



ANNUAL REPORT

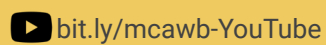
2021



**MULTICULTURAL ASSOCIATION
OF WOOD BUFFALO**

Celebrate | Educate | Integrate

P.O. Box 5298
Fort McMurray AB, T9H 3G3
(780) 791-5186 | www.mcawb.org





MULTICULTURAL ASSOCIATION
OF WOOD BUFFALO

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Brian Fung
Director



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Therese Greenwood
Executive Director



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Interpretations & Translations
Coordinator



Rima Kadri
Projects Coordinator



Shannon Lloyd
Projects Coordinator

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Treaty 8 Territory Land Acknowledgement

~English~

We respectfully acknowledge that we are meeting on Treaty 8 Territory.

We honour the traditional lands of the First Nations, Métis and Inuit peoples who have lived, travelled and gathered here for thousands of years. It is their footsteps that have marked these lands before us. Let us together steward these lands today and for the future.



~French~

Nous reconnaissons respectueusement que nous nous réunissons sur le territoire du traité 8.

Nous honorons les terres traditionnelles des peuples des Premières Nations, des Métis et des Inuits qui ont vécu, voyagé et se sont rassemblés ici pendant des milliers d'années. Ce sont leurs traces qui ont marqué ces terres avant nous, gérons ensemble ces terres aujourd'hui et pour l'avenir.



~Spanish~

Reconocemos con respeto que estamos reunidos en el territorio del tratado Octavo, honramos las tierras tradicionales de las Primeras Naciones, los pueblos Metis e Inuit quienes han vivido, viajado y reunido aquí durante miles de años. Son sus pasos los que han marcado éstas tierras antes que nosotros, administremos juntos éstas tierras hoy y para el futuro.



~German~

Wir erkennen mit dem höchsten Respekt an, dass wir uns auf dem Gebiet des Treaty 8 befinden. Wir würdigen das traditionelle Land der First Nation, Metis und Inuit Volksgruppen, die hier seit tausend von Jahren leben, reisen und sich versammeln. Es sind ihre Schritte, die dieses Land vor uns gekennzeichnet haben. Lasst uns zusammen dieses Land heute und in der Zukunft innewohnen.



~Hindi~

हम सम्मानपूर्वक स्वीकार करते हैं कि हम 8 क्षेत्र पर मिल रहे हैं, हम प्रथम राष्ट्र, मेटिस और इनुइट लोगों की पारंपरिक भूमिका सम्मान करते हैं जो हजारों वर्षों से यहां रहते हैं, यात्रा करते हैं और एकत्र हुए हैं। यह उनके पदचिह्न है जो हमसे पहले इस भूमि पर चिह्नित हुए थे, आइए हम एक साथ इन भूमियों को आज और भविष्य के लिए संभालें।



~Arabic~

نحن بنعترف ونحترم ونقر تعايشنا سوي علي ارض المعاهده الثامنه. نحن نقدر ونحترم السكان الأصليين للارض والميتيس والانويت الذين عاشوا فيها وسافروا وتجمعوا فيها قبلنا من ملايين السنين. نحن الان نخطوا ونمشي علي خطاهم ونعترف بفضلهم علي الارض الممتلئة بعلامتهم وبفضلهم. ولذلك فلنجتمع سويا ونعمل علي المحافظه عليها في كل وقت الان وفي المستقبل.



~Tagalog~

Kami ay magalang kilalanin ang aming pagtitipon-tipon sa teritoryo ng treaty 8, pinapahalagahan namin ang tradisyonal na lupain ng mga First Nations, Metis at Inuit na nabuhay, naglakbay, at nagtipon dito nang libo-libong taon. Ang kanilang yapak ang unang tumatak sa mga lupang ito bago tayo, magsama-sama tayong maging katiwala nitong lupa ngayon at sa hinaharap.

Message from our President



As Chair of the Board of Directors of the Multicultural Association of Wood Buffalo (“MCA”), I wish to thank our generous donors/sponsors, dedicated staff, our wonderful volunteers, and our many members for their tremendous efforts on behalf of the MCA during the year. It has been a challenging and rewarding year as we continued to adjust to the pandemic’s impact on our events and programming, as well as the 2020 spring flood that affected our offices.

For much of the past year, MCA continued the process of successfully transitioning many of our events, services and programs to online platforms. That success was due to the hard work and dedication of our staff and volunteers, and the continued support of the Wood Buffalo community. I would like to extend a heartfelt thank you to all of our volunteers, members, and staff for their dedication and for continuing to support MCA as part of the rich multicultural life of our community.

I am proud to say that MCA’s online planning helped maintain community access to cultural events, programs and services in a seamless and efficient way. February of 2021 saw our annual flagship event, the Multicultural EXPO, expand to encompass the entire month in a virtual platform. The locally created videos posted over the MCA Facebook and YouTube channels showcased 290 individuals from over 50 cultures through cultural attire, food, music, and dance, including our popular youth talent show. The online event began with a multilingual Treaty Acknowledgement in seven different languages.

This year brought a powerful reckoning with the national recognition of the unmarked graves of 215 children at one of Canada’s residential schools, sadly followed by similar tragic announcements throughout the course of the year. The MCA team shares our deepest condolences with the many families in the Wood Buffalo region who have experienced the brutal legacy of Canada’s residential school system, including our Vice President, Robert Cree, who has generously shared his wisdom and knowledge with us.

With this in mind, we at the MCA Board of Directors chose to withdraw the annual Canada Day Bannock and Pancake Breakfast to instead take the day to reflect upon and remember the impact residential schools had upon Indigenous communities here and across Canada. We at MCA commit to continuing to honour the lived experiences of the many residential school survivors in Wood Buffalo who continue to face the ongoing legacy of trauma, racism, and systemic barriers.

