooms, field trips, tours, and workshops.



I was born in Homs, Syria. I am an Arabic teacher. I have learned so much from my English classes at SIA. For example, I learned how to talk to people in English. I can say 'Nice to meet you' or 'Have a good day!' I have enjoyed learning English.

~ Morhaf Hamish, LINC Participant ~



LINC English classes are so practical that I feel much more confidence when [communicating] with English native speakers, and I even made several local friends in the neighbourhood. Best of all, I found a job in Walmart as a cashier after one year of learning, which means so much for my whole family and me. It is big progress for my immigrant life, and I will always be grateful for [my instructor's] support.

~ Xibin Li, LINC Participant ~



LINC - Women Language Employment Academic Development (Women LEAD)

During this past year, LINC introduced a specialized LINC class, Women LEAD, that runs on six-month intakes. This programming is for newcomer women with CLB levels 3-5 who want to find employment in Canada. The classroom training combines language training (LINC) and employment services that focus on finding entry-level positions in childcare, retail, food service, hospitality, and customer service industries (among others). The programming also helps participants tailor their resumes, cover letters and application materials to suit their field of interest. Women LEAD is structured to meet the needs of individual learners as they progress through their language learning and job search experience.



Women LEAD students took a First Aid and CPR Course.



Women LEAD student graduation.

LINC - Employment Related Language Training (ERLT)

SIA's LINC program also provides other specialized classes such as the Employment Related Language Training (ERLT) program, which helps newcomers with CLB levels 6-8 prepare for employment opportunities through employment related lessons, mock interviews, and resume writing practice. This class is beneficial to learners who have attained a high language competency level and are interested in joining the workforce or starting their own business.

LINC - Blended

LINC participants can also join the LINC Blended class (CLB 4-6), predominantly conducted via online platforms such as Zoom and Edu-LINC. This class accommodates participants who cannot attend in-person classes, such as those on parental leave, parents with young children who are not eligible for CNC (under 19 months of age), participants without transportation, and those who are immunocompromised during the pandemic.

LINC - Care for Newcomer Children (CNC)

In response to the pandemic, the LINC Care for Newcomer (CNC) program started a private YouTube channel for children to access the weekly activities, songs, and storytelling to participate from home. At the same time, their parents were engaged in class. CNC staff provided a safe, healthy, and nurturing environment for the children at in-person sessions by following the Saskatchewan Health Authority's COVID-19 recommendations.



The CNC program offers services to participants' children between 19 months to 12 years under CMAS policies and guidelines. During the 2020-2021 fiscal year, we provided 66 spots in our childcare program for the children of LINC participants at offsite locations for all daytime classes.

The childcare staff will continue to support SIA LINC participants by making our CNC a safe, educational, and encouraging environment in which their children can learn and grow.

LINC Counselling

This past year, the LINC Counsellor has been helping to meet various participants' needs, including access to healthcare, housing, childcare and community and government services; employment; education; legal services and any other settlement concerns for which they request support.

General life skills counselling included: taking care of participants' homes and properties; helping participants understand their legal responsibilities; developing resumes and cover letters; finding family physicians and childcare; completing citizenship forms, and using local public transportation, among other things. The LINC Counsellor provided this support in various ways due to COVID-19, including meetings via Zoom and phone

calls, email exchanges and face-to-face meetings when necessary (paying close attention to provincial health guidelines while doing so). Appointments were customized to the participants' needs and comfort levels to ensure the participant's most benefit, ensuring the highest success rate.



“ I want to thank SIA, especially [my] Counsellor. When I need help, she solved my problems and gave me good advice. Usually ... when we contact someone, they don't reply back fast, but [she] replied to me right away, discussed my problems and even came to my home several times. I really appreciate [her] and all SIA LINC staff. I would recommend them to other people who need help.

~ Humera Aslam, LINC Participant ~

During this reporting period, there was a significant need for presentations and supports for mental health, stress, and stress reduction for staff and participants. Our LINC counsellor has been qualified to provide these supports for all our LINC classes.

LINC Virtual and In-person Learning Sessions

The pandemic forced us to move our communications and teaching online and adjust to a new way of learning. We integrated cultural, experiential, and festive celebrations in language training by offering opportunities for participants to engage online. Participants enjoyed receiving instruction in English from cultural contributors around the Saskatoon community to make items such as bannock, dreamcatchers, Chinese lanterns, gingerbread houses, Easter eggs, and macrame hangers. Additionally, both Save-on-Foods and Canada Parks provided virtual tours and workshops for participants to engage in simulated real-world activities and experiences, immersing learners into the Canadian culture and way of life.

LINC Intercultural/Anti-Racism Education

With the help of SIA's Culture Team, the LINC staff have provided unique and culturally significant programming for LINC learners throughout the year. Tea Time sessions, organized by the Culture team, brought in community presenters to discuss the important topics of Black and Indigenous History Months and anti-racist and anti-oppressive practices. Our LINC participants enjoyed participating in cultural activities such as bannock cooking tutorials, other outside presentations, and learning about the significance of Indigenous ceremonies and culture. Special cultural events are fundamental in providing a well-rounded history of the territory we live and work on and the cultures that have lived and continue to thrive on this land.

Global Story Boxes, provided by the Culture Team, were great educational tools for our LINC participants to gain knowledge to actively identify and challenge different forms of oppression in our society. These boxes were designed to highlight the diverse landscape we live in by sharing stories, items, and activities from various



LINC participants made gingerbread houses through virtual instruction.



LINC participants made learned to make bannock through virtual instruction.



LINC participants joined a in-person session to make Chinese lanterns.



LINC participants made an in-person visit to Wanuskewin Heritage Park.



Language Team. Front L-R: Heather, Nafiseh, Dan and Back L-R: Jillian, Andrea, Cheryl, and Mohammad.

cultures in Treaty Six Territory. They can also be used as complementary tools for LINC instructors to utilize in their classrooms and for participants to augment their learning experience.

LINC Use of Technology

SIA continues to thrive with its blend of online and in-person classes to accommodate our participants' needs while following the provincial health authority's operational guidelines and recommendations in response to the ongoing pandemic.

One part of our transition into the online space was purchasing several laptops with the help of IRCC's funding to loan to LINC participants without technological devices. Our participants are now able to navigate online learning smoothly and with confidence. We can provide learning opportunities for participants who were previously unable to attend virtual LINC classes.

To support our instructors with their online teaching, we purchased subscriptions to various digital resources and learning management platforms (such as Canva, Kahoot, ELS Library, and Globe and Mail) to improve our participants' learning experiences. The online and blended LINC classes are running smoothly, and we continue to get good enrollment and attendance rates while exceeding our participants' expectations.

Immigration, Refugees and Citizenship Canada (IRCC) funds all SIA's LINC classes, with a total of 25 language-based classes operating in 5 locations across Saskatoon each week.

LINC Partners

- Forest Grove Community Church
- Wildwood Mennonite Church
- Saskatoon Evangelical Free Church
- Bridge Ministry International Church
- YMCA Saskatoon
- Saskatoon Fire Department
- Saskatoon Police Services
- University of Saskatchewan
- City of Saskatoon
- Saskatoon Public Library
- Canadian Revenue Agency
- Prince Albert National Park
- Western Development Museum
- Language Assessment Referral Centre
- Newcomer Information Center
- SIA's Intercultural Department
- Learning Disabilities Association of Saskatoon
- Express Employment Professionals
- Wanuskewin Park
- Forestry Farm Park and Zoo
- Saskatoon Inter-Agency Response Team
- The Canadian Red Cross
- The Saskatchewan Labour Standards Board

Settlement Support

Zone Settlement

SIA started offering Zone Settlement services for the first time in April 2020. This initiative provides community outreach with one-on-one, family, and group information sessions to help newcomer participants connect to resources, organizations, and programs in the community.

