

Harmony  Movement

ANNUAL REPORT

2022-2023



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EXECUTIVE DIRECTOR'S MESSAGE



This has been a year of growth for Harmony Movement. After investing in strategic planning in the fall of 2022, we are excited to pilot our new Social Changemakers Leadership Program engaging youth, educators, and the whole school community to provide the skills and space to share stories and take action to create more inclusive schools with 80 youth and 12 educators in Simcoe County and York Region.

This year we saw an increase in the number of students impacted by our programs, as well as an increase in educators engaged in our Inclusive Schools Action Network. We also delivered our first Educators Anti-Racism Conference, which was a very impactful experience for the 350 attendees, and we will expand this program in 2023-24.

But our work is far from done - every week we get calls from schools and organizations who want to engage in equity work, but are struggling to find the adequate time, tools and resources to meaningfully engage in this work.

Despite the barriers and challenges, the most powerful stories are always from the struggle, joy, and strength I see when I have the honour of connecting with youth in our programs. When our program creates space for students' stories they feel that they can finally share them and we hear about students who are afraid to use the washroom due to the rampant transphobia in their school or students who hear racist or homophobic slurs. These were difficult spaces to be in at times, but they were also spaces of healing. The work, however, has only begun.

At Harmony Movement, we believe that equity and inclusion efforts are more important than ever and are incredibly grateful to all of our supporters who continue to help us grow and work towards creating more inclusive and equitable spaces where every Canadian can feel safe, welcome, and valued.

JANELLE YANISHEWSKI
Executive Director



SCHOOL PROGRAMS

EMPOWERING YOUTH

Harmony Movement empowers youth with the knowledge and tools to create more inclusive schools and communities. Through our programs, youth have the opportunity to engage in conversations about how to increase belonging in their schools and build critical leadership skills to enact initiatives that create belonging for everyone.

5,273 YOUTH
reached through
our programs in
2022-23

EDUCATORS AS PARTNERS


Engaging educators and providing them with the necessary training, support, and resources is an important part of our school programming. We focus on education and professional development including through workshops, webinars, and our Educators Anti-Racism Conference. Our Inclusive Schools Action Network is a community for educators passionate about creating more inclusive school environments.

350 EDUCATORS
participated in our
first Educators Anti-
Racism Conference

PARENTS & CAREGIVERS

When given the knowledge, tools, and resources in our parent/caregiver-focused workshops, parents and caregivers become vital allies and supporters of efforts, both student-led and otherwise, to create more equitable and inclusive school environments.

10 PARENT +
CAREGIVER
anti-bias and
allyship trainings
delivered



IMPACT STORY: King George Junior Public School

“Focusing on allyship is something that is a systemic approach that needs to be taken, exploring biases, ideas of privilege, ideas of barriers, it is something that needs to happen with our children. It is a moral imperative to engage in this conversation at multiple levels.”

~ Kevin Battaglia, Principal, King George Public School

In the 2022-23 school year King George Junior Public School, a K-6 school in the Toronto District School Board, reached out to Harmony Movement. The school wanted support in reaching its School Improvement Plan objectives including improving equity, wellness, and achievement. After working together to identify the issues and intended outcomes, Harmony Movement delivered customized sessions for students, educators, and parents/caregivers, reaching the whole school community.

While working with students in grades 4-6, program participants identified a lack of respect and awareness for diverse gender identities as a barrier to creating an inclusive school community. The students then developed and delivered several initiatives reaching well beyond the initial group impacted by the student workshop, including:

- Students wrote and read multiple announcements on this topic
- Students created and delivered presentations to all the classes in the school
- Students planned a pride parade event for the school community

Beyond the student program, 100% of parent/caregiver attendees reported that their workshop was effective in helping them identify their own biases and shared that the space felt genuine, safe, and they were comfortable to share their questions and experiences.

We are excited to continue our partnership with King George JPS in the new school year!

EDUCATORS ANTI-RACISM CONFERENCE



This year we hosted our first Educators Anti-Racism conference bringing together 350 educators, 150 in person and 200 more online, for this sold-out event.

"Thank you so much for this conference. Often when we are working in school boards it at times feels as if we are doing this work alone. It was amazing to be in a room with people who share a similar vision and values and who are working actively to make changes in their respective boards to support anti-racism. "

~ Conference attendee

Our Educators Anti-Racism Conference shared knowledge and resources with hundreds of educators, while also providing an opportunity to connect with each other and be in a community of support.

We are happy to announce that next year we will host two conferences focusing on the intersection of mental health and racism. We are excited to connect with even more educators to grow this community of support for equity and inclusion work in education

"At the conference, I learned new language to share with school staff and ideas for reflections to guide learning at my school."

~ Conference attendee





INCLUSIVE SCHOOLS ACTION NETWORK

The Inclusive Schools Action Network is a community of passionate educators, administrators, and school board staff who are committed to taking action to create more inclusive school communities.

We know that making these changes can be exhausting and that real change requires long-term ongoing work. We meet online once a month to build knowledge, share best practices, strategize on how to create change, take action, and support one another.

"Being a member of the Action Network has helped keep me inspired to work to end forms of oppression in our schools, especially at times when I have felt discouraged. Networking with like-minded educators and learning from expert guests has been so valuable!"

~Eleanor Alexander, Educator, Simcoe County DSB

"I have learned that I am not alone in my lived experiences. I gained the confidence of standing up for myself and others in a rightful manner. I got the opportunity to create a network for myself whom I can trust and know that they will not judge. I can say, I met like-minded people and felt that I belong."

~Radhika Bhatt, Educator, York Region DSB

"The book clubs and various learning opportunities have been invaluable."

