

LEGACY IN

F 2 A 0 L 2 L 2

ACTION

NURTURE NATURE

A secluded spot becomes a conservation area

THE DOC STORY

Afrobeats on the Prairies

START WITH A SPLASH

George Millar is the catalyst for exponential growth

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Cover photo by Esta Bee Photography



MONELLE STURKO

Chair, Edmonton Community
Foundation Board of Directors

MESSAGE FROM THE BOARD CHAIR

IT IS WITH PROFOUND PLEASURE that I welcome you to the fall issue of *Legacy in Action*. As the new Chair of the Board of Directors, I feel that same jolt of excitement and anticipation that I used to experience when beginning a new school year. I am excited to meet in-person with my fellow board members again, excited to meet and get to know all of you and also, anticipating all of the great work we will do together as we move into this new chapter for Edmonton Community Foundation (ECF).

Our new chapter begins with welcoming Tina Thomas as the new CEO. Tina loves this city, our city, and has actively been a great contributor to our community for many years. Her love and commitment to our community, together with her energy and drive, create great anticipation for her to take the helm, as she leads ECF forward into the coming years.

This new chapter also begins by welcoming five new board members. Each brings a unique perspective to ECF, with their skills and interests. Coming from diverse sectors in Edmonton, our new board members add a fresh and invigorating aspect to our great Board of Directors. I am looking so forward to our collaboration, together with Tina and the incredible staff of ECF.

In this new chapter, we also find ourselves saying goodbye to Martin Garber-Conrad, as he retires. When I think of Martin, the list of his accomplishments is so lengthy and distinguished that it would be impossible to outline them all here. Martin has been the great steward of Edmonton Community Foundation for 17 years. He has done so with grace, kindness and fortitude. But also, and perhaps more importantly, Martin is a person of the people of Edmonton. From farmers' markets to local coffee shops, you will find him in the community, meeting people, hearing their stories and finding out what matters to them. And wanting to help them. For me, this is the essence of a great leader, and I am honoured to have worked with Martin and to call him my friend.

The coming year holds many new opportunities for us, for ECF. My hope is that we embrace these opportunities, challenges and chances so that we may boldly step forward together, forging new paths for our community. ■

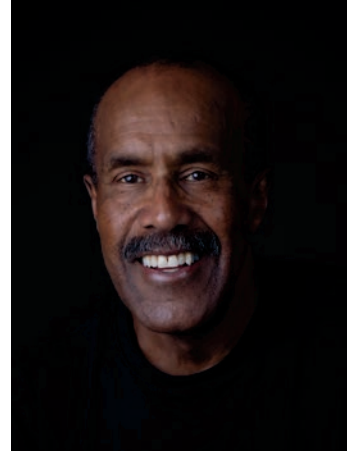


JULIA MAGSOMBOL

Julia Magsombol is a Filipino-Canadian freelance journalist based in Edmonton. One of her goals is to bring comfort to people through her writing. When not writing or reading, you can catch her buying indoor plants, sewing clothes and drinking instant coffee.

RAY WATKINS

Ray Watkins' interest in photography began in childhood and was renewed in the late '90s with the widespread use of digital mediums. He trained extensively under and was mentored by famed Hollywood portrait photographer Greg Gorman. His photographic interests vary from portraiture and musicians to sports and macro photography.



CAITLIN CRAWSHAW

Caitlin Crawshaw is an award-winning freelance journalist and essayist in Edmonton. Her work has appeared in dozens of publications across North America, including *Edify Magazine*, *The Globe and Mail*, *Maclean's* and *Reader's Digest*. Caitlin's work has also appeared in anthologies and literary magazines, and she was a Capital City Press Featured Writer in 2022.



TOM NDEKEZI

Tom is a freelance writer from Edmonton, Alberta. His work has appeared in *Edify* magazine, *The Gateway* and *Hungry Zine*. He is currently attending law school in Victoria, BC.

ESTA BEE PHOTOGRAPHY

Esta Baker of Esta Bee Photography is an emerging Indigenous artist and photographer from Yellowknife, NWT who now calls the Edmonton area home. She is a candid photographer focused on the connection we have to this land, representing Indigenous culture and diversity.



Avoid Problems Later — Have Powerful Conversations NOW

There are many reasons to talk to your family about your will, most importantly, where is it?

If your family or a trusted friend does not know where your will is, or if you even have a will, it will create problems for them and for your estate. The uncertainty leads to additional stress and expense at a terrible time when they're already dealing with grief. If you haven't let your loved ones know where to find it, it's guesswork where to look for your will.

Believe it or not, wills have been found "under the passenger seat," in the freezer, or not found at all. Wills in a safety deposit box cause a circular problem. The bank may require the will in order to be able to open the safety deposit box (where the will is located).

Even if you do not wish to share the contents of your will, make sure someone knows

where to locate it. However, it is also a good idea for a neutral person to know the contents of your will in case your will is lost (e.g., flood or fire). A wills and estates lawyer can suggest best practices for protecting your intentions.

It is also important to put together a list of what you own (and where) and maintain a list of your advisors (lawyer/banker/accountant) that can be easily found. Let at least two people know where you keep your list. Don't rely on people finding it on your computer.

If a loved one has died and you do not know where the will might be, connect with an experienced wills and estates lawyer to see what suggestions they may have.

If your will cannot be found, you will be said to have died 'intestate' and all of your well-planned, well-intentioned wishes will not be fulfilled. Harness your will power and to make sure it can be found.



Willpower Wills Week

Edmonton Community Foundation is pleased to present Willpower Wills Week from October 3 – 7. Join us for free online and in-person seminars on the importance of having a valid, up-to-date will.



Estate Planning 101 — A General Overview

These sessions provide a general overview of things to keep in mind when preparing your estate plan and addresses common questions for wills and other documents that affect your estate. Even if you plan to tune into one of our theme-specific webinars, this overview provides context and groundwork to better understand the specific issues addressed in other sessions.

Mon Oct 3 | 1:30PM – 3:00PM

Terwillegar Recreation Centre, 2051 Leger Rd NW

Tues Oct 4 | 6:30PM – 8:00PM

Northgate Lions Senior Recreation Centre, 7524 139 Ave NW

Wed Oct 5 | 1:30PM – 3:00PM

Westend Seniors Activity Centre, 9629 176 St NW

Wed Oct 5 | 6:30PM – 8:00PM

Online session. Registration is required in advance.

Visit www.ecfoundation.org/initiatives/wills-week

Thurs Oct 6 | 6:30PM – 8:00PM

Telus World of Science, 11211 142 St NW

The Right Tax Planning Could Lead to a Bigger Estate

Planning to reduce or defer taxes is an essential part of estate planning and administration. This session will address many commonly asked questions and will present tax planning options for you to discuss with your family and advisors.

Mon Oct 3 | 6:30PM – 8:00PM

Online session. Registration is required in advance.

Visit www.ecfoundation.org/initiatives/wills-week

For current details or to register for an online session, please visit **www.ecfoundation.org/initiatives/wills-week**
Sessions are subject to change.

No Plan is Still a Plan...