One-on-One Sessions

Information sessions are provided one-on-one to newcomer participants who need support settling in Canada. Services offered include accessing education, healthcare, housing, and transportation; finding and preparing participants for employment; managing mental health, personal, and family well-being; utilizing community and government services; understanding legal information, and other essential needs.

By taking this holistic approach concluded by follow-up appointments, we ensure that participants' needs are not left unaddressed, thereby enabling them to be as successful as possible.

Family Sessions

Utilizing the same holistic approach, we also offer family information sessions that allow families to receive resources and support tailored to their needs.

This support usually includes both parents or guardians and their children coming together and receiving the support together. Each family member also has a customized plan for their individual needs to ensure they can succeed in Canada. Follow-up appointments are also included with the families to make sure all their needs are being met.

Group Sessions

Due to the pandemic, all group information sessions were offered online. They have focused on "Mental Health" and "Stress and Stress Reduction" to provide essential information and resources to newcomer participants during this challenging time.



Although COVID-19 was around, the Zone Settlement Coordinator kept helping me with lots of different things. She always found a way to support me... She was beside me when I had a hard time, always like a friend. This help has made the hard times easier to settle here.

*~ Luay Tarzo,
Zone Settlement Participant ~*



Another valuable information session held this year was "Indigenous Culture and Ceremonies with Sharon Acoose." Sharon is a well-known and highly regarded Indigenous scholar, author, mentor, teacher, and cultural leader residing in Treaty Six Territory in Saskatoon.

This presentation was important for our newcomer participants because it provided education on systemic and institutional forms of racism that Indigenous peoples experience in Canada. It also shed light on the importance of cultural sensitivity and anti-racism training.

Our Zone Settlement program was honoured to have prolific Indigenous academic Dr. Sharon Acoose speak to our participants about the importance of Indigenous ceremonies and culture on the prairies.

The online event drew strong interest and attendance. Participants were gifted copies of Dr. Acoose's book *A Fire Burns Within: Teachings from Ceremony and Culture*.

INDIGENOUS CULTURE & CEREMONY

Featuring
Dr Sharon Acoose PhD
Author of *A Fire Burns Within: Teachings From Ceremony and Culture* & *An Arrow in My Heart*

March 30, 2021
1:00-3:00 P.M.
On Zoom

To register, please contact:
Heather Findlay
hfindlay@saskintercultural.org

Funded by: Immigration, Refugees and Citizenship Canada / Financé par: Immigration, Réfugiés et Citoyenneté Canada



CELEBRATING PARTICIPANT SUCCESS IN CITIZENSHIP

LINC Student Dalia Chehab and her family were invited to take the citizenship ceremony.

However, the ceremony was online due to COVID, and they needed help participating in the ceremony because they did not have a reliable laptop and internet connection.

They asked SIA for help, and the LINC Student Support Worker helped the family prepare for their citizenship ceremony.

SIA lent them a laptop and offered a quiet room in our office to attend the ceremony.

Afterward, everyone celebrated Dalia and her family becoming Canadian citizens.

Intercultural Programs and Services

CultureSync Program

This program started in April of 2020 and aimed to empower participants to become active contributors in the broader community by enhancing their sense of belonging and supporting businesses in creating diverse and inclusive workplaces for newcomers and Indigenous peoples. CultureSync programming is funded by IRCC and is delivered through several sub-programs and events to support newcomers feel welcomed while also encouraging community organizations and businesses to develop in the areas of equity, reconciliation, and racial justice.

Throughout this past year, the Culture Team has had the opportunity to host and attend 84 different events. We have distributed 95 Activity Kits and Global Story Boxes to our participants and community members to promote interactive learning while reflecting our present pandemic restrictions. We have reached 2,340 community members with our programming and 450 permanent resident participants. These numbers exceeded our expectations for pandemic programming, and we remain hopeful that next year will see continued growth as we work together toward a healthy and connected community.

SK CultureXchange Program

This program is a sub-program under CultureSync that builds cultural partnerships between newcomers and established residents of Saskatchewan. Newcomers can foster a sense of belonging, and locals have the opportunity to connect with newcomers to develop friendships, learn and share about their community and what it has to offer while also practicing their communication skills.

The concept and construct of the SK CultureXchange Program were finalized in late December 2020. Promotion and recruitment started mid-January 2021. The first information session was held in mid-January, and the first intake of the program commenced in February.

The program's goal is to increase intercultural understanding through exchanging personal experiences in a meaningful way. The program started with 16 participants (newcomers). Connections and activities between volunteers and participants primarily took place through Zoom to promote safe distances due to Covid-19 pandemic restrictions.

SUCCESS STORY

I decided to join the SK CultureXChange program because I wanted to help newcomers in any way I can. I was a newcomer five years ago, and it has been tough for me to adapt to new cultures and learn so many new things. Now I have experience studying and working in Canada, so I would like to share my experiences and hope that they would be useful for the participants.

I was paired with Jun from China. He was so friendly, and his wife joined the meetings every time. My husband also joined our meeting a few times, so it turned out to be our family activities that everyone enjoyed. Since we came from similar cultures, it was very easy to communicate and understand our cultures. An hour meeting seemed to be too short as we had a lot of topics to discuss and share.

Jun and his wife were very interested in Canadian society and cultures. They are working hard to improve their English skills. Their diligence is very impressive. We have become good friends, and we will continue our friendship after the program is complete. Thank you, Sask Intercultural Association, for initiating this program. It's really useful!

~ Adewunmi Aina, SK CultureXChange Volunteer ~

To the right: SK CultureXChange participants partake in a Zoom educational presentation about the Indigenous Peoples of Turtle Island delivered by the Culture Team.



Below: SK CultureXChange participant and volunteer spend time relationship-building by sharing experiences and knowledge about the community.



During winter 2020 Tea Time sessions, we covered the topics of winter wellness, mental health and well-being, holiday food and traditions, and arts and culture. We invited newcomers to share their cultural traditions for the holiday season and highlighted local artists and businesses who shared their handmade crafts and customs. In January through March, we hosted four Tea Time sessions, including "Cultural Celebration," "Let's Get Physical," "Indigenous Story Telling," and "Black History Month."

Tea Time with SIA

Tea Time is another sub-program under CultureSync that provides a welcoming platform that engenders discussions on culture and history through various ethnocultural voices, perspectives, world views, and ways of knowing. This discussion forum was borne from the need to attend to every day topics that affect both newcomers and residents of Saskatchewan. The purpose of the presentations and discussions is to inform, educate, and obtain the different ways of knowing to bring about acceptance and understanding for different perspectives.

The topics for our Tea Time sessions are chosen based on current tides of discourse, seasonal changes and needs, and international or cultural celebrations. This practice helps maintain our participants' interest and ensures program relevancy. The topics discussed piqued participants' interest and our own, and we feel highly encouraged to continue with this meaningful community-building activity.

WHAT'S THE TEA?

