

# CRE Annual Report 2022-2023



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# A Message from the Executive Director

Aaniin Boozhoo,

From my relations to yours, I want to thank every program participant, partner, CRE staff and Advisory Circle member for your engagement with CRE's work. We're so grateful for the continued support of this community. Our work would not be possible without you.

The 2022-2023 fiscal year marked CRE's 15th anniversary, and I'm extremely proud of how we've grown and evolved over the past couple of years. Our work has always been Indigenous youth-led, and designed to support Indigenous youth leaders in creating pathways to reconciliation. With the launch of our new Strategic Plan for 2022-2025, we've shifted to focusing on programming, grants, and opportunities by and for Indigenous youth, and working towards a vision where Indigenous youth are empowered and connected as dynamic leaders in thriving and vibrant communities.

With this shift, it also became clear that we'd outgrown our current name, and this fiscal year we began the process of renaming and rebranding with support and input from CRE staff, program alumni, Indigenous youth, and partners, marking the start of an exciting new chapter in our journey (by the time this report is published we will have released our new name). This year, we continued to offer dynamic programming, grants, and opportunities focused on what Indigenous youth need to thrive. We had a total of 1,831 program participants across all four departments, 34 advisory circle members, and 116,720 digital engagements. We also saw our CREation Community Grants program continue to grow, mobilizing over \$2,226,000 in funding to Indigenous youth groups and collectives from coast to coast to coast.

As CRE embarks on a new chapter as an organization, we'll always put our relationships to Indigenous youth, community, to one another, and our partners first. As an organization, we will continue to embody our guiding beliefs of solidarity, innovation, reclamation, reciprocity, advocacy, resurgence, and accountability through our actions, work, and the relationships we make and maintain. I'm so grateful to everyone in our circle who continue to make our work possible and am thrilled to share our achievements from the past year with you.

Miigwetch.

## Hillory Tenute

Executive Director ("Executive Auntie")



# Message from CRE's Board of Directors

The 2022-2023 fiscal year marked CRE's 15th anniversary. In this time CRE has grown from a small organization focused on supporting Indigenous youth leaders in creating pathways to reconciliation, to a national organization whose vision is to work towards a future where Indigenous youth are empowered and connected as dynamic leaders in thriving, vibrant communities. Our work during this fiscal year is a reflection of this vision.

This year we were able to resume some in-person programming and engagement and began planning for an in-person Indigenous Youth Gathering for the first time in two years. We continued to offer a variety of programming focused on culture and wellness, solidarity, policy, research, and more. Throughout all our work, we prioritized relationships with Indigenous youth and our communities and partners, staff well-being, and accountability.

During the 2022-2023 fiscal year, CRE staff, program participants, and partners worked on many exciting programs, initiatives, and activities, including:

- Ongoing development of robust internal policies and procedures.
- Preparation for our first Indigenous Youth Gathering in two years.
- Continued engagement with our Community Advisory Circle to provide advice to CRE and the Board on CRE's programs and services.
- Initial engagement and work on renaming and rebranding.
- Mobilization of \$2,226,000 in grant funding to Indigenous youth-led initiatives through our CREation Granting Program.
- Hosting our Grounded Communities training retreat, bringing together BIPOC youth from across the country to discuss their visions of community building and solidarity.
- Engaging 183 youth through a policy hackathon, sharing circles, an online survey, and an in-person forum in Iqaluit on what their visions for UNDRIP implementation are.
- Facilitation of 326 program sessions resulting in a total of 848.25 program hours across Departments.

On behalf of the Board of Directors, we would like to thank CRE staff, program participants, partners, and Advisory Council members for their ongoing support and engagement with CRE's work. We would not be where we are today without the contributions of all those that believe in CRE's vision.

This is just a snapshot of the accomplishments that Indigenous youth and communities, CRE's staff, program participants, and partners achieved during this fiscal year. For more detailed information, we encourage you to review the full report.

## CRE Board of Directors

# Community Accountability

As a national organization, we recognize the diversity and strength of the communities and the various Nations we work alongside.

In 2020, we recommitted ourselves to implementing community accountability practices that are community and stakeholder-informed to ensure our work is done in a good way, and we continued this work in 2022-2023.

CRE's policies continue to be refined to ensure they are aligned with teachings received from staff trainings in the following areas:

- Anti-Black Racism
- Anti-Oppression
- Lateral Kindness
- Harm Reduction
- Trauma-Informed Care Practices
- Conflict Management

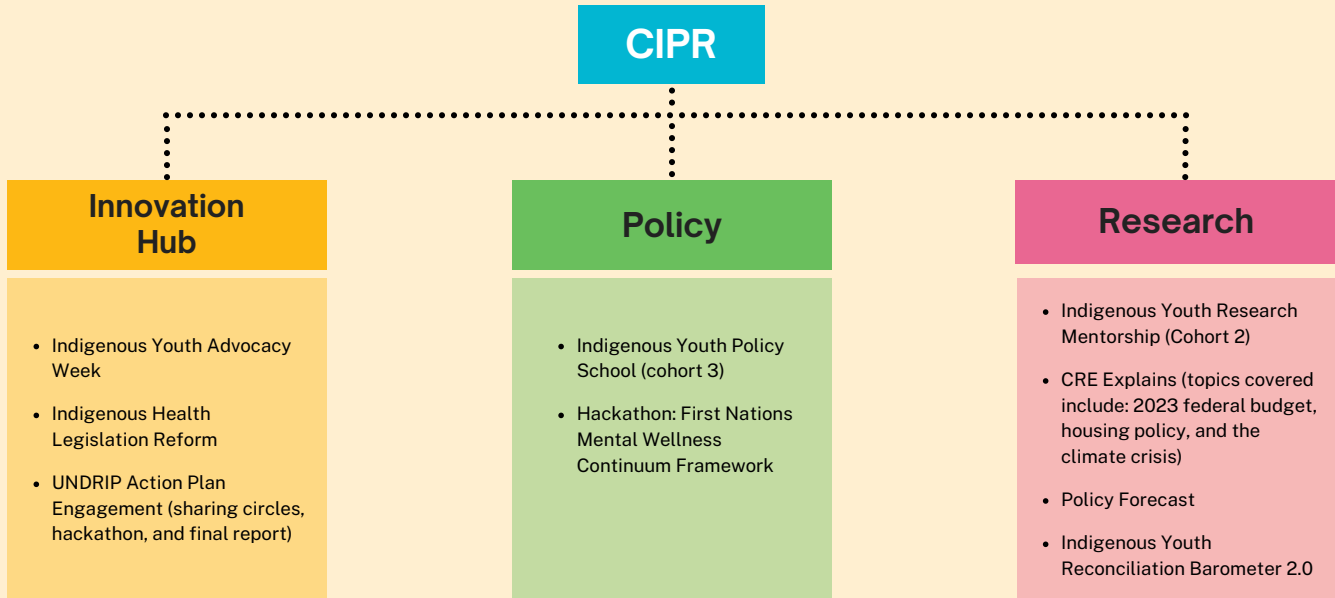
CRE works with our Community Advisory Circle (CAC) to advise on CRE's programs, policies and governance.

The CAC helps strengthen our programs and services through a governance system that is based on Indigenous governance teachings and is rooted in community accountability. This advice is crucial for CRE's Board of Directors (BOD) as they set the goals and direction of the organization. The CAC also makes recommendations on matters that impact the experiences of communities and youth.