Dango Gogo
MCA Board President

Message from our Executive Director

Multiculturalism continues to be one of the greatest resources in Wood Buffalo, contributing in equal amounts to our community's culture and economy. In 2021, even with the challenges of the ongoing recovery from the 2020 flood and the global pandemic, nothing could dampen our pride and enthusiasm at living in one of the most culturally diverse regions in Canada.

We saw this clearly as MCA enjoyed an expansion of its local collaborations and partnerships, including the incredible turnout for our annual EXPO event, transitioned to a virtual platform that took place over the entire month of February. The event showcased more than 50 cultures and, for the second year in a row, was a Finalist for an Arts Council of Wood Buffalo Buffy's Awards for Creative Collaboration.

Our English Language Learner's Assistance (ELLA) program also continued successfully in its online format, with tutors providing Newcomer students with one-on-one coaching. For the second year in a row, the MCA was honoured with the "Partners in Education" award from the Fort McMurray Public School District.

Other important 2021 collaborations included:

- For the first time, MCA joined the Wood Buffalo Regional Library and Markaz-Ul-Islam to mark October's Islamic Cultural Month with a youth video and poster contest promoting Anti-Islamophobia.
- MCA began a new partnership with Girls Inc. of Northern Alberta to mark Human Rights Day with a focus on combatting gender-based violence, reducing inequalities, and advancing human rights.
- MCA partnered with the St. Aidan's Society to reduce potential language barriers for community seniors wishing to access COVID vaccination campaigns.
- MCA worked with the Athabasca Tribal Council to expand our Financial Literacy Program to a format suitable for Indigenous students, with a pilot program expected in 2022.
- Our Public Notary Clinic, presented in partnership with Don Scott Law Offices, was revamped from a drop-in to an appointment-only session in keeping with provincial vaccine program guidelines.
- MCA was part of the Red Cross 2020 Flood Mental Health Collaborative, a group of nine partner agencies. MCA worked with partner agencies on translation and interpretation services, as well as facilitating discussion with cultural groups about unique needs and barriers.
- Our Cultural Awareness Training program was presented virtually to Suncor Energy staff across Canada and presented in both French and English.

Thank you to everyone who partnered, participated, volunteered, attended or watched MCA's programs, services and events throughout the year. It has been truly a privilege to live and work in such a wonderfully diverse community.



Therese Greenwood
MCA Executive Director

About MCA

The Multicultural Association of Wood Buffalo (MCA) was established in 1985 as a way to support cultural groups and newcomers through programs and events, as well as to foster cross-cultural awareness and understanding.

Our Vision

Unity in Diversity



Our Mission

To foster an environment in which individuals and groups may contribute to the cultural heritage of Alberta, encouraging communities to share their cultures, build bridges and grow harmoniously in Canadian life.

Our Values

Our values define how we serve and build relationships with our multicultural community, as well as our workplace.

Diversity: MCA values the diversity and differences among persons from all over the world who live and work in the RMWB. All programs and activities celebrate and educate the multicultural contributions from our citizens.

Integrity: MCA values integrity. All its programs and activities are distinguished by a commitment to honesty, accountability and transparency.

Inclusivity: MCA values the inclusion of all persons in our community. All programs and activities ensure that every culture feels at home in Wood Buffalo and supports integration to ensure our cultural community members have the skills and resources necessary to be successful in our community.

Mutual Respect: MCA values mutual respect. All programs and activities promote a welcoming environment for all cultures and people from around the world.

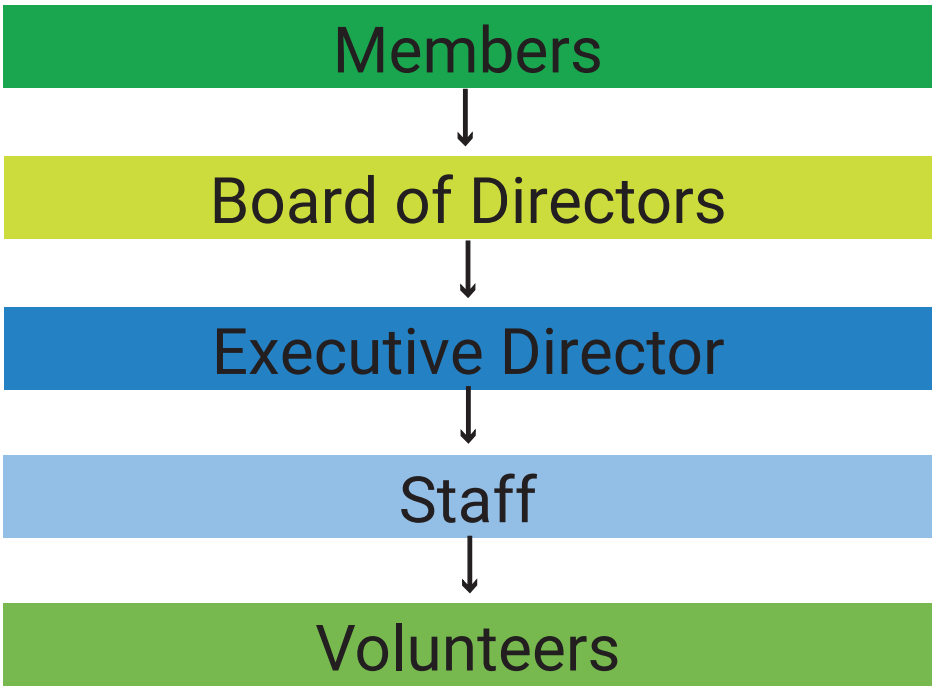
Membership & Volunteering

MCA membership is open to organizations (voting) and individuals (non-voting) to share the benefits of early-bird registrations and program discounts. MCA has an ever-growing member and volunteer base.