Our panel will discuss their professional experiences of the unintended consequences when a person does not have a Will, Enduring Power of Attorney and/or a Personal Directive and explain how failing to plan results in a default estate plan which you might not be thrilled about! They will also discuss how the Adult Guardianship and Trusteeship Act applies to incapacitated individuals without Enduring Powers of Attorney or Personal Directives.

Tues Oct 4 | 10:00AM – 11:30AM

Online session. Registration is required in advance.

Visit www.ecfoundation.org/initiatives/wills-week

New Rules of Probate

Did you know that getting a grant of probate has changed? In this session, explore the new forms and learn about what's new in applying for a grant of probate. Plus, get a sneak peek into the Surrogate Digital System that is bringing the probate process into the 21st century!

Thurs Oct 6 | 10:00AM – 11:30AM

Online session. Registration is required in advance.

Visit www.ecfoundation.org/initiatives/wills-week

Fighting the Terms of a Will

Learn about the potential problems lawyers often see in estate disputes and how to avoid them *before* they happen. This session will include information about the formal requirements for a valid will, the use of will kits, family support claims, property owned jointly and how things like capacity and undue influence may affect the intention of a person making a will.

Thurs Oct 6 | 2:00PM – 3:30PM

Online session. Registration is required in advance.

Visit www.ecfoundation.org/initiatives/wills-week

From a Pot of Plain Water

SMALL ACTS, WELL INTENTIONED, CAN CHANGE THE WORLD

BY **TOM NDEKEZI**

PHOTOGRAPHY BY **ESTA BEE PHOTOGRAPHY**

GEORGE MILLAR SAYS HE ONCE lived his own version of the classic story of ‘Stone Soup,’ in which a community comes together and shares what little they have, eventually creating a rich, nutritious soup to be shared by all.

He was teaching in a rural village in Tanzania, in 2013, when he says the power went out. “What was I to do with a fridge full of vegetables that were going to spoil?” he says in his lilting Irish accent. He invited everyone in the village to come to his place for soup. He borrowed a huge pot from the school kitchen, half filled it with water and put it on his charcoal stove. Women and children gathered around. “My student took a sip of the ‘soup’ as it simmered,” says Millar, who had a 40-year career teaching English, drama and art. “He spat it out. ‘It’s only water!’”

But then each child came and put a handful of veggies in the pot. Some women went home and brought bones, dried fish, seasoning and spices. The soup was ready to cook. “We sang every song we knew for most of an hour,” Millar says. “*You Are My Sunshine, Hakuna Matata, I’m H-A-P-P-Y*, until we were hoarse and hungry.” Then, his student came again and tasted the simmering broth. “He shouted, ‘It is soooo good,’” Millar says. “Every evening thereafter, at 7:00 pm, someone left some fruit, ugali, rice or home cooking at my door. I never saw who left the gifts.” With a big smile, he declares, “That turned my life around.”

For Millar, the notion that a small act of goodwill can snowball into something great has enriched his life. Take, for example, his backyard. It started as a builder’s waste site 29 years ago; now, it’s a self-seeding garden that he only waters

a handful of times a year that has sprouted into a sprawling suburban Eden.

Millar is bringing that same philosophy to the creation of the George Millar Fund, which he seeded with a \$10,000 gift to Edmonton Community Foundation (ECF) and a will intention. The fund is designed to help young people overcome barriers to education. Millar has been a supporter of ECF ever since his daughter, acclaimed violinist Maria Millar, was supported through The Juilliard School in New York by the Winspear Foundation (before it became part of ECF). It’s a kindness Millar doesn’t just want to remember, but to build on. And he wants the George Millar Fund to be the catalyst.

“Let’s prime the pump,” he says, describing his dream for the fund to become something much bigger than the initial splash. “Could it be that in helping somebody get that head start, I inspire them to help others exponentially?”

And like the eclectic mix of plants that fill his garden or the paintings that fill his home, Millar wants to give the fund full creative license to become whatever the community wants — or needs — it to be.

“Let the fund nourish the dream of students through the well of Edmonton Community Foundation,” he says. In the meantime, he is more than happy to keep stirring the pot, waiting to see what gets cooked up. ■



**“COULD IT BE
THAT IN HELPING
SOMEBODY GET
THAT HEAD START,
I INSPIRE THEM
TO HELP OTHERS
EXPONENTIALLY?”**

- GEORGE MILLAR



AFRO BEATS on the PRAIRIES

A NEW DOCUMENTARY HIGHLIGHTS A GROWING COMMUNITY CENTRED ON AFROBEATS MUSIC

BY MICHAEL GANLEY
PHOTOGRAPHY BY MEDIA 21

WHEN MPOE MOGALE MOVED to Edmonton in 2008 at age 13, family friends put them in dance, swimming, skiing and more. They took to the activities, but over time realized they had always loved watching ballerinas. So they turned their focus to that art form, joining the Edmonton School of Ballet.

They liked it, but wanted something deeper and more relevant to their experience. “When I was forming into myself and what dance meant to me, I did not feel a connection to ballet,” Mogale says. “I did not see myself in it.”

They tried hip hop during their years at the University of Alberta, where they received a degree in political science and wrote their honours thesis on the representation of Blackness in the Edmonton arts community. But they found hip hop to be artificial, having become estranged from its origin in the Black





American experience. Mogale moved to Calgary to pursue jazz dance, exploring it through its roots in Black culture. Then they found Afrobeats, and fell in love. “I started connecting with a dance created by Black folks and drawing on that history,” Mogale says. “I found it a comfortable and welcoming art form.”

Mogale’s story is one of two being told in a documentary-in-production called *Rise of Afrobeats in the Prairies*. Director Fahad Suleiman bills it as a story of African creatives who made Alberta their home and found the community they always sought through Afrobeats. He says the merger of two distinct cultures into something complex and interesting is at the heart of the narrative. “In Mpoé’s case it’s a journey of them finding that they wanted to go back and reconnect with their roots,” Suleiman says. “It’s embracing it from their perspective.”

Suleiman grew up in Nigeria and moved to Edmonton in 2013 to take accounting at MacEwan University. While learning about capital gains and depreciation, he also took an interest in videography. He bought a decent camera and started uploading content to YouTube. His break came

— and his career attention began to shift — when he met Tracy Barry, who worked for the not-for-profit GROW Women Leaders. She asked him to make a series of short videos on successful women immigrants.

Suleiman did so, and was hooked. He founded Media 21 in 2021 and brought his brother Mubarak onto the team as director of photography and friend Leruo Leagajang as digital marketing specialist and production manager.

They began seeking corporate clients and making commercials. “We tried to do everything at the beginning,” says Suleiman. “As time went on we wanted to niche down. We fell in love with storytelling and we put that into advertising.” Media 21 is now a one-stop digital agency, offering website and graphic design, video production, copywriting and social media management. At the heart of it all, Fahad says, is storytelling, and documentaries such as *Rise of Afrobeats in the Prairies* are quickly becoming a favourite niche.

The idea for *Rise of Afrobeats in the Prairies* came from Suleiman’s friend Ivan Touko, who is the founder of La Connexional. His organization promotes the ›



development, growth and multicultural understanding between African, Caribbean, Latinx and Canadian communities by being a source of historical and cultural education, multicultural networking and entrepreneurial events.

