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The Caribbean  
Canadian Association  
of Waterloo Region

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**ANNUAL REPORT for 2019 – 2020**

Lannois Carroll-Woolery  
President

ANNUAL GENERAL MEETING  
December 7, 2020  
Via Zoom Videoconference  
Waterloo, Ontario

Hello Community!

2020 was the 45<sup>th</sup> anniversary of the Association: the CCAWR (formerly the Caribbean Canadian Cultural Association- CCCA) was founded in 1975. Here's to 45 more years of education, advocacy, and entertainment!

At this, the one-year anniversary of my decision to serve as president, I wish to say, "Thank You!" to those who have served before me. The foundation laid by our previous presidents, including immediate past-president Louis Allen, has been demonstrated to be strong and stable. I hope to build on their work and leave a similar legacy for all who follow.

I also wish to express my gratitude to our Board members. 2020 A.D. will always be remembered for the pandemic caused by coronavirus COVID-19, the ensuing worldwide recession and the Black Lives Matter social movement. Through the upheavals, our dedicated team continued to stay focused on our Mission and Vision, while managing the varied impacts to their own personal and professional circumstances. They also provided advice and feedback to me, in my new role- muchas gracias! See our 2019-2020 Board Members in **Appendix D**.

### **Black History Month**

The year began with intense planning for Black History Month- February. In previous years, the CCAWR had often partnered with improv and theatre groups to present musical theatre, film screenings and other entertainment fare. In 2020 we chose to have a formal **Black History Month Launch** event, in partnership with other associations and organizations that serve the Black community in the Region. To our delight, we got enthusiastic buy-in from the Congress of Black Women Waterloo Region; Waterloo Region District School Board (WRDSB); University of Waterloo Black Association for Student Expression (UW-BASE); University of Waterloo African Student Association (UWASA); Bring on The Sunshine African festival (BOTS); the African Caribbean Black (ACB) Network and other community leaders.

The BHM Launch was held at the Ken Seiling Waterloo Region Museum on Saturday, February 1<sup>st</sup>. Its theme was "**Get Connected, Get Informed, Get Engaged!**" Guest speakers included The Honorable Bardish Chagger, MP, Federal Minister of Diversity and Inclusion and Youth, and Laura Mae Lindo, MPP Kitchener Centre, of the New Democratic Party (NDP). Entertainment was provided by Starlite steelband and a member of UWBASE. Food was provided by The Caribbean Kitchen. The main exhibitor was the Canadian Museum of Multicultural Inventors (CMIM), run by Francis Jeffers, which displayed Black innovators' biographies, inventions, and research. Each participating association manned a booth and spoke to visitors about upcoming events in the month of February/March, and how they might choose to support the work of the organization. Attendance at the event exceeded 150 persons. The attendees were surprised at the range of inventions on display and were grateful to learn about the many contributions of Blacks to the Science Technology Engineering and Math (STEM) disciplines.

The main purposes of the Launch- to educate attendees about the valuable contributions of Blacks to society, and to inspire achievement in our community, were accomplished. The event also succeeded in its three secondary purposes: to bring together workers in the Black-focused communities for

networking and mutual support; to provide a single place of contact for persons wishing to engage with Black associations; to position future Black History Months as a shared responsibility for all Caribbean, African and Afro-Canadian organizations in the Region. Finally, we were also grateful to receive coverage from CTV news, Rogers Community TV, CBC News and the print media- positive representations of Black individuals in the media is important for changing negative perceptions and attitudes in the wider society.



Photo credit: Clarissa Charles

### Persons of Distinction

After taking a few days to say thank you to all the workers and participants, the Board immediately shifted focus to final planning for the 3<sup>rd</sup> Persons of Distinction event, then scheduled for April 25<sup>th</sup>. The event celebrates individuals from our Caribbean-Canadian community who have distinguished themselves in the wider society, or persons who have made outstanding contributions to the Caribbean-Canadian community. The selected awardees for 2020 were Deepa Ahluwalia, Narine Dat Sookram, Noel Richards, Ola Idris Ali and Sylma Fletcher.

Deepa was nominated in the *“From the Wider community”* category. Narine was nominated as *“Of Caribbean Heritage – Professional Distinction”*. Noel Richards and Sylma Fletcher were nominated in the *“Of Caribbean Heritage – Service Distinction”* category. Ola received the *“Youth of Distinction”* nomination.

To our great disappointment, the event was indefinitely postponed after increasing coronavirus infections led the health authorities to order the postponement and/or cancellation of large gatherings. We plan to have the event once the authorities authorize large celebrations and our community is comfortable with the steps that will be taken to ensure their health and safety- stay tuned!