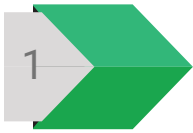
Since the last Annual General Meeting (AGM), we had over **425** volunteer hours logged.

Organizational Structure

The MCA is governed by a board of directors whose mandate is to provide strategic leadership to the organization. They are responsible for developing policies on code of conduct, conflict of interest, meeting management, policy development, recruitment of Executive Director, strategic planning, as well as board recruitment, evaluation and succession planning.



Strategic Plan 2017 - 2022



Strengthening MCA Culture

- MCA places value on employee wellness and personal growth;
- MCA empowers our employees/volunteers with the skills and resources they need to be successful in their roles;
- MCA respects diversity and different points of view;
- MCA encourages and celebrates employees who reach beyond the status quo.



Embracing Sustainability

- MCA uses financing responsibly;
- MCA builds a strong balance sheet with diverse revenue sources;
- MCA budgets sensibly, optimizing resources.



Meeting Stakeholders' Needs

- MCA will strengthen the administrative support and educational resources to build capacity for our cultural groups;
- MCA will strengthen coordination and convene important conversations and connection between cultural groups;
- MCA will support ethno-cultural groups to develop and preserve their individual cultures and communities;
- MCA will function as an information liaison unit for ethno-cultural groups;
- MCA will coordinate and facilitate communication between individuals, groups, industry, businesses and government.



Creating Community Connections

- MCA acts as a trusted organization and provider of safe convening space;
- MCA is an organization with deep knowledge and experience in the field of multiculturalism, diversity and inclusion;
- MCA is a voice that constructively contributes to policy discussions about newcomers and individuals of diverse background, their special needs, and their connectedness with community;
- MCA has a team of individuals that people can turn to for services, training, consultation and advice;
- MCA is an organization that welcomes and strategically engages volunteers, stakeholders and cultural groups in Fort McMurray to enrich the community;
- MCA is an advocate and influencer of the importance of multiculturalism and anti-racism.

PROGRAMS



MCA's programs aim to help educate members of the Wood Buffalo region on what it means to be a part of a Multicultural Community. These programs also help equip people with the tools they may need to integrate and thrive in our community.

Programs

English Language Learners Assistance Program

The English Language Learners Assistance (ELLA) Program builds confidence in newcomer students so that they can actively participate in class and school activities. It helps children with their reading, writing, speaking and listening skills.

Due to language barriers, newcomer students in Wood Buffalo often struggle in school and frequently do not have sufficient homework support at home, as their parents may also be learning English.

The program is usually offered during school hours with a maximum of 2-to-1 students-to-teacher ratios for half an hour sessions.

In 2021, the MCA continued with an online format that was developed in 2020 in order to accommodate social distancing and regulations recommended by Alberta Health Services as part of the pandemic preparedness planning.

This online translation successfully allowed for tutors to provide Newcomer students with one-on-one coaching. via online video conferencing Through the efforts of this transition, the MCA was honoured with the “Partners in Education” award from the Fort McMurray Public School District for the second year in a row.

The ELLA program has been getting tremendous response to this model as it appears to meet the needs of a maximum number of students, as over the course of 2021, ELLA tutors assisted over 70 children and youth from ages 0 - 24 with their English language learning.



Financial Literacy Program

Participants of the Level 1 Financial Literacy Program gain knowledge in banking, budgeting, credit, debt, taxes, insurance, government support programs, avoiding fraud & scams, and investing. Level 2 covers financial goals, net worth, company stocks, private offerings, real estate investing, and cryptocurrency.

The sessions are highly interactive and provide newcomers with tools to help them and their families understand the Canadian financial system. Participants are provided with workshop material that serves as a great resource and document for future reference.

In 2021, the Spring Session resumed, following the same approach that was implemented in Fall 2020 following pandemic regulation. For both Spring and Fall sessions, MCA rented the Keyano recital theatre to conduct the Financial Literacy Program in-person, while following provincial guidelines surrounding the global pandemic to ensure the safety of both participants, volunteers and MCA staff.

Both sessions saw a total of 73 participants in attendance.

Programs

Cultural Awareness Training

The Cultural Awareness Training (CAT) provides workshops that address cross-cultural differences, as well as potential causes of misunderstanding and conflict. These workshops are tailored to each participating group in order to provide tools and strategies that can help address cross-cultural challenges.


In 2021, the CAT program provided 12 workshops to 281 individuals from 8 different agencies, including social/non-profits, Municipal and corporate departments, and educational institutions.

As part of the Red Cross Flood Mental Health Collaborative, MCA provided Cultural Awareness Training to participating agencies and their partner organizations.

In 2021...

72 
newcomer children
were assisted through
the ELLA Program

The Financial Literacy
Program saw

73 
participants
attend sessions

12
workshops were held
&
281 individuals
participated in
Cultural Awareness Training

EVENTS



The Multicultural Association hosts a number of annual events which seek to help the Wood Buffalo Community celebrate diversity, learn about different cultures and to further help integrate people into the community.

Annual General Meeting 2020

Due to the circumstances surrounding the global situation with COVID-19, the MCA held their Annual General Meeting for the first time through online conference to keep with provincial health guidelines. The AGM took place on November 30th, 2020 via Zoom.

