



ANNUAL
REPORT
2010 - 2011

antidote: Multiracial and Indigenous Girls and Women's Network

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Financial Report

ANTI-DOTE: Multi-racial Girls & Women's Network
Balance Sheet as of March 31, 2011
(Unaudited)

ASSETS	2010	2011
Cash & Cash Equivalents:		
Cash & Bank Account	\$ 51,195	\$ 9,723
Pre-paid Expense	142	638
Other Accounts Receivable	-	19
Shares Investments	60	63
	<hr/>	<hr/>
Total Assets	51,397	10,443
	<hr/> <hr/>	<hr/> <hr/>
Capital Assets:		
Office Equipment	3,274	5,019
Accumulated Depreciation	(737)	(4,252)
	<hr/>	<hr/>
	2,537	767
	<hr/>	<hr/>
Total Assets	53,934	11,210
	<hr/> <hr/>	<hr/> <hr/>
Current Liabilities:		
Accounts Payable	\$ 1,688	\$ 1,232
Taxes Payable	1,390	-
	<hr/>	<hr/>
Total Liabilities	3,078	1,232
	<hr/>	<hr/>
Net Accumulated Asset Value from Statement II	50,856	9,978
	<hr/>	<hr/>
Total Liabilities & Equity	\$ 53,934	\$ 11,210
	<hr/> <hr/>	<hr/> <hr/>

Financial Report

	2010	2011
Funding Income Allocated to Programs & Projects		
See Projects Schedule	\$ 128,888	\$ 16,854
	128,888	16,854
Other Non-Operative Income:		
Interest & Miscellaneous Income	54	20
	54	20
Total Income	128,942	16,874
General Administrative Expenses:		
Advertising & Promotion Expenses	5,887	1,167
Automotive Expense	959	125
Depreciation Expense	1,142	2,373
Hampers, Food & Groceries	2,106	691
Honoraria & Gifts	4,180	1,100
Insurance	921	283
License, Dues & Fees	-	85
Office Expenses	5,757	2,582
Professional Fees	6,342	10,421
Rental of Premises	6,022	1,600
Repair & Maintenance	2,262	10
Travel Expenses	1,077	5,276
Telephone & Communications	1,220	-
Workshop Supplies	1,708	3,234
Wages & Salaries	72,911	12,027
Sub-Contracts	21,750	5,500
Employment Benefits	5,285	691
Total General & Administrative Expenses	139,529	47,165
This Year's Operating Revenue	(10,587)	(30,291)
Net Assets at Beginning of the Year	50,856	40,269
Net Assets Value at the End of the Year (Statement I)	\$ 40,269	\$ 9,978

President's Report

"I am visible--see this Indian face--yet I am invisible. But I exist, we exist. They'd like to think I have melted in the pot. But I haven't. We haven't."

Gloria Anzaldua

For almost ten years now I been a permanent fixture in the antidote community, and have seen it go through many different cycles as we advocate for the unique needs and voices of racialized girls and women. Somehow, antidote always makes it through, and this year was no exception. With the loss of our core funding, it's no secret that it has been a very difficult year. Yet in this process, something important happened: We took time to step back, evaluate, and re-spirit ourselves and our work. For me, this process was akin to following the natural course of the seasons. As fall progressed, we slowed down our operations and became entirely volunteer-run. We took the winter time to share stories and important lessons about how we might progress differently as a network. Without core funding, we returned to basics: Having tea together, joining in grassroots events, coming together through creative means. We also maintained special projects such as our "what color is your rainbow" queer education and multi-racial families projects, which you can read about in this report. As spring arrived, we had secured two-year funding from Status of Women Canada. We are gearing up again with a sense of renewed commitment and creative possibility. I would like to warmly thank the many, many antidote members who stepped up to the plate, rolled up their sleeves, and kept our network going.