### **Family Brunch and Caribbean Connexion**

The worsening virus infections also led to the cancellation of other CCAWR events, such as our Caribbean Connexion meet-and-greet on selected Fridays, the Family Brunch in June, Awards of Excellence in September, and other planned actions. With in-person gatherings prohibited, the Board quickly shifted focus to providing more online content for our community on our website and on social media (Facebook, Instagram). As a result, we increased our reach significantly and were able to engage with individuals who do not typically attend our events.

### **Black Lives Matter**

The pandemic precipitated an economic recession. For many individuals worldwide, the combined health and monetary impacts were devastating and/or deadly. It became apparent relatively early that disadvantaged groups (e.g. workers in service industries, individuals without health/medical benefits, the poor, hourly-paid workers, persons with underlying health conditions) were demonstrably more impacted by COVID-19. Since marginalized persons (e.g. Blacks, Indigenous groups) are overly represented in these categories, it became obvious that visible minorities were suffering far more than the rest of the populace.

At the same time, numerous incidents of anti-black racism and police brutality in Canada and the USA were being captured on video and shared widely. Since much of the population was under “stay at home” orders there was a ready and attentive audience for the online content- videos were widely shared and frustrations quickly mounted. There was palpable anger at the fact that blacks in the western world were already suffering economically and physiologically; the anti-black racism and police brutality created additional physical and mental stresses that, to this point, are difficult to fully comprehend. For example, even persons from healthy families that were economically secure requested professional counselling to help their family members cope with increased anxiety, and depression.

On June 3<sup>rd</sup>, in unity with other movements around the world, a KW Solidarity March was held in Kitchener. Estimates of the crowd size ranged from 10,000 to 30,000 persons. The crowd included persons of all ages and ethnicities. Many more thousands live-streamed the event online. Led by Selam Debs, Carla Beharry and the ACB Network, the attendees marched in a circle in the downtown core, starting and ending outside 40 Gaukel St. The crowd chanted phrases such as “No Justice; No Peace. No Racist Police!” and “Black Lives Matter!”. The event lasted for approximately 3 hours.

The CCAWR had been invited to address the gathering. After an emergency Board meeting, a statement was written, approved, and delivered by the president. Some members of the Board chose to attend in person, masked; other members watched online. Attendees at the event responded positively to the Board’s message. The organizers of the event also expressed their gratitude for the CCAWR’s support.



*Photo credits: Directed by Adam, Jeff Shuh, Taylor Jones*

Support for the event had the unexpected impact of increasing the organization's profile and reach. Although we were not one of the march organizers, the CCAWR was viewed as one of the forces that could be trusted to drive positive change for marginalized groups in the Region of Waterloo. In the ensuing weeks, the Board was invited to play an increased role in anti-racism, diversity and inclusion initiatives, events, projects. We dialogued with the Region of Waterloo, City of Kitchener, City of Waterloo, Waterloo Regional Police Service, as well as various charities, cultural associations and community leaders: our 45 years of history, strong organization, and healthy relationships with local government leaders made it relatively easy to contribute.

The Board's efforts to advance equity and inclusivity were not without its challenges. Although the Board had worked to address racism and police brutality in the distant past, recent years had seen a shift in focus to cultural and educational activities, such as the annual Awards of Excellence- our flagship program. Refocusing on the work of anti-racism was a significant challenge, especially as it involved close work with other, more experienced organizations like Black Lives Matter KW and the African

Caribbean Black Network. The Board stepped up to the challenge and formulated a strategy of engagement that stayed true to our Mission and Vision, while lending support to the movements for justice and equality.

In response to the increased demand for the Association's input, the Board took the unprecedented step of continuing to meet in the summer months. Before 2020, July and August were a time to relax and recharge for the Fall. Instead, numerous meetings were held to strategize and execute the work of equity and inclusion. We published position statements to social media and worked behind the scenes to empower, protect and guide individuals at risk.

### **Anti-Black Racism Advocacy**

Equity, diversity, representation, justice, freedom continue to be demanded at all levels of our society: in educational institutions, corporations, medical facilities, neighbourhoods and governments. Many entities have made public statements of their goals to eliminate systemic racism. While the sentiments are real, leaders in the BIPOC communities in the Region of Waterloo believe that a tremendous amount of work needs to be done to bring about sustained change. They also believe that, without continued focus and the holding of authorities to account, only superficial changes will result. They look to the CCAWR to continue to advocate for justice and equality, to bring about lasting change for this and future generations. If we fully accept this challenge, it will mean a significant shift in focus, resourcing, and our community relationships. The Board will discuss this and other important issues in our upcoming strategic planning sessions. We hope that you, our community, will provide input, encouragement, and constructive feedback to us as we continue our volunteer work.

