REPORT
Trustbuilding Project Launch and Round Table
December 7th
2019

Building trust across the world’s divides
IofC Canada
Trustbuilding Project

On December 7th 2019 in downtown Montreal, close to 50 people gathered at Initiatives of Change Canada’s Round table and launch of the Trustbuilding Project, to explore racial discrimination in Quebec. This theme was chosen to stimulate dialogue since it is a major, largely unrecognised issue in Quebec society. The event played a unique role in getting a diverse group of participants and speakers together to address the issue, filling the gap between other initiatives from academics and activists. Through the project, these dialogues will serve as the foundation for training and supporting leaders from diverse sectors of society, to work towards healing the social and historical divides of communities in Quebec.

- Set the table for a conversation on systemic racism
- Accompany people on their journey to understanding and becoming aware of systemic racism
- Recruit experts who can clarify and describe the reality of systemic racism as well as give food for thoughts to keep working on that issue
- Have participants experience a situation whereby they will integrate what they learn into their reflections about their own transformation and into practical applications in their lives and workplaces
- Recruit potential participants for the training session and for project implementation
- Expand and diversify our network and broadcast the project to a larger audience
- Generate interest for our work in our potential partners and donors
- Continue to establish IofC’s specific credibility and expertise for its groundwork in trust building within a context of cultural diversity

- 99:30 – Opening doors and welcoming participants
- 10:00 – Welcoming address by Joseph Vumiliya, IofC Canada’s regional coordinator for Quebec
- 10:05 – Land acknowledgement ceremony – Marie-Émilie Lacroix of the Innu Nation
- 10:10 – Project manager for IofC Canada, Geneviève Dick’s introduction of Firyal Mohamed, Karen Bambonye and Talia Smith
- 10:12 – Firyal Mohamed and Karen Bambonye’s presentation of Initiatives of Change Canada and of the Trustbuilding Project, as co-chairs of the board of administration
- 10:20 – Talia Smith’s presentation of the Trustbuilding Programme
Agenda (suite)

10:28 – Geneviève Dick’s remarks on the connection between the Trustbuilding Project and the roundtable. Introduction of Rafael Bénitez, the facilitator for the day

10:30 – Rafael Bénitez’s introduction of the roundtable, the panelists and the protocol that participants will follow

10:35 – Roundtable: a 10-15 minute presentation by each of the five panelists

- Marie-Iris Légarée, commission of human and youth rights;
- Yara El-Ghadban, writer and anthropologist;
- Rodney St-Éloi, writer and editor for the publishing house Mémoire d’encrier;
- Alexis Wawanoloath, articling law student, first Indigenous MNA elected to the National Assembly (2007) and former advisor to the Abenakis of the Odanak First Nation;
- Barry Hart, professor and researcher of Trauma, Conflict and Identity studies in the Center for Justice and Peace Consolidation of the Eastern Mennonite University.

10:50 – Panel discussion on systemic racism

11:15 – Coffee break

11:30 – Q&A with the panelists and testimonies

12:15 – Lunch offered locally

13:30 – Experiential activity on privileges

14:30 – Sharing about the experience and connecting it to the morning’s roundtable

15:00 – Geneviève Dick presents the Trustbuilding training sessions (February and March)

15h15 – Evaluation by Jessie Sutherland, an international speaker and expert in diversity and exclusion

15:20 – Conclusion

Photos credit: Annie Lessard, IofC Canada

Building trust across the world’s divides
Before the roundtable

Centre Saint-Pierre, where the event took place, was supposed to open its doors earlier than usually scheduled so that we would have time to set up the technical equipment for simultaneous interpretation services. We were first delayed by 45 minutes because the Centre’s employee arrived later than scheduled.

Our partners, CCR for sound equipment, and Coop L’Argot, then started setting up as fast as they could.

We had scheduled a breakfast for the panelists, the project manager, the program manager and members of the IofC Canada’s board of administration in a restaurant not far from the Centre where the event was taking place so that the panelists could meet before sharing the stage for the round table. Our goal was to give them time to share their ideas and adjust to each other’s presentations and create an atmosphere of trust between them.

It was an excellent idea and gave some of the panelists the opportunity to meet for the first time. However, lack of time, the absence or lateness of some of the panelists, as well as issues with the breakfast service management at the restaurant were additional organizational challenges for the day. We however still believe that having the panelists meet before the event is a good way to create a connection between them and improve their coalition.