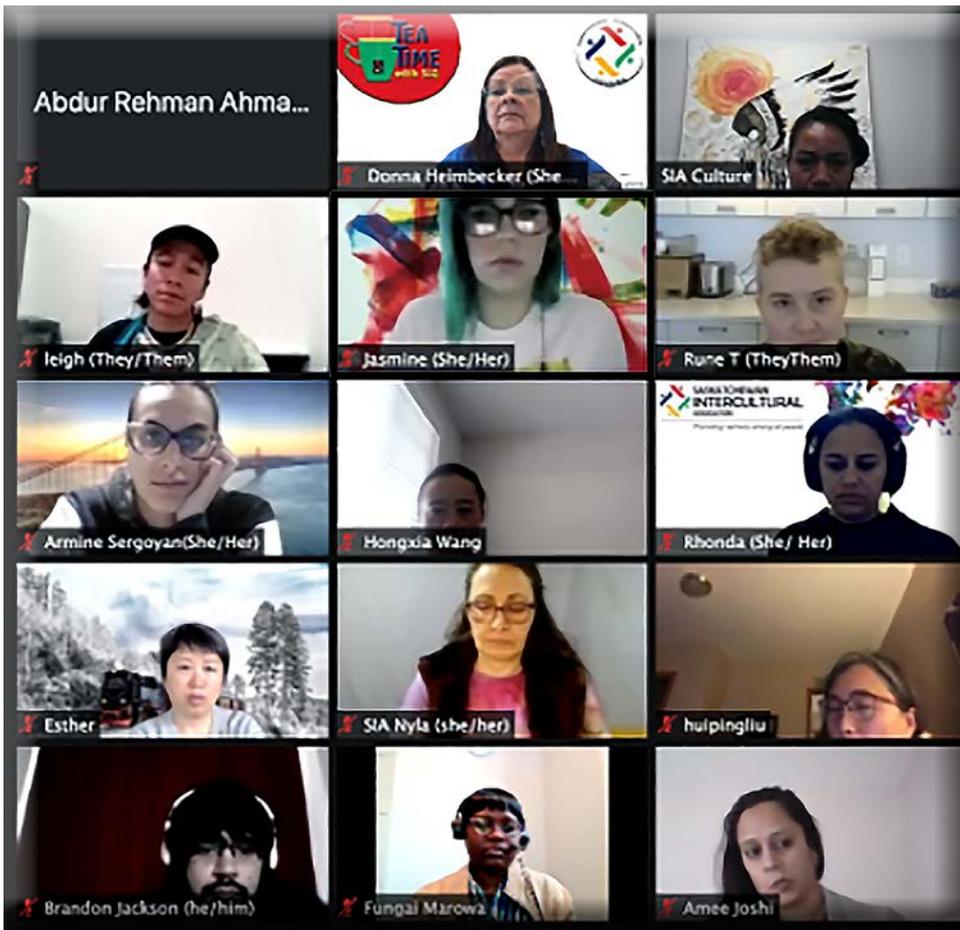


Tea Time Participant Anonymous Feedback

Quote 1: "Randy Morin is so warm and charismatic. I felt like he was speaking directly to me, and we were in person. Great sense of humour too."

Quote 2: "The Tea Time was worth it, and I had so much fun working on my body with lovely people."





Tea Time: Cultural Celebration

For this session, we asked SIA staff the following questions:

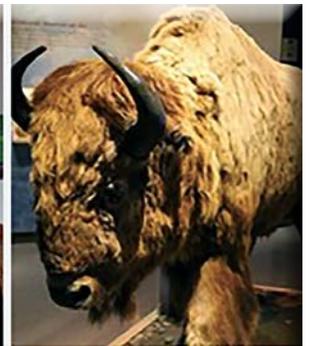
1. What is your ethnic/nationality affiliation?
2. What celebrations stand out the most to you?
3. Looking back at 2020, what has COVID made you most appreciate?

Staff shared their cultural perspectives on the following topics, events, and festivals:

Hanukkah, Kwanzaa, Chinese New Year, National Indigenous Peoples Day, Ribbon Skirt Day, Jamaican Emancipation & Independence Day, Ramadan (Muslim, Pakistani, and Iranian), Diwali - Festival of Lights, Back to Batoche Days, Pow Wow and Round Dance, Folkfest in Saskatoon, Mosaic in Regina, Ukrainian Orthodox Christmas & New Years, and Easter.



The Culture Team visited Wanuskewin and broadcast a live tour.



Tea Time: Holiday Food and Traditions



On the left: Russell, our Indigenous team member, presented Indigenous foods eaten and traditions done during the winter season.



Intercultural and Indigenous Education

The following educational workshops and events were provided through the CultureSync program combined with the funding support of SaskCulture and the Multicultural Council of Saskatchewan. With this combined support of three funders, we can reach more community members, and our impact in this area is much more significant.

Indigenous Peoples of Turtle Island Educational Presentations

These presentations were delivered to our in-house participants to educate them about the history of Canada in a way that is inclusive of Indigenous perspectives and culture. SIA Indigenous curriculum is developing continually, and modules are being used in different programs to facilitate intercultural relationship building. These activities also promote powerful conversations that illuminate present social issues and inform critical citizenship.



Bannock Making

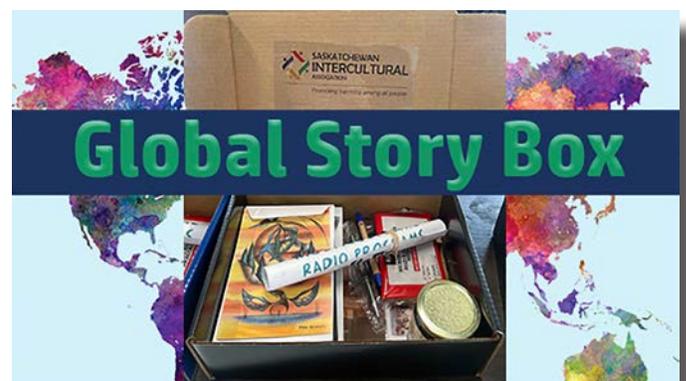
The Culture Team delivered a bannock making workshop in collaboration with Bannock Express, a locally owned Indigenous restaurant. Twelve participants from SIA's Women LEAD Program participated. The participants learned about the history of bannock related to the Métis peoples of Turtle Island during the Fur Trade Era.



Global Story Boxes

The Global Story Box was designed to highlight the diverse landscape we live in by sharing stories that reflect our local and global cultures. The Global Story Box is also an educational device that educates recipients on CultureSync programming, providing them with the knowledge that will help them to actively identify and challenge different forms of oppression in our society. The Global Story Box can also be used as a complementary tool for instructors to use in their classrooms. Students can also utilize the items in the box on their own time to augment their learning experience.

The Global Story Box intends to be dynamic, changing with seasons and topics to celebrate and highlight diverse cultures, events, and holidays. With the support of multiple funders, we have included locally sourced items such as Saskatoon berry jam, Northern SK wild rice, educational materials (books and lesson plans), multicultural recipes, information pamphlets, and more.



“
The presentation explained the history of Canada and the different Indigenous communities briefly and precisely. Moreover, the flow of the content was clear, and the way [the Coordinator] explained the history from the French colonization to the recent MMIW conflicts totally made the overall presentation more powerful.

- Participant, Indigenous Peoples of Turtle Island Presentation”

Intercultural Harmony Events

SamosaFest 2020

SamosaFest is an annual event offered to the community around International Friendship day every year at the end of July. This event aims to use the samosa as an entry point to learn about, celebrate, and make visible the cultural contributions of the South Asian diaspora in Canada. Guests can taste the culture and feel the love and passion for the culture through samosas.

Due to the pandemic, our event looked very different this year. We were not allowed to let crowds gather, so people were invited to come and pick up and go safely. We hosted a social media campaign featuring educational content on the history of samosas and South Asian immigration and cultural influences in Canada. We also presented two South Asian cultural performers via pre-recorded video presentations on our Facebook page who shared their cultural and historical contexts as part of their performances.



To honour and respect our existence on Treaty Six Territory, we invited an Indigenous Knowledge Keeper who opened the event with a song and drum. We gathered together to participate in a safe social distancing round dance to close the event.

SIA organized this year's SamosaFest with funding provided by the Multicultural Council of Saskatchewan (MCoS), SaskCulture, and IRCC.

Reconciliation Forum 2nd Annual Virtual Edition

This event includes a one-hour panel discussion on perspectives and research in relation to reconciliation featuring:



Dr. Verna St. Denis



Dr. Sheelah McLean



Dr. Ranjan Datta



It will also highlight First Nations, Inuit, and Métis cultural performances.

Saturday, January 23, 2021 | 1:30 - 4:30 p.m. | Zoom
FREE Registration on Eventbrite

eventbrite

Funded by: Immigration, Refugees and Citizenship Canada
 Financed par: Immigration, Réfugiés et Citoyenneté Canada

Reconciliation Forum

SIA hosted its second annual Reconciliation Forum, the virtual edition, on January 23, 2021. The Reconciliation Forum is a free community event aimed at inspiring racialized newcomers to understand reconciliation. This forum created a space to discuss Canada's treaty obligations by offering solidarity to the struggles of Indigenous peoples. This event also highlighted First Nations, Inuit, and Métis cultural performances. A panel discussion included Dr. Verna St. Denis, Dr. Sheelah McLean, and Dr. Manuela Valle-Castro, who shared their perspectives and research surrounding reconciliation.