For any organization, volunteering skills, expertise, and experience in support of marginalized persons is exacting work. It can often mean speaking truth to power, "rocking the boat", being controversial and thinking politically. Some of the work may be indirect, such as helping other black associations organize and strategize. One useful model for thinking of the Region's Black Community is: Caribbean immigrants & African immigrants & Afro-Canadians (i.e. Canadian blacks without any meaningful historical ties to the Caribbean or Africa, e.g. descendants of survivors of the Underground Railroad). This model is useful for acting on our Mission and Vision to serve and celebrate the Caribbean community, but not as helpful when it comes to addressing police carding, or difficulties in finding meaningful work. In such circumstances, it may be better to join forces with other black-focused organizations to bring about change.

Such a circumstance was presented to the CCAWR in September. A Nigerian-Canadian PhD student was arrested by six officers and charged with assault on the word of a neighbour. It was soon revealed that the student had previously asked the WRPS for protection from the neighbour's alleged frequent assaults but had been ignored multiple times. The Nigerian Association of Waterloo Region (NIROW), lacking expertise and experience in dealing with the WRPS, reached out to multiple organizations, including the CCAWR, for assistance and guidance. After a period of sustained pressure from all parties, including letters to the Police Chief and other government officials, plus the work of Irene's lawyers, the charges were dropped in November, but not until after significant stress for Irene and her daughter. The student expressed her thanks for the community's support but warned: "*aluta continua – the struggle and the march to freedom continues*". The improper handling of the situation by the WRPS was even

more surprising given the police service's promises earlier in the summer to treat visible minorities more fairly, and with respect.

### **Awards of Excellence**

The increased respect afforded to the CCAWR after the message at the KW Solidarity March led to additional Association members and volunteers, as well as increased donations to the organization. This, of course, was wholly unexpected and very encouraging to the Board. The financial support enabled us to award additional scholarships to deserving students.

A total of eight students were awarded scholarships by the CCAWR- a record. Our partner in this endeavour, the Congress of Black Women- Waterloo Region, awarded five scholarships. Additional details are in **Appendix A- Treasurer's Report** and **Appendix B- Scholarship Report**. Congratulations to all the scholarship awardees- continue to make us proud!



*Photo credit: The Record*

### **Afric & Caribbean Book Club**

In 2020, we were proud to support the review of Dr. Asa Ahimbisibwe of the Cambridge Memorial Hospital's, book "**Hopeful**" by the Afric & Caribbean Book Club- read more in **Appendix C**. Reading allows us to draw on the experiences of others: to expand our minds and learn from their experiences. In January 2021 we will review "**The Skin We're In**" by Desmond Cole.

### **Looking Ahead to 2021**

We have been asked to partner with various local organizations who are looking to bring about positive change in support of all marginalized groups. The proposed programs are still in the "ideation" phase, so

we cannot share any details at this time, but they potentially represent improved political, economic, and educational opportunities for our community. As we diligently work ***“To promote the social, cultural and economic interests of, and advocate for, the Caribbean community in the Region of Waterloo”***, know that we cannot do it alone. Our fifteen (15) dedicated board members need your engagement, support, and ideas to bring about meaningful change for this and future generations.

You may assist us by joining a working committee, following us on social media, attending our events (in-person and online), making a donation (financial or in-kind), working as a youth mentor, or messaging us so that we stay connected. Check out our website, [www.ccawr.ca](http://www.ccawr.ca), to find out about job opportunities and interesting news. Visit us on Facebook at <https://www.facebook.com/ccawr>. Email us at [info@ccawr.ca](mailto:info@ccawr.ca).

### **New Board Members**

Finally, I wish to give a special welcome to our new Board members, who joined us in the past year: Sean Collington, Angela Charles, Savonnae Street, Avonae Gentles, Carla Beharry and Vincent Bowry. Sean is our resident IT wizard; Angela brings editing and technical writing skills to our group- they were key members of our **BHM Launch 2020** planning committee earlier this year. Savonnae and Avonae are previous **Awards of Excellence** scholarship recipients and put their experience to good use with this year’s awardees. They have expressed a strong interest in Health and Wellness. Vince and Carla also bring unique skills as entrepreneurs and community leaders. Please join us in welcoming them and wishing them every success.

***“The best way to predict the future is to create it”*** - Abraham Lincoln.

Kind Regards,

Lannois Carroll-Woolery,

President.

## **Appendix A: Treasurer's Report**

### **Treasurer's Report**

**Caribbean Canadian Association of Waterloo Region**

**For the Fiscal Year Ending December 31, 2019**

prepared by:

Anandi Carroll-Woolery, Past Treasurer

These statements were prepared based on the books and records of the Association.

These statements have not been reviewed by an external Accountant.