Touko is the executive producer of the documentary and, being a long-time friend and acquaintance, “he came to us with an idea about making a documentary centred around Afrobeats in this part of the world,” Suleiman says.

“It’s the essence of Canada,” says Leagajang, who is helping with production on the documentary. “People emigrate from other countries and they are able to have pockets of communities that make them feel comfortable in this country. It shows how immigration has helped people come here and start something new.”

Afrobeats as a genre is hard to define, but includes a blend of West African musical styles with funk, jazz and soul. There is a focus on chanted vocals, complex rhythms and prominent percussion. It tends to be political, and is seen by many as a new form of protest music.

Afrobeats has taken off in popularity in recent years. Justin Bieber got in on the act by collaborating with Afrobeats star Burna Boy. Beyonce’s recent album *The Lion King: The Gift* is heavy on the Afrobeats, and Ed Sheeran has done a duet with Fireboy DML. Suleiman says Afrobeats is quickly becoming broadly accepted on the Prairies. “Now, I’m listening to the radio, and I hear Afrobeats,” he says. “Not long ago there was no way we would have heard that.” As evidence, he cites the recent return of Burna Boy. The first time he came through Edmonton, he played a small venue. Most recently, he was at the Edmonton Convention Centre.

Suleiman expects *Rise of Afrobeats in the Prairies* to run 45 minutes, and says he is about 60 per cent through production. The team received a grant from Telus Storyhive to get them this far. A \$10,000 contribution from Edmonton Community Foundation is helping them make it the rest of the way, allowing them to tell the story of the creative fusion at this cultural intersection. And as for Suleiman’s accounting degree, it hasn’t been wasted: He takes care of the company’s books. “It’s very important to watch the expenses!” ■

“PEOPLE EMIGRATE FROM OTHER COUNTRIES AND THEY ARE ABLE TO HAVE POCKETS OF COMMUNITIES THAT MAKE THEM FEEL COMFORTABLE IN THIS COUNTRY.”

— LERUO LEAGAJANG, MEDIA 21 PRODUCTION MANAGER



Join us in launching
Edmonton's Black Community Fund

building
community
together

"...built by the community,
serving the community..."

For more details on how to contribute,
visit www.ecfoundation.org



The Write Stuff

YOUTHWRITE'S SUMMER PROGRAM BRINGS OUT CAMPERS' CREATIVE VOICES

BY SOPHIA YANG • ILLUSTRATIONS BY NOA SONG

WHEN I WALKED INTO YOUTHWRITE'S longtime home in the Bennett Centre, a former public school in Edmonton's river valley, I didn't expect to leave with warm feelings. In my defence, I didn't think kids who spend their first week of summer vacation at a writing camp would have big smiles on their faces.

I remember the writing camp I attended when I was a 12-year-old in China. We spent the days learning about grammar and syntax, and the writing topics were assigned ahead of time. I was asked to write "A Happy Day at the Camp," but instead I cried when a bunch of campers fought on the ground. The counsellors begged us not to tell our parents.

I arrived at YouthWrite on the last day of the River Valley Experience and found it was far different from the writing camp I attended. While I expected the kids to read their "One Happy Day," the instructors went onto the stage with guitars and synthesizers. The kids cheered as the instructors introduced interdisciplinary courses I had never heard of.

There was "Rhythm, Movement, Words, and the Creative

Flow," instructed by Marcus Fung, where the students hummed and danced along to the music, then performed a harmonizing scene about nature through body movements. For Tololwa M. Molle's "Stories Shared and Stories to Share," the students pitched fictional story ideas inspired by real life experiences. And when Brad Bucknell sat down with the kids and played guitar choruses with the songs they wrote, I was stunned.

Among the 40 kids and their families, a man with glasses sat in the front row, clapping at the performances with a proud smile. This wasn't MLA Marlin Schmidt's first time visiting YouthWrite. When the camp invited him to give a speech as part of their annual tradition, Alberta's former Minister of Advanced Education took it seriously.

"It's important, kids, that you spent the time here to find your voice," he said. "Now, you all have the rest of your life to learn how to use your voice wisely. Once you've found your voice, keep using it. There will be people you meet that really don't want you to use your voice. Don't listen. Keep telling your stories."

In the 26-year history of the YouthWrite Society, the camp has offered residential and day camps to thousands of young people from the age of eight to 18, promoting 21st-Century, multi-disciplinary literacy. The creative learning styles include linguistic, musical, spatial, visual, interpersonal and intrapersonal intelligences. At the end of each camp, students are welcome to submit their work to *YouthWrite Magazine*, with print publication credits.

“When we first created YouthWrite, it was about having a space for creative kids who don't necessarily have a summer camp to go to,” says Gail Sobat, writer, educator and founder of YouthWrite. “Oftentimes, we found that the kids who came to us didn't have a safe space to find their creative voices. They need to communicate with like-minded individuals.”

Growing up in a household with multi-disciplinary creative backgrounds, Sobat emphasized interdisciplinary writing courses when coordinating camps. YouthWrite also features courses on creating social media content, online media courses and video-game writing.

In the interests of keeping the young writers community thriving, YouthWrite receives financial support from the

“IT'S IMPORTANT, KIDS, THAT YOU SPENT THE TIME HERE TO FIND YOUR VOICE. NOW, YOU ALL HAVE THE REST OF YOUR LIFE TO LEARN HOW TO USE YOUR VOICE WISELY.”

— MLA MARLIN SCHMIDT



Edmonton Community Foundation's Endowment Sustainability Program (ESP). The ESP helps organizations establish and grow endowment funds. With the aim to create a long-term stream of funding, the ESP offers cost-effective training and access to donors.

“Kids are facing all kinds of issues in the world, and YouthWrite is one place for kids to cope with their skills, find their voices and learn how to make a change,” says Sobat. “Two years into the pandemic, these kids lost two years of their lives. They need to learn how to socialize, how to engage with one another, and how to express themselves when facing a world with joy and sorrow.”

After wrapping up the River Valley Experience 2022, supervisors and instructors were preparing for a new week with 15- to 19-year-old campers. While the age group varies each week, the passion of writing lingers around

Bennett Centre all summer long.

I walked out with kids and families on that humid summer night, listening to the parents catching up with their young writers along the street. I heard one dad who sat next to me during the presentation ask his son, why he bailed when it was his turn to share a story.

“I was holding the camera the whole time. What happened, my dude?”

“I got nervous!” cries the boy. “Also, I feel like my story wasn't vibing with the rest of the group's.”

“You want to try to use your voice again next time? We can come back next summer if you want.”

“Sure. I can also read you my story now.”

The father and son got into their car. I saw the boy take his journal out, waiting for a private presentation session and a future with many stories to share. ■





GROWING GREEN SPACES

EDMONTON & AREA LAND TRUST ADDS
THE JBJ MCDONALD CONSERVATION
LAND TO ITS PORTFOLIO

BY CAITLIN CRAWSHAW
PHOTOGRAPHY BY KATE ASTAIRE

Nature enthusiast Joanne McDonald has explored countless wild places in the Edmonton area, but she has a new favourite: a 130-acre parcel of pristine forest, wetlands and grasslands bordering Lily Lake Natural Area, west of Edmonton. The property provides habitat for more than 80 species of birds, as well as larger animals including wolves, black bears, cougars, moose and deer.

