

# Annual Report

April 2021- March 2022



A C S • A E C

Association for Canadian Studies • Association d'études canadiennes





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# REPORT FROM THE CHAIR

The year 2021 to 2022 saw considerable expansion in the activities of the Association for Canadian Studies. As reflected in the Treasurer's Report, the ACS secured an all-time record income for the fiscal year exceeding two million dollars. The increase was in large measure attributable to the diversification and growth in revenue from research projects. Beyond the ongoing work on immigration-related research, we undertook important new initiatives focusing on the social determinants of health that emerged from the research conducted pertaining to the COVID-19 pandemic. The year was also marked by a return to in-person conferencing with the 24th edition of the Metropolis Canada Conference, attracting over 900 participants in Vancouver in March 2022. Prior to the pandemic, the ACS had a contractual obligation to hold the conference in Vancouver and we're pleased to report that the sizable participation enabled the Association to meet the commitment with no further obligations. The ACS also continued to secure significant media visibility across the country and remain one of the most frequently cited organisations of its type in mainstream media in Canada.

The continued expansion of Metropolis initiatives with new domestic and international networks saw the agenda around migration and identities constitute a greater share of the organisation's work relative to the promotion of knowledge of Canada, the latter of which is more closely aligned with the mandate of the Association for Canadian Studies. Last year we decided to keep the ACS and the Metropolis Institute brands distinct from each other. However, it remains important to examine the intersections and synergies between the two and thoughtfully articulate the nature of the relationship.





# REPORT FROM THE CHAIR

The size of the ACS and Metropolis staff continued to grow in 2021-2022. Pre-pandemic, there were under 10 persons employed full and part-time and during this fiscal year, the organisation employed over 25 full and part-time persons. With such expansion comes organisational changes and in particular the delegation of responsibility. To that end we have been reviewing human resources policies to ensure good practices and standards.

I want to thank the members of the Board of Directors of the Association for Canadian Studies for their continued involvement with the organisation. I also want to express our appreciation to the staff for their hard work and dedication as well as their resilience in the face of significant change to the organisation.

Finally, I thank the various partners and stakeholders of the ACS and Metropolis Canada that helped us immensely in meeting the challenges of the past year. Amongst them are Leger Marketing, the Canada History Fund (Canadian Heritage), Immigration, Refugees and Citizenship Canada, World Education Services, CCUNESCO, the Public Health Agency of Canada, the Canadian Immunology Task Force, the Canadian Race Relations Foundation, Nunavut Tunngavik Inc., the Treasury Board of Canada, the Vanier Institute.

## **Jane Badets**

Chair of the Board of Directors

Association for Canadian Studies & Metropolis Institute





# REPORT FROM THE TREASURER

Despite the ongoing challenges arising from the pandemics, ACS finances were stable for the fiscal year of 2020 to 2021. On the basis of annual operations, we generated a deficit of \$ 29 647 and record levels of revenue of \$2 067 582 and expenditure at \$2 067 852. These amounts represent considerable increases – some 50 percent – over the revenues and expenditures of the previous year, which were respectively \$1 367 340 and \$1 368 557. The increases are attributable to growth in revenues arising from a number of research projects that involve assessments of the social and economic impacts of COVID-19 on vulnerable populations. The return to in-person conferencing from virtual events also contributed to increases in registration revenues from ACS and Metropolis Institute events. As overall income rose, there were continued changes in the share provided by certain long-standing funders of the Association and most notable amongst them, the Department of Canadian Heritage whose overall contribution dropped from about 25 percent in 2020-2021 to approximately 16 percent in 2021-2022.

We are pleased to report that all important commitments pre-COVID for costs associated with conference rentals (i.e. hotel and meeting rooms, food and beverage) have been settled. We no longer have past obligations to be met in this regard.

Overall, the Association for Canadian Studies reserve fund stood at \$161 544 for this fiscal year.