Joseph was in charge of driving our national and international counterparts, which kept him busy until approximately 9:45 am.

Preparing the room, welcoming the participants, distributing headsets for simultaneous interpretation as well as setting up the video camera to film the event became the sole responsibility of Annie. Luckily, a few IofC members and friends started helping out.

For all those reasons, the event started approximately 30 minutes later than scheduled.

Joseph, the regional coordinator for IofC Canada, welcomed everyone and then passed the baton to Marie-Émilie.

Pour toutes ces raisons, l’événement a commencé avec une trentaine de minutes de retard.

Marie-Émilie Lacroix of the Innu Nation, who is a member of Initiatives of Change Québec, offered the opening prayer as an Indigenous land acknowledgment pronouncement about the territory where we all were.

Geneviève, project manager for Trustbuilding, then introduced Talia Smith, the international manager for the Trustbuilding Programme. Talia presented Initiatives of Change’s mission and global approach, as well as the key principles of the Trustbuilding Programme.

Geneviève then introduced Firyal Mohamed and Karen Bamboyne, who are both co-chairing IofC Canada’s board of administration. They explained more precisely to the group what IofC had achieved and how the Trustbuilding pilot project was being implemented in Canada.
Round Table

**Rafael Benitez**, an intercultural mediator and facilitator for the day, set a tone of sharing, respect, learning from each other and constructive exchanges for the meeting. ‘This is a safe space where to reflect on racism in Quebec, to set a direction for our collective environments and to develop our ideas in order to invite others into also discussing racism,’ Rafael stated.

The first panelist, **Marie-Iris Légaré**, an education and ethical cooperation agent, processes Racism, Discriminatory Profiling & Housing Discrimination claims for Quebec’s Human Rights and Youth Rights Commission. She presented the province’s legal framework as well as factual information on racism in Quebec that laid the foundation for the conversation throughout the rest of the day.

The Commission has eight mandates. It was set up to guarantee the compliance with and implementation of the Human Rights law and with Quebec’s Charter of Human Rights and Freedoms.

‘There are more than seven billion of us in the world but actually only one race. We constructed a different concept of race developed during genocides and colonization. We have to deconstruct this idea’ Marie-Iris commented. She encouraged us to think about how the dominant group in society racializes others, those who are ‘different’. Marie-Iris highlighted how often racialisation was weaponized against Indigenous people. She emphasized that race ‘does not exist, it is a socially created construct.’ There are 14 prohibited grounds of discrimination in the Charter that do not address racism as such. In Quebec, any of these forms of discrimination is equally prohibited in the eyes of law. ‘Racism can be direct, indirect and systemic like racial profiling’, Marie-Iris explained.

Marie shared factual information on racism and discrimination in Quebec; for instance, 25% of the complaints filed to the Commission every year have to do with discrimination against minority groups; for the past five years, a third of the claims about housing were grounded in racial discrimination; also Indigenous women are 11 times more likely to be detained by the police in Quebec.

Marie-Iris concluded by highlighting forms of discrimination against Indigenous people and minority groups such as profiling at a young age, the lack of institutional support, high rates of school expulsion, family-based care for families in neighbourhoods with a high prevalence of racial problems, children placed in foster care, worsening living conditions, and so on and so forth.
The second panelist, **Yara El-Ghadban**, is a Palestinian writer, speaker and artist. Yara shared her approval of Marie-Iris’ categories of discriminations. She had herself, her family or friends dealt with said discriminations, particularly her friends wearing hijabs. ‘It reveals the wounds of colonisation,’ Yara stated.

Yara used to be an anthropologist and had worked on the issues of identity and exclusion, exploring the correlation between social awareness and imagination. Yara believes that imagination has a tremendous power, ‘if we can induce a question in our conscious imagination, it can influence life itself. Working on conscious imagination is crucial if we want to see social and systemic change.’

As a Palestinian, Yara experienced the displacement of her community and extensive discrimination. “We flatten out our issues and group them under the label of diversity issues.” Yara moved away from writing academic papers to writing novels, using her imagination to share excluded and often forgotten stories.

**Rodney Saint-Éloi**, originally from Haiti, was the next one to speak. Seventeen years ago, he founded Mémoire d’encrier, an independent publishing house that proposes through its wide-ranging catalogue alternative diverse perspectives, ways of reading literature and reading the world.

