



**FEDERATION OF  
BLACK** FÉDÉRATION DES  
**CANADIANS** CANADIENS  
NOIRS

The Federation of Black Canadians (FBC) is a national charity organization, driven by Black organizations across the country. Through FBC we aim to advance the social, economic, political and cultural interests of Canadians of African descent. The overarching mantra is that we are “Stronger Together – Nothing about Us Without Us” Join us in our fight against racial injustice. Together we can create a better life for Black Canadians.

# 2025 FBC Impact Report



# 2025 Impact Report

## A MESSAGE FROM OUR EXECUTIVE DIRECTOR



**A new chapter begins with FBC as we have officially obtain Charity Status!**

2025 was a year of unprecedented momentum for the Federation of Black Canadians. After officially attaining Registered Charity status, we moved from a season of preparation to a season of profound, measurable impact. Together, we have ensured that Black excellence isn't just celebrated, but structurally supported.

This year, we translated our mission into direct action. We funneled over \$426,000 in wages to Black youth and helped 160+

Black-led startups secure \$240,000 in investment to fuel the next generation of innovation. Beyond economics, we tackled systemic barriers by engaging 600+ individuals in our criminal justice initiatives and fostering healing through our intergenerational wellness retreats.

Our Black Builders Network has grown to 731 members strong. This growth, alongside the \$37,000 raised at our Impact Gala, is a testament to the collective power of our community. Your support allowed us to distribute \$16,000 in bursaries and lead national surveys to ensure our voices are heard at the highest levels of government.

As we look toward 2026, we remain committed to amplifying Black voices and creating pathways for lasting change. Thank you for being the foundation of this federation. The future is ours to shape.

**Building the future,**

**CHRIS THOMPSON,  
EXECUTIVE DIRECTOR**



# Building a Better Tomorrow For Black Canadians

At the Federation of Black Canadians we're tackling systemic and complex barriers that prevent black Canadians from achieving the same level as our fellow Canadians. This requires a holistic approach, through multiple programs and campaigns. Through the framework of **anti-racism** and **community building** our priority pillars are: **Total Health, Lifelong Learning, Employment Development and Criminal Justice Reform**. Our strategies is to work with grassroots organizations creating a nation network of support and aiding at providing fundamental resources to success.



## Total Health

Developing a national plan of action to help improve the health and well-being of Black Canadians



## Lifelong Learning

Promoting lifelong learning and removing systemic barriers to success in schools and classrooms



## Employment Development

Increasing access to employment-related training to address system barriers in both traditional and untraditional sectors of work



## Criminal Justice Reform

Addressing the impact of anti-Black racism in the criminal justice system

# 2025 HIGHLIGHTS



## 200+ Black entrepreneurs supported

through our on demand programming and access to the Black Innovation Zone



## 600+ Black voices mobilized for Justice Reform

attending focus groups, answering surveys and attending events where they could be heard



## \$700,000+ in financial support

through wages, bursaries and grants to Black Organizations, youth and entrepreneurs



## 50+ Black community partners

proving that it takes a village and working together to tackle our biggest problems



## Officially a Charity

making it easier and more rewarding for individuals and organizations to support our mission!



## 1000s of Black Canadians reached

whether it was through our in person events, our virtual webinars





# OUR STORY



Charismaggie along with 2 of our other BEP grads got to be featured as guest panelists in our Black Builders event, showcasing their growth in entrepreneurship.

**Charismaggie**

BEP Grad



BIZ is a collaborative initiative designed to enhance the visibility and support of Black founders, investors, and professionals in Canada.

**Black Innovation Zone**

Recap



We were able to raise \$37,000 in fund to help support our youth programs!

**Impact Gala**

Recap



"This program has been a great experience for me"

**Paul**

YES Participant





Your investment has empowered both youth and seniors in the Afro-Canadian community, helping to reduce isolation, foster mentorship, and preserve cultural knowledge.

Tresah Wallace

Executive Director, Ubuntu Legacy



# TOTAL HEALTH



Campaigns



Events



Research



Focus Groups

## OUR IMPACT

### 2 Intergenerational events

connecting black youth with seniors through community partners to help foster connections, knowledge sharing and increased mental health

### 9 black focus mental health events

Highlighted across Toronto from various community groups, raising awareness and fostering communitiy

### Phase 1 complete

of our Intersectional action fund, providing pivotal research on health equity in Canada



# INITIATIVES

## Intersectoral Action Fund

FBC collaborated with the University of Western to understand how Ontario's COVID-19 pandemic policies and public health measures affected priority groups, focusing on African, Caribbean, and Black (ACB) communities. We've completed the review protocol, run the academic and grey-literature searches, and drafted a manuscript summarizing key policies and impacts; next we'll finish validation, finalize the Phase 1 report, and proceed to Phase 2 focus groups to co-develop recommendations and a policy framework.