Date presented:

December 7, 2020

CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION					
INCOME STATEMENT					
FOR THE YEAR ENDING DECEMBER 2019					
				2019	2018
Grants		-		-	
General Donations		693		169	
Scholarship Donations		12,943		8,449	
Fundraising Events		9,896		1,375	
Membership Dues		259		295	
Interest and Dividends		6,000		7,557	
<b>Total Contributions</b>				<b>29,791</b>	<b>17,845</b>
Scholarship Expenses		8,201		6,960	
		<b>8,201</b>		<b>8,201</b>	<b>6,960</b>
<b>Subtotal</b>				<b>21,589</b>	<b>10,885</b>
<b>Variable Expenses</b>					
Computer & Communications		182		91	
Fundraising & Brunches		3,267		2,506	
Government Fees		-		-	
Accounting Fees		-		-	
Advertising		-		-	
Insurance		663		601	
Bank Service Charges		30		38	
Facilities & Occupancy Rentals		-		-	
Printing		34		180	
General & Administrative Expenses		-		-	
Postage		-		-	
Donations		200		200	
Professionals & Consultants		-		-	
Social Community Event		409		228	
Transfer to Scholarship Fund		16,308		7,044	
<b>Total Variable Expenses</b>		<b>21,093</b>		<b>21,093</b>	<b>10,886</b>
<b>Other Variable Expenses</b>					
Strategic Planning		496		496	-
<b>TOTAL OPERATING EXPENSES</b>				<b>21,589</b>	<b>10,886</b>
<b>NET CONTRIBUTIONS</b>				<b>-</b>	<b>-</b>
<b>Notes:</b>					
<sup>1</sup> Actual figures not available. Conservative estimate used.					

BALANCE SHEET					
CARIBBEAN CANADIAN ASSOCIATION OF WATERLOO REGION					
As of DECEMBER 31, 2019					
<b>ASSETS</b>			<b>2019</b>	<b>2018</b>	
CURRENT ACCOUT (BMO)		4,077	4,077	1,158	1,158
<b>BUILDING FUND ACCOUNT</b>					
BMO Term Investments	<sup>1</sup>	17,975		17,900	
IG - Dividend Fund C		75,991		65,803	
IG- Canadian Large Cap Value Fund A	<sup>2</sup>	-		8,181	
IG - European Mid-Cap Equity Fund		8,957		7,755	
IG - Income Plus Portfolio C		49,385		45,458	
IG - Canadian High Yield Income Fund Series A		7,964		7,348	
IG - Putnam US High Yield Income Fund Series A		11,820		11,051	
IG - Investors North American Equity Fund A		13,049		2,782	
<b>TOTAL BUILDING FUND ACCOUNT</b>		<b>185,141</b>	<b>185,141</b>	<b>166,278</b>	<b>166,278</b>
<b>SCHOLARSHIP ACCOUNT</b>					
Scholarship Fund:					
BMO		13,997		8,441	
IG - Quebec Enterprise Fund A		6,714		5,678	
<b>TOTAL SCHOLARSHIP ACCOUNT</b>		<b>20,710</b>	<b>20,710</b>	<b>14,119</b>	<b>14,119</b>
Other Assets - Prepaid Expense	<sup>3</sup>		500		-
<b>TOTAL ASSETS</b>			<b>210,428</b>		<b>181,555</b>
<b>LIABILITIES</b>					
Current liabilities					
Accounts Payable		-			
P.S.T. Payable		-			
CPP Payable		-			
UIC Payable		-			
Income Taxes Payable		-			
G.S.T. Payable		-			
Visa		-			
Credit Card		-			
Total current liabilities			-		
Long Term Liabilities			-		
<b>EQUITY</b>					
BUILDING FUND ACCOUNT		185,141		166,278	
Scholarship Account		20,710		14,119	
Current Account		4,077		1,158	
Profit 2019		-			
		<b>209,928</b>	<b>209,928</b>	<b>181,555</b>	<b>181,555</b>
<b>TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY</b>			<b>209,928</b>		<b>181,555</b>
<b>Notes</b>					
<sup>1</sup>	BMO GIC - estimated value at anniversary date 2020/02/02				
<sup>2</sup>	Feb 8, 2019 - Investors Canadian Large Cap Value Fund A closed out and transferred to Investors North American Equity Fund A				
<sup>3</sup>	Deposit on Hall for Persons of Distinction 2020				

## Appendix B: Scholarship Committee's Report

### Scholarship Committee (2020)

**Nigel Henriques (Chair)**

**Noel O. Richards (Past Chair)**

**Olive Coke**

**Amanda Edwin**

**Professor Karl Bennett**

**Lannois Carroll-Woolery**

**Ron Ball**

**Caroline Meyer**

**Clive Forrester**

### Overview

2020 marked the 18th year of operation for the CCAWR Scholarship Committee.