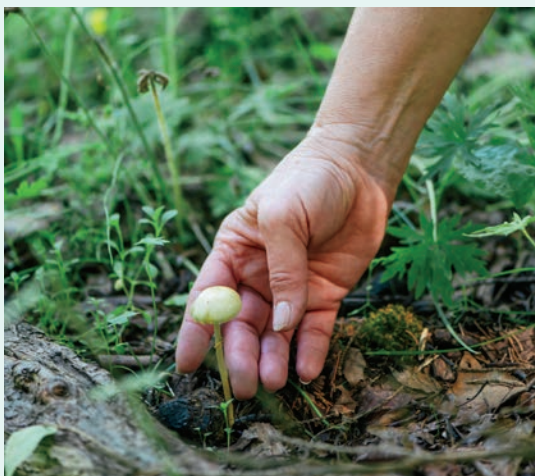
McDonald visited the site for the first time this spring. “The sun was shining and there was a classic, blue Alberta sky,” she says. “It was magical.”

Also magical? The story behind how this secluded spot became a protected natural area that bears her name, the JBJ McDonald Conservation Land.

It began in 2020, when McDonald decided she was ready to retire after a career in community relations and stakeholder engagement at Capital Power. She met with a financial advisor to iron out details in her financial plan, including charitable giving in retirement.

There are so many non-profits worth supporting, but McDonald hoped to help causes with long-term, wide-ranging benefits to the community. She felt the Edmonton & Area Land Trust (EALT), which secures land for nature conservation and the public to enjoy at no cost, fit the bill. EALT was created in 2007 through a partnership with Edmonton Community Foundation (ECF) and five other organizations, and now stewards 15 properties in the Edmonton area, including the JBJ McDonald Conservation Land.

McDonald’s financial advisor explained that she could donate the considerable stock options she’d acquired during her years of work. McDonald thought about exercising the options and donating the cash proceeds, but that meant a hefty income tax bill.



Donating the stock options directly significantly reduced the tax bill and allowed her to make an even bigger gift.

In early 2021, McDonald approached EALT’s executive director, Sheila Campbell, about the donation and her desire to seed the purchase of a new property for conservation. Because EALT hadn’t received stock options before, ECF staff members were instrumental in taking care of the technical details. By fall 2021, the donation was complete. On EALT’s behalf, ECF directed 80 per cent into an endowment fund for the purchase of new land (the JBJ McDonald Capital Fund) and the remaining 20 per cent into a fund for its long-term maintenance (the JBJ McDonald Conservation Land Stewardship Endowment Fund).

Then EALT started fundraising. Campbell estimated it would take between one and three years, given rising property costs. In December, EALT launched a holiday giving campaign and donors responded with \$6,000 in contributions. Around this time, EALT also received \$26,500 in donations >

from three ECF donor-advised endowment funds (the Don & Joan Stanley Fund, the Slavik Family Fund and the Kouri Family Fund), which Campbell directed to the capital fund. Then, an anonymous donor came through with a \$15,000 donation for land securement. This was all in addition to EALT's own capital fund, which donors had been contributing to over the years and totalled almost \$50,000.

"All of those things together meant that in the new year, we had enough money to be seriously looking for properties," says Campbell. "This is really exciting for a land trust." Looking to purchase land was a first for EALT, which had secured its other properties via landowner donations.

Just as the funding had come together at record speed, the right property appeared faster than anyone had expected. In February, Campbell was perusing online real estate listings

and found one that bordered the Lily Lake Natural Area and was just 800 metres east of the Lu Carbyn Nature Sanctuary (LCNS), another EALT property. "From a land management perspective and from a habitat perspective, it made a lot of sense," she says.

When they contacted the property's realtor, they hit a snag: The owner had secured a buyer and the paperwork was in motion. EALT's good luck returned when the conservation-minded realtor offered to ask the buyer to reconsider in the interests of nature conservation. To everyone's delight, he did. "A lot of stars

needed to align in those six months to make it all happen," says Campbell. "Everyone really came together, inspired by Joanne's desire to do something good with her stock options."

EALT took possession of the new property in April, and since then, EALT's conservation team and volunteers have been readying the property for the public to enjoy, doing everything from establishing trails to putting up signage. This work is being supported by a community grant from ECF, which seems fitting. "They've been a tremendous partner from the beginning," says Campbell. ■

"A lot of stars needed to align in those six months to make it all happen. Everyone really came together, inspired by Joanne's desire to do something good with her stock options."

- SHEILA CAMPBELL, EXECUTIVE DIRECTOR, EALT



Joanne McDonald with her son, Brett Bolkow

YOU CAN START A FUND, TOO!

Work with Edmonton Community Foundation (ECF) to ensure your charitable giving is set up for long-term growth.

ENDOWMENT FUNDS offer permanent investment of charitable gifts to provide ongoing support to organizations in the community.

When you're thinking about donating, consider what you'd like to accomplish.

Here are a few questions to get you started:

- ♦ What would you like to do to make your community a better place?
- ♦ Would you like to name your fund in memory of a loved one or in honour of someone you admire?
- ♦ How will you define your legacy and who in your family will be able to make decisions about your fund?



STEP ONE

Our Donor Advisors will help you answer these questions and more. We specialize in matching your interests with organizations whose goals mirror your own. Grants can be made to any registered Canadian charity, which means you're not limited to local causes. You can provide ongoing support for your favourite causes in Edmonton, across Canada, and around the world. We'll be happy to work with you to realize your vision for a better community.

STEP TWO

Once you've defined the objective of your fund, we'll create an agreement that captures your intentions. This is a straightforward document that explains, in writing, the goal of your fund, how involved you would like to be in allocating grants, and other relevant details. There is no obligation for you as the donor — we simply want to ensure we've documented your wishes correctly.

STEP THREE

After the agreement is in place, it's time to make your gift. People tend to equate endowment funds with millions of dollars. With ECF, you can create your endowment with \$10,000. You can donate it all at once or take up to 10 years to reach the total amount. This flexibility allows people from a variety of financial backgrounds to create endowment funds. The money in a fund is not immediately granted. Instead, your gift is invested, and a percentage is disbursed according to your charitable intentions.

STEP FOUR

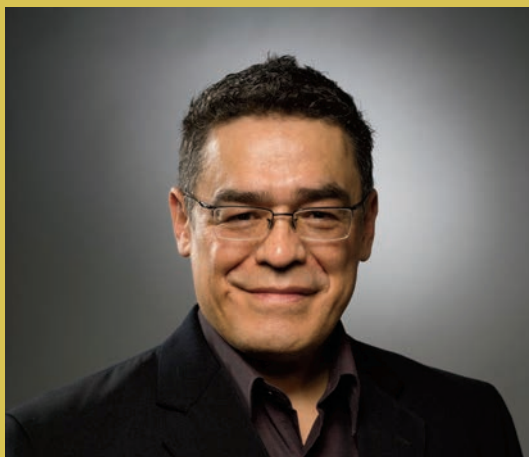
Once your fund is ready to grant, your level of involvement going forward is your choice. You can add to your fund during your lifetime or make a gift in your estate documents, like your will or life insurance — or a combination of both. You can stay active in the annual granting process or allow ECF to use its expertise of grants within the community. ■

To learn more, visit ecfoundation.org.