Farid Rohani  
Treasurer  
Association for Canadian Studies & Metropolis Institute





# CONFERENCES AND EVENTS



- a)** Metropolis North America Migration Policy Forum
- b)** Metropolis Canada's 4th Annual Forum on Measuring Identities
- c)** Annual History Conference
- d)** Metropolis Francophonie Mondiale Conference
- e)** Metropolis Americas' Inaugural Conference in Collaboration with the World Refugee & Migration Council



# a) Metropolis North America Migration Policy Forum

**COVID-19's Impact on Migration and Borders in Canada, the USA and Mexico**

**Online Conference:** June 28-29, 2021

**Partner:** University of Manitoba

The annual Metropolis North America (MNA) Migration Policy Forum has become an important three-country platform for exchanging evidence-based ideas and practices on migration and identities. This year's virtual forum showcased research on the differential impacts of COVID-19 on immigrants, Indigenous peoples and vulnerable communities in Canada, United States and Mexico – funded by the Canadian Institutes for Health Research (CIHR). In partnership with the University of Manitoba, collaborators/researchers of the CIHR funded project were invited to submit workshop proposals across nine sessions. In addition, two plenary sessions were featured over the course of the two days with three round tables, including US-Canada border Mayors, Indigenous leaders, researchers, business leaders and public health officials.



**University  
of Manitoba**



# b) Metropolis Canada's 4th Annual Forum on Measuring Identities

**Multiculturalism @ 50: Diversity, Inclusion and Eliminating Racism**

**Online Conference:** October 6-8, 2021

**Partner:** Canadian Race Relations Foundation

Multiculturalism @ 50 brought together leading thinkers in Canada and from abroad to assess the state of multiculturalism domestically and in other countries receiving immigrants of various backgrounds. The aim of the Forum was to trace the evolution of multiculturalism as a demographic reality, policy, and/or ideal. The Forum facilitated lively debate between champions and critics; and created a better understanding of the differing visions of Canada that underlie these views. Looking ahead to the next fifty years, the Forum considered what direction Canada's multiculturalism's policy framework should take at this moment of the 21st century.



**Canadian  
Race Relations  
Foundation**

**Fondation  
canadienne des  
relations raciales**



# c) Annual History Conference

## **Inquiry, Equity and Engagement: Teaching History & Social Studies in 2021**

**Online Conference:** October 21-23, 2021

**Partners:** Ontario History and Social Science Teachers Association (OHASSTA); Manitoba Social Science Teachers Association (MSSTA); Alberta Teachers' Association Social Studies Council (ATASSC); Thinking Historically for Canada's Future; and Social Studies Educators Network of Canada (SSENC)

The Association for Canadian Studies partnered with the Ontario History and Social Science Teachers Association (OHASSTA), the Manitoba Social Science Teachers Association (MSSTA), the Alberta Teachers' Association Social Studies Council (ATASSC), Thinking Historically for Canada's Future and the Social Studies Educators Network of Canada (SSENC) to present this virtual conference over three days. The online conference featured both provincial and national content that provided the 400 history and social studies educators and delegates who attended with a unique opportunity to connect with colleagues from across the country, while continuing their professional development by learning new teaching tools and techniques in light of the many challenges brought upon by COVID-19.

The conference featured keynote speakers and over 40 workshop and panel sessions with teachers and leading academics, researchers, and others from government, NGO and educational organizations. There was also an extensive interactive virtual exhibitor room where delegates were able to view the resources of exhibitors and ask questions in real time.



# d) Metropolis Francophonie Mondiale Conference

## **Migration, Integration, Inclusion**

**Online Conference:** December 16-17, 2021

Building on the growing impact of the Metropolis conferences and forums organized for over 20 years, at the end of 2021 the Association for Canadian Studies responded to the demand from stakeholders for a dedicated platform for dialogue within the French-speaking world. Based on the model of the annual Metropolis Canada and Metropolis North America events, the inaugural edition of the Metropolis Francophonie Mondiale (MFM) Conference created a unique opportunity for dialogue and knowledge sharing on the complex issues of migration by opening the door to all stakeholders within the Francophonie.

Over three plenaries and 16 sessions with people representing 15 different francophone countries, the conference convened representatives from academia and think-tanks, policy makers and governments, civil society organizations, as well as international institutions originating from or affiliated with Francophone countries, including those who are directly affected by forced or voluntary migration.