The MCA also bid farewell to directors Robert Skulsky and Luis Gonzales and welcomed Brian Fung, Konstantin Polukarov, Purva Sharma and Jennifer Turner to the board of directors.

Human Rights Day 2020

Human Rights Day is observed annually on December 10th in commemoration of the day in 1948 when the Universal Declaration of Human Rights was adopted by the United Nations General Assembly.

On December 10, 2020, the MCA held a virtual Human Rights Day Conversation Café featuring various videos submitted by local youth and community members, each discussing their perspective on the theme “Recover Better - Stand Up for Human Rights”.

Volunteer and Board Appreciation 2020

Due to physical distancing requirements in 2020, the Volunteer and Board Appreciation was moved online. For this event, it was important more than ever to recognize those who have stepped up in a big way during an unprecedented year.

This year for the first time, MCA acknowledged two categories of volunteers for their contributions towards bettering our community: “Volunteers of the Year” and “Volunteer Organization of the Year”. Board President Dango Gogo acknowledged the two groups with a special message of thanks that was posted to the MCA Facebook page.

The Volunteer Organization of the Year recognized the Immigrant Advisory Table (IAT). MCA was honoured to have IAT committee members submit videos describing their background, history with the committee and why they volunteer.

The Volunteers of the Year recognized the incredible translators who helped with the 2020 pandemic and flood emergency translations. These individuals aided in translating approximately 210 messages in 9 different languages during the pandemic and flood. These

contributions ensured that our widely diverse community had adequate support, helping to understand complex notices/documents related to health notices and emergency procedures.

This year, MCA also put an emphasis on supporting local. We ensured that our tokens of appreciation for the honorees were also supporting local artists and businesses during a trying time.

Multicultural EXPO 2021

The Multicultural EXPO 2021 was expanded to a virtual format due to the ongoing pandemic. Instead of the regular one-day live event hosted by MCA in the past, a four-week virtual event was held during the month of February.

Throughout the month, four featured weeks of themed programming took place on both the MCA Facebook and YouTube pages. These themes included: Welcome Week, Youth Talent Show, Cultural Attire Showcase and Cultural Performances. The event saw over 35, 000 views who experienced over 50 cultures that were

Events

showcased through dance, food, fashion and music.

This year's EXPO began with a Multicultural Association Welcome Week, which included a blessing from local Métis Elder Lorrie Gallagher, as well as a treaty acknowledgement read in 8 languages - English, Arabic, Amharic, French, Spanish, Hindi, German, and Tagalog.

The Youth Talent Show featured 19 local youths who submitted videos showcasing a variety of talents, including piano, dance, and magic tricks.

Five participants from four different cultures participated in the Cultural Attire Showcase, and during the Cultural Performance Showcase, eight unique cultures were represented through cultural song, dance, cooking tutorials and more.

Overall, over 290 individuals participated in the creation of 44 videos that were posted on MCA's Facebook and YouTube pages throughout the month of February. Videos were viewed a combined total of over 35,000 times within the first week of posting, with over 5,300 reactions, over 1000 comments and over 355 shares.

Canadian Multiculturalism Day 2021

Multiculturalism Day is held every year in Canada on June 27th. This year, in acknowledgement of the day, MCA hosted a virtual Poetry Showcase to celebrate the vibrant and diverse cultures that exist within the Wood Buffalo Region.

Two poems were commissioned from local students and were then translated into 6 languages: Amharic, Arabic, French, Spanish, Hindi and Tagalog. Each poem was then performed and filmed in English as well as the other translated languages by other students and youth in Fort



McMurray. The videos were posted on MCA's Facebook and YouTube channels on June 27th every 90 minutes, with the first poem posted at 9:00am. "Candy Shop", written by local student Oluwasun Akinyede, and "The Jigsaw Puzzle", written by Rofdya Khaleel, were the two poems that were showcased for this event. Both poems explored the theme of diversity in Wood Buffalo and Canada.

Virtual Canada Day Songbook

The Multicultural Association of Wood Buffalo is withdrawing its 2021 Bannock and Pancake Breakfast in solidarity with the local day of reflection and remembrance being held on July 1 by Indigenous communities across the region.

MCA made this decision out of respect for local and national communities in mourning after the discovery of more than 1,000 unmarked graves at former residential schools.

The MCA's second Canada Day Songbook campaign premiered 15 videos of residents singing "O' Canada" on Facebook and YouTube. Among the videos, the national anthem was sung in 9 languages and over 45 community members participating. Each of the individual videos submitted were edited and compiled to create one unified multilingual national anthem.

The campaign, in its entirety, was viewed 2,400

Events

times. The unified multilingual national anthem was also featured on both nights of the drive-in movie event at MacDonaldd Island Park. The full Canada Day Songbook playlist can be viewed on the MCA's Facebook and YouTube channels.

World Eats in Wood Buffalo

As part of the 2021 Alberta Culture Days, The Multicultural Association of Wood Buffalo hosted a virtual multicultural cookery showcase entitled "The World Eats in Wood Buffalo". All dishes were created and filmed locally in the RMWB representing a variety of cultural backgrounds and traditional cuisines, including: Métis, Indian, Ukrainian, Pakistani, and Moroccan.

The event took place over the MCA Facebook and YouTube channels, and started off with a Blessing from a local Indigenous Elder. World Eats in Wood Buffalo videos and posts reached 27,668 accounts with 3,495 engagements, 323 reactions, 56 shares, and 86 comments. The event videos were viewed a total of 135 times on YouTube.