THE
**WELL
ENDOWED**
PODCAST



Captivating guests. Building community.

TheWellEndowedPodcast.com

SHINING

A

A new miniseries captures
the challenges – and hope –
in Edmonton's South Sudanese
community BY JULIA MAGSOMBOL
PHOTOGRAPHY BY RAY WATKINS

LIGHT



Alberta's South Sudanese community has suffered heavily since the beginning of the pandemic. **More than 30 men under the age of 35 of South Sudanese descent have died** either from COVID-19 or from other issues exacerbated by the pandemic, including drug overdoses and violence. It's a shocking number for the small community.



Above: Journalist Oumar Salifou
Opposite: Sandro Silva, producer, Dona Ana Films

To tell this important story, Edmonton Community Foundation (ECF) teamed up with Dona Ana Films (DAF) to produce a three-part miniseries that will air as part of ECF's digital series *The Well-Endowed Web Show*, available on YouTube this month. The miniseries, entitled *South Sudan Local Time*, tells the stories of several Sudanese immigrants in Edmonton, and is a precursor to a feature-length documentary that will be released in 2024.

This miniseries is a partnership between ECF, DAF producer Sandro Silva and freelance journalist Oumar Salifou. Silva and Salifou created a strong platform for Sudanese Albertans to be seen and heard, capturing the community's resilience to show it to the world.

Silva and Salifou were delighted to work with ECF. They developed their ideas in the spring of 2021 and began filming the miniseries. "I'm so honoured to be part of it because I know that it is something that needs to be told," says Salifou. "We've been working on this for quite a long time. The plan is to continue filming up until next summer."

The miniseries offers many diverse stories of Sudanese people in Alberta, including snapshots of Sudanese immigrating to Edmonton because of a series of civil wars in South Sudan. There are stories about people of all ages, from young children to the elderly. The two filmmakers said the stories in the miniseries are engaging, captivating and interesting.

One of the stories is that of an immigrant mother who came to Canada with her three children. She found that there wasn't much



“The most difficult part was when we had to film and gather the best image quality and everything, and we had to hide our tears to focus our cameras or lenses. We were emotional behind the camera.”

– SANDRO SILVA, PRODUCER, DONA ANA FILMS

support to raise her kids here and, unfortunately, her sons ended up in jail. “The most difficult part was when we had to film and gather the best image quality and everything, and we had to hide our tears to focus our cameras or lenses,” says Silva. “We were emotional behind the camera.”

Salifou says some families have been unable to afford the funeral costs for their loved ones. “Based on that story, you know it was worth investing time,” he says.

There were also warm and memorable experiences in this project. “I loved all the conversations I’ve been able to have with different people,” says Salifou, “whether it’s at people’s homes or meeting new people within the community.”

ECF and DAF decided to release the miniseries early since the death toll in Alberta’s South Sudanese community continues to rise. The filmmakers felt the need to share the story with the public as soon as possible. You can find it at ecfoundation.org. ■

A Look at **Education, Income & Employment Inequality** for **Indigenous & People of Colour** in Edmonton

Racism even shows up as we research racism

— data has traditionally been used by people in power to obscure inequities and reinforce their privilege. Gaps in data are not accidental.



“**Racism** is a system of power and violence that structures opportunity and assigns value based on the social construct of race where privilege is afforded to whiteness, unfairly disadvantaging Indigenous Communities and People of Colour.”
CFRAC, 2017

“**Whiteness** is a social construct born out of colonialism. It characterizes the force holding social, political, and economic power. Naming whiteness enables us to map, challenge, and ultimately dismantle oppressive power structures.” *CFRAC, 2017*

Stereotypes:

- The **Perpetual Foreigner** stereotype assumes minorities are foreign or “other” due to their connection with ethnic or racial groups, regardless of whether they were born in Canada or not. These folks are often not fully accepted into Canadian society.
- This racist stereotype is reinforced through research by grouping all immigrants under one term which falsely assumes that the experience amongst all generations of immigrants are the same.

Lam, Q. K. (2021). Forever Foreigners and the Myth of the Model Minority.

Unconscious bias refers to the unconscious assumptions, beliefs, attitudes and stereotypes that humans have about different groups. Biases are ingrained in every part of western culture, and they are taught to us through various systems. These learned mental short-cuts affect how we perceive and respond to people. Unconscious biases prevent us from seeing fairly and accurately the information or the people in front of us.

Discrimination is unfair treatment — whether intentional or not — because of race, religious beliefs (including Indigenous spirituality), colour, gender (male, female or transgendered), physical disability, mental disability, marital status, age, ancestry, place of origin, family status, source of income or sexual orientation.

A note on language:

This document uses the language and terms as reported in the original sources, and as such, may not reflect the language and terms people identify with and use in their daily lives, and may be offensive to some.

Education



Systemic racism within the education system is intended to uphold systems of power that benefit whiteness. Barriers are put in place that prevent Black, Indigenous and students of colour from flourishing. This has lasting impacts for the remainder of these students’ lives, including their employment and income outcomes in adulthood.

Racialized students in Alberta schools experience:

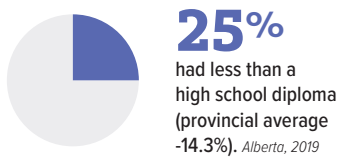
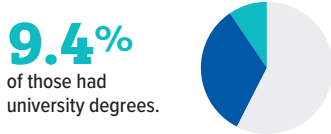
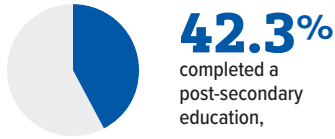
- Microaggressions
- Being incorrectly placed in ESL programs
- Lack of staff diversity and representation of BIPOC in teaching and administrative staff

- Low expectations from teachers stemming from prejudiced assumptions
- Teachers and administrative staff downplaying acts of racism in schools
- Inequitable punishment against Black students
- Race-based bullying

These experiences have psychological, emotional, social, and mental impacts on students and parents including: anger, insecurity, low self-esteem, questioned identity, frustration, inferiority complex, and poor academic performance.