Upon arriving in Canada, an immigration officer once told Rodney he was ‘nobody.’ ‘After that incident, I looked into how I could be Black in this city. Literature saved me. Imagination, where I reside, is fundamentally connected to history and beauty,’ Rodney shared.

Rodney believes that dominant groups classify “Others” in society. “The only space where we can live is imagination.” As a writer himself, Rodney turned the discrimination and racism he had experienced on their heads by giving a voice to writers mostly from minority groups who had had to deal themselves with marginalisation and discrimination.

‘In the work that I do as a writer, there’s this an awareness that our power stems from our own vulnerabilities. We live in a world where we don’t talk about awareness. Literature is a massive weapon for exploring this as well as social change. The diversity of literature is crucial to the persistence of beauty in our world’, Rodney stated. One of his examples was Palestine, which is not a state recognized in the world. However, its writers, poets and thinkers bring it into existence through literature.
Alexis Wawanoloath's presentation followed Rodney’s. An Abenaki who grew up in Abitibi, Alexis is an articling law student. Alexi became the first Indigenous MNA at the Quebec National Assembly in 2007. He also used to be an advisor to the Abenaki Odanak First Nation. ‘One way of addressing racism is through investigating the living conditions of Indigenous peoples’ Alexis commented.

Alexis presented the situation of indigenous communities versus that of the colonies. ‘We are now in a period where we are useful to colonial powers. We had signed nation-to-nation treaties with the English, which they consistently disregarded; so we moved on and began signing treaties with the French instead’. Alexis believes that Indigenous peoples are still defining who they want to align themselves with and who they can trust, if anyone. ‘We want to maintain our own practises. Our nations live and worship the land, our territories, which goes against the individualistic, exploitative mindset of the colonies. To them, we became more of a nuisance than a resource.’

Alexis presented how throughout history, First Nations and their territories were abused. His narrative was illustrated with powerful images of Cree artist Kent Monkman showcased during his exhibition Shame and Prejudice: A Story of Resilience, which revisits the history of Canada from Confederation to today, through the eyes of Miss Chief Eagle Testickle, the artist’s flamboyant spiritual alter ego.

‘All the Indian Act did was to define who we are and how we should interpret our own ancestor’s rights.’ When speaking about what can be done so that Indigenous People can reclaim their destiny, Alexis stressed that ‘we need legal reforms; we need to found Quebec again; we need to become actors within the government. Ultimately, we need a new Canadian constitution where we can inscribe our values into the Preamble.’

Our last panelist, Barry Hart is a professor and researcher on Trauma, Conflict Studies & Identity issues in the Center for Justice and Peace Consolidation at the Eastern Mennonite University. He also sits on IoF International’s council. Barry is from the USA, a country that, according to him, ‘has a long way to go in order to acknowledge Indigenous communities.’ Barry believes that racism is about ‘being afraid of the other.’ He spent five years working in the Balkans, bringing together people from three different ethnic and religious groups. ‘The wars over there were about stripping others of their dignity, wars that had been going on for over 600 years. What can you do when leaders say that they would die, and often kill as well, rather than lose their identity?’
Round Table (suite)

Barry explained that collective identification and manipulating the sense of dignity comes into play within discriminatory practices. ‘Our thrust forward comes from our sense of self, a better understanding of who we are and how we are in relation to ‘others’. If we change, others will change.’

Barry then said that ‘Science says we are born to be with others. Ubuntu reflects how I need you to be whole and how you need me to be whole.’ The word Ubuntu, taken from South African Bantu languages, encompasses the concepts of humanity and brotherhood. In South Africa, the term was used notably by Nobel Prize winners Nelson Mandela and Desmond Tutu, to describe an ideal society opposite to that of segregation, during Apartheid, and later on to promote national reconciliation.¹

Barry concluded that we need to move away from discrimination and systems that violate our humanity, towards dignity for all. ‘How can we use our differences for the common good? We are meant to be together, honour each other and find out how we can move forward together.’

A discussion and Q&A session with the audience ensued. Discussed topics ranged from integration, assimilation, to systemic change; members of the audience shared their experiences and stories. One participant asked, ‘How can schools help counter racism in Quebec?’ Alexis who used to be a preschool teacher answered: ‘One of my mandates was to fight racism which gave me a lot of leeway.’


Building trust across the world’s divides
Round Table (suite)

‘Parents instil racism into children out of ignorance. I taught children colonial history and about residential schools, asking them to put themselves in the shoes of those children, asking them what it would feel like to be beaten for speaking one’s mother tongue. I used arts and crafts to share Indigenous culture.’