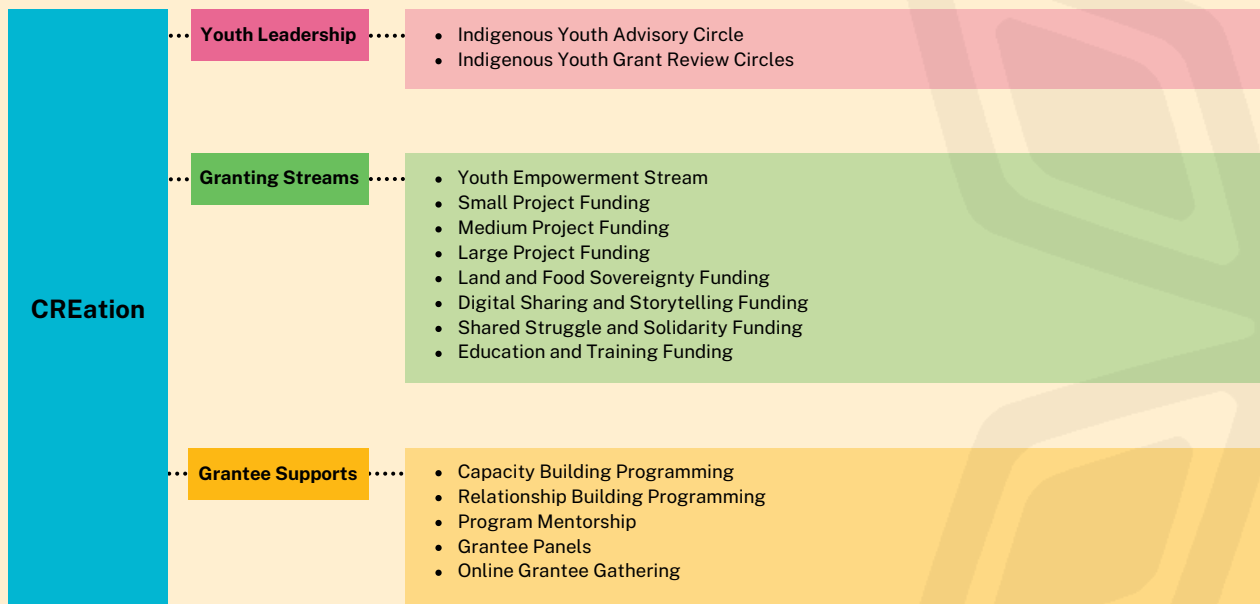


# Year in Review: 2022-2023

## The Centre for Indigenous Policy and Research (CIPR) Programs and Activities

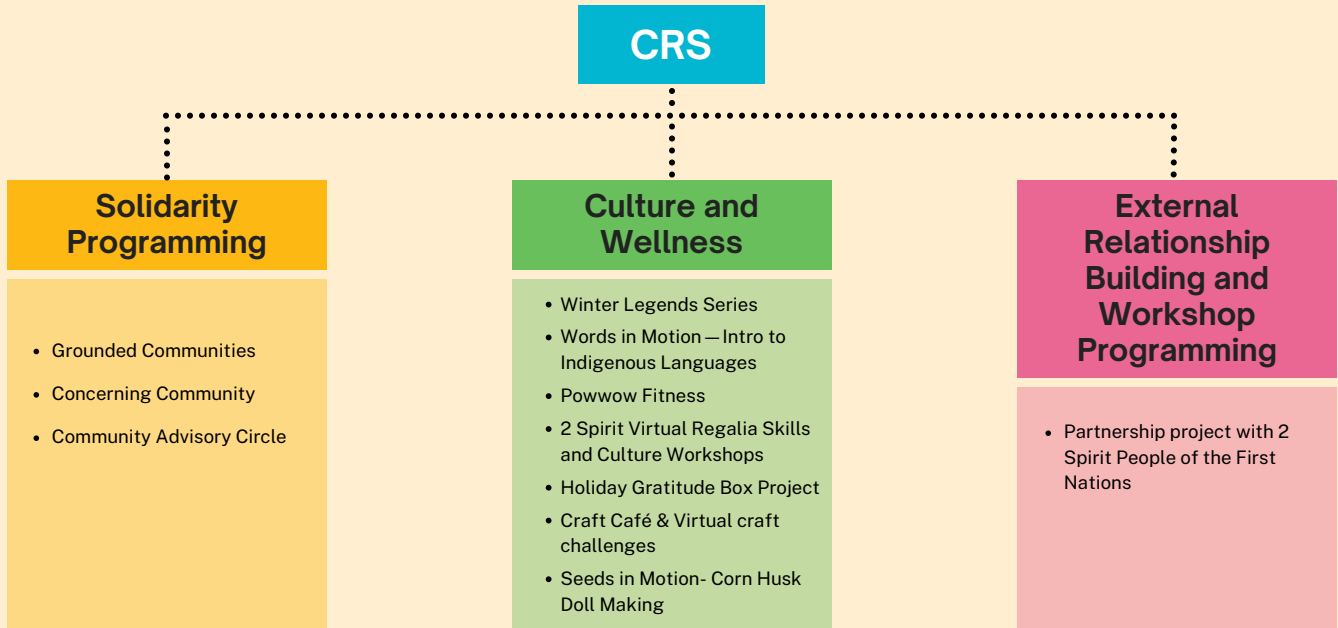


## CREation Programs and Activities

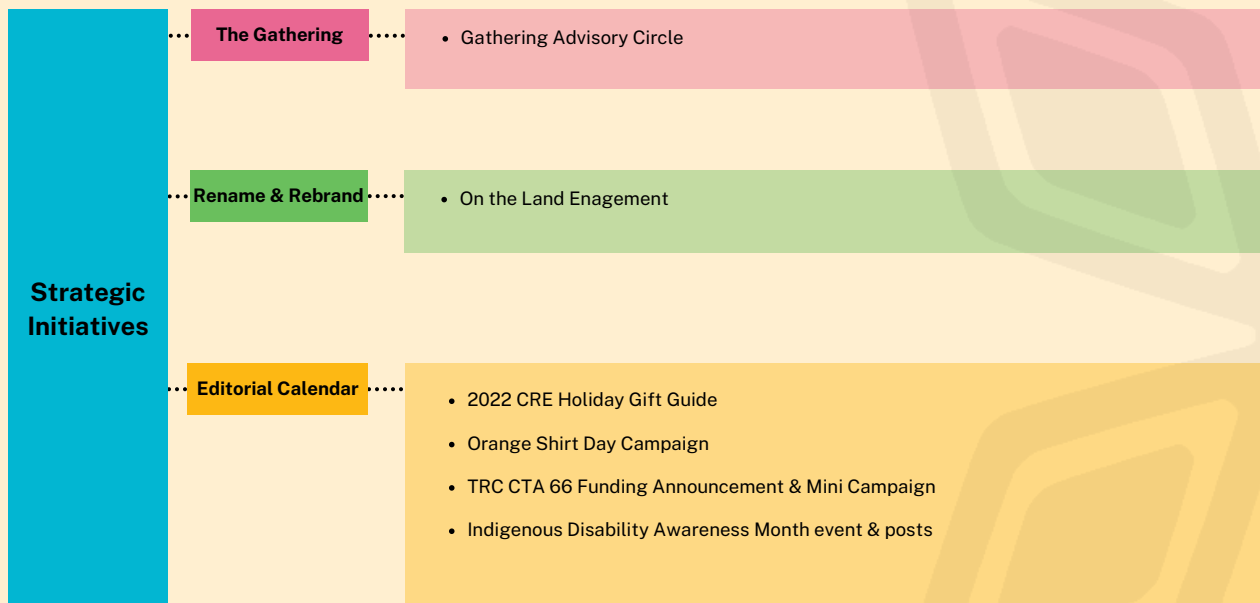


# Year in Review: 2022-2023

## Community Relations and Solidarity (CRS) Programs and Activities



## Strategic Initiatives (SI) Programs and Activities



### Total Program Engagement

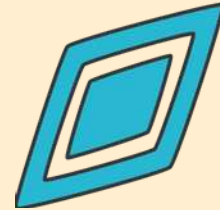


**280**

CIPR  
Participants

**1057**

CREation  
Participants



**12**

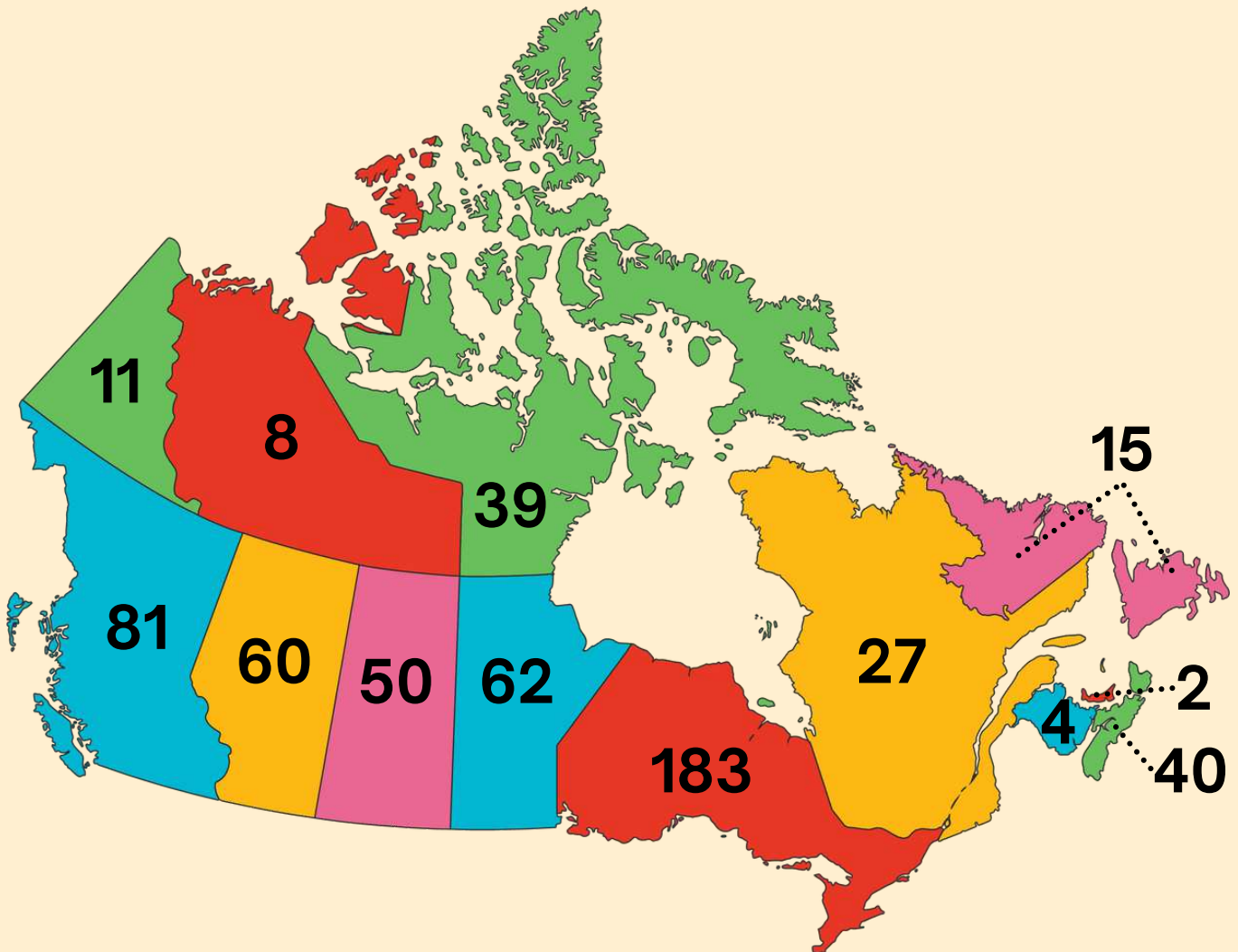
SI  
Participants

**482**

CRS  
Participants

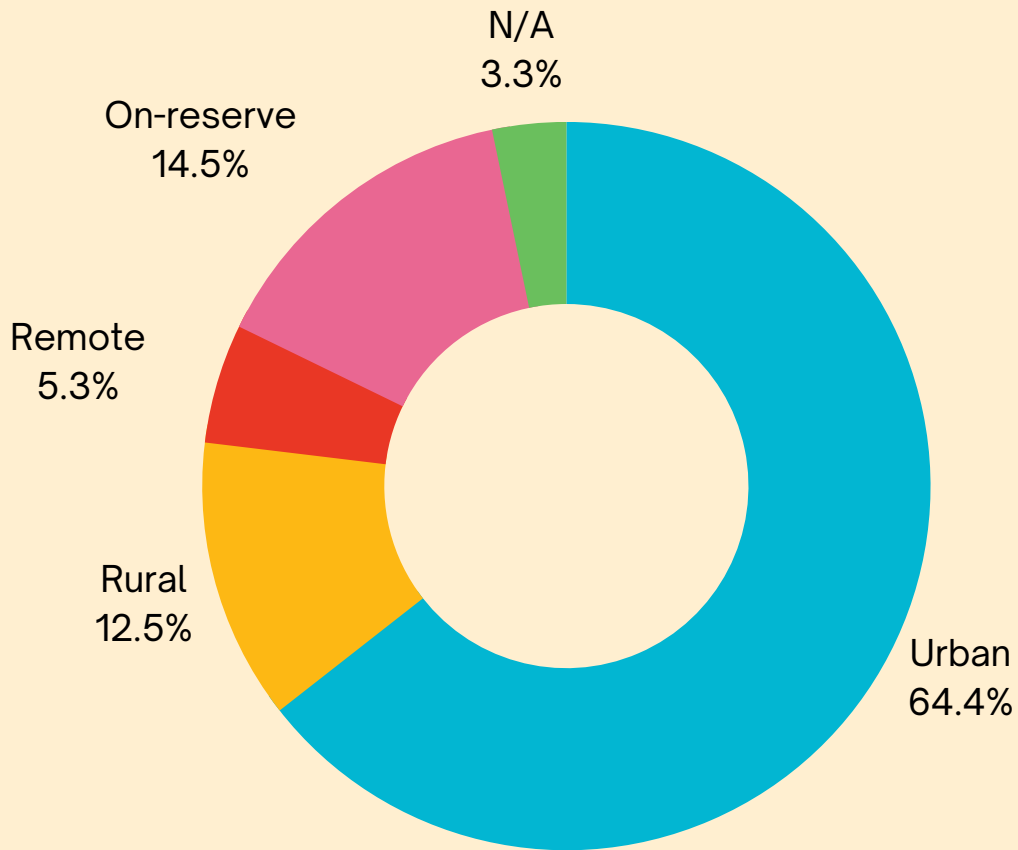


### Total Program Engagement by Province/Territory



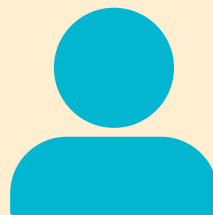
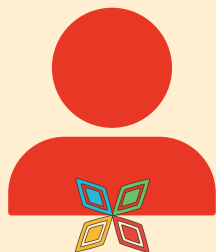


## Participation Based On Community Type



## Participation Based On Identity And Age Group

**82.5%**  
of participants are  
**Indigenous youth**



**6.4%**  
of participants are  
**non-Indigenous youth**

# Social Media Insights

CRE uses social media to share opportunities, events and successes with the larger community. Our posts commonly include: upcoming programming, opportunities for engagements, information series like “CRE Explains”, participant highlights, special events, etc. This year we had **115,173** digital engagements!