In 2020 our community and the CCAWR faced many challenges with the global COVID-19 pandemic. All in-person events were canceled including the Family Brunch and the Awards of Excellence. 2020 also saw the heightened awareness of racial injustices towards Black and Indigenous communities triggered by the killing of George Floyd. This resulted in increased support and publicity of the CCAWR, other local Black community organizations and the Black Lives Matter movement in general.

Despite the pandemic, we received a good response to our fundraising efforts from the community with support from several new major donors from various networking connections. Additionally, with the increased publicity we also received donations from several local businesses and individuals interested in supporting the scholarship program and the Black community in the Waterloo Region. This resulted in a record-breaking year for fundraising, despite not being able to hold our marquee fundraising event, the annual Family Brunch. Overall, we raised over \$22,000.00 from 40 donors.

We set up several new "named" scholarships to recognize the accomplishments of individuals in our community and we had one donor that will fully fund the Vincent Smith Memorial Scholarship for the next 5 years.

The success of our fundraising efforts allowed us to award 8 scholarships this year, which is also a record-breaking count. We were able to fund 3 university students and 5 high school students this year, all of whom demonstrated exemplary academic standings and excellent community engagement. This year was one of the most competitive years we can recall, with 18 applications received in total.

We were disappointed not to host the Family Brunch or Awards of Excellence in 2020, but we are hoping that we will return to normal by next summer. At the 2021 Awards of Excellence, we will be honouring our 2020 award recipients.

Despite the challenges of 2020, the CCAWR Scholarship Program had a very successful year overall and we are both blessed and fortunate to have the support of our local community. We look forward to the return to normalcy in 2021 and look to challenge ourselves to achieve greater heights.

- *Raised over \$22,500.00*
- *18 Applications for Scholarships*
- *8 Scholarships Awarded*
- *3 new "named" scholarships*

## Scholarship Committee Goals and Activity (2020)

The overall mission for the scholarship program in 2020 was to continue building on the successes of the past 17 years and strive to deliver a sustainable program to support the educational dreams and goals of our youth of Caribbean heritage in our Waterloo Region community.

In 2019, we successfully utilized the revenues from the annual Family Brunch to cover most of the yearly operating expenses for the Scholarship Program overall. The goal is to minimize the use of any funds raised through donations for operational expenses. Due to the pandemic, we were not able to host the annual Family Brunch in 2020, as a result, we were not able to raise any revenues to offset program expenses. However, expenses were kept to a bare minimum as we did not have the normal expenses related to hosting the Family Brunch or Awards of Excellence events. These are significant costs to the Scholarship Program.

### **Meetings:**

The scholarship committee met once in-person and once virtually during the year:

#### **Scholarship Committee Planning Strategy Meeting: Saturday, March 7th, 2020**

The committee began the year with our face-to-face meeting at the Waterloo Regional Police station (Columbia Street) on Saturday, March 7, 2020. Our primary focus was goal planning for the year and organizing the annual family raising brunch targeted for June 14, 2020.

#### **Scholarship Committee Planning Strategy Meeting: Saturday, April 18, 2020**

This was a virtual meeting. The committee primarily focused on planning activity given the pandemic and discussed items such as; the Family Brunch, options for outreach, potential shortfall in fundraising, raising the scholarship level, the Lauris DaCosta achievement award, and preliminary planning for the Awards of Excellence.

### **Goals:**

The committee continued its work towards its 2020 goals which included:

- An overall fundraising goal of \$10,000.00 per year to award 3 or more scholarships
- Increase scholarship levels to \$2,000.00 if possible
- Generate revenue from event tickets to cover yearly “program” expenses
- Implement donations by credit card through KWMC
- Increase Scholarship awareness and marketing
- Donor stewarding and reporting
- 2020 Family Brunch – increase ticket sales and venue options
- 2020 Awards of Excellence – increase ticket sales
- Student engagement with local high schools, universities, and colleges

This year we were impacted by the pandemic as we were not able to host any events. In addition, we could not participate in any outreach activities as they were hampered with schools being locked down. We did make progress in several other areas.

## Annual Family Brunch: Sunday, June 14, 2020 (Cancelled)

Our 8<sup>th</sup> annual family brunch was to be held again at the Wilmot Recreational Centre in Baden. However, it was cancelled due to the pandemic and we will look to host the event in Baden in the future. Our deposit of \$50 will carry over to 2021.

## Awards of Excellence Brunch Ceremony: September 20, 2020 (Cancelled)

The 2020 Awards of Excellence awards ceremony would have been held on Sunday, September 20, 2020, at the DoubleTree Hotel and Conference Centre. It is a joint event hosted by the CCAWR and the Canadian Congress of Black Women (Waterloo Chapter). We had secured a two-year deal to reduce rental costs, which will be carried over to 2021/2022.