# e) Metropolis Americas' Inaugural Conference in Collaboration with the World Refugee & Migration Council

**Bridging the Americas on Migration, Integration and Inclusion**

**Online Conference:** March 23, 2022

The virtual day-long conference in collaboration with the World Refugee and Migration Council was an opportunity to hear from experts and practitioners about the key migration pillars for an Americas conversation. Formalizing the transition from Metropolis North America to Metropolis Americas, the conference explored challenges of regional governance, the root causes of regional migration, migration flow management as well as the impact of COVID-19.

The logo for the World Refugee & Migration Council is located in the bottom right corner. It consists of a white rectangular box containing the text "WORLD REFUGEE & MIGRATION COUNCIL" in a dark blue, sans-serif font. To the right of the text box is a large, dark blue chevron pointing to the right.

**WORLD  
REFUGEE &  
MIGRATION  
COUNCIL**



# f) 24th Metropolis Canada Conference

**Reopening Canada: Looking to the Future of Immigration, Settlement and Integration**

**The Hyatt Regency, Vancouver, BC**

March 24-26, 2022

The 24th Annual Metropolis Canada conference was held in person at the Hyatt Regency Hotel in Vancouver over a three day period. It was the first event of this magnitude that the Metropolis Institute held in person since the start of the pandemic. For the first time in two years, immigrant service providers, policy makers and researchers and other key stakeholders from across Canada had the opportunity to hold in-depth exchanges about policy needs, best practices, lessons learned, the latest data and studies, and about how best to advance immigration and refugee settlement at this critical juncture in our history. On all accounts, it was one of the most successful Metropolis conferences ever. The event had over 900 delegates, 10 conference partners, 19 exhibitors, 3 plenary sessions, and over 100 conference workshops, panels, roundtables and posters featuring 265 delegates on the program.

Feedback was, as is every year, very positive. The satisfaction rate was extremely high and the comments toward the organization, content and structure of the 24th edition of the conference were very positive.



# SOCIAL RESEARCH



- a)** Building an Inclusive History in Challenging Times
- b)** The Canadian Index for Measuring Integration and Inclusion
- c)** Envisioning the Future of the Immigrant-Serving Sector
- d)** Montreal Filipino Diaspora COVID-19 Vaccine Equity Project
- e)** Network to Inform Social Policy on COVID-19 Variants and Vaccination
- f)** Risk & Immunity Situation of COVID-19 - Montreal-North
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- i)** Maturity Model on Diversity and Inclusion
- j)** Understanding the Impact of the COVID-19 Pandemic on Quebec's English-speaking communities
- k)** Metropolis C.A.R.E.S