An indigenous elder asked: ‘What are your thoughts on reconciliation and indigenisation, words I am allergic to?’ Alexis answered: ‘Reconciliation is a goal, not a process. First, we need to have conciliation. We need to discuss decolonisation before reconciliation.’

‘Why do people coming from different places have such a difficult time integrating? Which is not racism, it is a question of being accepted for who one is in their environment which seems to happen a lot in Quebec,’ one participant asked. Marie-Iris answered: ‘Generally, biases are implicit and unconscious, therefore it is a form of indirect discrimination. It is the unions’ responsibility to look into this issue to better support people from other countries, to work at changing practises in their workplaces.’

Rest of the day

IofC Canada offered a complimentary supper to participants so that they could get together to keep on having conversations about the topic discussed that day.

We noticed an amazing synergy between the attendants. Sharing a meal in a relaxed atmosphere gave participants, panelists and the team time to meet, share and forge new future alliances.

Just after a roundtable addressing a crucial and deep societal issue, we believe that this shared moment was an extremely beneficial opportunity to build trust among the participants and induce a sense of belonging in several of them.

In the afternoon, Geneviève, the project manager, facilitated an experience titled “The privilege walk”.

For this activity, all the participants stand in one straight line. The facilitator then reads a series of statements out loud and participants either take a step forward or backwards if the statement applies to them. If participants do not feel comfortable revealing their situation publicly, they can just stay where they are after the statement.
Several ideas and required actions are presented in the following format: if you are right-handed, please take a step forward; if the language of the dominant group is your mother tongue, please take a step forward; if you constantly feel unsafe when you are outside at night, please take a step backwards; if you suffer from an invisible disease or handicap, please take a step backwards; if you can find in supermarkets band aids that match your skin colour, please take a step forward.

At the end of the activity, participants can visually assess their privileges compared to other attendants, by looking at where everyone is standing in relation to the starting line.

We then invited participants to sit in a circle and Geneviève asked them to share how they felt about how they were positioned privilege-wise.

Several people mentioned how surprised and sometimes disturbed by where they were standing by the end of the exercise, for instance when they felt they would be better positioned in view of the privileges they thought they had.

Overall, we could see for ourselves that the people who had a lot of privileges and were located ahead of most people were mostly white men. Conversely, people who seemed to have fewer privileges were for the most part racialized.

All the participants were impacted by this exercise.

Geneviève Dick, the project manager for the Trustbuilding project, then gave an overview of the training IofC Canada will be offering to equip individuals with tools to initiate dialogue within communities on major societal issues. Her presentation, approximately 10-minute long, was designed to give an overview of the training programme: who could be eligible, what were the selection criteria, when and where it would take place.

To close the day, Jessie Sutherland who was hired by IofC International as the facilitator in charge of implementing the evaluation process for the training programme, gave an overview of the said process. She then invited participants to stay with us for cake, to test the evaluation tool designed by the team and for a group conversation.

Geneviève then concluded the evening by thank everyone, the participants, the volunteers, Coop L’Argot and CCR solutions, our partners and the entire team. She also mentioned it was IofC Canada’s 75th anniversary.

Building trust across the world’s divides
Participants

Approximately fifty people attended the roundtable and the launch of the Trustbuilding project.

Several IofC colleagues came from Canada and other countries to take part in the event. Among them were members of the International and Canadian board of administrations, fellow members of IofC International and of the Ottawa Office, as well as long-term IofC Canada active members.

A group of about five people came from Quebec City and took part in the meeting.

Several participants came from IofC community-based partner organizations, who are already heralding the project in their networks.

Finally, friends or relatives of the Montreal team came to spend the day with us.

Results / Realizations

We were very satisfied because, through the panel presentations and the stories members of the audience shared, came a collective realization that systemic racism is a current reality in Quebec. We enjoyed being able to open a respectful and informed conversation on that topic.

We believe we have managed to establish some level of credibility for the Trustbuilding Project through the roundtable. The quality and diversity of our panelists as well as of the attendants allowed us to convince several people, most of them key actors in their fields, of how necessary our work is. It is our belief that it will benefit our cause and increase its visibility in all their respective fields. It will probably be of assistance when comes the time to select participants and partners for the upcoming training sessions.