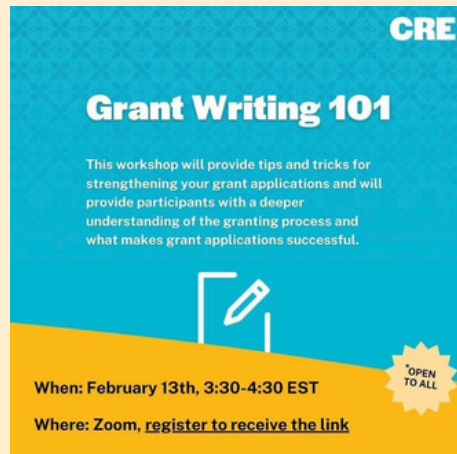


**115,173**  
digital engagements

## Top performing social media posts, 2022-2023



6.7k 716 29



6.9k 83 6



8k 142 5



8.5k 280 0

# Accomplishments from CREation

CREation is a multi-level funding program that supports strengths-based, community-focused, and youth-led projects taking place in communities across Canada.

Grassroots youth groups and collectives (comprised of Indigenous youth ages 15-29) are eligible to apply for funding to support community programs and projects, while receiving innovative mentorship, training, and capacity-building opportunities.

CREation aims to empower and support Indigenous youth to take control over the wellness of their peers. This program helps increase available resources for both incorporated organizations and grassroots collectives that seek to create impactful community change and enhance the wellness, resiliency, and engagement of Indigenous youth.

This year, CREation released **\$2,226,000** in funding to **96 projects**. We received over **160 applications**, representing a funding request of **\$4,522,835**. While we received the steepest increase in applications from British Columbia and Alberta, we worked with our Youth Advisory Circle to balance out funding needs across regions, and to prioritize mobilizing funding into communities we hadn't previously funded projects in.

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**General Granting Streams:** These granting streams seek to provide funding to create impactful community change and increase the wellness, resiliency and engagement of Indigenous youth. Grantees within these streams determine their own project focus areas, based on what their community needs.

- **Youth Empowerment Stream** (grants of: Sprout \$2,500 and Blossom \$5,000): The Youth Empowerment Stream provided funding to new and emerging micro-projects.
- **Small Project Funding Stream** (grants up to \$15,000): The Small Project Funding provided funding to groups looking to grow and expand existing small-scale projects.
- **Medium Project Funding** (grants up to \$30,000): The Medium Project Funding Stream provided funding to existing groups that were looking to run new projects or extend the scope of existing projects.
- **Large Project Funding** (grants up to \$75,000): The Large Project Stream provided substantial funding to groups that were looking to enhance their capacity to run programs/services, adapt to emerging needs and/or to expand their work.

**Emerging Needs Streams:** Each year, the CREation Youth Advisory Circle determines 2-4 Emerging Needs Streams. These streams are different from other streams in that they have a targeted focus and funding goal that is based on youth and community needs.

- **Education and Training Stream** (grants up to \$20,000): The Education and Training Stream provided funding to programs and initiatives that focus on supporting Indigenous youth to enhance their skill-building and stay engaged in educational spaces.
- **Digital Sharing and Storytelling Stream** (grants up to \$20,000): The Digital Sharing and Storytelling Stream provided funding to Indigenous youth-led projects using technology to digitally share stories, knowledge, and experiences.
- **Land and Food Sovereignty** (grants up to \$25,000): The Land and Food Sovereignty Stream provided funding to Indigenous youth-led projects that increased opportunities for youth to participate in land-based programming, learn about food and medicines and engage with knowledge keepers.
- **Shared Struggle and Solidarity** (grants up to \$25,000): The Shared Struggle and Solidarity Stream provided funding to projects that aimed to strengthen solidarity between BIPOC youth and provide relationship-building opportunities to strengthen community connections.

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Throughout the year, CREation runs workshops focused on increasing the skills and resources that youth have access to around program development, delivery, evaluation and organizational leadership. This past year, we ran **46 Capacity Building and Relationship Building Sessions with over 500 youth participants.**

Relationship Building Programming centers on providing youth opportunities to network, learn from each other and build connections. We ran Grantee Panels, where youth project leaders came together to talk about their projects and things they had learnt, as well as small workshops that focused on grantees sharing skills with each other. This past year, we ran **6 Relationship Building Sessions with over 350 youth participants.**



## MULTI-YEAR IMPACT

Since CREation was started in March 2020, **Over \$5.2 million in funding** has been mobilized to youth-led organizations and grassroots groups. As of this fiscal year, CREation has given out **308 grants to 215 unique grantee groups (led by 885 youth leaders)** to run community projects.

Projects have been run in **all 13 Provinces/Territories** and to date have reached over **97,000 Indigenous youth and community members** directly, and over **99,000 indirect (digital engagement) youth participants**.



It is of the utmost importance to uphold the inherent right to self-determination of our kin. Giving our youth participants the space to decide the next steps and direction of the program was a much more meaningful and prosperous experience for them and us.

*-Building Our Bundle, Youth Empowerment Stream*



Our project faced significant challenges in 2022 with shortfalls in fundraising and increased demand for our support for Indigenous youth. The CREation grant provided us with a flexible opportunity to provide additional supports to the youth we work with.

*-Muskrat Collective, Youth Empowerment Stream*



Youth4Youth Canada, Youth Empowerment Stream.

# Accomplishments from the Centre for Indigenous Policy and Research

The Centre for Indigenous Policy and Research (CIPR) prioritizes youth policy development and research to support Indigenous youth in advancing their vision of meaningful reconciliation. Through a wide range of programs and initiatives, the Centre creates space for new leadership and provides tools and resources to empower Indigenous youth to create impactful change. In 2022-2023, CIPR collaborated with a number of partners in these endeavors, including: the First Nations Mental Wellness Continuum Framework Secretariat, Indigenous Services Canada, Justice Canada, and Deloitte.

In its mission to capacitate Indigenous youth as they lead their communities today and into the future, CIPR runs an Indigenous Youth Policy School all year, hosts policy hackathons, and works to create more spaces for Indigenous youth to lead policy conversations on issues that impact them and their communities. In the research stream, CIPR publishes research tying Indigenous youth realities to today's policy conversations, while also undertaking innovative youth-based research through our large-scale, cornerstone research project.