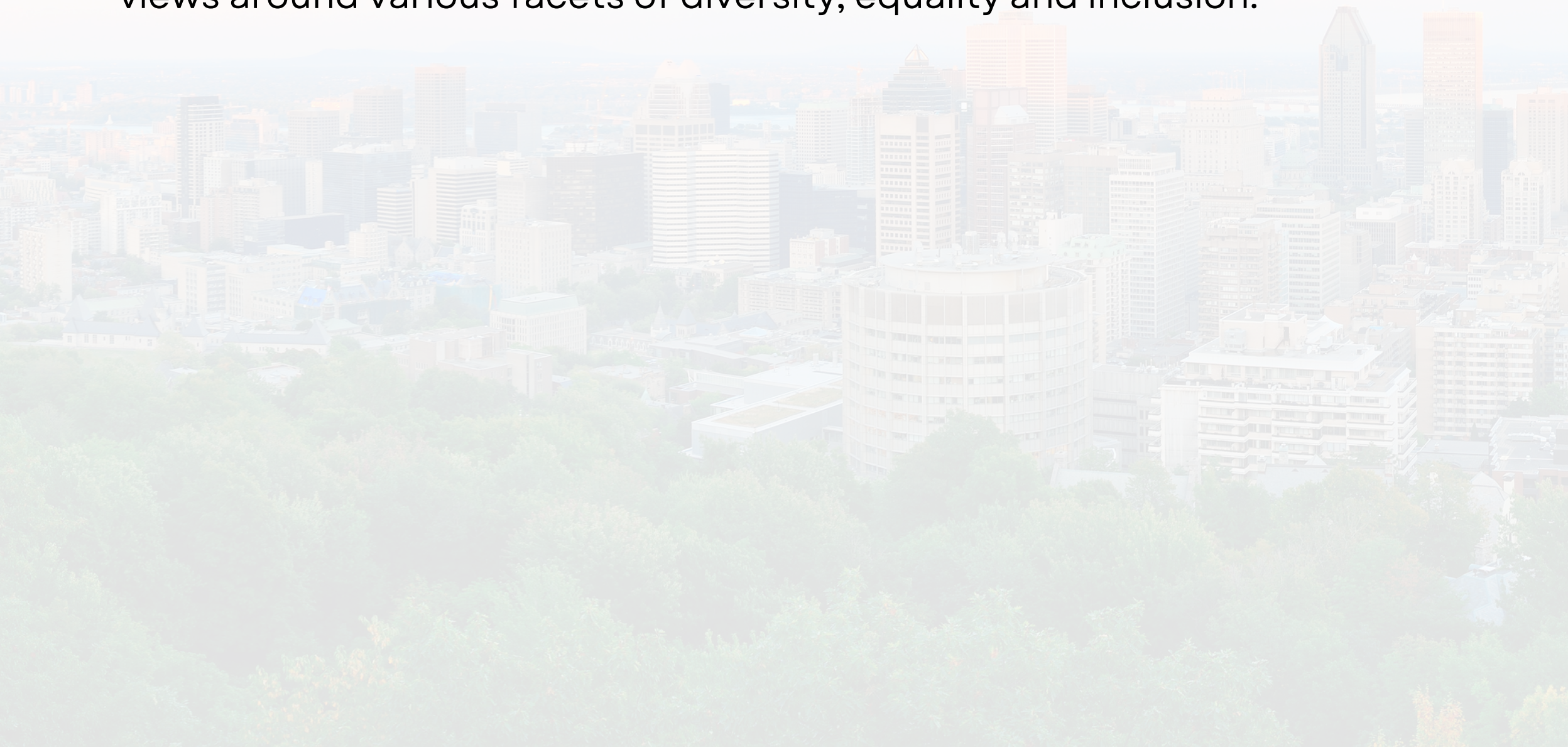


# SOCIAL RESEARCH

## a) Building an Inclusive History in Challenging Times

**Funded by:** Canadian Heritage

The public opinion data and demographic analysis that the ACS conducted in 2021-2022 touched on Canadians' multiple identities, their sense of belonging, support for language duality, knowledge of Canadian history, best practices in teaching Canadian history, and views around various facets of diversity, equality and inclusion.





# SOCIAL RESEARCH

## **b) The Canadian Index for Measuring Integration and Inclusion**

**Funded by:** Immigration, Refugee and Citizenship Canada

Supported by Immigration, Refugees and Citizenship Canada, in 2020-2021, the Canadian Index for Measuring Integration (CIMI) moved to the 3.0 edition, which featured its reframing as the Canadian Index for Measuring Integration and Inclusion (CIMII) project. Hence, in addition to the integration indicators, we are identifying inclusion indicators, and they will be the object of indexing in the forthcoming iteration of the CIMII.

Over the course of this period, the following activities were completed:

- Our research team used the Census 2016, Canadian Community Health Survey (CCHS) 2019 and 2020, and General Social Survey (GSS) 2013 and 2020 (Social Identity Cycle) to explore the generational status and visible minority status in the inclusion framework.
- Explored the economic outcomes of immigrants relative to the Canadian-born population in 23 of Toronto's Census Subdivisions.
- Explored generation status and visible minority status analyses using different regression models to ensure a fair (apples to apples) comparison between groups.
- Tested different regression models to better reflect the inclusion framework.
- Explored the Longitudinal Immigration Database (IMDB) to see how immigrants from different admission categories performed over the last 30 years
- Organized Expert Advisory Committee (EAC) meetings to seek their insights and feedback to guide the project and offer input into the project activities.
- Transferred knowledge to key stakeholders (settlement service providers, researchers, and policymakers) and engaged with CIMI users via our website, webinars, quarterly newsletters, and the Measuring Integration and Inclusion Workshop series.