Indicators of the participants’ interest:

- Several people asked us for “The privilege walk” activity after the event. We saw it as an indicator of interest for the reflection we had throughout the day;
- Some of the people we consulted when kickstarting our preparation for the roundtable had initially questioned our choice of topic. They are now convinced of the merits of our project and the benefits of starting difficult conversations;
- We learned that at least three or four participants had cancelled previous commitments in the afternoon to be able to spend the rest of the day with us;
- A minimum of four people clearly showed interest for the training sessions.

Communication analytics

Facebook

On our Facebook page, we went from 40 to 98 followers in two months and a half.

However, during our preparation time and on the day of the event itself, we came into contact with an important number of key people for the rest of the project, who were all very enthusiastic about the Trustbuilding Project. We believe we might be able to substantially increase our audience and extend our network in the coming months.
Communication analytics (suite)

Facebook (suite)

These are the Facebook analytics for our page:

Scope of publication

![Portée de publications graph](image)

![Réactions, commentaires, partages et plus encore graph](image)

Reactions, commentaries, shares and more

Building trust across the world’s divides
Communication analytics (suite)

Facebook (suite)

Total audience

![Graph showing audience totals with organic and paid views over time]

Total views

![Graph showing total views by day in November and December]

Building trust across the world’s divides
Total visitors

First sources
Communication analytics (suite)

Facebook (suite)

Scope of publications
### Communication analytics (suite)

#### Facebook (suite)

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Communication analytics (suite)

**Facebook (suite)**

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**Google Analytics**

The Trustbuilding Project Facebook page as well as the French and English websites for Initiatives of Change Canada were added to our Google Analytics account at the end of October 2019.

Given the lack of time, our busy schedule and the team’s limited resources, the project’s Communication coordinator was not able to test whether the application was working accurately. As a result, after the event in December, when she decided to analyze the collected data, she realized the data was not appearing.

The connected pages and websites are listed in the account; however, unfortunately, it seems like no data was collected via the Google Analytics account.

After the holidays, Annie will communicate with Google Analytics to try and recover the data and understand the problem.
Communication analytics (suite)

Sendinblue group mailing

We selected the Sendinblue platform for group mailings because it offers a complimentary service in French.

In total, we sent 230 invitation and reminder emails. Out of those 230 emails, according to the collected statistics, only 15 emails were blocked.

Here are the statistics for the group mailings:
Communication analytics (suite)

Sendinblue group mailing (suite)

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However, it seems there were technical issues with the platform. So, the week prior to the event, when we checked with different people registered on our list of successfully sent emails, we realized that about fifteen people had not received the invitation email, even after checking their spam folders. We then checked their email addresses on the platform and the messages were listed as having been sent.

The finding came as a disappointment and increased the team’s stress levels, as it was the last straight line before the event. We could not look more into what had happened nor conduct any other test before the event.

Annie, the Communications Coordinator, was in touch with the platform’s customer service to understand the technical issue and also to take the required troubleshooting actions. Tests will have to be conducted after the holidays to make sure group emails are being properly sent.
Looking ahead/ action points

General:

- Follow-up with speakers as potential partners and interested participants from the Roundtable.
  - What opportunities are emerging? What role can LoFC play in connecting others within this focus of racism and discrimination? What relationships need to be built to deepen impact?
- Approach: The Ministry of Heritage, the Mayor of Montreal, the Department of Integration/ cohesion, Institute Governance (ThinkTank in Ottawa) through Thembi.
- Some of the Quebec team to visit Ottawa – for fellowship and strategic meetings.
- In light of the sensitivities that were highlighted at the breakfast meeting – keep the conversation between the board and team going.
- Keep year 2 in mind: sustainability (financial & planning).
- Genevieve to speak to Rob about the manual edit (about the group taking responsibility in difficult situations).
- Letlapa to visit? First step is to find out if he can get a visa, then discuss with TBP Intl team about how to fund it.

Roundtable event:

- Set-up the room in a circle (as originally planned).
- There will always be less numbers than you think (linked to above point)!
- More volunteer support needed (Annie was doing registration and getting the room ready alone).
- More description about the aims, vision and plans of the TBP in Quebec.
- More time needed for Q&A and sharing.

Team’s needs/ areas of support:

- Translation; it is a challenge and extra pressure for the team with limited resources to operate in two languages;
- Establishing how the project can benefit the rest of LoFC Canada and how it can expand to become a national TB Program;
- Training design; the team needs support in conceptualizing and designing the two weekend trainings in Feb and March.