## Celebrating Excellence in Sport

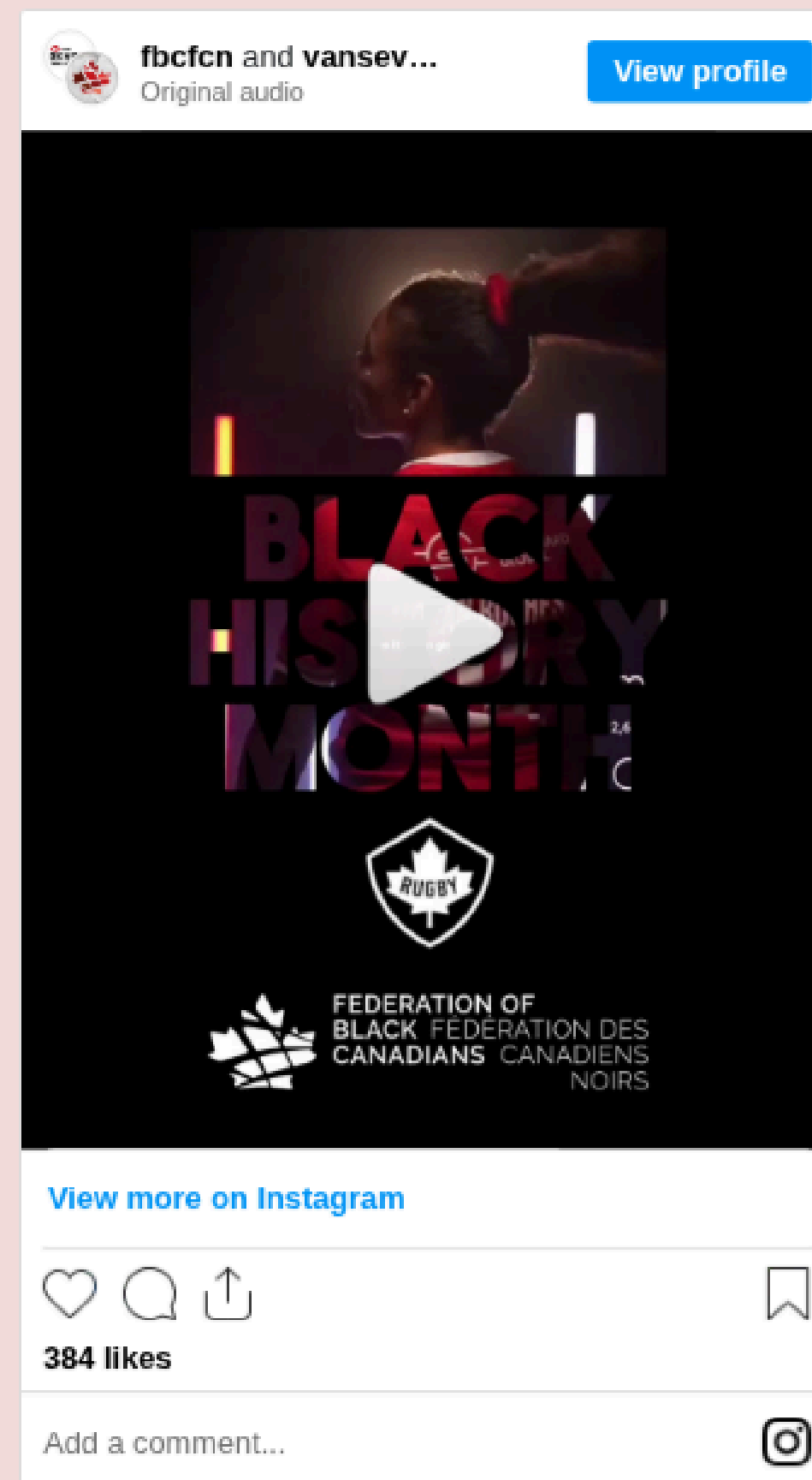
Olympic silver medalist Asia Hogan-Rochester reflects on the importance of Black role models and diversity in sport. They share their journey to the Olympics and the power of representation.