I am more convinced than ever that antidote's unique vision is vital to social change advocacy in our community, across Canada, and beyond. Despite the challenges of operating a grassroots non-profit network in the midst of an economic

downturn, our work is too important to stop. The issues we target require urgent and multi-faceted attention. Racialized minority and Indigenous girls and women in Canada continue to face the highest risk of gendered and sexualized violence and exploitation, poverty, lack of access to services, political and economic isolation, and social exclusion. Our many initiatives –our social network, workshops, training sessions, public education initiatives, inter-generational events, arts-based projects and grassroots research - are integral to creating spaces, skills and opportunities to challenge these alarming statistics. This year we learned more than ever the importance of nurturing the threads that hold us together as members of a common yet incredibly diverse community. antidote continues to provide a much-needed space for and by racialized girls, young women, and women. We would like to extend our sincere appreciation to our funders –it is through the support of the United Way, Status of Women Canada, the Catherine Donnelly Foundation, and ??, as well as partners such as the Girls Action Foundation that we can continue to do this work. As always, we welcome new members to our network. Do not hesitate to drop by antidote events, check out our website and contact us for further information about our initiatives.

*In good spirit
Sandrina de Finney*

Coordinator's Report

When I attended my first antidote Board meeting 3 years ago I experienced an open-hearted welcome and the tangible delight of meeting within an intergenerational group of gurlz, sistahs and women. Being together to share potluck and then get down to a lengthy meeting agenda was a very positive, heart-warming experience. It was a social gathering but at the same time serious in getting down to work to effect change. Having worked for years within fairly traditional hierarchical structures, I thought: "now here is the ultimate answer.. and a way to be genuinely inclusive in the process of political and social change! Here is a way to organize against discrimination and oppression in a truly participatory way."

Dozens of meetings, a few AGM's, strategy planning sessions, intergenerational activities and various events later, I feel the same way. Antidote is the answer to engaging one another for real change.

Despite some ups and downs this past year - uncertainty about funding and fund-raising, differences in priorities and opinions, strategy planning upon visioning and re-visioning session until we pretty near wore ourselves out - antidote remains! Since our last report we have seen staff moves and Board resignations, done some soul-searching and strategizing on how to remain viable, and tried our best to answer the questions of how to stay afloat, relevant and representative of our communities. As we considered our roles as antidote Board members along with our multiple responsibilities being students, workers, partners, parents and caregivers we juggled and struggled. With limited time and resources and the ambitious agendas that we always seem to set for ourselves, we very nearly bogged ourselves down. But only

for a short while.

With an anticipated re-structuring and a re-invigorated Board after the 2011 AGM we look ahead for new possibilities in programme delivery. We will extend our outreach through some creative social and educational events.

As we move forward we will strive to engage one another for the unique perspectives, experience and various talents offered by all of those who join our Board and network. We will continue to open up space for input and dialogue recognizing when to listen and when to step aside, encourage and support self-determination. We will strive for honesty about any problems that crop up so that we continue building strong trusting relationships.

Meeting one another as multi-racial, multi-generational Indigenous girls and women we recognize the issues and demands that touch our identities, our hearts and our souls.

The welcoming feeling and openness which I and so many others have experienced in coming to antidote continue. In this way we will move forward our vision of equality and equity. The future includes us and here as antidote we stand together to take action.

*In sisterhood,
Gayle Nye*

Multiracial Families Project Report

This project continued over the past year through the generous funding of The Catherine Donnelly Foundation.

Interactive workshops exploring cross-cultural, inter-racial, queer and multi-ethnic identities and culture in the 21st century were scheduled and conducted coast to coast from Victoria to Halifax with places in between including Toronto, Hazelton and at the Aboriginal Friendship Centre in Vancouver. Each workshop was unique to the participants attending and featured a rich mix of dialogue and storytelling, photography, verse, and quilting.

The annual Multi-Racial Families Day held at the Queen Alexandra Centre for Children was a community celebration that included Justin Carter's storytelling "Son of Africville" and the exciting rhythms of Uminari Taiko.

Having almost completed the current project's goals, the Multi-Racial Families Project will move on having gathered a wealth of photographs and images for the creation of various quilts, a resource book and travelling exhibit of our shared histories.