## Programs and Activities

**Indigenous Youth Policy School:** The Indigenous Youth Policy School (IYPS) provides space for Indigenous youth (aged 18-29) to engage with peers through interactive sessions on a local and national level. The program is designed to meet the needs of each individual student's strengths through a flexible curriculum and continuous support to ensure their version of success throughout the program is achieved. IYPS is a tuition-free program with no academic or professional requirements, and youth can be at any level of learning and understanding about policy. The third cohort of IYPS launched in September 2022 with 30 participants.

**Indigenous Youth Advocacy Week:** In Spring 2022, CRE partnered with Deloitte to host a virtual Indigenous Youth Advocacy Week (IYAW). The Advocacy Week provided Indigenous youth with opportunities to sit down with government leaders and policymakers to share their ideas, visions, and priorities for federal policies on a range of key issues, to be identified by the youth selected to participate. In the weeks leading up to the meetings, participants were required to attend capacity-building sessions on effective advocacy, communicating with government representatives, confidence, and leadership.

Participants were also equipped with an Advocacy Week Package that provided technical policy information relating to the four policy areas listed above, and MPs and Senators were provided with the same policy package for an idea of what the youth may want to discuss. Throughout May and June, CRE scheduled 17 meetings with 16 MPs and Senators. Each meeting was 30-60 minutes long and included 3-4 Indigenous youth, as well as one CRE staff as support.



*Policy school graduates pose for a post workshop photo.*

**Innovation Hub UNDRIP Engagement:** The Innovation Hub was conceived as the main forum for facilitating direct policy co-development, large-scale engagements, and other opportunities for Indigenous youth. Through the Hub, CIPR was funded by Justice Canada to host conversations with Indigenous youth about their priorities regarding the implementation of UNDRIP, and how they envision a future where UNDRIP is implemented. Guided by an Advisory Committee, we spoke to 183 youth through a policy hackathon, sharing circles, an online survey, and an in-person forum in Iqaluit. Through the stories, wisdom, and experiences of the youth we spoke to, we developed and submitted a total of 51 recommendations to Justice Canada for their Action Plan. [Read the full report here!](#)

**Indigenous Youth Policy Hackathons:** The First Nations Mental Wellness Continuum Framework was developed through collaboration between the Assembly of First Nations, Indigenous Services Canada, Thunderbird Partnership Foundation, First People's Wellness Circle as well as other community mental health leaders. The continuum team approached CIPR to support in bolstering the involvement of Indigenous youth in the ongoing analysis of the framework. The resulting hackathon engaged 24 Indigenous youth to talk about their priorities in mental health and to hear their responses to the framework. [Find the report here!](#)

**Online Content:** Throughout 2022-2023, CIPR continued to publish quarterly Indigenous policy news round-ups in the form of Policy Forecast, which summarizes any news, events, laws, and conversations impacting Indigenous youth and their communities. CIPR also continued producing accessible long-form research pieces through the CRE Explains series, providing in-depth and youth-focused analysis of topics such as the [2023 federal budget](#), [housing policy](#), and [the climate crisis](#).

**Indigenous Youth Research Mentorship:** The Indigenous Youth Research Mentorship (IYRM) Program was designed to support Indigenous youth (ages 18-29) in developing research skills while completing their own community-based research projects over a period of eight months. The program launched in January 2022 supporting six Indigenous youth studying a variety of topics including Indigenous perspectives into autism, Indigenous youth leadership in climate justice, and L'nu ways of healing. The program wrapped in March 2023.

**Co-Developing Distinctions-Based Health Legislation:** Following an extensive engagement with 100 youth in October and November of 2021, CIPR alongside youth from the engagement participated on Indigenous Services Canada's healthcare legislation working group to continue to share Indigenous youth's stories, criticisms, and hopes about healthcare reform in Canada.



I'd like to say thank you for this wonderful opportunity and I hope this program continues because it is very needed. Continue bridging the gap between Indigenous youth and colonial structures.

- Advocacy Week Participant



This was an amazing, liberating, uplifting experience.

- Advocacy Week Participant





# Key Statistics for CIPR activities

282

Indigenous youth engaged in the 2022-23 fiscal year



49

Hackathon Participants



416

Participant applications received



Youth listening to a presentation at the Indigenous Youth Policy School launch.

# Graphic Recordings

**Indigenous Youth Voices & the UNDRIP Action Plan**

**Engrained CULTURAL SAFETY · Cultural Revival**

**OPENING** ISABELLE MEAWASIGE  
Breathe · Relax · Focus

**RIGHTS TO HOUSING**  
SAFE & AFFORDABLE FOR ALL  
LAND BACK LAND RIGHTS  
urban & rural

**JUSTICE**  
POLICE BRUTALITY  
OVERrepresentation of Indigenous People in JUSTICE system  
ANTI-INDIGENOUS RACISM in health care

**CHILD WELFARE and FOSTER CARE SYSTEMS ARE VERY PROBLEMATIC**

**INDIGENOUS CONTROL OF INDIGENOUS EDUCATION**  
CULTURAL SUPPORT FOR STUDENTS  
CONTINUED support for Indigenous STUDENTS, FINANCIAL and SOCIAL