Panelist	Facilitator
Dr. Verna St. Denis	Russell McAuley
	
	
Dr. Sheelah McLean	Manuela Valle-Castro
Panelist	Panelist

Indigenous Art Event with Kevin Peeace

On February 20, 2021, SIA hosted its first virtual Indigenous Art Session with Kevin Peeace. This event was a private invitation-only event for SIA participants. Our Culture Team provided the first twenty registered PR participants with an activity kit that included all the art supplies needed for the activity. Kevin Peeace is a local artist from the Yellow Quill First Nation and Peter Chapman First Nation.

CultureSync
Proudly presents:
An Intercultural Artwork Session
Featuring:
Kevin Peeace
Saturday, February 20, 2021
2:00 PM to 4:30 PM
Virtual Artist Studio thru Zoom



Reel to Real Anti-Racism Film Festival - Virtual Edition

We held our annual anti-racism film festival called "Reel to Real: Confronting Racism Through Film" on March 18, 2021. The film festival is meant to commemorate the International Day for the Elimination of Racial Discrimination. This year, we featured the film Jordan River Anderson, The Messenger. The film tells the story of how the life of Jordan River Anderson ignited a battle for the right of First Nations and Inuit children to receive the same standard of social, health, and educational services as the rest of the Canadian population.

Following the viewing of the film, we hosted a panel discussion with the film's director, Alanis Obomsawin, and community activist Dr. Manuela Valle-Castro. Our first thirty registrants received a Global Story Box to complement their learning.

This event was funded by the Multicultural Council of Saskatchewan (MCoS).

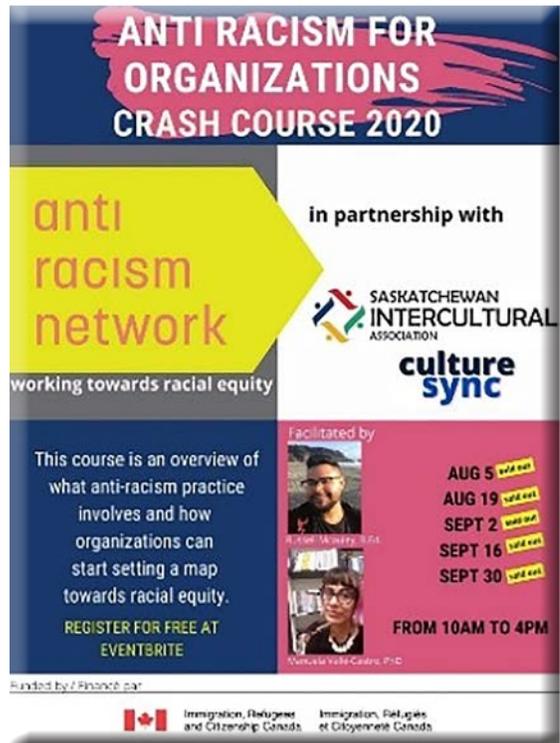
Intercultural and Anti-Racism Education

We offered multiple anti-racist training opportunities to participants from over 40 businesses, organizations, and institutions. In collaboration with Dr. Verna St. Denis and Dr. Manuela Valle-Castro, we implemented three training modules to begin life-long journeys into anti-racist education. Module 1 focuses on awareness: building the skills and resources to being anti-racist terms, history, and contemporary research. Module 2 focuses on competency: how to use the skills and resources participants have worked with in-depth. Module 3 focuses on accountability or action: what will participants do with their training to work and measure racial and social equity in their spaces.

Anti-Racist Education

Anti-Racist education training was provided to various community members, businesses, organizations, and institutions. Participants represented all levels of the organizations, including coordinators, supervisors, managers, board members, executive directors, deans, superintendents, and more. Participants of these training sessions included members from each of these organizations:

1. OUTSaskatoon
2. College of Medicine, University of Saskatchewan
3. College of Nursing, University of Saskatchewan
4. Saskatchewan History & Folklore Society
5. Catholic Family Services of Saskatoon
6. Greater Saskatoon Catholic Schools
7. City of Saskatoon
8. Regina Open Door Society
9. Saskatchewan Health Authority



Anti-Oppressive Education (Diversity, Equity, and Inclusion)

Our Anti-Oppressive Education presentations focused on various themes and terminology to educate and train participants. The goal is for them to become more articulate and critical in speaking to and finding solutions to the multiple ways in which oppression manifests itself in society's social fabric.

The presentations are also designed to empower newcomers to become active contributors in the broader community through enhancing their sense of belonging and to support businesses and corporations in creating diverse, inclusive, and welcoming workplaces for newcomers and Indigenous peoples. CultureSync also provides complementary competency-based and accountability-based anti-oppressive modules.

This year, presentations were mainly done in-house to our participants. However, collaboration with other settlement agencies in Saskatoon and Regina is underway to deliver these presentations to a broader audience.





“ The session was very interactive, and the presenter was constantly connecting with the audience. The speaker made the explanation easy to understand and used some animation to make it vivid.

~ Participant, Anti-Oppressive Education Presentation ~

Saskatoon Multilingual Schools (SMS)

The past year the Saskatoon Multilingual Schools (SMS) faced significant challenges caused by the COVID-19 Pandemic. In pre-pandemic times, our schools rented spaces through the Saskatoon Public School Rental office. However, classroom rentals were not possible due to the pandemic and public schools' COVID safety measures. Therefore, we saw significant changes to our schools and the number of schools that ran over the past year. Over the past year, only 14 schools were able to run and offered classes online; however, technology and facilitation was a difficult transition. Some of our schools chose to close for the year, and we understood these decisions and remained supportive.

Due to the pandemic, the Saskatchewan Organization for Heritage Languages (SOHL) could not offer funding until late January. SIA is grateful to SOHL for this funding that allowed us to provide training options to our schools to support the ongoing needs and potential barriers to delivering online classes.

In late January, SIA was able to hire a full-time SMS coordinator. We are thankful to our co-chairs, Eleanor Shia and Jeeyu Birch, for supporting this position and working with us to plan and offer strong professional development to the SMS.

We surveyed our SMS schools to determine what kind of support they needed most in their new virtual and online classroom settings. For March, we offered two special professional development workshops that we provided over four separate days for a total of four workshops. The

repetition ensured all schools had access to the sessions despite scheduling conflicts.

The first workshop focused on Zoom and Google Classroom, which included learning about basic features and controls and getting more in-depth with Google Account and Google Drive. The theme for the second workshop was Student Engagement and Retention Online. Topics covered included Various Applications That Can Aid Engagement and Retention Online, Assessment in an Online World, and The Importance of a Flexible Schedule. We held each workshop twice to accommodate schedules and offer everyone a chance for a refresher.

The presenter, Kessa Fillo, is a teacher with the Saskatoon Public School and former ConnectED Summer Youth Coordinator. A total of 44 participants attended the workshops, and we received positive feedback from the community. Resources and recordings from the workshops were shared with all members and SOHL alongside thank you and follow-up emails for Kessa and all the schools attending and participating in these great sessions.

This was a challenging year, and we would like to thank everyone who supported the SMS schools with their dedication, hard work, and patience. Despite the multitude of challenges, we are very pleased with how the past year went and will continue to work hard to support our Multilingual Schools.

Language Interpreter Testing Service

It was a challenging year for our CILISAT testing program. There was interest from the public; however, upon learning that the test could not be done virtually, participants chose not to take the exam.

There were several complications with facilitating the test under COVID restrictions. The test needs to be done in person and requires the participant to wear a headset with a microphone to record all three exam sections. This test is typically performed within very close proximity between the test taker and the test facilitator. Due to COVID-19 restrictions, in-person testing was not possible for most of the past year.