Coordinator Christine Downing extends thanks to antidote for having partnered and supported the project's goals.

Queer Liaison's Report

As its first year officially inducted into the antidote Board of Representatives, the Queer Liaison's role is to coordinate partnerships with local organizations focusing on queer and/or sexual identities and facilitate spaces in antidote where conversations surrounding sexual and gender identities are explored within communities of colour.

Early in 2010, antidote received a United Way Grant to support a project called "What Colour Is Your Rainbow?" Lead fellow antidote Sistah, Desiree, the project sought to explore the racial, gender, and sexual identities in social and cultural spaces that often mark such topics as taboo.

As Queer Liaison, Sistah member, Melanie,

represented antidote the University of Victoria's 2011 Diversity Conference where she and other members of the broader Victorian community explored and share their experiences of racialization and queerness.

This year, upon receiving the Status of Women Blue Print Project grant, antidote intends to create a greater visibility of queer identities in communities of colour and vice versa.

Sistahs Report

This year saw growth in antidote's Sistahs as we welcomed new members and continued to strengthen ties spanning from various points on the map.

Earlier in 2010, antidote was lucky enough to have fellow Sistah, Sarah Rempel, as the Community Events Coordinator. Balancing a list social and community action events, Sistahs from far and wide gathered to connect and share stories. Simple, though memorable were the casual gatherings throughout the summer where we met over the dinner table talking about delicious revolutions.

In the fall, antidote attended the Girls Action Foundation (GAF) National Retreat. Gathered in the small neck of the Quebecois woods, Desiree and Melanie, along with Past President Soumya collaborated with the movers and shakers of Canada's youth and feminist movemets. The retreat brought and braided valuable connections with sparks from all over Canada all working towards a sustainable and empowering future for girls and women in and outside of our collectivities.

Later in the spring the Sistahs linked with the University of Victoria's Students of Colour Collective to organize a social made possible by the GAF National day of Action grant. This event was a film screening for Deepa Mehta's film *Fire*, which speaks to the cross-sections of race and queer identities. With a lively turnout, the event, open and welcome to allies, brought on interesting and hearty discussions while bridging connections with Victoria's broader communities!

Gurlz Report

The Gurlz look forward to future programming and leadership opportunities in antidote!

Aunties Report

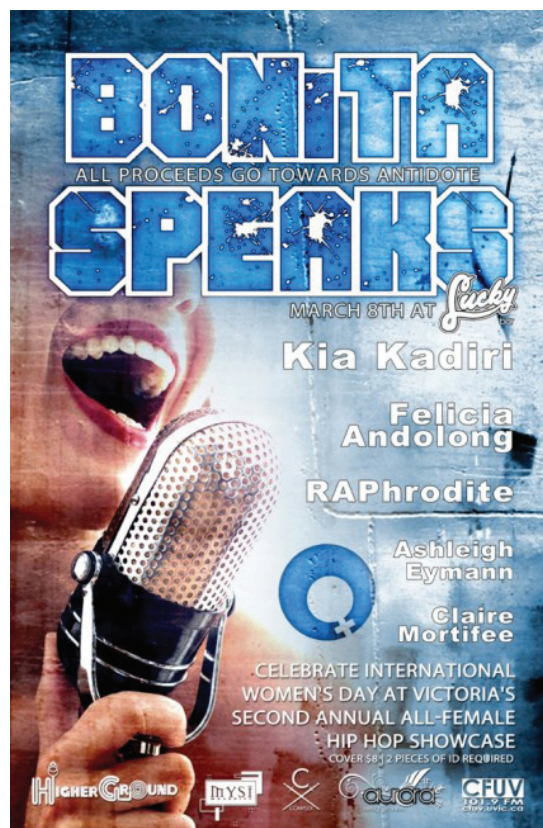
Both 2010 and 2011 exemplified the passion and hardwork of the aunties. In a full year of expansion and rebuilding, antidote's Aunties provided unsinkable faith and dedication in the organization. Duly and graciously recognized as the backstage heroes of this year, the Aunties have not only been mentors for the Sistahs and Gurlz, but have also played a lead role in seeking sustainable funding sources which would have helped to sustain antidote's programming.