**OUR HISTORY MATTERS**  
ACKNOWLEDGE the HISTORY  
ACKNOWLEDGE SYSTEMIC BARRIERS  
THE INDIAN ACT & SYSTEMIC RACISM

**REMOVE STIGMA** For Practicing our CULTURES  
Tattoos, Ceremony

**RESPECT OUR CEREMONIES**

**STOP FIGHTING INDIGENOUS PEOPLE IN COURT** XXX

**SETTLE Provincial & Federal JURISDICTIONAL ISSUES**

**MILITARY HUMAN TRAFFICKING**

**INDIGENOUS oversight on JUSTICE**

**address HOMOPHOBIA** our own COMMUNITIES need HEALING

**STRENGTH in OUR COMMUNITIES**

**EQUALITY SAFETY** GENDER DIVERSITY 2SLGBTQQIA\*

Michelle Buchholz CASSYEX CONSULTING

Indigenous Youth Voices and the UNDRIP Action Plan, September 7, 2022

**Indigenous Youth Voices & the UNDRIP Action Plan**

**YOUTH VISIONS SUSTAINABLE FUTURE**

**OUR EXPERIENCES are IMPORTANT to INFORM POLICY**

**OPENING** ISABELLE MEAWASIGE  
OUR BUNDLES  
open to POSITIVE THOUGHTS & EXPERIENCES

**EQUALITY**  
ON & OFF RESERVE  
HUMAN RIGHTS Recognition  
CLEAN DRINKING WATER

**IMPLEMENTATION**  
INDIGENOUS YOUTH as ADVISORS

**MENTORS** to LOOK UP TO in OUR COMMUNITIES

**MEMORIALS** across CANADA for RESIDENTIAL SCHOOL ATROCITIES

**ANTI-INDIGENOUS RACISM IN EVERY INSTITUTION EVERY DAY**

**HEALTH CARE**  
LACK OF CARE  
LACK OF ACCESS

**COMMUNICATION**  
RURAL AREAS: NO CONNECTIVITY

**JUSTICE SYSTEM**  
LACK OF CARE  
overrepresented as both 'victims' and account of CRIMES

**POLICE BRUTALITY**

**WE WILL NOT JUST GET OVER IT!**

**THE INDIAN ACT SYSTEMIC RACISM**

**OUR PORTRAYAL in the MEDIA SHOW US AS A CULTURE NOT AS A CHARACTER**

**2SLGBTQQIA+ COMMUNITY VOICES MUST BE HEARD**

**LEAVE NO COMMUNITY MEMBERS BEHIND**

**POSITIVELY IMPACTING our MENTAL HEALTH**

**USING ART & TRADITION**

**Healing Centres**

**OPEN TO POSITIVE THOUGHTS & EXPERIENCES**

**HERASSED ABOUT WORK FORCE**

**PUBLIC and PRIVATE EDUCATION**  
SEEING + HEARING RACISM experience it OFTEN

**we see the FUTURE: self-govern OUR COMMUNITIES**

Michelle Buchholz CASSYEX CONSULTING

Indigenous Youth Voices and the UNDRIP Action Plan, September 13, 2022

# Graphic Recordings

## Indigenous Youth Voices & the UNDRIP Action Plan

**SAFETY** EMPowered, RESPECTed, PROSPEROUS COMMUNITIES INTERCONNECTed + INTERDEPENDENT

**CARE** SUPPORT LOVE

**NURTURING POTENTIAL**

**TRUE LEADERSHIP** CENTERING INDIGENOUS VOICES

There is so much grief in this work

"THE FACT THAT WE NEED UNDRIP SPEAKS VOLUMES OF HOW MUCH OUR RIGHTS HAVE BEEN VIOLATED"

ENSURING EVERYONE CAN THRIVE

LEGAL SYSTEM CULTURE EQUAL RIGHTS EDUCATION HEALTHCARE ACCESS TO OPPORTUNITY

WE ARE LIVING IMPORTANT TRANSFORMATION & YOUTH ARE LEADING POSITIVE CHANGE

**A NEW REALITY** WITH OUR FUTURE ELDERS

HONEST, TRANSPARENT & EFFICIENT IMPLEMENTATION OF UNDRIP

**CARE & LOVE** SO THAT OUR PEOPLE DON'T FEEL ALONE

>> WIDELY AVAILABLE & ACCESSIBLE INFORMATION <<

- REGULAR UPDATES IN THE MEDIA
- SOCIAL MEDIA CAMPAIGNS & A PODCAST
- A DEDICATED, USER-FRIENDLY WEBSITE
- COLLABORATION BETWEEN ORGANIZATIONS

WE WILL LEAD GUIDED BY OUR 7 SACRED TEACHINGS

PRIDE IN WHO WE ARE

Something sacred is coming this way

WE ARE WITNESSES TO A GREAT RENEWAL

come to the place where ancestors are already standing

— Isabelle Menesegre

**SOVEREIGNTY** OVER OUR CULTURAL PRACTICES

WELLNESS, HEALTH & HEALING

INTERGENERATIONAL HEALING

PROTECTION OF OUR LAND + WATERS

**RESPECT**

- FREE, PRIOR, INFORMED CONSENT
- AMEND TREATIES
- ESTABLISH LAND PROTECTION ACTS & LAWS

OUR BASIC NEEDS COVERED ALL OUR RIGHTS PROTECTED NO ONE LEFT BEHIND

THE RIGHT TO SAY NO TO WHAT HURTS US

HISTORICAL UNDERSTANDING OF THE ECONOMIC INTERESTS THAT HAVE FUELED THE COLONIAL PROJECT

**CAPACITY BUILDING** TO LEAD OUR WAY!

DECOLONIZE EVERY ASPECT OF LIFE

INDIAN ACT

**CRE**

INDIGENOUS YOUTH VOICES & THE UNDRIP ACTION PLAN SHARING CIRCLE | SEPTEMBER 2022

GRAPHIC RECORDING ADRIANA CONTRERAS CORREIA

## Indigenous Youth Voices & the UNDRIP Action Plan

HACKATHON CLOSING ENGAGEMENT - NOV. 9, 2022

RESPECT & UPHOLD INDIGENOUS SOVEREIGNTY

SUPPORT INDIGENOUS-LED GOVERNMENTS

STARTING WITH RESPECT FOR LAND & PRIOR INFORMED CONSENT

**LAND BACK**

CREATE AWARENESS & SUPPORT EDUCATION IN THE MAINSTREAM

Implementing UNDRIP requires a serious, long-term commitment to justice, repair, healing & change

**Decolonize & Indigenize**

**CENTER INDIGENOUS KNOWLEDGE & WAYS OF BEING**

EMERGED IN THE CURRICULUM K-12 & BEYOND - INCREASE INDIGENOUS LEADERSHIP & REPRESENTATION

**Responsive IMPLEMENTATION**

CULTURE & LANGUAGE REVITALIZATION SUPPORT OUR HEALING

**SUCCESS** = ALL OUR RIGHTS RESPECTED ALL OUR NEEDS MET

BEING ABLE TO LIVE FREE OF FEAR

MAKE PROGRESS VISIBLE

- DEDICATED WEBSITE & APP
- REGULAR REPORTS MONTHLY, QUARTERLY & ANNUALLY

**ACCOUNTABILITY**

WIDELY AVAILABLE & ACCESSIBLE MEDIA CAMPAIGNS

**OPEN DOOR POLICY**

**TRANSPARENCY** CAPACITY BUILDING FOR INDIGENOUS COMMUNITIES

**OVERSIGHT** INDIGENOUS ELECTED & LEAD COMMITTEE(S) & ADVISORY COUNCILS

"We need more spaces for Indigenous youth to come together, visualize & propose solutions to issues that affect us directly"

**CRE**

INDIGENOUS YOUTH VOICES & THE UNDRIP ACTION PLAN HACKATHON CLOSING ENGAGEMENT | NOVEMBER 2022

GRAPHIC RECORDING ADRIANA CONTRERAS CORREIA

# Accomplishments from Community Relations and Solidarity

The Community Relations and Solidarity department (CRS) focuses on building and maintaining healthy relationships with the CRE community. CRS's vision is to provide programs that harvest connections, create valuable opportunities for skills development, connection and growth and cultivate future leaders who are empowered and inspired.

CRS provides dynamic programming that generates collaborative discussions and supportive community initiatives. CRS amplifies and collaborates with community-led and grassroots initiatives and nurture reciprocal relationships with Knowledge Keepers. Its initiatives are dedicated to building supportive and safer spaces for Two-Spirit and other LGBTQAI+ youth.

CRS houses two specific projects:

1. Solidarity Programming
2. Culture and Wellness

## Solidarity Programming

### **Grounded Communities**

Grounded Communities engaged youth leaders (aged 18-29) from across the country, with the aim to build a national network of youth working to realize their own visions of reconciliation, community building, and solidarity between BIPOC folks. The first phase of this project involved youth participation in an intensive orientation, learning and training retreat, and the creation of a solidarity-focused workshop. During the second phase of this project, youth teams had the opportunity to implement the solidarity-focused workshop in their communities.

### **Concerning Community**

Concerning community is a project designed for non-Indigenous Settlers of Colour to engage in meaningful discussion around the vast experiences of diaspora. The project created open spaces for dialogue for Settlers of Colour to share their stories while also learning about the complexities of Indigenous, Black and Afro-Indigenous identities. Participants gained an understanding of their positionality in Canada and the importance of connecting with homelands as an integral part of individual and community healing. Participants engaged in four, two-hour themed workshops.