As restrictions lift, we will work towards educating our community and the public about CILISAT testing in the hopes of sparking more interest. CILISAT interpreter certification remains an excellent option for multilingual individuals who want to pursue interpreting services and work within our community.

SIA will utilize our new website and marketing to spread awareness about the test and certification as we are still the only agency in Saskatchewan offering the CILISAT test.

Partnerships

Anti-Racism Network

We have been a member of the Anti-Racism Network (ARN) since 2018. In 2019-20, SIA was able to secure funding to support a capacity-building project for ARN, which has helped grow the network to a coalition of over 40 organizations in public services, non-profit and private businesses.

Although this funding ended in April 2020, we have been able to continue to support this network and provide the training model through other programming streams so the work can continue. The partnerships created through this network are strong, and working together to fight racism in our organizations and others is an enormous task.



Saskatoon Police Advisory Committee on Diversity (SPACOD)

SIA has been a member of this committee for over a decade and works cooperatively with other agencies to provide advice and feedback to the Saskatoon Police. Over the years, SIA has seen this committee provide education and improve relationships between our participants and the police in Saskatoon. There is further work to be done through this committee, and we are proud of our own, Nafiseh Zamani, who became Co-Chair of the committee this year.

Reconciliation Saskatoon

Reconciliation Saskatoon is a community of organizations, non-profits, businesses, faith communities and partners who have come together to initiate a citywide conversation about reconciliation and provide opportunities for everyone to engage in Calls to Action.

SIA has been a member for several years and has supported the planning of the "Rock Your Roots" Walk for Reconciliation on National Indigenous People's Day. Unfortunately, this year's walk was cancelled due to COVID, but we are excited to be helping plan this year's upcoming virtual edition.

ACT2EndRacism

SIA was the Saskatchewan regional captain of the national anti-racism and mental health campaign that brought awareness and shared resources throughout Canada. Racism hurts people across the country, and the current pandemic has made this even more evident and damaging to peoples' mental health.

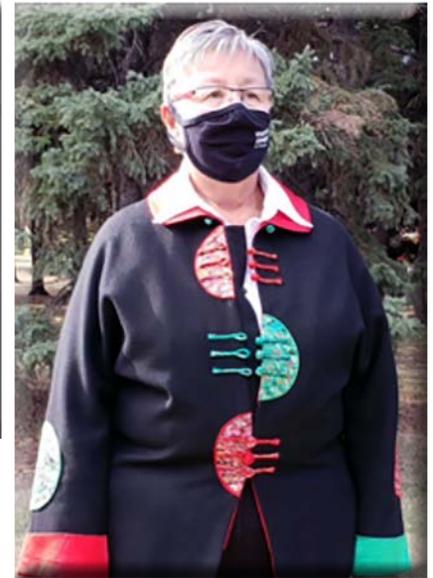
The pandemic has also given way to increases in anti-Asian racism across the country. Within Saskatchewan in particular, the pandemic increased anti-Indigenous racism when outbreaks occurred up North. Our continued partnership with the ACCT foundation ensures our anti-racism efforts are wide-reaching, well-informed, and ongoing.

As regional captain, SIA was responsible for translating the promotional materials (1500 bookmarks and brochures) into diverse languages, including Korean, Tagalog, French, Traditional Chinese, and Simplified Chinese.

We distributed these materials virtually and by hard copy, which helped SIA identify high profile influencers like the Chief of the Saskatoon Police Service and a Former Canadian Senator who wore the #speakout facemasks and took photos and videos we shared to the www.act2endracism.ca website.



ACT2EndRacism Public Awareness Campaign on Racism and Mental Health. The awareness campaign launched in the Fall of 2020. Contributors wore the #speakout masks and shared their videos and photos to end racism.



Former Canadian Senator Lillian Eva Dyck wearing the ACT2EndRacism #speakout mask.

We Rise Conference

On March 24-26, 2021, the Saskatchewan First Nations Women's Commission presented the first annual We Rise Conference dedicated to advancing a regional action plan for change.

SIA participated by facilitating learning circles with conference participants. Many First Nations people in Saskatchewan have shared their insight and experiences to build a better world for future generations.

This three-day conference acknowledged our part in advocating for change, reflected on what we have accomplished so far, and helped us move forward to the next steps.



SIA Intercultural & Anti-Racist Education Coordinator, Russell, facilitated learning circles with participants.

Fringe Festival

SIA participated in the 25th Street Theatre project "Us at Home" - A Community-Created Installation. SIA's LITE participants, staff, and family members created nine one-to-two-minute videos on their 'Stay at Home' experience during the pandemic.

The videos were part of an art installation located at Victoria School in the Broadway District on display during the festival from July 30 to August 8, 2020.



Visitors in person: 139 visitors
Visitors Online: 257 views

Race Against Racism & Train Against Racism

SIA continued to be an active partner with the Saskatoon Police's Equity and Cultural Engagement Unit, the Newcomer Information Centre, Saskatoon Open Door Society, Global Gathering Place, and International Women of Saskatoon to put on an annual Race Against Racism in September 2020. However, the team had to be creative during the pandemic and create a version that accommodated the provincial health orders.

This year, we added another component that SIA was integral in organizing called Train Against Racism, an online interactive skill-building session that worked to equip Saskatoon residents to better engage in anti-racist education. This panel discussion was open to the community of Saskatoon and the surrounding area and featured four panelists: Dr. Manuela Valle-Castro, Russell McAuley, Dave Hays, and Liz Duret.



Train Against Racism panelist Russell McAuley speaking.

Saskatchewan Association of Immigrant Settlement Integration Agencies (SAISIA)

SAISIA is a non-profit umbrella organization for settlement and integration agencies in Saskatchewan. SIA is a member of SAISIA and currently has two employees serving on its Board: Abdur Rehman Ahmad, who is the President and Jess Hamm, a Director.

Working closely with this agency helps SIA stay connected with the provincial and national perspectives of supporting settlement and integration in our communities. During COVID, SAISIA has been very supportive and helped bring organizations together to learn from each other.

Newcomer Information Centre (NIC)

The Newcomer Information Centre (NIC) is a Regional Newcomer Gateway that serves newcomers seeking immigration to Saskatoon and communities within a 150-kilometre radius. SIA is a founding partner with Saskatoon Open Door Society, Global Gathering Place, and International Women of Saskatoon.

The leaders of these agencies work cooperatively together to govern the NIC so that newcomers can receive the best services in Saskatoon possible.

This last year was challenging on the NIC as the federal government withdrew its funding and the pandemic made it hard to serve newcomers who had usually been served on a drop-in basis.

Regional Multicultural Councils (RMCs)

The Multicultural Council of Saskatchewan (MCoS) organizes meetings between several organizations across Saskatchewan that focus on cultural initiatives. SIA is the Saskatoon representative and enjoys learning and sharing with this group how we create intercultural opportunities in our communities.

This year, we shared how to adjust our programming and events to work around the restrictions of the pandemic. These brainstorming sessions are beneficial and make sure we have knowledge sharing across the province.

Trauma-Informed Culturally Sensitive Artist Training Course

The Trauma-Informed Culturally Sensitive Artist Training Course was an artist training event SIA participated in to broaden our awareness of trauma-informed and culturally sensitive topics and practices.

The course is designed to enhance community understanding of arts delivery through culturally sensitive and mental-health-focused perspectives while building well-being and resilience for arts facilitators.

Discussed in the course context were white privilege, systematic racism, settler society, colonialism, and the impacts they have on our societies.

SUNTEP

The Saskatoon Urban Native Education Program's (SUNTEP) Gay-Straight-Alliance club invited our Intercultural and Anti-Racist Education Coordinator to speak on their experience as a two-spirit educator.

Their presentation addressed starting a "Safe Space" in Cumberland House reservation (Treaty 5), which is still heavily influenced by violent colonial hierarchies and influences (homophobia, biphobia, transphobia, etc.).