Coalition for Equal Access to Education, March 2022

Indigenous People Living Off-Reserve



Truth and Reconciliation Commission of Canada and School Legacy

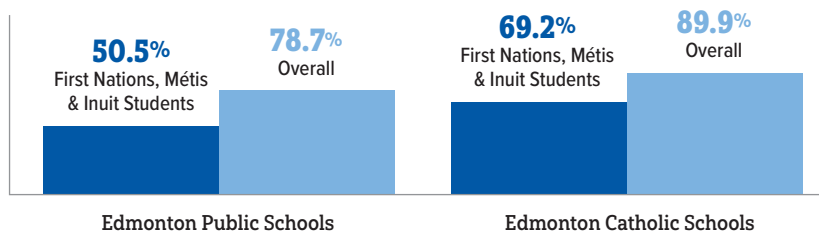
- Legacies of the residential school system have had a significant impact on Indigenous people's educational outcomes today
- Residential schools were more focused on labour, education was substandard and living conditions were not conducive to learning
- A 2010 study of Indigenous parents and children living off reserves found that the high school completion rate of children of residential school survivors living on reserves is lower (28%) than for the children of those who did not attend (36%)
- Since 1973, the Government of Canada has claimed that it is committed to devolving control of education to First Nations people, but did not give the resources they needed to do so effectively — as such, Indigenous education on reserves is underfunded and lower quality than the rest of the province, and lacks cultural relevance

Myth Busting. Facts are:

- Indigenous Bands are allocated a limited amount of money to distribute to students to go to university — there is not enough money for each applicant
- Students need to maintain their grades, reapply each year and there is no guarantee of funding

"It was precisely because **education was the primary tool of oppression of Aboriginal people** and miseducation of all Canadians, that we have concluded that **education holds the key to reconciliation.**" — Justice Murray Sinclair

2019–20 School Year Graduation Rates



New Curriculum

Indigenous leaders have criticized the UCP draft curriculum, arguing it was Eurocentric and perpetuated systemic racism, and that they were not properly consulted.

Edmonton Public School Board (EPSB) takes steps to make holiday calendar more inclusive

The Edmonton Public School Board has decided to create holidays (days off school) to mark Diwali and National Indigenous Peoples Day in 2022–23 after a group of advocates called for the board to make its holiday calendar more inclusive, but this group still wants more.

"EPSB's existing holidays ... reflect colonial structures and entrenched privilege. Children from non-Christian religious groups are at a disadvantage."

— Islamic Family and Social Services

Sources for these statistics are available at ecfoundation.org

School Experience

Note: It is acknowledged that the rates of racism recorded are subtler forms of racism that occur in curriculum, customs, or other historical biases ingrained in the school system were not recorded.

58% of students in Canadian schools said they've **witnessed someone being bullied, excluded or insulted based on their race or ethnicity** in their school —

14% said it happened to **them personally**

Indigenous and visible minority students are, respectively, **2 and 3 times more likely** to say they have **experienced race-based bullying**

21% of students in Canadian schools said they **haven't learned anything at all about racism** in Canada throughout history

Of all students surveyed in Canadian schools:

One-third said they never learned anything about **slavery in Canada**

Half said they didn't learn of the **internment of Japanese Canadians** during the Second World War

Three-in-five said schools didn't teach them about the **head tax on Chinese immigrants**

EPSB currently offers bilingual programming in the following languages:

American Sign Language, Arabic, Mandarin, French, German, Hebrew & Spanish.

Cree language instruction is also available.

Race data to be collected by EPSB

- Edmonton Public Schools has decided to start collecting race-based data on students, with the goals of dismantling systemic racism and racial discrimination
- The board will consult with Black, Indigenous and other racialized communities impacted by racism on how the data will be collected

School Resource Officers

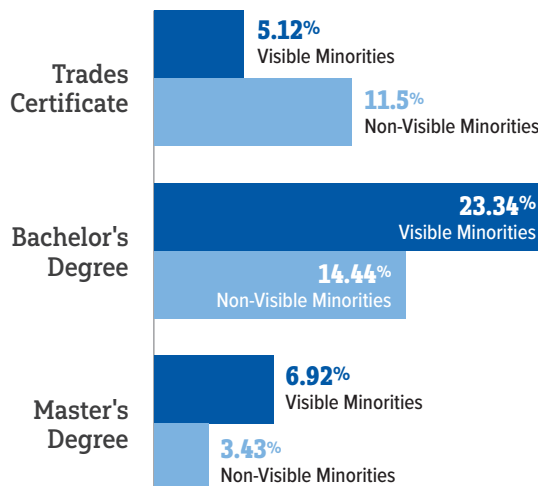
- As of May 2020, there were 26 School Resource Officers (SROs) in High Schools and Junior Highs
- Edmonton Public Schools suspended their program in September 2020 and are currently reviewing the program
- Edmonton Catholic Schools maintains a police presence
- Approximately **1,068** people were criminally charged between September 2011 to December 2021 and 20,963 students were labelled as offenders
- While Edmonton does not share race-based data, in the Toronto District School Board (2016/17):
 - Black students were expelled at a rate 3.3x their representation in the general school population
 - Indigenous — 5x
 - Whites — 0.77x

Edmonton SRO Research Project

- With SROs, school becomes a place where students are investigated, surveilled and charged by police officers
Edmonton SRO Research Project

School to Prison Pipeline: "Through disciplinary policies and practices, teachers and administrators criminalize children, and push students out of schools and into direct contact with ... the criminal justice system." *Black Action Legal Centre, 2022*

Highest Level of Education by Race/Ethnicity



Visible minorities refers to anyone who is not White or Indigenous, Statistics Canada

Immigrant Children

- The children of immigrants were generally more likely (43%) than those whose parents had been born in Canada (29%) to complete post-secondary studies
- 67% of children of immigrants from East Asia had university degrees, 56% of children from South Asia and 52% of children from North Africa
- Those from Central America (19%) and the Caribbean and Bermuda (24%) had lower rates Canada, 2016



Teaching and Racism

"Being a Black female teacher in Alberta has led to many racially abusive experiences that have made me want to stop teaching. Racism, especially at school, feels like an assault that leaves me humiliated and afraid" — *Gail-Ann Wilson, 2021*

- In Ontario's publicly funded school boards, racialized people are passed over for permanent contracts while the white teachers have a faster path to permanency. *Abawi, Z and Eizadiri, A., 2020*

Underrepresentation in Post-secondary Instructors

- Indigenous university professors made up just 1.4% of all university professors and 3% of college instructors. 5% of undergraduate university students are Indigenous
- 21% of racialized university professors are on par with growth in the proportion of the overall labour force
- 2% of University teachers are Black while the Black labour force is about 3.1% *Canada, 2016*

Education Attainment in Black Youth

- A study looking at Black youth in Canada aged 9 to 13 in 2006 were as likely as other Canadian youth to obtain a high school diploma (approximately 90%). But, less likely to attain a post-secondary qualification
- Only 51% of males had a post-secondary diploma 10 years later (62% for non-Black males)
- 34% of Black females had a university degree 10 years later (41% for non-Black females)