## Community Advisory Circle

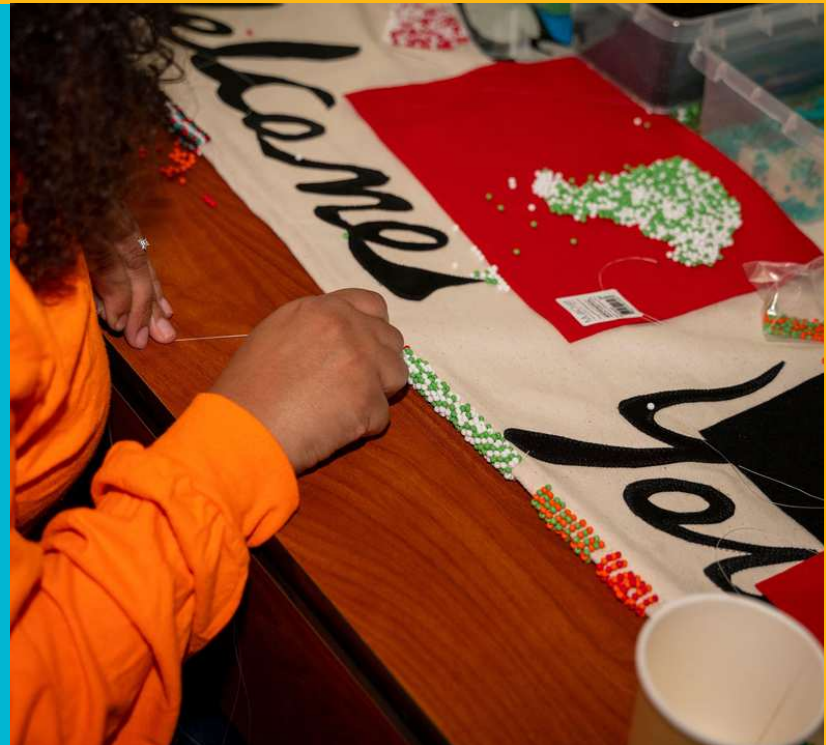
The Community Advisory Circle (CAC) helps strengthen CRE's programs and services through a governance system that is based on Indigenous governance teachings and rooted in community accountability. The CAC makes recommendations on matters that impact the experiences of Indigenous communities and youth. This advice is crucial for CRE's Board of Directors (BOD) as they set the goals and direction of the organization.

# Culture and Wellness

## Culture and Language Revitalization Programming

The Culture and Wellness team ran a variety of programs and workshops focused on culture and language revitalization in the 2022-2023 fiscal year including:

- Words in Motion- Intro to Indigenous Languages
- Powwow Fitness
- 2 Spirit Virtual Regalia Skills and Culture Workshops
- Winter Legends Series
- Holiday Gratitude Box Project
- Craft Café & Virtual Craft challenges
- Seeds in Motion- Corn Husk Doll Making
- 2 Spirited People of the First Nations Toronto- Partnership project



### Words in Motion

The Words in Motion program provides spaces for Indigenous youth (ages 18-29) to reconnect to their traditional languages in an online virtual format. Participants come out of these workshops with the ability to introduce themselves in their Indigenous languages, say where they are from, where they currently live and where their parents come from. Youth may also learn simple word associations to animals, colours and numbers.

### Seeds in Motion

The Seeds in Motion program provides spaces for Indigenous youth (ages 18-29) to learn about culture, grow a community, and explore traditional crafting. It focuses on teachings about plants, medicines, seed saving, and harvesting, hunting practices, lunar cycles, and storytelling. It aims to nurture a space for youth across Nations to learn, grow, and connect with one another—in motion.

### 2 Spirit Virtual Regalia Skills Workshops

The 2 Spirit Virtual Regalia Skills workshop series included virtual workshops uniquely designed and catered to queer Indigenous and Two Spirit youth, with the aim of fostering cultural and social connection through the lens of regalia making. The workshops were comprised of activities introducing different regalia styles, gender fluid and queer supportive teachings, distinctions-based cultural knowledges and motif identification, introduction to sewing and beading and introduction to garment ideation.

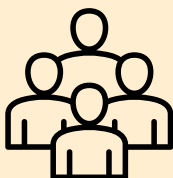
### External Relationship Building and Workshop Programming

This year, Culture and Wellness also had a partnership project with 2 Spirit People of the First Nations.

## Key Statistics

482

Participants across all programs



24

Grounded communities  
Direct Participants



9

Community Advisory Circle (CAC): Direct Participants



2

Community Advisory Circle (CAC): Collaborators (Elders)



## Accomplishments from Strategy

The Strategy Department was formed in the 2021-2022 fiscal year as a home for Strategic Initiatives, Communications and Outreach and Engagement. Strategy exists to strengthen organizational priorities through one-off projects and special events and to assist other department's initiatives through support or enhancement of their activities. Our Communications team ensures we are able reach Community and Partners and share all the great work we do as an organization. This year we were kept busy planning for in-person events after a pause due to the pandemic and preparing for one of our most exciting and largest shifts as of yet, a new name.

### Rename and Rebrand

CRE has been in existence for fifteen years, and throughout that time our work has evolved and changed a lot. It became clear that we had outgrown our name; "Canadian" is not an identity that all Indigenous youth identify with, we no longer facilitate "exchanges," and we've shifted to focusing on programming, grants, and opportunities by and for Indigenous youth.

During the summer and fall of 2022, CRE began the process of renaming and rebranding with the support of Design De Plume, a women-led, Indigenous owned design firm. As part of this work, we undertook numerous engagements including circulation of an online survey to CRE program alumni, Indigenous youth and partners, two online discussions with CRE staff, and an On the Land engagement session that was held in October 2022.

Our new name was chosen at the On the Land engagement in October 2022.

### On the Land Engagement Session

Strategy planned for and held a three day On the Land engagement session in October 2022 at the Bayview Wildwood resort in Muskoka, Ontario. We hosted 7 Indigenous youth; Keenan Bird, Maddy Pilon, Megan Dicker Nochacak, Shawntelle Clarke, Alexia Miron, Arizona Commanda- Boissoneau, and Erika Ouellette, Grandmother Isabelle Meawasige, CRE staff, representation from CRE's BOD, and staff from Design de Plume. We held three days of activities related to connecting with one another and collectively envisioning what CRE's new name could be.

It was the youth that were present who eventually came up with and chose our new name. The engagement process was supported by Grandmother Isabelle Meawasige who led us through Ceremony that allowed us to introduce and welcome our new name as well as share colours and animal helpers to support our journey.

### Outreach and Engagement

This year saw in-person programming happening from coast to coast to coast as communities and organizations began re-engaging after two years of remote gatherings and conferences. With a goal to ensure that CRE and the great opportunities we offer are known to the largest amount of folks and to provide opportunities for Indigenous Youth who may not yet be aware of who we are and what we do, we established a formalized process to table and engage at events that were already occurring. We sent staff teams to Victoria and Winnipeg amongst others and worked on documents, hand-outs, and visual design elements to promote CRE and our programs.



Youth and CRE staff at the On The Land engagement session for CRE's Rename + Rebrand process.

### Key Statistics

12

Participants



6

Advisory Circle members



54,099

Digital Engagements





# Financial Statements

Canadian Roots Exchange has a fiscal year end of March 31, and our finances are annually audited by Grant Thornton LLP. The below numbers represent the totals at the fiscal year end for 2022-23.