As part of this event, MCA also hosted a Multicultural Culinary Trivia related to the video submissions for the virtual multicultural cookery to help increase engagement, participation and overall exposure and learning of various cultures and cuisines to be found here in the RMWB. Contest winners were the lucky recipients of "McMurray Métis - Kokum's Cookbook: Volume 1", and 8 winners were selected from answering the right answer for the provided trivia questions.



In 2021...

MCA welcomed new Board Directors



Brian Fung
Director



Jennifer Turner
Director



Konstantin Polukarov
Director



Purva Sharma
Director

and bid a fond farewell to past Directors Luis Gonzales and Robert Skulsky.



MCA's Organization of the Year Recipient:



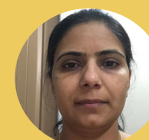
MCA's Volunteers of the Year Recipients:



Inderjit Cheema
Punjabi Translator



Vivian Ha
Mandarin Translator



Purva Sharma
Punjabi Translator



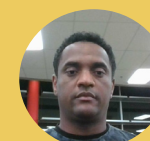
Shirean Aladarbeh
Arabic Translator



Shukri Maalin
Somali Translator



Oksana Leshchuk
French Translator



Mesfin Gelaw
Amharic Translator



Jenny Domucmat
Tagalog Translator



Archana Mathur
Gujarati Translator



Eva Fuente
Tagalog Translator



Cecilia Sara
Spanish Translator



SERVICES

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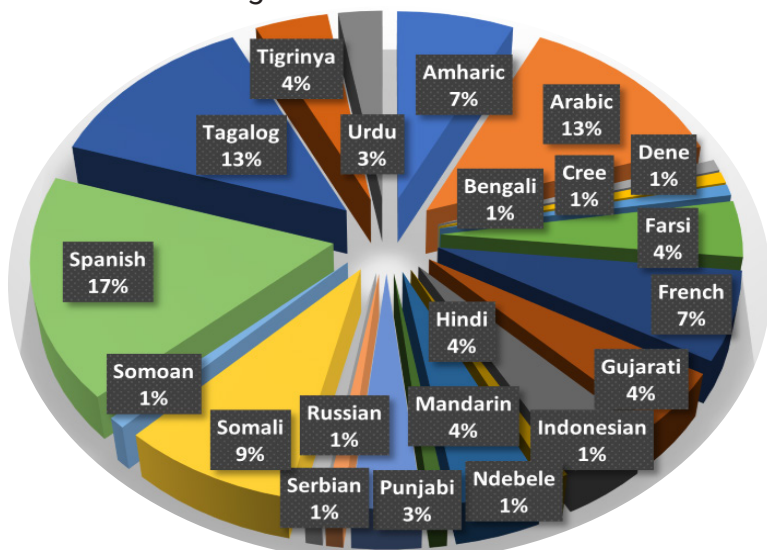
The Multicultural Association provide a number of services that assist the local Wood Buffalo community and aim in helping overcome language barriers.

Interpretation and Translation

The MCA offers Interpretation and Translation services to help overcome language barriers in the Wood Buffalo community through certified and non-certified document translation as well as interpersonal interpretation.

In 2021, the Interpretation and Translation unit saw 105 translation requests as well as 20 interpretation requests serviced in over 15 different languages. The top 5 requested languages to be translated to or from English this year were Spanish, Arabic, Tagalog, Amharic, and French.

This year, the MCA assisted with language services in various different ways through the community. Throughout the year, the MCA played a role in translation efforts to help overcome language barriers for mental health partners and organizations in the Wood Buffalo region. Through this initiative, the MCA translated mental health posters and event information posters into 16 different languages. In September, as part of MCA's commitment to the RMWB community, the organization helped to provide translations for the 2021 United Way Social Media Campaign, and in October, MCA assisted with the translation of the Alberta award-winning film "Back Home Again" into Cree and Dene.



Notary Services

The Notary Clinic is a free service for newcomers and immigrants in the Wood Buffalo region. In partnership with Don Scott Law Office, the MCA is able to host the Notary Clinic and provide volunteer Commissioners of Oath to help each client with their notarization needs. This service helps notarize documents such as travel document applications, police record documents, commissioning documents, witnessing visa applications, certified copies, Powers of Attorney, travel consents, proofs of life, and more.

In 2021, the Notary Clinic took a new direction in order to accommodate provincial vaccine program guidelines. Changes made to the clinic were remodeling the drop-in program to an appointment-only session. While the Notary Clinic is still a free service, clients were asked to book pre-scheduled timeslots in advance to the clinic.

Since the last Annual General Meeting, the Notary Clinic has served 36 clients with 173 documents, saving the community approximately \$13,840 in notary fees. This year, most of the clinic's clientele have been Canadian Citizens (53%), Permanent Residents (42%), with the remaining 5% as clients of other immigration status (work visa, student, etc).



MCA's Programs, Events and Services have reached individuals and groups from the following countries:



- | | | | | |
|------------|-------------|-------------|-------------|-------------------|
| Bangladesh | Germany | Jamaica | Pakistan | Sri Lanka |
| Brazil | Grenada | Japan | Panama | Sudan |
| Canada | Guyana | Lebanon | Philippines | Trinidad & Tobago |
| China | Hungary | Libya | Poland | Ukraine |
| Colombia | India | Mauritius | Romania | U.S.A |
| DR Congo | Indonesia | Moldova | Russia | Yemen |
| Egypt | Iran | Morocco | Scotland | Zambia |
| England | Ireland | Netherlands | Serbia | |
| Eritrea | Italy | Nicaragua | Somalia | |
| France | Ivory Coast | Nigeria | South Korea | |

Collaborations



In 2021, the MCA's many collaborations included:

- For the first time, MCA joined the Wood Buffalo Regional Library and Markaz-UI-Islam, the Islamic centre of Fort McMurray, in marking October's Islamic Cultural Month with a youth video and poster contest promoting Anti-Islamophobia.
- MCA established a new partnership with Girls Inc. of Northern Alberta to mark Human Rights Day with a focus on combatting gender-based violence, reducing inequalities, and advancing human rights.
- Our Cultural Awareness Training program, originally designed for the Wood Buffalo community, was presented virtually to Suncor Energy staff across Canada and presented in both French and English.
- MCA partnered with the St. Aidan's Society to reduce potential language barriers for community seniors wishing to access COVID vaccination campaigns.
- MCA worked with the Athabasca Tribal Council to expand our Financial Literacy Program to a format suitable for Indigenous students, with a pilot program expected in 2022.
- Our Public Notary Clinic, presented in partnership with Don Scott Law Offices, was revamped from a drop-in to an appointment-only session in keeping with provincial vaccine program guidelines.
- MCA was part of the Red Cross 2020 Flood Mental Health Collaborative, a group of nine partner agencies working to increase access to mental health services to those impacted by the spring flood. MCA worked with partner agencies on translation and interpretation services, as well as facilitating discussion with cultural groups about unique needs and barriers.
- The Multicultural Association is a member of the Steering Committee of the Newcomer Interagency Network (NIN). The NIN is a network of organizations and employers in the RMWB committed to working together to enhance the lives of newcomers to our community. On behalf of NIN, MCA finances and manages The Welcome Centre, a free service for newcomers who have questions about accessing local support services.

Discriminatory Barriers

in Wood Buffalo

442 Respondents

The Canadian Human Rights Commission defines discrimination as: "an action or a decision that treats a person or a group badly for reasons such as their race, age or disability."

This survey was a collaborative effort by the Multicultural Association of Wood Buffalo (MCA) with the Wood Buffalo LIP and the Immigrant Advisory Table (IAT) aimed at understanding discriminatory barriers in the Wood Buffalo region. These research results will help establish tools to fight discrimination and make this community a more welcoming place.

Ethnicity of Respondents

Answer Choices Responses

Arab 3%

Asian (e.g. Chinese, Korean, Japanese) 6%

Black or African 16%

Caribbean 5%

White or Caucasian 37%

European 7%

First Nation 3%

Hispanic or Latin American 2%

Inuk (Inuit) 1%

Métis 2%

Non-Status First Nation 1%

Oceania (e.g. Australia, New Zealand, Fiji) 0%

West Asian (e.g. Afghanistan, Iran) 0%

South Asian (e.g. Indian, Pakistani, Sri Lankan) 13%

South East Asian (e.g. Vietnamese, Cambodian, Malaysian, Filipino) 6%

Prefer not to say 4%

Another ethnicity (please specify) 5%

Gender of Respondents

Answer Choices	Responses
Female	69%
Male	29%
Non-Binary	0%
Prefer not to say	1%
Another gender (please specify)	0%

Age of Respondents

Answer Choices	Responses
Under 18	5%
18 to 24	6%
25 to 34	25%
35 to 44	31%
45 to 54	17%
55 to 64	8%
65 to 74	4%
75 or older	0%
Prefer not to say	3%

Responses to survey questions:

39.13%

of respondents reported that they experienced discrimination or were treated unfairly by others in Wood Buffalo in the last 12 months.

Have you experienced or witnessed discrimination in Wood Buffalo in any of the following areas?

Answer Choices	Responses
Not applicable to me	33%
At school	13%
At work	46%
Within a trade union	6%
When accessing housing	6%
In a shop/restaurant	32%
When interacting with police or bylaw	12%
At an airport in Canada	17%
Somewhere else (please specify)	11%



WELCOME CENTRE
Newcomer Interagency Network



Human Rights Education and Multiculturalism Fund

Respondents felt that at least a few times of year they were:

Treated with less respect than others

Respondents felt this was due to:

Race:	18%	Mental Disability:	3%
Religious Beliefs:	12%	Income Level:	8%
Skin Color:	19%	Family and/or marital status:	7%
Gender:	17%	Place of origin and/or ancestry:	9%
Sexual Orientation:	6%	Age:	12%
Physical Disability:	5%	Dialect or Accent:	14%

People act as if they think I am not smart

Respondents felt this was due to:

Race:	16%	Mental Disability:	2%
Religious Beliefs:	4%	Income Level:	3%
Skin Color:	15%	Family and/or marital status:	1%
Gender:	12%	Place of origin and/or ancestry:	7%
Sexual Orientation:	1%	Age:	10%
Physical Disability:	3%	Dialect or Accent:	11%

I am called names or insulted

Respondents felt this was due to:

Race:	11%	Mental Disability:	2%
Religious Beliefs:	7%	Income Level:	3%
Skin Color:	13%	Family and/or marital status:	2%
Gender:	9%	Place of origin and/or ancestry:	5%
Sexual Orientation:	4%	Age:	4%
Physical Disability:	3%	Dialect or Accent:	6%

Financial Update

Multicultural Association of Wood Buffalo Statement of Financial Position

As at March 31, 2021

	2021	2020
Assets		
Current		
Cash	477,751	382,561
Restricted cash (Note 3)	12,220	12,220
Accounts receivable	3,072	994
Goods and services tax receivable	3,184	2,805
	496,227	398,580
Capital assets (Note 4)	25,761	7,456
	521,988	406,036
Liabilities		
Current		
Accounts payable and accruals	81,406	44,735
Deferred contributions (Note 5)	237,588	158,878
	318,994	203,613
Commitments (Note 6)		
Significant event (Note 9)		
Net Assets		
General fund	88,915	123,853
Capital fund	25,761	7,456
Internally restricted fund (Note 7)	88,318	71,114
	202,994	202,423
	521,988	406,036