The live workshop had over 40 participants, primarily SUNTEP students and other students and staff from the University of Saskatchewan (U of S). The presentation was recorded and made available to more U of S members.

BIPOC Queer Series

In partnership with OUTSaskatoon, SIA held an anti-racist series on Queer, Trans, Black, Indigenous, and People of Colour experiences. The series addressed topics including privilege, Black Indigenous People of Colour (BIPOC) Queer history in Canada, a panel discussion on racism and homophobia within queer communities, and more.

Culture Exchange Group for Youth

We presented an introductory training for youth participants of a community project that includes the Office of the Treaty Commissioner and Saskatoon Open Door Society.

Outcomes from this presentation include key terms, resources, and community connections that youth will utilize to start their own youth anti-racist network within their schools, social groups, and others.



SIA Holiday Toy Drive

SIA initiated a toy drive during December and collected toys, household items, and food. Donations were collected from community individuals and organizations and sorted, sanitized, and cleaned.

SIA's Youth Team made sure to provide our youth participants with a package before the holidays. We also delivered them to community organizations such as CUMFI, families in need, and newcomer families who were new and quarantining in the city.



The Youth Team delivered two full loads of toy drive donations to CUMFI. They were ecstatic to receive the donations and were impressed with the quality of items.



Treasurer's Message



As the Treasurer for the Saskatchewan Intercultural Association (SIA), it is my pleasure to report on the Association's financial performance for the year ending on March 31, 2021.

We have a surplus of \$172,757 from our operations for this financial year compared to last year's small surplus. This surplus, however, is due to the accounting treatment of capitalization of some funded assets. Had these assets been expensed this year, the result would have been a smaller surplus—what a performance in an extraordinary pandemic-hit year.

Our revenue has also increased by 22% compared to last year. Government funding is our primary revenue source, representing 97.8% of all revenues this year (compared to 96.8% last year). The total revenue of the Association this year was \$4.14 million compared to the previous year's \$3.38 million. This increase is primarily due to the increase in both program and operational funding. Please refer to schedule 1 of the financial statements for detailed information of program revenue and schedule 2 for detailed information of program expenses.

Lingard+Dreger, Chartered Professional Accountants, audited the financial statements of SIA for the fiscal year 2020-2021 and issued a clean report. This means that the financial statements are a fair representation of the financial position of SIA, in accordance with Canadian Accounting Standards for Not-For-Profit organizations.

Our Association's financial position remains very healthy, with unrestricted net assets of \$563k and a very healthy cash balance of \$256k. Account Receivables are slightly higher than last year's (\$185k vs. \$167k). Our liabilities remain low. Deferred revenue, which represents the bulk of the liabilities, will provide resources in the upcoming year. The long-term debt (tenant improvements allowance) is slightly higher than last year's (135k vs. 126k) due to one loan maturing in August 2021 and the new loan maturing in September 2023.

On behalf of the SIA board, I wish to thank the Finance and Administration staff for their individual and collective roles and hard work and continued efforts to improve the day-to-day activities of the Association to deliver every program successfully.

Lastly, I personally want to thank Jess, Fungai and Elena, and the entire SIA team for continuing their amazing work and support for the community. I am very fortunate to work with such an outstanding, enthusiastic team and look forward to working with all of you for another year.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read 'Subash Biswal'.

Subash Biswal, Treasurer

FINANCIAL STATEMENTS



INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of Saskatchewan Intercultural Association Inc.

Opinion

We have audited the financial statements of Saskatchewan Intercultural Association Inc. (the Association), which comprise the statement of financial position as at March 31, 2021, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2021, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

(continues)

FINANCIAL STATEMENTS

Independent Auditor's Report to the Board of Directors of Saskatchewan Intercultural Association Inc.
(continued)

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Lingard + Dreger

Chartered Professional Accountants

Saskatoon, Saskatchewan
June 28, 2021



STATEMENT OF FINANCIAL POSITION

SASKATCHEWAN INTERCULTURAL ASSOCIATION INC.

Statement of Financial Position

As at March 31, 2021

	2021	2020
ASSETS		
CURRENT		
Cash	\$ 255,678	\$ 162,507
Accounts receivable (Note 4)	185,834	167,090
Prepaid expenses	26,647	20,945
Security deposit	5,000	-
	473,159	350,542
TANGIBLE CAPITAL ASSETS (Note 5)	461,314	295,526
	\$ 934,473	\$ 646,068
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities (Note 6)	\$ 33,238	\$ 21,793
Deferred contributions (Note 9)	201,803	107,054
Current portion of long-term debt (Note 10)	73,270	91,573
	308,311	220,420
LONG-TERM DEBT (Note 10)	62,235	34,478
	370,546	254,898
NET ASSETS		
UNRESTRICTED	563,927	391,170
	\$ 934,473	\$ 646,068

LEASE COMMITMENTS (Note 7)

APPROVED BY THE BOARD

 Director
 Director

See notes to financial statements

STATEMENT OF OPERATIONS

SASKATCHEWAN INTERCULTURAL ASSOCIATION INC.

Statement of Operations

For the Year Ended March 31, 2021

	2021	2020
REVENUE		
Donations and fundraising	\$ 13,253	\$ 10,092
Interest income	17,408	9,784
Membership dues	1,140	1,640
Operational funding	525,454	421,299
Other funding	14,327	6,457
Program funding (Schedule 1)	3,566,083	2,917,142
Rental income	3,406	11,084
SIA events	5,553	11,424
	4,146,624	3,388,922
EXPENSES		
Advertising and promotion	28,683	3,623
Bad debts	49	48
Insurance	4,263	4,262
Interest and bank charges	9	592
Memberships	1,191	1,200
Office	46,385	23,615
Parking and mileage	4,938	5,652
Professional development	8,589	7,820
Professional fees	25,397	11,730
Program expenses (Schedule 2)	3,252,909	2,794,470
Rental	11,420	1,895
SIA events expense	4,782	9,665
Salaries and wages	376,325	372,630
Telephone	20,968	6,133
	3,785,908	3,243,335
EXCESS OF REVENUE OVER EXPENSES BEFORE THE UNDERNOTED	360,716	145,587
AMORTIZATION EXPENSE	187,959	143,341
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	\$ 172,757	\$ 2,246

STATEMENT OF CHANGES IN NET ASSETS

SASKATCHEWAN INTERCULTURAL ASSOCIATION INC.

Statement of Changes in Net Assets

For the Year Ended March 31, 2021

	Unrestricted	2021	2020
NET ASSETS - BEGINNING OF YEAR	\$ 391,170	\$ 391,170	\$ 388,924
Excess of revenue over expenses	172,757	172,757	2,246
NET ASSETS - END OF YEAR	\$ 563,927	\$ 563,927	\$ 391,170

See notes to financial statements

STATEMENT OF CASH FLOWS

SASKATCHEWAN INTERCULTURAL ASSOCIATION INC.

Statement of Cash Flows

For the Year Ended March 31, 2021

	2021	2020
OPERATING ACTIVITIES		
Excess of revenue over expenses for the year	\$ 172,757	\$ 2,246
Item not affecting cash:		
Amortization of tangible capital assets	187,959	143,341
	360,716	145,587
Changes in non-cash working capital:		
Accounts receivable	(18,744)	(59,016)
Prepaid expenses	(5,702)	(2,315)
Security deposit	(5,000)	-
Accounts payable and accrued liabilities	11,445	6,545
Deferred contributions	94,749	69,715
	76,748	14,929
Cash flow from operating activities	437,464	160,516
INVESTING ACTIVITY		
Purchase of tangible capital assets	(353,747)	(6,699)
FINANCING ACTIVITIES		
Proceeds from long-term debt	144,900	-
Repayment of long-term debt	(135,446)	(122,940)
Cash flow from (used by) financing activities	9,454	(122,940)
INCREASE IN CASH FLOW	93,171	30,877
CASH AND CASH EQUIVALENTS - BEGINNING OF YEAR	162,507	131,630
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 255,678	\$ 162,507
CASH AND CASH EQUIVALENTS CONSIST OF:		
Cash	\$ 255,678	\$ 162,507

See notes to financial statements

NOTES TO FINANCIAL STATEMENTS

SASKATCHEWAN INTERCULTURAL ASSOCIATION INC.