<b>Canadian Roots Exchange / Échanges Racines Canadiennes</b>		
<b>Statement of Financial Position</b>		
As at March 31	2023	2022
<b>Assets</b>		
Current		
Cash	\$ 3,437,957	\$ 4,029,049
Investments (Note 4)	490,231	1,666,061
Grants receivable	1,085,515	45,400
Accounts receivable	57,194	63,460
HST rebate recoverable	137,290	89,562
Prepaid expenses	<u>333,412</u>	<u>200,670</u>
	<b>5,541,599</b>	<b>6,094,202</b>
Marketable securities (Note 3)	<u>100,000</u>	<u>120,000</u>
	<b>\$ 5,641,599</b>	<b>\$ 6,214,202</b>
<b>Liabilities</b>		
Current		
Accounts payable and accrued liabilities	\$ 596,204	\$ 452,616
Due to funder	203,212	-
Deferred contributions (Note 5)	<u>3,317,021</u>	<u>4,478,470</u>
	<b>4,116,437</b>	<b>4,931,086</b>
<b>Net assets</b>		
Designated (Note 6)	700,000	700,000
Unrestricted	<u>825,162</u>	<u>583,116</u>
	<b>1,525,162</b>	<b>1,283,116</b>
	<b>\$ 5,641,599</b>	<b>\$ 6,214,202</b>

Commitments (Note 7)

On behalf of the Board of Directors

 Director

 Director

# Financial Statements

Canadian Roots Exchange has a fiscal year end of March 31, and our finances are annually audited by Grant Thornton LLP. The below numbers represent the totals at the fiscal year end for 2022-23.

## Canadian Roots Exchange / Échanges Racines Canadiennes Statement of Operations and Changes in Net Assets

Year ended March 31	2023	2022
<b>Revenue</b>		
Grants (Note 8)	\$ 7,952,069	\$ 7,237,880
Donations	490,861	586,293
Interest	69,026	30,511
Unrealized gain on investments	39,523	26,732
Service and fee income	12,977	34,698
	<u>8,564,456</u>	<u>7,916,114</u>
<b>Expenses</b>		
Personnel	3,481,149	3,581,651
Program	2,485,733	2,290,834
Professional fees	568,848	526,159
Office and general	552,287	305,492
Rent	321,553	296,202
Participant travel and accommodation	299,886	119,248
Honoraria	236,771	177,204
Staff travel and accommodation	229,908	49,780
Relationship building	68,626	2,188
Communications and outreach	45,305	34,617
Insurance	32,344	12,757
	<u>8,322,410</u>	<u>7,396,132</u>
<b>Excess of revenue over expenses</b>	242,046	519,982
<b>Net assets, beginning of year</b>	<u>1,283,116</u>	<u>763,134</u>
<b>Net assets, end of year</b>	<u>\$ 1,525,162</u>	<u>\$ 1,283,116</u>

# Financial Statements

Canadian Roots Exchange has a fiscal year end of March 31, and our finances are annually audited by Grant Thornton LLP. The below numbers represent the totals at the fiscal year end for 2022-23.

<b>Canadian Roots Exchange / Échanges Racines Canadiennes</b>		
<b>Statement of Cash Flows</b>		
Year ended March 31	2023	2022
Increase (decrease) in cash		
<b>Operating</b>		
Excess of revenue over expenses	\$ 242,046	\$ 519,982
Change in non-cash working capital items		
Grants receivable	(1,040,115)	55,800
Accounts receivable	6,266	(63,460)
HST rebate recoverable	(47,728)	105,953
Prepaid expenses	(132,742)	(4,787)
Accounts payable and accrued liabilities	143,588	270,071
Due to funder	203,212	-
Deferred contributions	(1,161,449)	1,034,422
	<u>(1,786,922)</u>	<u>1,917,981</u>
<b>Investing</b>		
Marketable securities redeemed (purchased)	20,000	(100,000)
Purchase of investments (net)	<u>1,175,830</u>	<u>(1,595,508)</u>
	<u>1,195,830</u>	<u>(1,695,508)</u>
(Decrease) Increase in cash	(591,092)	222,473
Cash		
Beginning of year	<u>4,029,049</u>	<u>3,806,576</u>
End of year	<u>\$ 3,437,957</u>	<u>\$ 4,029,049</u>

# Our Staff

Our thanks and gratitude to our team.



Alannah Mckay  
(She/Her)



Alyssa Luttenberger  
(She/Her)



Amanda  
Amour-Lynx  
(They/Them)



Amani Maatouk  
(She/Her)



Arizona  
Commanda-Boissoneau  
(She/Her)



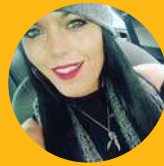
Bella Lyne  
(They/Them)



Brij Chaudhari



Brooke Rice



Brooke Stratton  
(She/Her)



Colleen Ford  
(She/They)



Dorian Jensen  
(He/Him)



Erica Kopyto  
(She/Her)



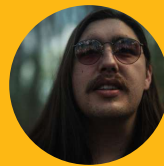
Erica Brown  
(She/Her)



Farrah Talaat  
(She/Her)



Fola Kortee  
(She/Her)



Forest  
Budgell-Eaglespeaker  
(He/Him)



Galya Bravo  
(She/Her)



Gwen Hamilton  
(She/Her)



Hillory Tenute  
(She/Her/They/Them)



Jamie Fortin



James Aruda  
(He/Him)



James Brandon  
(They/Them)



Jess Alegria  
(They/Them)



Jill Collins



Julia Geraudi  
(She/Her)



Katsitanoron  
Beauchamps  
(She/Her)



Kelsey Whissel  
(She/Theu)



Kim Wakeford  
(She/They)



Megan Dicker  
(She/Her)



Megan Lewis  
(She/Her)



Mel Compton  
(She/Her)



Melissa  
Lambert-Tenasco  
(She/Her)



Nicole Maxwell  
(She/Her)



Nicole Geary  
(She/They)



Patricia Eve  
Martin  
(She/Her)



Pree Rehal  
(They/Them)

# Our Staff Continued



Raven Spiratos



Ryan Besito  
(He/Him)



Sabrina Muise  
(She/Her/Nekm)



Sarah Harney  
(She/Her/Hers)



Sareema Husain  
(She/Her)



Sasha Simmons  
(She/Her)



Shanese Steele



Sharon Witruk  
(She/Her)



Shawna Moore  
(She/Her)



Shayla Snowshoe



Sheneice Brown  
(She/Her)



Somer Johnston  
(She/Her)



Stephanie Jeremie  
(She/Her/Elle)



Summer Cardinal



Tija Hauta  
(She/Her)



Zaheen Karim  
(She/Her)



Keely Shirt  
(She/Her)



Nak Alariaq



Mhiingan Schrader



Jojo  
Crowchild-Fletcher  
(They/She)



Jacqueline Neshkawa  
(He/Him)



Gina Virgilio  
(She/Her)



Claudia Escobar



Biruk Addis  
(He/Him)

# Our Board of Directors

Our thanks and gratitude to CRE's Board of Directors



Alec Carton



Barbara Byers, C.M.  
(She/Her/Elle)



Corrine Card  
(She/Her)



Jordan Gray  
(Her/Him) (Chair)



Khalid Haddad  
(Treasurer)



Megan Logan  
(She/Her)



Michael Lickers



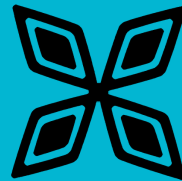
Rebecca Wong  
(She/Her) (Secretary)



Joy Rogers (She/Her)  
(Vice-Chair)



Sage Girouard  
(She/Her/Hers)



Amit Shanbhoug





# Thank You



Government of Canada  
Gouvernement du Canada



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