Approved on behalf of the Board

signed by "Dango Gogo"

Director

signed by "Muhammad Ehtisham"

Director

Financial Update

Multicultural Association of Wood Buffalo Statement of Revenue and Expenses

For the year ended March 31, 2021

	2021	2020
Revenue		
Municipal grant funding (Note 5)	539,910	358,647
United Way funding (Note 5)	138,901	147,536
Provincial and federal grant funding (Note 5)	31,552	14,910
Sponsorship and fundraising (Note 5)	29,770	49,924
Government subsidy (Note 9)	13,997	-
Program revenue	5,570	22,112
Donations	4,587	2,179
Cultural performance, translation and interpretation services revenue	2,008	13,740
Memberships	380	2,295
Fire recovery	-	3,374
Casino revenue (Note 5)	-	31,013
Total revenue	766,675	645,730
Expenses		
Salaries and benefits	598,085	433,224
Office supplies	39,815	18,244
Professional fees	39,380	17,342
Programming costs	26,803	28,339
Rent (Note 9)	16,684	26,460
Training	12,779	-
Events expense	8,007	37,139
Advertising	7,656	7,814
Amortization	5,839	3,162
Telephone	4,227	2,182
Insurance	3,925	5,685
Equipment rental	2,322	2,907
Meals and refreshments	542	8,053
Bank charges and interest	40	34
Donations	-	2,065
Total expenses	766,104	592,650
Excess of revenue over expenses before other items	571	53,080
Other items		
Loss on disposal of capital assets	-	(184)
Excess of revenue over expenses	571	52,896

Financial Update

Multicultural Association of Wood Buffalo Statement of Changes in Net Assets

For the year ended March 31, 2021

	<i>General fund</i>	<i>Capital fund</i>	<i>Internally restricted fund</i>	2021	2020
Net assets, beginning of year	123,853	7,456	71,114	202,423	149,527
Excess of revenue over expenses	571	-	-	571	52,896
Capital asset purchases	(24,144)	24,144	-	-	-
Interfund transfers <i>(Note 7)</i>	(17,204)	-	17,204	-	-
Amortization of capital assets	5,839	(5,839)	-	-	-
Net assets, end of year	88,915	25,761	88,318	202,994	202,423

Financial Update

Multicultural Association of Wood Buffalo Statement of Cash Flows

For the year ended March 31, 2021

	2021	2020
Cash provided by (used for) the following activities		
Operating		
Cash receipts from operations	843,307	715,711
Cash paid for program service expenses	(136,481)	(161,012)
Cash paid for salaries and benefits	(587,492)	(414,298)
	119,334	140,401
Investing		
Purchase of capital assets	(24,144)	-
Increase in cash resources	95,190	140,401
Cash resources, beginning of year	394,781	254,380
Cash resources, end of year	489,971	394,781
Cash resources are composed of:		
Cash	477,751	382,561
Restricted cash	12,220	12,220
	489,971	394,781

Financial Update

Multicultural Association of Wood Buffalo Notes to the Financial Statements

For the year ended March 31, 2021

1. Incorporation and nature of the association

Multicultural Association of Wood Buffalo (the "Association") was incorporated under the authority of the Societies Act of Alberta. The Association has a mandate to foster and promote equality, social justice and institutional change. It encourages communities to share their cultures and grow together in Canadian life.

The Association is a registered charity and thus is exempt from income taxes under the Income Tax Act (the "Act"). In order to maintain its status as a registered not-for-profit organization under the Act, the Association must meet certain requirements within the Act. In the opinion of management these requirements have been met.

2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada using the following significant accounting policies:

Revenue recognition

The Association follows the deferral method of accounting for contributions paid. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. 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. Sponsorship revenue is recognized based on the term of the sponsorship contract. Product sales, program revenue and services revenue are recognized when the products or services are delivered to the customer.

Cash and cash equivalents

Cash and cash equivalents include balances with banks and cash on hand. Cash subject to restrictions that prevents its use for current purposes is included in restricted cash.

Capital assets

Purchased capital assets are recorded at cost. The policy of the Association is to capitalize assets when the useful life is greater than one year and the acquisition cost meets the capitalization threshold of \$500. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the declining balance method at rates intended to amortize the cost of assets over their estimated useful lives.

	Method	Rate
Computer equipment	declining balance	30 %
Office equipment	declining balance	20 %

Long-lived assets

Long-lived assets consist of capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The Association writes down long-lived assets held for use when conditions indicate that the asset no longer contributes to the Association's ability to provide goods and services. The assets are also written-down when the value of future economic benefits or service potential associated with the asset is less than its net carrying amount. When the Association determines that a long-lived asset is impaired, its carrying amount is written down to the asset's fair value.

Financial Update

Multicultural Association of Wood Buffalo Notes to the Financial Statements

For the year ended March 31, 2021

2. Significant accounting policies *(Continued from previous page)*

Contributed materials and services

Contributions of materials and services are recognized both as contributions and expenses in the statement of operations when a fair value can be reasonably estimated and when the materials are used in the normal course of the Association's operations and would otherwise have been purchased.

Volunteers have made significant contributions of their time to the Association's program and supporting services. Because of the difficulty in determining and supporting their fair value, services provided by volunteers are not recognized in the financial statements.

Financial instruments

The Association recognizes its financial instruments when the Association becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management. Financial assets and liabilities originated and issued in all other related party transactions are initially measured at their carrying or exchange amount in accordance with *CPA 3840 Related Party Transactions*.