## Black Mental Health Week

FBC partnered with Black Health Alliance, TAIBU, and community leaders to support Black Mental Health Week in Toronto from March 3–9. The week centered healing, creativity, and joy while addressing systemic barriers to mental wellness.

## Intergenerational Wellness

FBC hosted an intergenerational wellness retreat, in partnership with When the Village meditates, engaging **80 participants** — including high school students and seniors — in yoga, meditation, dance, and dialogues on stress management, joy, and purpose.





# EMPLOYMENT DEVELOPMENT



Programs



Events



Funding



Quality Employment

## OUR IMPACT

**\$427, 000 in wages**

directly to unemployed Black youth to kickstart they careers

**100s Black youth**

entering the workforce through our programs

**160 black led start ups supported**

through the Black Innovation Zone

**\$240,000+ generated**

in investment funds through Black innovation Zone support for startups.



# INITIATIVES

## Black Entrepreneurship Program (BEP)

**89** individuals accessed FBC's on-demand BEP courses, building skills in areas such as finance and marketing.

## FBC's Sustainable Jobs Act Survey

FBC conducted a national survey to understand awareness, opportunities, and barriers related to sustainable jobs in the Black community, informing recommendations for Canada's 2026–2030 Sustainable Jobs Action Plan (**130 responses, 450 visits**).

## Black Innovation Zone

Through major innovation events including **WebSummit, Toronto Tech Week, Elevate, and Startup Fest** in Toronto and Montréal, FBC engaged **18,000** attendees, supported **160+ Black-led startups**, and mobilized **40+ ecosystem partners**. This work included distributing 235 WebSummit tickets, engaging 109 startups, awarding \$50K in grants, and generating **\$240K in investment funding** at Montréal Startup Fest.

## Newcomers Program

FBC continues to support Black newcomer youth through the Newcomers and NEET Program 2025 in Ontario and Alberta, helping participants overcome barriers to employment and education.

## Youth Employment Skills Program (YES)

FBC supported **64 Black youth**, newcomers, youth with disabilities, and NEET youth through skills training, personalized support, and job access, generating **\$426,857.63 in wages**.

## Access to career workshops and Networking

As community partners for Canada's largest Blockchain, AI, and Web3 conference, FBC secured exclusive member access and discounts for a 15,000+ attendee event, while also hosting a virtual five-part workshop with Bozoma Saint John that empowered participants to pursue bold, purpose-driven success.



# LIFELONG LEARNING



Programs



Events



Funding



Educational  
resources

## OUR IMPACT

### 300+ Black youth

Black youth involved in our learning programs and events

### \$16,000 in bursaries given

to black youth.

### 25 Black Seniors Impacted

through intergenerational bonding events with youth

### \$1740 Raised

for Giving Tuesday for our Black Youth Bursary Fund!





# INITIATIVES

## Relaunch of SSLP

Supported by ScotiaRise funding, FBC's Student Support for Learning Program has engaged 85 Black youth in workshops, cultural events, and hands-on learning, distributing **\$16,000 in bursaries** to increase participation and impact.

## Monthly Recap

We brought to our members monthly updates related to FBC keeping our community informed. From non profit resources, events and surveys to special opportunities and giveaways.

## Financial Literacy

Through our partnerships with the **Wealthsimple Foundation, Morningstar and Reni the Resource** we've been able to host hybrid and virtual events and campaigns aimed at increasing financial literacy in the black community.

## Giving Tuesday

FBC raised **\$1,740 for the Black Youth Bursary Fund** through a "For the Price of a Coffee" campaign, supporting Black youth amid a 23.5% unemployment rate.

## Youth Take Charge

FBC ran three events with the Peel Centre for Black Excellence, reaching 150 youth to support skill-building and community engagement.

## Changemakers Day

Historian Rito Joseph led a Black History Masterclass, featuring lectures, breakout discussions, and strategies for driving meaningful change in workplaces and communities.

## Working Groups

A fully bilingual collective of scholars from nationwide dedicated to educating Black Canadians on economic matters. By creating concise, digestible information on health, education, governance, finance, etc., the Working Group provides accessible and free resources to support learning and advocacy within the community.