# SOCIAL RESEARCH

## **c) Envisioning the Future of the Immigrant-Serving Sector**

**Funded by:** World Education Services

Between April 2021 to March 2022, the ACS-MI continued to advance the Mariam Assefa Funded project, “Finding Solutions for the Immigrant Serving Sector” through the continuation of our research and consultations with the immigrant serving sector. Project staff conducted two surveys, 4 focus groups, and over 40 key informant interviews with newcomers and settlement sector stakeholders with the aim to uncover challenges that newcomers and service-providing organizations encountered prior to and during the COVID-19 pandemic, as well as identify opportunities and strategies to strengthen the sector. In early March 2022, the team organized an extremely well attended, standing-room-only roundtable discussion at the Metropolis Canada Conference on the theme of New approaches in generating funding for the immigrant serving sector, which was based on the needs and findings that were uncovered during our research and consultations. In 2022-2023, the project team will be pilot-testing some of the solutions and recommendations that were uncovered during this period.

## **d) Montreal Filipino Diaspora COVID-19 Vaccine Equity Project**

**Funded by:** World Education Services

In July 2021, The ACS was granted additional funding from WES’s vaccine equity fund to develop a project addressing issues related to vaccine hesitancy in the Filipino community in Montreal. Working closely with local community based organizations such as PINAY Quebec, MIGRANTE Quebec and the Filipino Association of Montreal and Suburbs (FAMAS), and other community actors, the project team conducted a survey and developed a report highlight key findings relating to vaccine hesitancy amongst the Montreal Filipino diaspora and will be undertaking a multilingual public awareness campaign targeted at Filipinos (particularly caregivers) in Quebec to promote immunization and vaccine safety in addressing high levels of vaccine hesitancy in this community in the coming months.





# SOCIAL RESEARCH



## **e) Network to Inform Social Policy on COVID-19 Variants and Vaccination**

**Funded by:** Canadian Institutes of Health Research

The Network to Inform Social Policy on COVID-19 Variants (NISPCV) was formed by the ACS to coordinate and consolidate research around the social policy impacts of COVID-19 variants, conducted by academics, community and Indigenous researchers, ethnocultural associations, and government partners. The team was comprised of a multidisciplinary group composed of public policy and public health experts from Canada (University of Manitoba's Mamawipawin Research Space; Association for Canadian Studies), the United States (Native Nations Institute, University of Arizona; Center for Latin American and Latino Studies, American University) and Mexico (CIESAS) with a particular focus on the concerns of Indigenous peoples, racialized persons, immigrants, and refugees, groups that have been disproportionately affected by COVID-19 exposure, hospitalizations and mortality, but who have been largely ignored in public health campaigns.

The NISPCV is modelled after the previously established COVID-19 Social Impacts Network. The new network rapidly readjusted to accommodate forthcoming research on emerging issues arising from the variants such as the socioeconomic effects of public health measures over time. Furthermore, the network adapted again to add a vaccination component to the research being conducted and shared. It was particularly important at the time when there was prevalence of misinformation about vaccines and vaccine uptake was nominal in certain regions and among some groups. The dynamic nature of the network allowed researchers to explore people's attitudes and concerns about new variants and vaccination, even as they changed over a short period of time.





# SOCIAL RESEARCH

## e) Network to Inform Social Policy on COVID-19 Variants and Vaccination

Funded by: Canadian Institutes of Health Research



One of the main research projects undertaken by the ACS under the banner of the network was the project, COVID-19's Differential Impact on Indigenous Peoples and Newcomers: A Socioeconomic Analysis of Canada, US and Mexico, funded by the Canadian Institute of Health Research (CIHR). Through a mixed methods approach of online surveys and unstructured interviews, the objective is to reveal the changes in attitudes, behaviours, health and socioeconomic outcomes among people living in the three countries. The ACS's role in the study is to conduct questionnaire development, quantitative analysis, translation, and website management. Throughout fiscal year 2021-2022, the ACS team supported Dr. Lori Wilkinson and Dr. Kiera Ladner teams with survey waves 2, 3 and 4 which were conducted in March 2021, September 2021, and February to March, 2022, respectively. The project sunsets in fiscal year 2022-2023 once the survey results from wave 5 have been analysed.