The Association subsequently measures all of its financial assets and liabilities at cost or amortized cost, except for equity instruments that are quoted in an active market which are measured at fair value. Fair value is determined by published price quotations. Changes in fair value of these financial instruments are recognized in excess of revenue over expenses.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in net excess of revenue over expenses. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

The Association assesses impairment of all of its financial assets measured at cost or amortized cost when there are indicators of impairment. Any impairment, which is not considered temporary, is included in current year of excess of revenue over expenses.

Measurement uncertainty (use of estimates)

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Amortization is based on the estimated useful lives of capital assets.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenue over expenses in the periods in which they become known.

3. Restricted cash

Restricted cash may not be used for purposes other than those approved by Alberta Gaming, Liquor, and Cannabis.

Financial Update

Multicultural Association of Wood Buffalo Notes to the Financial Statements

For the year ended March 31, 2021

4. Capital assets

	Cost	Accumulated amortization	2021 Net book value	2020 Net book value
Computer equipment	39,386	13,778	25,608	7,266
Office equipment	14,486	14,333	153	190
	53,872	28,111	25,761	7,456

5. Deferred contributions

Deferred contributions consist of unspent contributions which are externally restricted. Recognition of these amounts as revenue is deferred to periods when the specified expenditures are made. Changes in the deferred contribution balance are as follows:

	Municipal grant	Casino	Provincial and federal grants	United Way	Other funds	2021	2020
Balance, beginning of year	-	12,220	24,394	15,820	106,444	158,878	90,323
Funds received during the year	539,910	-	25,965	143,356	114,579	823,810	679,433
Revenue recognized during the year	(539,910)	-	(31,552)	(138,901)	(34,737)	(745,100)	(610,878)
Balance, end of year	-	12,220	18,807	20,275	186,286	237,588	158,878

6. Commitments

The Association has entered into premises and equipment lease agreements with estimated minimum annual payments as follows:

2022	9,002
2023	9,002
2024	9,002
2025	9,002
2026	6,001
	42,009

Financial Update

Multicultural Association of Wood Buffalo Notes to the Financial Statements

For the year ended March 31, 2021

7. Internally restricted fund

During the year, the Board of Directors approved the use of internally restricted funds of \$14,753 (2020 - \$28,808) for the Expo event, \$nil (2020 - \$4,390) for the Financial Literacy Conference, \$nil (2020 - \$1,059) for the Financial Literacy Program, \$8,334 (2020 - \$nil) for flexible funds, \$3,359 (2020 - \$nil) for interpretation and translation services, and \$41,552 (2020 - \$nil) for operational expenses.

In addition, the Board of Directors approved the transfer of \$85,202 (2020 - \$86,699) from the general fund to the internally restricted fund. This amount includes \$21,030 (2020 - \$31,064) for the Expo event, \$nil (2020 - \$3,489) for the Financial Literacy Conference, \$8,799 (2020 - \$2,260) for the Financial Literacy Program, \$55,373 (2020 - \$41,552) for operational expenses and \$nil (2020 - \$8,334) for flexible funds.

8. 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, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

9. Significant event

During the year, there was a global outbreak of COVID-19 (coronavirus), which has had a significant impact on businesses through the restrictions put in place by the Canadian federal, provincial and municipal governments regarding travel, business operations and isolation/quarantine orders. The Association transitioned to hosting some events and programs virtually, while holding others in accordance with provincial and federal restrictions and regulations.

At this time, it is unknown the extent of the impact the COVID-19 outbreak may have on the Association as this will depend on future developments that are highly uncertain and that cannot be predicted with confidence. These uncertainties arise from the inability to predict the ultimate geographic spread of the disease, and the duration of the outbreak, including the duration of travel restrictions, business closures or disruptions, and quarantine/isolation measures that are currently, or may be put, in place by Canada and other countries to fight the virus.

In addition, during April 2020, the City of Fort McMurray's downtown area experienced a flood. The flood did not have a significant financial impact on the Association, however the office was not accessible from May through the end of the year. While the Association did not have access to its paper files, this was mitigated by transitioning to a digital filing system.

Temporary Wage Subsidy ("TWS")

Under the TWS programs, organizations experiencing significant revenue reductions during the COVID-19 pandemic are eligible to receive a subsidy for a portion of employee wages. For the year ended March 31, 2020, the Association claimed subsidies under the TWS program of \$13,997.

COVID-19 Related Rent Concessions

During the year, the Association received rent concessions which were directly related to the COVID-19 pandemic. The Association received a reduction in rent for 6 months totaling \$13,291 (2020 - \$nil) which has been recorded as a direct reduction to expenses.



MULTICULTURAL ASSOCIATION
OF WOOD BUFFALO

Thank You!

Our Sponsors and Community Partners



United Way
Fort McMurray
and Wood Buffalo



REGIONAL MUNICIPALITY
OF WOOD BUFFALO



DON SCOTT
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Red Cross**



WOOD BUFFALO
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Alberta
Human Rights Commission



Tany Yao, MLA

Fort McMurray - Wood Buffalo



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inc.**

of Northern Alberta



Canadian
Heritage

Patrimoine
canadien



Canadian Mental
Health Association
Wood Buffalo
Mental health for all



**YMCA of
Northern Alberta**

You could give your people



FRAP
FRANCOPHONE
ALBERTAINE
PLURIELLE
PASE



St. Aidan's
Society



WAYPOINTS



**CENTRE
OF
HOPE**



SOME OTHER SOLUTIONS
SOCIETY FOR CRISIS PREVENTION

You have helped us strengthen multiculturalism and inclusion in our region!