## Scholarships

This year we had three new “named” scholarships established. They were fully or partly funded by an individual or corporate donor. These were awarded to students that the committee felt closely matched the attributes of the honouree or intent for the scholarship. For the first time, we also had a post-graduate scholarship that would provide funding to an undergraduate continuing their education at the master or Ph.D. level.

This year's named scholarships include:

### **The Vincent Smith Memorial Scholarship (\* 2<sup>nd</sup> Year)**

The Vincent Smith Memorial Scholarship was launched in 2019. It is a named award that pays tribute to the late Vincent Smith, who had a tremendous impact on our community. He was a community organizer, teacher, and a man of faith who touched many lives in our community, particularly youth. This CCAWR scholarship may be awarded to an individual who demonstrates strong community service and involvement in education.

### **The Lauris DaCosta Scholarship (\* NEW for 2020)**

The Lauris DaCosta Scholarship is new for 2020. It pays tribute to Lauris DaCosta who shaped the CCAWR and has had a tremendous impact on our community over the last 30 years. Lauris has many accomplishments, was a past president and one of the co-founders of the scholarship program. Her latest successful project, “Many Roads to Freedom”, a concert that celebrates black history in Canada, received tremendous accolades. This CCAWR scholarship may be awarded to an individual who demonstrates strong community service and exhibits excellent leadership skills.

### **The Delabarre Pierre-Louis Family scholarship (\* NEW for 2020)**

The Delabarre Pierre-Louis Family Scholarship is named in honour of Delabarre Pierre-Louis, who was a Haitian lawyer called to the bar in 1909. Delabarre became a Bankruptcy Court Judge, Secretary of State (Justice), and Counsellor of State of the Republic of Haiti. As Secretary of State, he was involved in drafting amendments to Haiti's Constitution. Delabarre's great-granddaughter is a lawyer in the Waterloo Region. This CCAWR scholarship may be awarded to an individual who demonstrates strong community service and has an interest in civil rights or social justice issues.

### **The James STEM post-graduate scholarship (\*NEW for 2020)**

The James Science, Technology, Engineering and Mathematics (STEM) Scholarship will be awarded to a full-time student of Caribbean descent who is enrolled in post-secondary studies, and who has demonstrated academic achievement, community involvement, and interest in the STEM fields.

## Fundraising

Following up on our success in 2019 where we raised more than \$12,000.00, our goal as a committee was to ramp up our efforts in 2020 by looking at ways to increase our revenue from the following activities;

- Outreach to major donors
- Explore corporate donation opportunities
- June fundraising marathon
- Annual Family Brunch

However, with the pandemic arising at the start of the year, we were very nervous about our ability to raise funds during these difficult times. With the potential downturn in the economy and having to cancel the June annual Family Brunch, we were not confident that our goal of \$10,000.00 would be met and fewer scholarships would be awarded.

This turned out not to be the case. Our fundraising efforts resulted in a historical high for the Scholarship Program and we were successful in obtaining several corporate donations as well as a fortuitous one-time gift from a local community organization involved with the Black Lives Matter movement.

### Scholarship Fundraising Marathon:

This year we 'officially' launched the 2020 fundraising marathon in May through a mail-out, email, and social media broadcast. With no Family Brunch this year, we used traditional mail and email to reach existing donors and the community at large.

### Major and Corporate donations:

Major donations are the lifeline of every fundraising campaign and this year we were successful in raising funds from our major contributors. In total, we were able to raise \$9,500.00 with 9 individuals making donations of \$500.00 or more.

Through networking, we were able to connect with several local corporate donors that were interested in supporting the Scholarship Program on a long-term basis. Of special note, both The Charcoal Group and Raffi Jewellers funded full scholarships and are committing to do so over several years. We raised just under \$5,000.00 from corporate donations.

### **Fundraising Summary YTD (up to Nov 27, 2020):**

Individual Major donations:	\$9500.00	(* 9 Individuals giving \$500 or more)
Corporate Donations	\$4850.00	(* 4 Donations from corporations)
Community Organizations Wellness)	\$5000.00	(* 1 BLM proceeds via African Community
Fundraising marathon:	\$3200.00	(* 22 Donations received from individuals)
Family Brunch proceeds: pandemic)	\$0.00	(* 0 No family brunch held in 2020 due to
Other:	\$200.00	(* 1 Speaking engagement, etc.)

<b>Total:</b>	<b>\$22,750.00</b>
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Note: The year to date figures reported are based on current contributions.