## **f) Risk & Immunity Situation of COVID-19 - Montreal-North**

**Funded by:** COVID-19 Immunity Task Force, the Government of Canada through McGill University

The COVID-19 Immunity Task Force funded project, RISC-Montreal (Risk & Immunity Situation of COVID-19 - Montreal-North) was officially launched in July 2021. By comparing quantitative data from the web-based survey, qualitative data through interviews and infection rates through antibody tests from Montreal North residents with those from other Montreal neighbourhoods, the study aims to understand how community-level characteristics, in combination with individual characteristics and behaviours, may have increased the risk of COVID-19 infection in Montreal North. With the final report due in March 2023, the study aims to provide decision makers and community leaders with information for the successful implementation of prevention strategies in higher-risk neighbourhoods and priority populations.

Key accomplishments during the reporting period:

- Successful launch of our communication campaign which included a press release, website, radio shows, posters and flyers, newspaper ads and social media.
- The establishment of an Advisory Committee which included various community stakeholders from Montreal North. Quarterly meetings have been held to discuss the progression of the project as well as to share key findings.
- The project surveyed 2443 respondents, of which 697 respondents expressed interest in participating in the serological study
- The first batch of antibody results was received from our partner laboratory at the University of Ottawa on March 27, 2022.

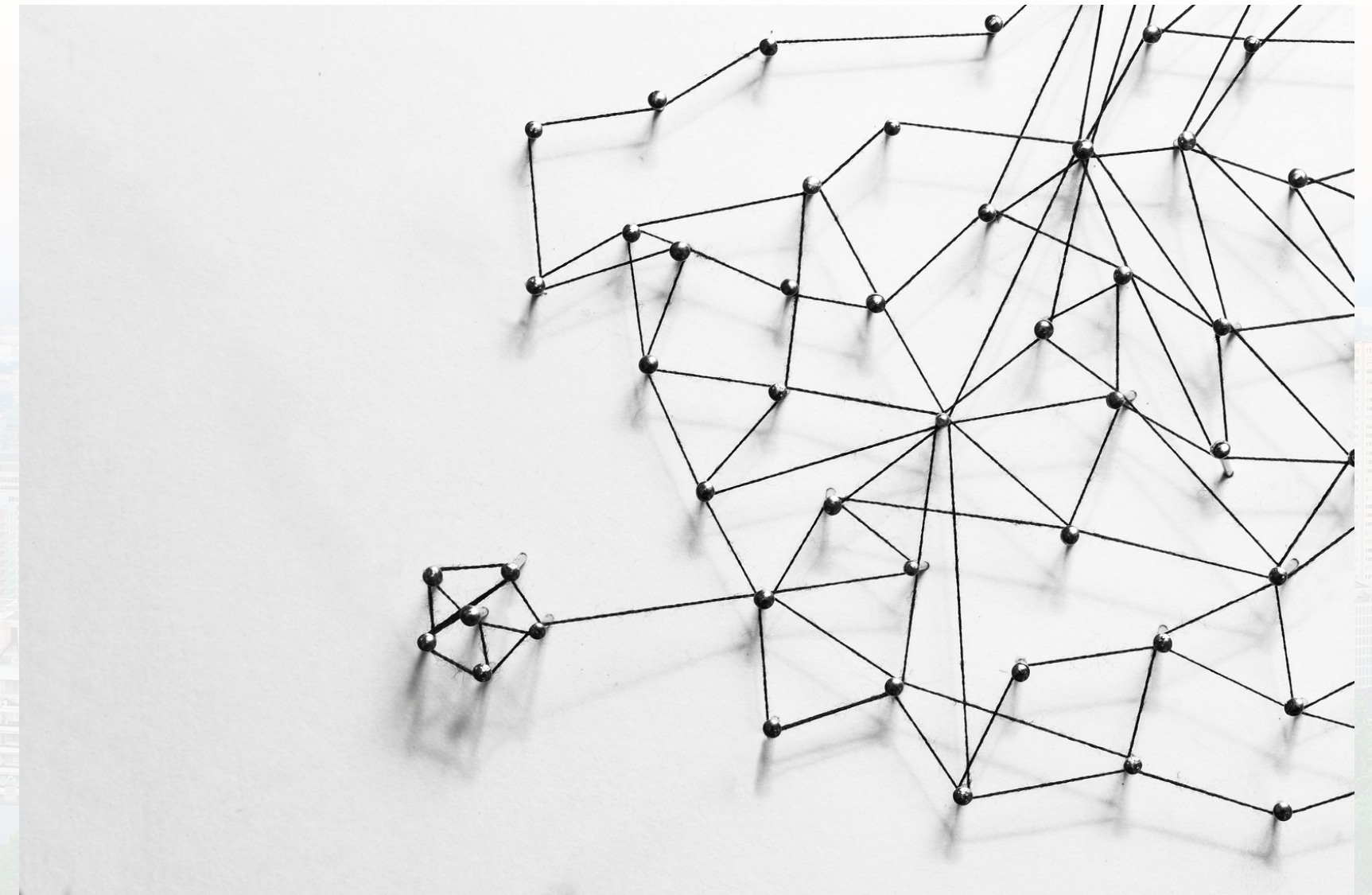


# SOCIAL RESEARCH

## **g) Vaccination Communication Network for Newcomer and Racialized Communities**

**Funded by:** Public Health Agency of Canada

In Fall 2021, the ACS began work on an 18 month project funded by the Public Health Agency of Canada (PHAC), known as the Vaccine Uptake Network. The project was dedicated exclusively to researching and creating multilingual content to address vaccine hesitancy in Canada's diverse immigrant communities. As the pandemic evolved, the project shifted to broader vaccine hesitancy and health literacy. Developed resources were disseminated to our network of immigrant service provider organizations across Canada.





# SOCIAL RESEARCH

## **h) Housing Continuum and Index for Nunavut**

**Funded by:** Nunavut Tunngavik Incorporated

This fiscal year, the ACS and Metropolis Institute began talks with Nunavut Tunngavik Incorporated (NTI), an Inuit-led organization with the mission of ensuring that promises made under the Nunavut Agreement are carried out, to co-develop a housing continuum and set of data resources to better account for the current and historic housing conditions in all 25 communities in Nunavut. These discussions led to a more formal agreement involving a concept development phase (from October 2021 to March 2022) to identify housing related needs and gaps in information available to Nunavut communities.