Educational barriers for Black Youth

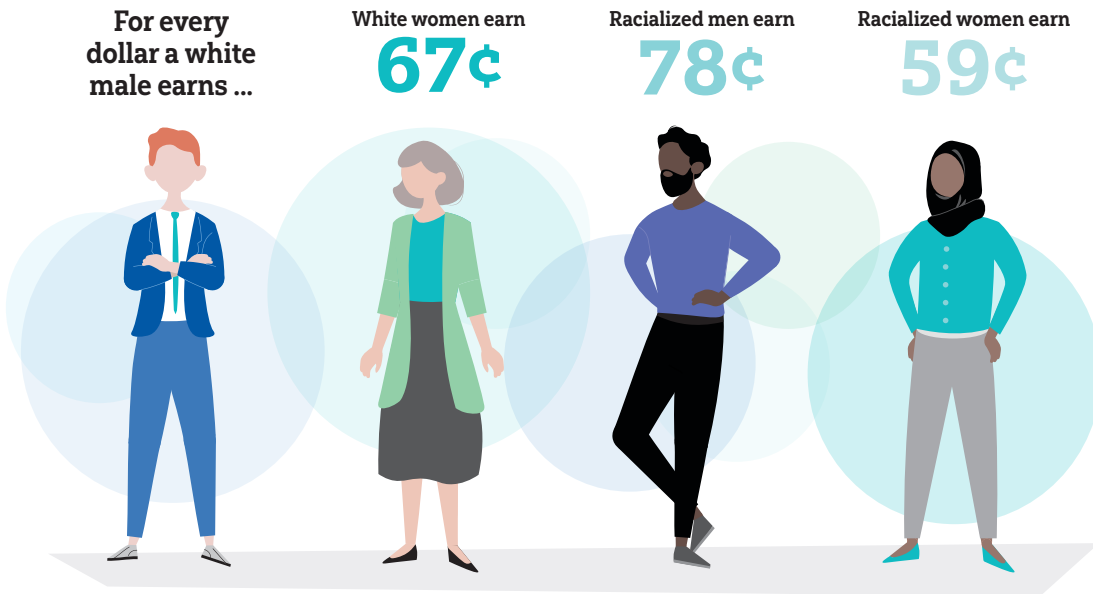
- 94% of Black youth aged 15 to 25 wanted to get a bachelor's degree, but only 60% thought they actually could. *2016*

The Black Experience Project in the Greater Toronto Area

- 49% indicate they felt that being Black presented challenges not faced by other students
- 37% never felt accepted by their teachers, and 41% said that school was not a welcoming place
- Having more teachers who are Black is associated with more positive school experiences. But, most (four in five) were educated in high schools where either a few or none of the teachers were Black

Employment

Systemic racism in employment is intended to uphold systems of power that benefit whiteness. Barriers are put in place that make it hard for Black, Indigenous and People of Colour to do well economically.



Low-income Prevalence

Low income prevalence tends to **decrease** generationally:

14% of first generation visible minority immigrants live with low income, compared to **9.1%** of third generation visible minority immigrants.

First generation **Arabic immigrants** experience the highest low income rate at

34.3%

versus third generation **Arabic immigrants**, who have a low income rate of

13.6%

First generation **Black immigrants** have a low income rate of

20.9%

Filipinos have the lowest low income rate —

4.6%

of first generation **Filipinos** live with low income, compared to

2.5%

of third generation **Filipino immigrants**.
2016

Income Inequality

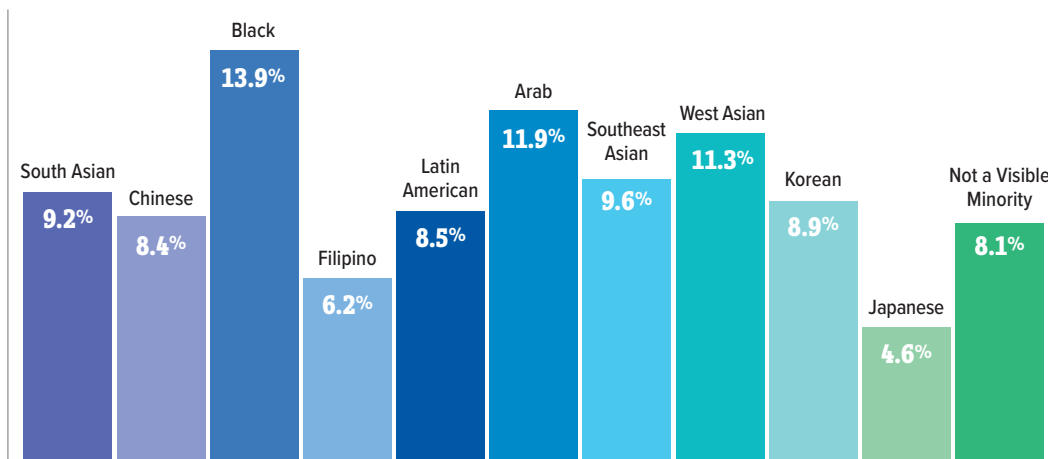
- Racialized Canadians make less than non-racialized Canadians.
- The biggest gap is in management occupations, where racialized Canadians make an average of \$82,364 and non-racialized Canadians make \$120,663.
- Racialized women managers made an average of \$67,420 and non-racialized men managers made \$177,122. 2016

Employment Inequities

- 50% of South Asian women intend to quit their current role.
- 60% of South Asian women reported their skills were underutilized — compared to 46% of all women.
- 59% of South Asian women say they sometimes feel out of place culturally at their job, compared to 35% of all women.
- 57% of South Asian women report feeling they are treated less fairly at work compared to peers, in comparison to 33% of all women.

Unemployment Rates in Edmonton (race is self-identified)

This data includes individuals of all levels of education and length of time in Canada.



Sources for these statistics are available at ecfoundation.org

Canada's Black Population: Education, Labour & Resilience

According to data from the 2016 General Social Survey, Black employees aged 15 or over were more likely than their counterparts in the rest of the population to report having experienced unfair treatment or discrimination at work in the 12 months prior to the survey.

- At the same time, 85% of Black women and 90% of Black men reported a high level of job satisfaction.
- 21% of the Black population aged 25 to 59 lived in a low-income situation, compared with 12% of their counterparts in the rest of the population. *Canada, 2016*

Further research from Toronto shows:

- About 70% of participants say that Black people are frequently treated unfairly because they are Black when seeking employment or work.
- One-third identified anti-Black racism in the workplace, whether explicit or an uncomfortable workplace culture.
- They cited negative experiences, such as having their level of competency questioned, dealing with racism and stereotypes, and having their qualifications overlooked or not recognized. *The Black Experience Project in the GTA, 2017*

Anti-Black racism in the labour force

- A study conducted in Toronto used the same resume and cover letter with the following differences: whether the applicant had a White-sounding or Black-sounding name, and whether the applicant referred to having a criminal record in the cover letter.
- The results showed that among those with no criminal record, the "White" resume received three times the number of call-backs as the "Black" resume. When both candidates indicated a criminal record, the difference jumped to 12x. The "White" applicants with a criminal record still got nearly twice as many call backs as the "Black" applicants with no record.

Income and Wealth Equity



20.8%
of racialized Canadians live with low income.



60%
of racialized families are in the bottom half of the income distribution.

12.2%

of non-racialized Canadians live with low income.



47%

of non-racialized families are in the bottom half of the income distribution. *2016*



Indigenous Employment

Alberta has the fourth highest percentage (4.9%) of Indigenous peoples living off-reserve in the working age population.

- About 40% of them live Edmonton.
- The unemployment rate for this group was 11.2% (Canada overall — 5.7%).
- The average hourly wage for this group was \$28.84 (\$3.31 higher than national average for Indigenous peoples living off-reserve). *Alberta, 2019*

Indigenous people's economic inequities today are directly linked to **colonial processes of dispossession**, the **theft of land and resources**, and **taking away Indigenous peoples' traditional ways** of supporting themselves. *Yellowhead Institute, 2021*

Low-income Prevalence amongst Indigenous People

Indigenous people living in Edmonton have a low income prevalence rate of

18.4%

First Nations = 12.10%
Métis = 13.5%
Inuit = 8.7%

By comparison, **non-Indigenous people in Edmonton** have a low-income prevalence rate of

8.7%

Working During the Pandemic

- Racialized women work as nurses aides, orderlies, patient service associates and home support workers at nearly 3 times their share of the total labour force. *Statistics Canada, 2016*
- During the pandemic, accommodation and food services; information, culture and recreation; and wholesale and retail trade accounted for 80% of job losses in Canada.
 - Racialized women represent 25% of workers in these industries
- 30.2% of Indigenous women were in occupations ranked in the top quartile of COVID danger via proximity to others.