## KWMC Canada Helps - Credit Card Donations

This year we were able to accept credit card donations through Canada Helps. With the help of the Kitchener-Waterloo Multi-Cultural Centre (KWMC), we were able to include an option on their donation site to allow donors to directly donate to the CCAWR scholarship program.

This option makes it easy for donors to hop on to that site and donate by credit card and receive a receipt almost immediately.

**DONATE TO THIS CHARITY**

Donate Now    Donate Monthly    Donate Securities

Donation Amount\*

\$ Enter Amount

Apply your donation to a fund set up by this charity\*

1) General  
Black History Month  
CCAWR Scholarships  
Refugee Health

Give in honour or send an ecard (optional)    [Add a Dedication](#)

**CONTINUE WITH DONATION**

## Scholarships and Recipient Awards:

This year we received eighteen (18) scholarship applications in total, which is a record number of applications. 6 were disqualified based on residency criteria.

However, the remaining 12 applications proved to be very strong this year. Many committee members commented that this was one of the strongest pools of candidates reviewed historically. This made it very challenging for the committee to make selections with so many strong applicants.

Again, we were surprised at the increased number of applications as we did not do any “in-person” visits with schools or universities and could only promote the scholarship program through email or third-hand channels.

With the strong fundraising numbers in 2020, we were able to award eight (8) scholarships of \$1,500.00 to three (3) university students and five (5) high school students entering university. This is the highest number of scholarships we have ever awarded in a single year.

Of special note, we will be looking at establishing the Vincent Smith Memorial Scholarship as our “premier” award in 2021 as we have a major donor that will be funding the award for the next 4 years at \$3,000.00 per year.

The eight 2020 recipients and awards were as follows:

<b>Student Name</b>	<b>Year</b>	<b>Award</b>
<b>Daniel Matthew Clarke</b>	2020	James STEM Graduate Scholarship
<b>Carlton Jason Darby</b>	2020	Professor Karl Bennett & Jacoba Wesseling Scholarship
<b>Alyssa Tamera Morris</b>	2020	Ingrid Berkeley Scholarship Award
<b>Tahjeira A Cameron</b>	2020	Vincent Smith Memorial Scholarship
<b>Gabrielle Vernita George</b>	2020	Delabarre Pierre-Louis Family scholarship
<b>Maxim Bissessar</b>	2020	Neischa Bazzey Scholarship
<b>Sarion Street</b>	2020	Lauris DaCosta Scholarship
<b>Shauntae Vassell</b>	2020	The Charcoal Group Scholarship

<b>Total number of scholarships awarded to date</b>	<b>= 64</b>
<b>Total dollar amount awarded to date</b>	<b>= \$63,600</b>

Of note, two of our award recipients also received scholarships from the Congress of Black Women (Waterloo Region).

## Other Activities:

This year we were curtailed by the pandemic and had very little opportunity to engage with the community or participate in many events. Hopefully, we will be able to resume activities in 2021.

However, with the increased profile of the CCAWR and heightened interest in supporting the local Black community, we did have increased media coverage for the scholarship programs. This included;

- Article in The Record about the CCAWR and CBW award recipients
- CBC radio interviews with three award recipients

## Special Acknowledgements

The Scholarship Committee could not do all this work on its own and we are grateful for the support from many organizations and individuals, including;

- **The Congress of Black Women (Waterloo Chapter)** – *We continue to work well with our partners to build the scholarship programs. In total, 12 scholarships were awarded this year. My thanks to Marcia Smellie for her guidance and tireless effort to make things happen.*
- **Kitchener-Waterloo Multi-Cultural Centre** – *As a partner, the KWMC has helped us to process all our donations over the years and despite the lockdown of their office, they have continued to handle all our donation and receipting processes.*
- **New Corporate donors** – *Both Raffi Jewellers (Vincent Smith Memorial) and The Charcoal Group stepped up this year with significant donations and commitments for the future. We look forward to a long-lasting relationship with both corporations.*
- **Community Organizations** – *Fanis Juma (local BLM movement leader) through The African Community Wellness Initiative provided significant financial support to our scholarship program, which will allow for 3 scholarships to be awarded over the upcoming years.*

## Final Thoughts

It would be an understatement to say that 2020 has been a “different” year.

Given that our Scholarship Program had seen so many setbacks and challenges due to the COVID-19 pandemic, we would have been forgiven if we did not make our normal targets. We were disappointed with not being able to host the annual Family Brunch or the Awards of Excellence events, which are our marquee events for the Scholarship Program. The Family Brunch is a key event that raises revenues to offset the yearly expenses of the Scholarship Program, so this was particularly worrying.

Yet, the opposite has occurred in 2020. We have had the most successful year to date, both in fundraising and the number of scholarships awarded. With new contacts made through corporate networking, our early start to our fundraising campaign, and the heightened awareness around racial injustices towards the Black community, we raised just over \$22,500.00 for the year. This was unexpected but provided an opportunity to award more scholarships.