# CRIMINAL JUSTICE REFORM



Awareness



Events



Partnerships



Educational resources



Surveys

## OUR IMPACT

**600 Black Canadians engaged**

in our criminal justice initiatives

**400 Black voices heard**

through focus groups and surveys about justice system barriers

**100+ event attendees**

at our Law & Policy and election panel events

**100+ participants**

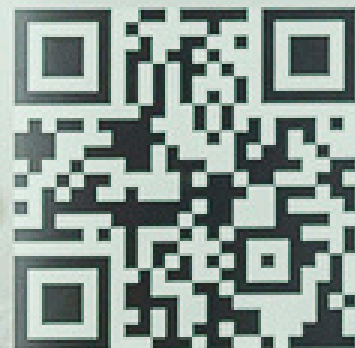
in having their concerns during the federal elections showcased through surveys



THE FEDERAL  
BLACK CANADIAN

FÉDÉRATION  
CANADIENNE

NOTHING ABOUT US  
WITHOUT US / RIEN SUR NOUS SA



Watch our  
Law & Policy  
Forum recap



# INITIATIVES

## Carding Class Action Awareness (BLAC & McCarthy Tétrault LLP)

FBC partnered with the Black Legal Action Centre and McCarthy Tétrault LLP to raise awareness of a major class action lawsuit against the Toronto Police Service over carding, a practice that has disproportionately harmed Black and Indigenous communities.

## Law Foundation – Phase 1 Research

With support from the Law Foundation of Ontario, FBC engaged over 400 individuals through focus groups and surveys, completing all Phase 1 deliverables and producing a comprehensive research report and media coverage on barriers to justice for Black Canadians.

## Understanding the Gaps

FBC hosted a community-led focus group with three speakers to examine the barriers young people face in accessing legal justice, centering lived experiences and systemic challenges.

## Law & Policy Forum

FBC hosted its Law & Policy Forum, funded by the Law Foundation of Ontario. Approximately 25 community members, legal professionals, and advocates gathered for an in-depth discussion on systemic barriers to justice affecting Black Canadians.

## Systemic Barriers to Legal Access Report

Supported by the Law Foundation of Ontario, FBC released Systemic Barriers to Legal Access, a landmark report based on focus groups and surveys with 100+ participants, highlighting how race, gender, and socioeconomic factors limit equitable access to justice.

# INITIATIVES

## Federal Election Panel

FBC co-hosted a bilingual federal election panel with over 100 attendees, creating a space for community members to engage directly with political leaders and discuss key issues in both English and French.

## Election Guides (Ontario Snap & Federal)

FBC shared election guides and resources to encourage civic engagement and support informed voting during the Ontario snap and federal elections.

## National Election Survey

FBC conducted a national election survey with 100 respondents, revealing high voter intent (76%) and identifying equity, racial justice, job creation, and housing as top priorities among Black Canadians across multiple provinces.





# COMMUNITY BUILDING



Campaigns



Events



Grassroots



Focus Groups



Empowerment

## OUR IMPACT

**\$37,000+ Raised**

at our Impact Gala Fundraising event

**Charity Status attained**

The Federation of Black Canadians (FBC) is proud to announce that we have officially received registered charity status in Canada

**300+ in person event attendees**

for FBC primary events!

**700+ Black Builders**

a community of changemakers connecting with FBC to help them find grants, resources and connections!





# INITIATIVES

## Impact Gala

We hosted our 3<sup>rd</sup> annual Fundraising gala, with Skills For Life, bringing together 100s of Black leaders, changemakers, community members and allies to raise over \$37,000 for Black Youth

## Community Presence

FBC showed up across Canada by supporting and participating in B3 events, showing our dedications to supporting other black communities, over 20 different events were attended by FBC members.

## Black Builders Network

Black Business and Nonprofit Resource Hub. Providing grant writing and capacity building webinars, Trusteeship, mentorship and access to major networking events.

## Newcomers Report

FBC led national research, supported by The Students Commission of Canada, to identify key challenges facing Black newcomers, using focus group findings to directly inform and strengthen its Newcomers Program.

## Provincial Hubs Relaunch

FBC relaunched its provincial hubs to strengthen regional engagement, coordination, and community-driven impact nationwide.

## Black History Month

FBC showed up across Canada by supporting and participating in B3 events, showing our dedications to supporting other black communities, over 20 different events were attended by FBC members.