COVID-19 did discriminate: Labour force data sheds light on economic disparities during pandemic (2021)

Whitening of Resumes

- "Resumes containing minority racial cues, such as a distinctively African American or Asian names, lead to 30–50 percent fewer callbacks from employers than do otherwise equivalent resumes without such cues"
- Many people are forced to "whiten" their resumes — by changing their names, removing experience with racial cues — to improve their labour market chances

Kang, S. K., DeCelles, K. A., Tilcsik, A., Jun, S. (2016)

Immigration Contribution to Canada

- Newcomers had a labour force participation rate of 83%. Refugees had a rate of 78% and economic immigrants 90% (vs. Canadian average 87%), 2019
- The more time in Canada, the more income an immigrant makes:
 - Economic immigrants make an average of \$51,900 in the first year after arriving, but make \$74,000 at 15 years.
 - Refugees also make more money the longer they are in Canada, but still lag behind — \$21,100 in the first year, \$35,600 at year 15.
- 42% of refugees used social assistance in the first year since landing, and 25% in year 10.
- Only 2% of economic immigrants use social assistance — much lower than the 6% Canadian average.

Majority of immigrants are economic

- The economic immigration class is the largest source of permanent resident admissions, at approximately 58% of all admissions in 2019 (196,658 persons)
- 106,422 immigrants were admitted to Canada under the economic class in 2020

Immigrants Contribute to the Economy

An influx of **1,000** immigrant families translates to

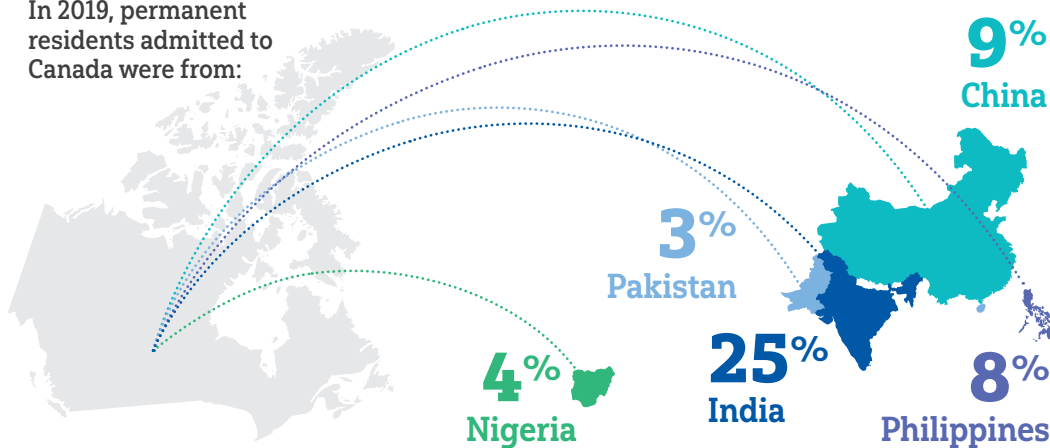
\$84 million in new household expenditures. 1,000 new families also generate

\$20 million per year in municipal, provincial and federal taxes.

State of Immigration and Settlement in Edmonton Annual Report, 2021

Permanent Residents by Country of Origin

In 2019, permanent residents admitted to Canada were from:



Credentials & Overqualification

In a Canada-wide study conducted with workers aged 25 to 49 with a university degree in 2006 and again in 2016:

- 29.3% of Immigrants experienced overqualification at least once, compared with 16.1% of non-immigrants.
- 33.8% of immigrant women and 25.3% of immigrant men experienced overqualification at least once.
- Nearly 10% of immigrants were persistently overqualified.

Working Without Status

Advocates estimate as many as 10,000 to 20,000 (former) Temporary Foreign Workers who have lost status are currently living in Alberta.

- Formal employment is closed off and these workers have to subsist through casual, informal, cash-based work through community networks and connections. These make them vulnerable to unsafe conditions such as not getting paid, being shortchanged and unsafe working conditions.

Luciano, M. and Foster, J. Parkland Institute, 2020



Immigrants Start Small Businesses

12.2% of small and medium enterprises in Canada were owned by visible minorities in 2017.

80.3% of this group was born outside of Canada.
SME Profile: Ownership demographic statistics

Newcomers to Canada are more likely to start a business that grows more quickly and creates more net jobs per enterprise than the Canadian-born population.

The entrepreneurial rate among newcomers is **more than double** the rate for people born in Canada. *Thevenot, S. (2019)*



QUILTED WITH LOVE

NON-PROFIT ORGANIZATION DONATES QUILTED BLANKETS TO MAKE THE HOSPITAL FEEL MORE LIKE HOME

BY **KATRINA TURCHIN**

SHEILA ETHIER KNOWS what it's like to be a patient in a psychiatric ward.

"I was in the hospital in 1996 and I had come home from the hospital and I was always cold and achy," says Ethier, a registered nurse. "I was going through my closet and came across a quilt that my grandmother made for me when I was a young girl. I looked at the quilt and remembered my childhood days when I was happy. I covered myself with the quilt and thought maybe I will come out of this and feel well again. As I closed my eyes, I felt a sense of love and comfort. I said to myself, 'This is a blanket of love and others with mental illness will benefit from receiving their own quilt.'"

Ethier founded Blankets of Love the next day. It is a non-profit organization that provides quilts to patients in hospitals facing mental health challenges. The program started at the University of Alberta Hospital and now provides quilts to hospitals Canada-wide. Blankets of Love has

donated more than 5,500 quilts since then. At least 2,000 of them were donated during the pandemic.

One early supporter of the program was Dr. Roger Bland, the Chair of the Department of Psychiatry at the University of Alberta throughout the 1990s. Ethier met Dr. Bland when she founded Blankets of Love.

"I remember Dr. Bland was so warm and genuine when he learned of the program," Ethier says. "He invited me into his office and was just very pleased that something good was happening for the patients. He was such a kind, wonderful man."

Blankets of Love recently received a generous donation from the Roger and Riet Bland and Family Fund at Edmonton Community Foundation for operational costs. The funding will go towards completing quilts that are donated unfinished, and will cover the cost of about 25 quilts.

"Even a small donation goes a long way in helping someone's life," Ethier says. ■



Building
bridges.

With funding from Edmonton Community Foundation and Edmonton Arts Council, award-winning poet Knowmadic enriches the diversity of Edmonton's arts community by bringing together the individuals and organizations that inspire our city's reputation as a unique and outstanding cultural centre.

Donations to ECF inspire hope, create opportunity and enhance the Edmonton lifestyle. We work with our donors to give, grow and transform. ecfoundation.org is poetry in motion.



Charity begins at Home.

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