This year also saw individual success with the Aunties. Nichola, a fellow Auntie, opened Afro Diva, a hair salon (finally!) catering to texturized hair. Afro Diva has also been a venue for community events. such as Rock Your Fro! Congratulations Nichola!

antidote: Multiracial and Indigenous Girls and Women's Network

Presented by: **antidote**

Learn more about us at
www.antidotenetwork.org



Partnerships

Early in 2010, antidote was granted seed funding to build on a project called "What Colour Is Your Rainbow? Creating Racialized Queer Space: A Partnership Building Program." Led by Desiree along with the help of Soumya and Manjeet, the team built a unique collaboration with the South Island Price Communities Centre Society (SIPCCS).

As an ongoing antidote project, the collaboration worked to provide safer, empowering spaces and foster leadership among queer youth who self-identify as multiracial, Indigenous and racialized. Using an intersectional multi-issue approach to services, resources and community that captures the racialized queer experience of youth. Youth Leaders from antidote: Multiracial and Indigenous Girls and Women's Network in collaboration with

the South Island Prides Youth Group were able to deepen their partnership, share knowledge among the youth and staff, and outreach to the Victoria school district. This project provided a beginning for racialized, queer youth to tell their stories in their own words and to discuss the particular challenges that face them in a supportive youth environment.

In the project's later phases, a third collaboration with Lansdowne Middle School was created which embarked the beginnings of Youth Combatting Intolerance (YCI), a youth group working to diminish discrimination through peer-lead education and provide a space creating the space for youth to speak to the various types of discrimination they are facing within our community and how they would like to address it.

Board of Directors

Sincere acknowledgments to our Board, staff, volunteers and members over the past year. We appreciate your spirit and tenacity through thick and thin.

Past President	Sandrina de Finney
Treasurer	Nicole Pan
Secretary	Ashley Jacobs
Gurl Representatives	Jasmine Kambo Amelia Allison Emery Chiamaka Whitney
Sistah Representatives	Shantelle Moreno Desiree Cabecinha
Auntie Representatives	Nichola Watson Jo-Anne Lee Danielle Alphonse
Queer Liaison	Melanie Matining
Members at Large	Grace Salez Christine Downing Gayle Nye

Staff

Manjeet Birk
Ashley Jacobs
Sarah Rempel
Melanie Matining
Jasmine Kambo

Major Funders

Status of Women Canada
Canadian Council on Learning
Catherine Donnelly Foundation
Social Sciences and Humanities Research Council
United Way of Greater Victoria

Victoria Foundation
Vancity
Girls Action Foundation

Community Partners

Intercultural Association of Greater Victoria
MediaNet
School of Child and Youth Care (UVic)
Department of Women's Studies (UVic)
Students of Colour Collective (UVic)
YM-YWCA
LE,NONET Project: Supporting the Success of Aboriginal
Students at UVic
Power Camp National: Filles D'Action Girls Action Foundation
British Columbia Associations of Friendship Centres
Surrounded by Cedar
Pink Sheep Media
Power of Hope
Project Respect
South Island Pride
Women's Sexual Assault Centre
Virtual Learning Lodge



Thanks

antidote would like to thank the organizers of Bonita Speaks! for their kind donations to antidote.

Heartfelt thanks to the British Columbia Government & Service Employees' Union (BCGEU) for donation of the Auditorium meeting space for this year's Annual General Meeting.



Acknowledgements

As a organization that recognizes the deep-seeded affects of colonization on unceded, occupied Indigenous homelands, antidote acknowledges that its visiting members are have and continue to respectfully and graciously work, play, and grow on Songhees, Lekwungen, Wsanec, and Esquimalt lands.

antidote: Multiracial and Indigenous Girls' and Women's Network

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antidote is an award-winning grassroots network and community-based organization of over 150 multiracial girls and women in Victoria, British Columbia

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