~ Lisa Elminowski, Educator, Upper Grand DSB

Want to join the network? Visit harmony.ca/isan for more details.



WORKPLACE & COMMUNITY PROGRAMS

In 2022-23 we saw a significant growth in the demand for programs for community groups, non-profits, and for-profit companies from a wide range of industries.

Regardless of sector, there are significant benefits to be reaped for workplaces that can create truly inclusive cultures, but this is easier said than done. Harmony acts as a partner to get this process started. At Harmony Movement we do not come in to deliver lectures, but instead help leaders and employees come together to build understanding and construct a workplace culture that supports everyone.

WORKPLACE + COMMUNITY PARTNERS

Art Gallery of Ontario

CASSA

Plan International

RTOERO

Labour Education Centre

Haliburton/Kawartha Children's Services

Ontario Federation of Labour

LiUNA!

marblemedia

Hazelburn Co-op

Big Brother Big Sisters of Ontario

Simcoe Muskoka Workplace Development Board & Literacy Network



IMPACT STORY: LiUNA! Local 183

Harmony Movement has been in partnership with the Labourers' International Union of North America (LiUNA) for over a year and have provided the union with a variety of educational sessions for various members and employees. We have organized customized sessions for business representatives, union organizers, shop stewards, various executives in departments such as the training centre or the Ontario Provincial District Council, the legal and communications teams, apprentices, and instructors.

These sessions were typically a half-day in length and were customized to meet the specific needs of each audience. Apprentices and shop stewards received a more foundational equity, diversity, and inclusion education to aid in workplace cohesion and community building. Union organizers and business representatives worked to develop a better understanding on how to engage diverse workforces and best represent a wide range of needs, executives and leaders within the union focused on equity, diversity, and inclusion minded leadership and policy implementation.

The impact of this work was significant. Many program participants showed initial resistance to equity, diversity, and inclusion concepts, however, they actively participated in and engaged with the sessions. Participants often share that the sessions were nothing like they thought they would be and demonstrated a high level of introspective engagement with the information provided. Due to the structure of our programs, despite some initial resistance, we are able to create a space for open discussion and meaningful dialogue reaching a group that may have had limited exposure to these topics and conversations.

PARTNERS



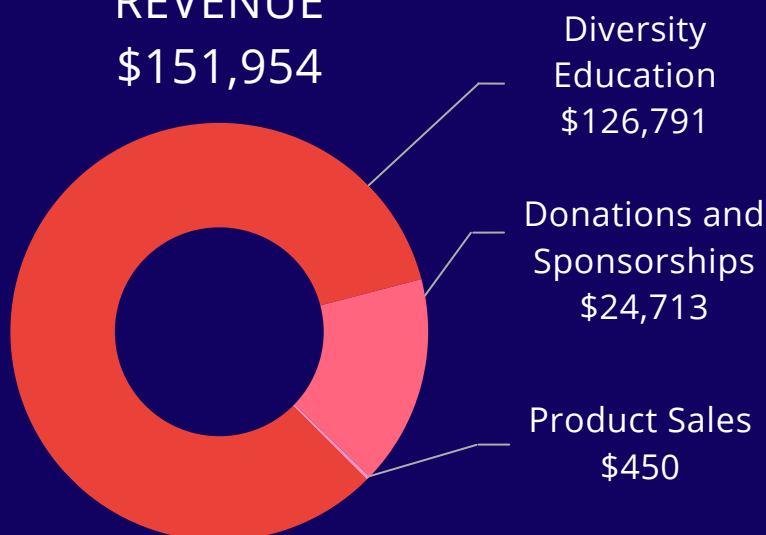
We would like to express our overwhelming gratitude to all our partners and supporters who work with us to create more inclusive schools, workplaces, and communities.

Thank you for your commitment to creating a Canada where everyone, regardless of their background or identity can meet their full potential and thrive.

FINANCIALS

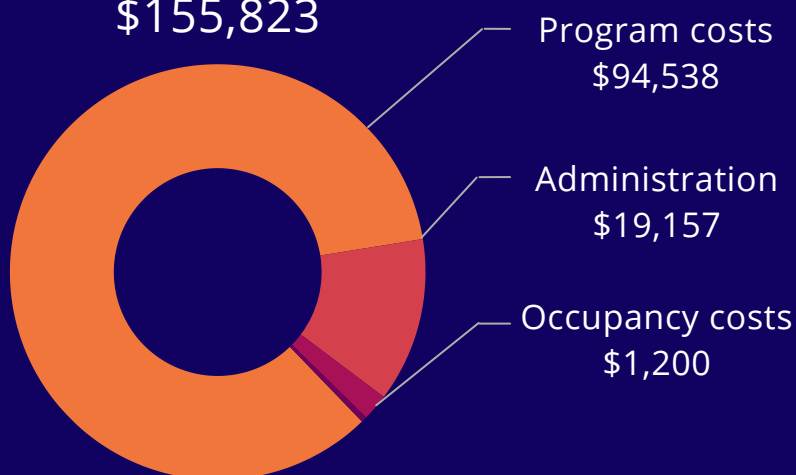
On the right see a summary of the consolidated revenues and expenses of Harmony Movement and Harmony Education Foundation for the period from July 1, 2022 - to June 30, 2023.

REVENUE \$151,954



Despite a small deficit we were excited to launch new programs and opportunities for growth including our Educators Anti-Racism Conference as well as seeing growth both in volume and income from the programs delivered in both schools and workplaces.

EXPENSES \$155,823



Harmony Movement

**Connect with us to
create change**



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