Notes to the Financial Statements For the Year Ended March 31, 2021

1. THE ASSOCIATION

The Saskatchewan Intercultural Association Inc., (“the Association”) was incorporated on March 24, 1966 under the *Non-Profit Corporations Act* of Saskatchewan as a not-for-profit organization. The Association is recognized by Canada Revenue Agency as a registered charitable organization and under the provisions of the *Income Tax Act* is exempt from Canadian federal and provincial corporate taxes.

The Association is dedicated to the promotion of equal opportunities and fair treatment for all people in our culturally diverse society. The Association’s mission is to promote intercultural understanding and the retention of cultural identity and language to fully include newcomers and indigenous people in Canadian society.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations and reflect the following policies:

Revenue recognition

The Association follows the deferral method of accounting for contributions which include donations and government grants.

Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Revenue related to general operations is recognized in the year when the related expenses are incurred. Revenue received in advance of the related expenditures is deferred to the period when expenditures are incurred.

Interest income is recognized as revenue using the accrual basis of accounting on a time proportion basis.

Tangible capital assets

Tangible capital assets are stated at cost less accumulated amortization and are amortized over their estimated useful lives at the following rates and methods:

Computer hardware	55%	declining balance method
Computer software	55%	declining balance method
Equipment	20%	declining balance method
Leasehold improvements	5 years	straight-line method
Artwork	N/A	

One-half of the stated rate is used in the year of acquisition.

Cash and cash equivalents

Cash and cash equivalents consist of balances with banks and short-term investments with maturities of three months or less.

Financial instruments

The Association initially measures its financial assets and financial liabilities at fair value. It subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in the statements of operations in the period incurred.

(continues)

NOTES TO FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Financial assets subsequently measured at amortized cost include cash, accounts receivable and security deposits. Financial liabilities subsequently measured at amortized cost include accounts payable and accrued liabilities and deferred contributions. The fair value of the cash, accounts receivable, security deposits, accounts payable and accrued liabilities, and deferred contributions approximates their carrying value due to their short-term nature.

Donated services and materials

Donated materials and services that would normally be purchased by the Association have been recorded as revenue in the financial statements at fair market value.

Measurement uncertainty

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, any disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amount of revenue and expenses during the reporting period. These estimates are reviewed periodically and as adjustments become necessary, they are reported in earnings in the period in which they become known.

Significant estimates include, but are not limited to, the determination of the useful lives of long-lived assets, the valuation of deferred contributions and revenue, and accruals for certain revenues and expenses.

3. ECONOMIC DEPENDENCE

The Association receives 97.8% (2020 - 96.8%) of its funding from government sources, of which 92.1% (2020 - 88.3%) is from the federal government. The Association is therefore dependent on continued funding from governments to fund its ongoing operations.

4. ACCOUNTS RECEIVABLE

The accounts receivable balance consists of the following:

	2021	2020
Grants receivable	\$ 166,430	\$ 153,780
GST receivable	19,404	12,427
Trade receivables	-	883
	\$ 185,834	\$ 167,090

5. TANGIBLE CAPITAL ASSETS

	Cost	Accumulated amortization	2021 Net book value	2020 Net book value
Computer hardware	\$ 217,458	\$ 137,214	\$ 80,244	\$ 12,199
Computer software	11,256	9,698	1,558	912
Equipment	421,781	230,244	191,537	122,529
Leasehold improvements	589,222	403,497	185,725	157,886
Artwork	2,250	-	2,250	2,000
	\$ 1,241,967	\$ 780,653	\$ 461,314	\$ 295,526

NOTES TO FINANCIAL STATEMENTS

6. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

The accounts payable and accrued liabilities balance consists of the following:

	2021	2020
Trade payables	\$ 32,981	\$ 17,073
Wages payable	257	4,720
	<u>\$ 33,238</u>	<u>\$ 21,793</u>

7. LEASE COMMITMENTS

The Association is committed under a lease agreement for its premises at 601A and 601B 1st Avenue North, Saskatoon, Saskatchewan. The agreement expires on March 31, 2025. The Association has also entered into an equipment lease. The minimum annual payments for these leases are as follows:

2022	\$ 167,069
2023	186,172
2024	187,524
2025	187,524
	<u>\$ 728,289</u>

8. ALLOCATION OF EXPENSES

Various expenses have been recorded in these financial statements as program expenditures. Wages and benefits of staff members directly involved in a particular program are considered to be program expenses if they are eligible expenses under the term of the funding agreement. Other program expenses, if eligible under the terms of the funding agreement, have been allocated to the expenses of the program in question.

NOTES TO FINANCIAL STATEMENTS

9. DEFERRED CONTRIBUTIONS

	2021	2020
Deferred contributions, beginning of year	\$ 107,054	\$ 37,339
<i>Contributions deferred during the year:</i>		
Mentorship program (Government of Saskatchewan)	41,089	26,673
SMS (Saskatchewan Organization for Heritage Languages Inc.)	9,837	1,623
English for Employment (Government of Saskatchewan)	6,126	5,011
PACT (Government of Canada)	127,597	69,247
Anti-Racism Network (Saskatoon Health Region)	-	1,000
Reel to Real (Multicultural Council of Saskatchewan)	-	3,500
LITE (Government of Canada)	11,350	-
LINC (Government of Canada)	3,852	-
Less:		
Amounts recognized as program revenue	(105,102)	(37,339)
Deferred contributions, end of year	\$ 201,803	\$ 107,054

The Association receives funding from the Government of Saskatchewan to be held, administered and distributed in accordance with the related funding agreement for the Mentorship program. Deferred contributions related to expenses of future periods represent unspent externally restricted funding for the purposes of paying operating expenditures in future periods.

The Association receives funding from the Saskatchewan Organization for Heritage Languages Inc. to be held, administered and distributed in accordance with the related funding agreement for the Saskatoon Multilingual School (SMS) program. Deferred contributions related to expenses of future periods represent unspent externally restricted funding for the purposes of paying operating expenditures in future periods.

The Association receives funding from the Government of Saskatchewan to be held, administered and distributed in accordance with the related funding agreement for the English for Employment program. Deferred contributions related to expenses of future periods represent unspent externally restricted funding for the purposes of paying operating expenditures in future periods.

The Association receives funding from the Government of Canada to be held, administered and distributed in accordance with the related funding agreement for the Professional Advancement and Career Training for Newcomer Women in Canada (PACT) program. Deferred contributions related to expenses of future periods represent unspent externally restricted funding for the purposes of paying operating expenditures in future periods.

The Association receives funding from the Government of Canada to be held, administered and distributed in accordance with the related funding agreement for the Language Training (LINC) program. Deferred contributions related to expenses of future periods represent unspent externally restricted funding for the purposes of paying operating expenditures in future periods.

The Association receives funding from the Government of Canada to be held, administered and distributed in accordance with the related funding agreement for the Learning Interculturalism Through Employment (LITE) program. Deferred contributions related to expenses of future periods represent unspent externally restricted funding for the purposes of paying operating expenditures in future periods.

NOTES TO FINANCIAL STATEMENTS

10. LONG-TERM DEBT

	2021	2020
General Management Services Ltd. tenant improvements allowance repayable in blended monthly instalments of \$7,983 including principal and interest at 5.00% per annum. The original amount of the allowance is \$420,121. The loan matures on August 1, 2021.	\$ 34,282	\$ 126,051
General Management Services Ltd. tenant improvements allowance repayable in blended monthly instalments of \$3,597 including principal and interest at 5.00% per annum. The original amount of the allowance is \$120,000. The loan matures on September 1, 2023.	101,223	-
	135,505	126,051
Amounts payable within one year	(73,270)	(91,573)
	\$ 62,235	\$ 34,478

Estimated principal repayments due in each of the next five years are approximately:

2022	\$ 73,270
2023	40,983
2024	21,252
	<u>135,505</u>
	\$ 135,505

11. FINANCIAL INSTRUMENTS

The Association, as part of its operations, carries a number of financial instruments. It is management's opinion that the Association is not exposed to significant interest, currency or credit risks arising from these financial instruments except as otherwise disclosed.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Association is exposed to credit risk from potential non-payment of accounts receivable. Most of the accounts receivable were collected shortly after year-end.