Despite the reduced ability for “in-person” engagement with students, we still managed to successfully have 18 applicants overall and were able to award a record eight (8) scholarships this year. This too was somewhat unexpected, as our normal engagement and marketing opportunities had been curtailed.

This year has certainly been “different”, but we have been blessed to have had an overwhelming response from our local community to support our scholarship program.

Finally, none of the success we have experienced is due to a solo effort. I cannot express enough gratitude to those folks that were involved in the planning, execution, and assisting with the various activities; without them none of this is possible. My sincere thanks to the Scholarship Committee, the CCAWR board, and those who were involved to make 2020 a success.



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**Presented by: Nigel Henriques**  
**Chair, Scholarship Committee**  
**Date: November 27, 2020**

## Appendix C: Afric & Caribbean Book Club's Report

*"My alma mater was books, a good library.... I could spend the rest of my life reading, just satisfying my curiosity." – Malcolm X*

### Books reviewed:

- **Becoming** by Michelle Obama (May 31<sup>st</sup>)
- Personal selection (June 28<sup>th</sup>)
- Personal selection (September 27<sup>th</sup>)
- **Hopeful** by Dr Asa Ahimbisibwe (October 25<sup>th</sup>)

2020 was the 10<sup>th</sup> anniversary of creation of the Afric-Caribbean Book Club. 2020 was also the year our world changed because of the COVID-19 pandemic. It was important to the CCAWR and our book club members that we still meet, in a safe manner, to socialize, reduce isolation and, of course, to share our love of reading. Because it was difficult to obtain some of the planned books during the lockdown, we tweaked the line-up to encourage maximum participation.

The book club meetings switched to an online format. Zoom has been key in keeping us connected. I was honoured to be the host of our first virtual book club meeting. We shared our thoughts on "**Becoming**" by Michelle Obama. "**Becoming**" is the memoir of former United States first lady Michelle Obama. In her book, she describes her roots and how she found her voice, as well as her time in the White House, her public health campaign, and her role as a mother.

Lannois Carroll-Woolery led the June meeting, where members shared what books they were reading and why they recommended them. Tracy Peters led the September meeting where we did the same. Great recommendations included:

- **Assata** by Assata Shakur
- **Coloured Girl in the Ring** by Brenda Chester DoHarris
- **The Souls of Black Folk** by W.E.B. DuBois
- **History of the West Indies** by Dr. Eric Williams
- **The Skin We're In** by Desmond Cole
- **Lead from the Outside** by Stacy Abrams
- **Unchained** by Phyllis Coard (Claudette Smith noted that this was the last book our founder Vincent Smith ordered before his passing in February 2019)

Marcia Smellie hosted the October meeting, where we discussed "**Hopeful**" by Dr Asa Ahimbisibwe. Dr. Asa joined us via Zoom and illuminated us about his journey from rural Uganda to Cambridge, Ontario,

Canada. **“Hopeful”** describes the real-life stories of children who were born in a poor rural village in Uganda. One of them overcomes the challenges of poverty and cultural barriers with the help of his uneducated parents, who decided to do something that had not been done before: sacrifice everything including selling off their family land and become ridiculed by the villagers. They believed against all hope to send their son to school. The book also tells the story about girls in developing countries and their struggle to get an education. It sheds a light on the cultural and social barriers that the world needs to address, when it comes to the education of the girl child. We were honoured to have an articulate and talented local storyteller in our midst.

Given the interest in the Desmond Cole book **“The Skin We’re In”**, a member proposed that we add a bonus meeting to read and discuss this book, especially given the current events that have revealed violence experienced by BIPOC persons at the hands of law enforcement officials. The group agreed to a January 31<sup>st</sup>, 2021 meeting. We are seeking an expert/academic to guide the discussion for this meeting.

Thank you to all members who prevailed and participated during this challenging time. New members are welcome to join us - the more members, the merrier. We hope to see our fellow book lovers in 2021 in person when it is safe to do so. Until then, see you virtually!



*Photo credit: Anandi Carroll-Woolery*

**Submitted by: Anandi Carroll-Woolery**  
**Date Presented: December 7, 2020**

## **Appendix D: CCAWR Board Members, 2019-2020**

Lannois Carroll-Woolery, President

Amanda Edwin, Secretary

Emily Yamoah, Treasurer

Nigel Henriques, Scholarship Committee Chair

Angela Charles

Donnette Spence

Vince Bowry

Loretta Sheriff

Sean Collington

Avonae Gentles

Savonnae Street

Anandi Carroll-Woolery

Ingrid Berkeley-Brown

Carla Beharry