A plan of action was developed during the conceptual phase to collect primary data (e.g., surveys, community consultations, interviews and focus groups with community members, stakeholders and representatives from Inuit organizations) and secondary data (from the Census, Aboriginal Peoples Survey and several other population-based datasets) on all 25 communities that would better demonstrate housing and related needs.

An extensive review of the literature was also conducted and an annotated bibliography was published.

Another key accomplishment of the concept development phase was building an expert advisory committee with representatives from Nunavut Tunngavik Inc., Inuit Tapiriit Kanatami, Makivik Corporation, Canada Mortgage and Housing Corporation, Statistics Canada, the Government of Nunavut, McGill University's Institute for Health and Social Policy and more.

This work culminated in a proposal to implement a two-year plan in support of the Nunavut Inuit Sustainable Housing Index (NISHI) Project that was submitted to Nunavut Tunngavik Incorporated (NTI) in March 2022.





# SOCIAL RESEARCH

## i) Maturity Model on Diversity and Inclusion

**Funded by:** Treasury Board of Canada Secretariat

The Association for Canadian Studies (ACS) facilitated and supported the co-development of a Maturity Model on Diversity and Inclusion (MMDI) prototype that aimed to measure progress in diversity and inclusion in the public service. The MMDI prototype comprised six stages of organizational maturity that will assess diversity and inclusion in the workplace. The co-development of the MMDI involved facilitating and engaging with public sector employees through working groups and sessions.





# SOCIAL RESEARCH

## **j) Understanding the Impact of the COVID-19 Pandemic on Quebec's English-speaking communities**

**Funded by:** Canada Economic Development for Quebec Regions

In May 2021, the ACS began working on the project with Canada Economic Development for Quebec Regions (CEDEC). The aim of the project was to analyze the effects and impacts of the Covid-19 pandemic on the English-speaking community in Quebec. Three primary surveys were conducted with organizations/businesses serving the English-speaking community of Quebec, each one focusing on a specific theme or topic:

1. "Impacts of the Pandemic on Economic Development of the English-speaking Communities"
2. "Impacts of the COVID-19 Pandemic on the Tourism Industry in Quebec"
3. "Adjusting to a New Reality – Best Practices"

Results from these surveys were presented on October 5th, December 7th, 2021 and February 24th, 2022 in a series of virtual conferences (“Dialogue Days”) organized by Innovation, Science and Economic Development Canada (ISED), in collaboration with Canada Economic Development for Quebec Regions (CED) and several English-speaking Community organizations.