Liquidity risk

Liquidity risk is that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association enters into transactions to purchase goods and services on credit and lease office equipment and office space from creditors, for which repayment is required at various maturity dates. Liquidity risk is measured by reviewing the Association's future net cash flows for the possibility of a negative net cash flow. The Association manages liquidity risk resulting from accounts payable and accrued liabilities and long-term debt by investing in liquid assets such as cash and short-term investments which can be readily available to repay accounts payable and accrued liabilities and long-term debt.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk. The Association is not exposed to significant interest rate risk.



SCHEDULE 1 TO FINANCIAL STATEMENTS

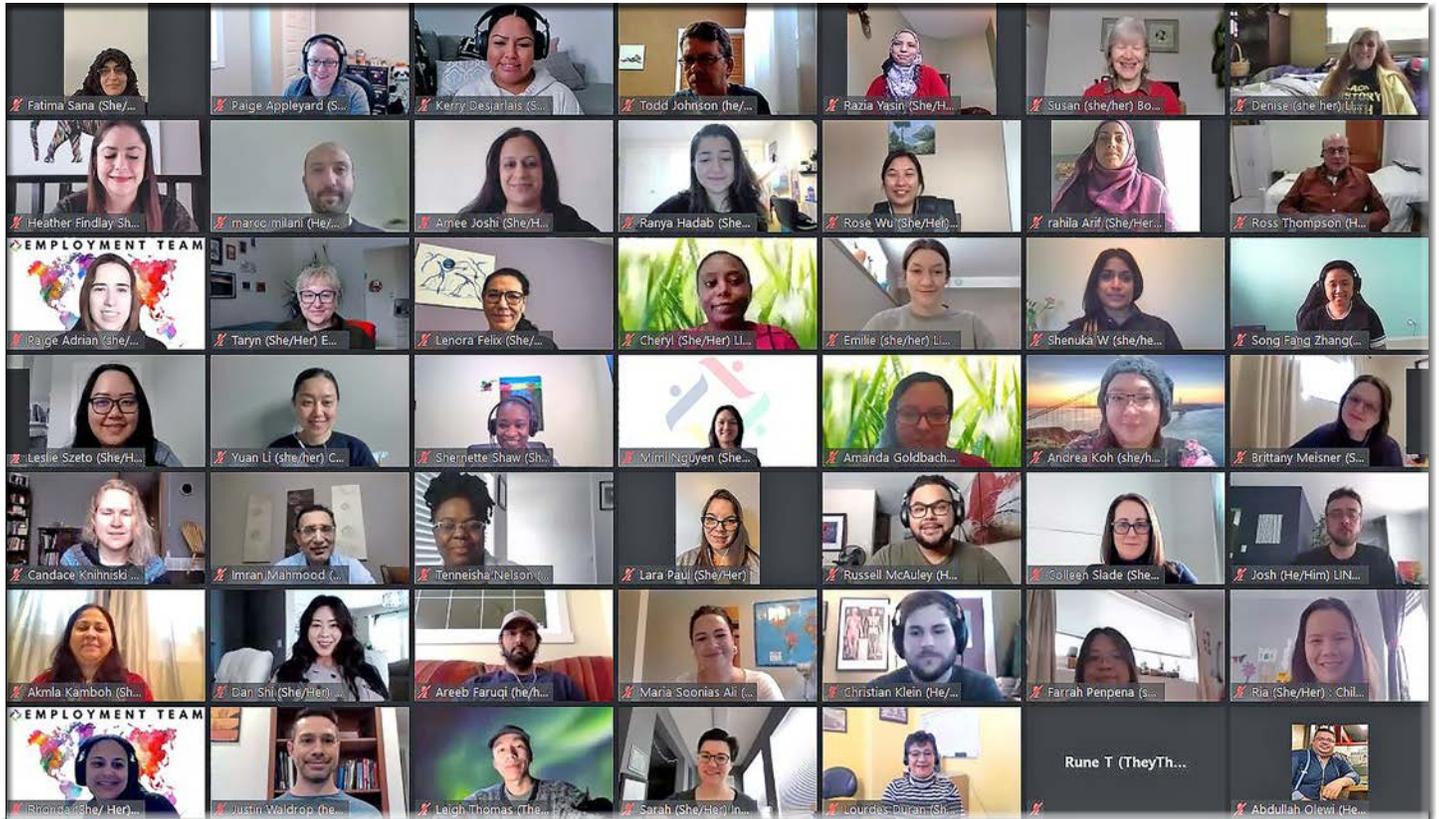
Program Revenue – Schedule 1 For the Year Ended March 31, 2021

	Anti-Racism Network	LINC IRCC	Settlement Programs IRCC	LITE ESDC	PACT ESDC	Mentorship	E4E	SMS	Intercul Educ SaskCulture	Total
Federal Government Funding	\$ 2,719	\$ 1,622,184	\$ 1,076,854	\$ 334,625	\$ 214,685	\$ -	\$ -	\$ -	\$ -	\$ 3,251,067
Provincial Government Funding	-	-	-	-	-	211,075	71,865	-	-	282,940
Municipal Government Funding	-	-	-	-	-	-	-	-	-	-
Other Funding	-	-	-	-	-	-	-	-	20,000	20,000
SOHL Funding	-	-	-	-	-	-	-	12,076	-	12,076
	2,719	1,622,184	1,076,854	334,625	214,685	211,075	71,865	12,076	20,000	3,566,083

SCHEDULE 1 TO FINANCIAL STATEMENTS

Program Expenses – Schedule 2 For the Year Ended March 31, 2021

	Anti-Racism Network	LINC IRCC	Settlement Programs IRCC	LITE ESDC	PACT ESDC	Mentorship	E4E	SMS	Intercul Educ SaskCulture	Total
Advertising	\$ 276	\$ 700	\$ 5,968	\$ 333	\$ -	\$ -	\$ -	\$ -	\$ 101	\$ 7,378
Communications	-	2,210	1,418	-	-	4,546	171	-	-	8,345
Daycare	-	-	-	-	-	-	-	-	-	-
Equipment rent	-	108	739	-	-	2,335	-	-	-	3,182
Event	-	-	-	-	-	-	-	208	4,104	4,312
Honoraria	-	1,900	12,150	5,833	50	-	-	1,700	1,550	23,183
Insurance	230	2,035	-	-	-	3,089	-	-	-	5,354
Membership Fee	-	-	-	-	-	-	-	50	-	50
Office Expense	-	-	-	-	-	744	-	-	-	744
Parking & Mileage	-	5,914	5,277	722	141	317	56	-	-	12,427
Participant Allowance	-	-	-	73,175	4,000	-	-	-	-	77,175
Professional Development	-	6,450	3,390	1,955	-	793	-	-	60	12,648
Professional Fees	-	-	4,289	12,793	200	-	-	-	-	17,282
Program Cost	-	92,144	86,408	63,468	65,967	9,721	3,557	157	6,461	327,883
Rent	-	94,381	92,578	35,417	15,000	34,374	2,579	-	137	274,466
Salary & Wages	2,205	1,335,110	640,679	139,839	129,142	139,639	65,647	10,176	7,582	2,470,019
Training	-	960	560	970	200	5,771	-	-	-	8,461
	2,711	1,541,912	853,456	334,505	214,700	201,329	72,010	12,291	19,995	3,252,909



Saskatchewan Intercultural Association (SIA)

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