Building trust across the world’s divides
Looking ahead/ action points (suite)

Training:
- Have an agreement with participants as to what their commitment is;
- Leadership development: consider how you can strategically develop activists in line with your objectives. Strategic targeting of diverse participants (not just trainers) – what support do you need to reach the right people?
- Aim to attract 25 people for two training weekends in February and March, and then 6 at the ToT. What is the expectation of the ToT participants?
- Training and then what? Ned an outreach and accompaniment plan to sustain engagement after the training.
- How to secure a pool of trainers to deliver the project in year 2?
- Rob.C to give support in the design of the training.
- Participation – have a few spaces for people from outside Quebec for those who could help establish a TBP in other areas of Canada.

Fundraising:
- Talia will send Helene the fundraising research for Canadian donors – need to check to see if we can apply;
- A fundraising plan is needed that considers project sustainability. The TBP’s new Development Officer can give support;
- Approach lofC Canada’s previous donors (through Lorane) such as Heritage Canada;
- Create a Fundraising Committee with, for example, the PM, a board member, Helene and Brian and Thembi as advisors. A brainstorming session of potential funders is needed;
- There will be a charge for participants to attend the training weekend which will cost the team a total of CA$1,200 per person;
- Consider organising a fundraising lunch hosted by Brian? Aim is to get RSVP’s from influential, connected people and present the TBP;
- Reflexion on what story are you telling that could raise funds?
Looking ahead/ action points (suite)

Communications:

- Go through the challenges listed in your Communications Plan with Manon – how can we support;
- IoFC Canada website needs updating: feature the TBP on the homepage;
- Check branding guidelines and ensure everything is in accordance to IoFC’s branding guidelines;
- Preparation of all communication elements to support the training.

Evaluation:

- Adaptations are needed to the participants and community of practice surveys to reflect local context – Roxy to work on;
- Barry, Jessie and Roxy will connect and explore possible additional M&E techniques to utilize;
- Decide the criteria of selecting the ToT participants; this will be used as sampling in the evaluation.

Extra – Evaluation session with Jessie Sutherland

Approximately twenty people stayed after the event to fill the evaluation survey, designed by Roxy Allen Kioko and her team, that Jessie Sutherland was presenting, which included questions and a feedback section. About half of the participants were English-speaking and half were French-speaking.

It was not an ideal time to carry out this extra task, given the demanding day we had all gone through. It would have been a better idea to conduct that evaluation with a different format or in another context.

Moreover, since the evaluation was added to an already busy schedule in terms of event planning, the team was not able to organize the active in more orderly fashion.

Additionally, there were questions and misunderstanding about some of the points raised in the evaluation. Jessie, who designed the evaluation tool, and Barry Hart, who also attended the meeting, both questioned the evaluation process and questionnaire.

In conclusion, the evaluation team will resume its reflection on how to improve the process and adapt it better to collect the type of information the organization is looking for.

Building trust across the world’s divides
Information on the Trustbuilding training sessions

What does it entail?

Two weekends: March 6th, 7th and 8th; and March 27th, 28th and 29th of 2020.

* Both will be in-residence training sessions to help foster interpersonal connections between participants during informal down times.

Content:

- **Block 1:** Personal change – Reflecting on one’s own role, individual values, privileges and structural biases;
- **Block 2:** The connection between collective and personal narratives – Revisiting History to acknowledge and work towards healing historical exclusions and wounds;
- **Block 3:** Tools and strategies for building trust through dialogue in our communities - Working towards real diversity and equity.

Who by?

Initiatives of Change International trainers as well as external expert trainers with the resources to teach specific content during the training blocks.

For whom?

The idea with our 25 participants is to recreate a kind of citizen laboratory, representative of our society, so we are looking for:

- People with diverse backgrounds and identities (ethnic, gender-based, linguistic, social, communal, corporate, institutional, religious, etc.);
- People having a potentially transformative role in their respective communities.

How much?

- The training will cost us $1,200 per person;
- The selection criteria for our participants have already been listed;
- If you, your organisation, your company or institution cannot cover the entire or partial training fee, we are open to discussing funding options;
- For participants willing to offset some of the cost through voluntary contribution, we can work out arrangements:
  - financial: participation fees or covering some of the expenditures;
  - exchange of expertise.

Report by Annie Lessard, Talia Smith and Geneviève Dick.
Translation : Awa Dembele-Yeno

Building trust across the world’s divides