# SOCIAL RESEARCH

## k) Metropolis C.A.R.E.S

Coalition Assisting Refugee Entry and Settlement - A national network of migration actors involved in Canadian efforts to coordinate the arrival and settlement of refugees seeking asylum in the country. The bi-weekly meetings enable information sharing and coordination among a diversity of partners who all have a role to play in supporting the resettlement experience.

In September 2021, Metropolis C.A.R.E.S. (Coalition for Refugee Entry and Settlement) was launched. This national network brings together migration actors involved in Canadian efforts to coordinate the arrival and settlement of refugees seeking asylum in the country. The network's meetings provide a unique platform for information sharing and coordination among a diverse range of partners who all have a role to play in supporting the resettlement experience. Meetings were held on a monthly basis between September and November 2021.





# COMMUNICATIONS & MEDIA





# COMMUNICATIONS & MEDIA

After the Communications Assistant moved internally in August 2021, the staff of the Communications department is the Director of E-Learning and Web. Key achievements of the year were:

- the launch of a new website - [acs-metropolis.ca](https://acs-metropolis.ca);
- the launch of a weekly news digest compiling news stories of the week on the themes of immigration, diversity and inclusion, as well as a summary of ACS' activity in the media that week;
- the official launch of the Metropolis Institute identity, bringing all Metropolis themed products under one umbrella. Consistent communications throughout the year informed our partners and audience of this change;
- the launch of a new visual identity for Metropolis Institute and other Metropolis-themed products, including new logos and a complete visual style.

Owing to our depth, quality and relevance, findings from research conducted by the ACS is often referenced by the media on topics that include Canadian culture, perspectives and values. From October 2021 to March 2022 (the only period for which there is available data), the ACS had the third largest share of voice in traditional media in Canada when compared to the four other most cited non-profits in the same field (Figure 1 below).



# COMMUNICATIONS & MEDIA

Figure 1

Organisation	Number of citations
ACS	3.58k
Canadian Centre for Policy Alternatives	3.89k
Fraser Institute	9.26k
Frontier Centre for Public Policy	1.13k
Justice Centre for Constitutional Freedoms	1.37k



# E-LEARNING: UMETROPOLIS





# E-LEARNING: UMETROPOLIS

The year 2021-2022 saw continued progress on uMetropolis, our online learning platform for knowledge and skill-sharing around immigration, diversity and inclusion. The target audience is researchers, service providers, community workers, and government employees.

The courses on the learning platform will be funded by partners interested in developing courses for this target audience and Canadian Heritage. The year's major activities were:

- Hiring a graphic designer/e-learning developer;
- Hiring a videographer;
- The completion of the web platform (umetropolis.ca) that will host the courses;
- Funding secured for an additional course in partnership with CCUNESCO;
- Funding secured for two additional courses in partnership with Canadian Heritage;
- Content development for 4 courses:
  - a CCUNESCO-commissioned course for the Coalition of Inclusive Municipalities;
  - Measuring Immigrant Integration in Canada - a “how-to” course for the CIMI tool, partly commissioned by IRCC;
  - Reflections on Ancestry, Identity and the Peoples of Canada - a course based on the Canadian Issues publication The Personal Past: History, Identity and the Genealogical Impulse;
  - Managing Immigration During a Global Health Crisis





# PUBLICATIONS





**Fall/Winter 2021**

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Will Kymlicka, Raymond Théberge, Jennifer Elrick, Cecil Foster, Miriam Taylor, John Berry, Jean-Philippe Warren, Ratna Ghosh, Daniel R. Meister, Varun Uberoi, Benjamin L. Berger, Shibao Guo, Lee Blanding, Jeffrey G. Reitz, Jean Augustine





**Spring/Summer 2022**

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**Canadian Diversity**

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# Annual Report

April 2021- March 2022

Thank you



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