# Our Reach



**97000+**

Page Visits in 2025



**8000+**

Email List



**8500+** **600K**

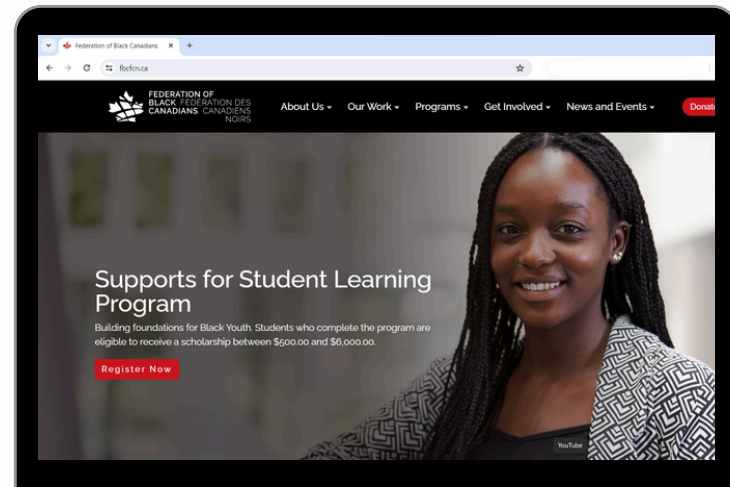
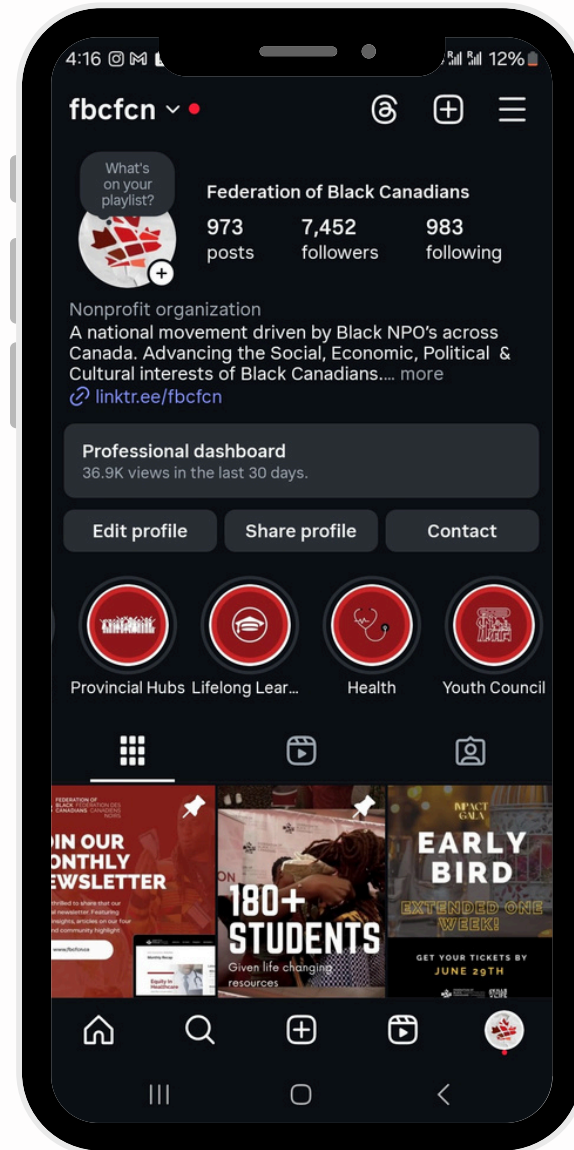
Followers

Impressions



**6400+**

Followers



**730+**

**Black professionals/business and non profits signed up to our Black Builders Network**

## Demographics

Black Canadians Generally from the ages of 15-35

Students, Young professionals and Non profit organizations

National reach with connections and programs that reach most provinces

## Funders

Funded by the Government of Canada under the Youth Employment and Skills Strategy | **Canada**



**FOUNDATION FOR BLACK COMMUNITIES**

Funded in part by the Government of Canada's Supporting Black Canadian Communities Initiative | **Canada**



**ICTC CTIC**  
Information and Communications Technology Council / Conseil des technologies de l'information et des communications

**Public Health Agency of Canada**  
Agence de la santé publique du Canada



**ScotiaRISE**

**Canadian Heritage** / Patrimoine canadien



## Corporate Givers





# Build a Better Tomorrow for Black Canadians

**Donate Today!**



[https://fbcfcn.ca/general\\_donation/](https://fbcfcn.ca/general_donation/)

Whether it's networking with community stakeholders, supporting Black businesses, empowering Black students for success, or advocating for the well-being of Black Canadians, your gift leaves a tremendous legacy.

