

# IMPACT REPORT 2025

December 1, 2024 to November 30, 2025



Peace Network  
for Social Harmony

# IMPACT THROUGH ↗ COLLABORATION

Listen. Act. Transform.

LEADERSHIP | PARTICIPATION | PROMOTION | ACCOMPANIMENT AND ADVICE | NETWORKING

# TABLE OF CONTENTS

<b>A Message from our President and our Executive Director</b>	<b>3</b>	<b>Participation</b>	<b>29</b>
<b>Members and Friends</b>	<b>6</b>	Solidarity Dialogues	30
<b>About</b>	<b>7</b>	RQ3i (Réseau québécois de recherche en immigration, en intégration et en relations interculturelles)	33
Mission, Objectives and Fields of Activity	7	Action Week Against Racism	36
The 5 Pillars of our Work	8	En route vers la guérison sociale	37
<b>Our Positioning and Approach</b>	<b>9</b>	YMCA Peace Medals	39
<b>Categories of Impact</b>	<b>10</b>	<b>Promotion</b>	<b>42</b>
<b>2025 in Numbers</b>	<b>11</b>	Our Actions	43
<b>Leadership</b>	<b>16</b>	Peace Builder Awards	47
Diversity and Inclusion Project	17	<b>Accompaniment and Advice</b>	<b>49</b>
Peace Days	20	<b>Networking</b>	<b>51</b>
Peace Days 365	24	Martin Luther King Day Commemoration	52
Transformation through Collaboration: Providing Better Support to Victims of Sexual Violence by Uniting the Experts	26	Opening of Registration and Launch of Peace Days	52
		Peace Film Soirée	53
		<b>Strengthening the Network and Developing its Notoriety</b>	<b>56</b>
		<b>Our Team</b>	<b>61</b>



# A MESSAGE FROM OUR PRESIDENT AND OUR EXECUTIVE DIRECTOR



The global context, marked by social division, polarization and rising violence, underscores the need for actors capable of working together to develop concrete, structured, and cross-cutting actions. The Peace Network addresses this need by creating a strategic space for collaboration aimed at transforming societal tensions.

Our organization does not simply denounce problems; it designs and implements results-oriented projects, and mobilizes stakeholders to undertake sustainable, long-term solutions.

Our strength lies in our ability to bring together stakeholders from all walks of life—cultural, religious, socioeconomic, political and academic—around a common goal: to produce pragmatic responses to systemic challenges. We remain outside partisan divisions and prioritize action over symbolism.

The Peace Network is not just a committed organization: it is a strategic platform dedicated to building a more stable, inclusive and harmonious future.

This 2025 impact report is a compelling demonstration of the value and effectiveness of collaboration in producing real impact for communities. For the past four years, impact analysis has been at the heart of our operations. Assessing the real impact of our actions has enabled us to continually refine our methods and provide pinpoint responses to societal challenges. This demanding approach guarantees the quality of our actions, both in terms of leadership and accompaniment, as well as promotion.

These results are the fruit of our “Positive, Practical and Productive” approach. By focusing on finding solutions and generating intersectoral collaboration, we stimulate innovation and promote lasting peace based on trust, respect and reciprocity.

We invite you to read this report to learn more about our social impact initiatives and to discover our future projects.

**Brian Bronfman, C.M., O.Q.**  
President

A handwritten signature in black ink, appearing to read "B. Bronfman".

**Anna Krol, Ph. D.**  
Executive Director

A handwritten signature in black ink, appearing to read "Anna Krol".



# IN 2025, WE FURTHER INCREASED OUR IMPACT AND AMPLIFIED THE USE OF OUR EXPERTISE:



## RECORD MOBILIZATION:

The 11<sup>th</sup> edition of **Peace Days** was a resounding success, mobilizing **108 partner organizations** who presented 92 activities across 8 cities, demonstrating strong support and synergies around our vision of peace.



## EXPERTISE IN ACTION:

Our teams devoted **566 hours to providing support and guidance** (governance, grant writing, project structuring) to our partners' and our Members' projects, helping to increase the impact of their initiatives.



## VISIBILITY AND INFLUENCE:

We supported the advancement of a culture of peace by promoting **181 initiatives** and generating **more than 75,000 views on Meta**, broadening the reach of our partners' efforts.



## TOOLS FOR CHANGING PRACTICES:

The Diversity and Inclusion Project continued to advance with the drafting of **5 guides** on inclusive practices, offering tools for organizational transformation in the business, education, and arts and culture sectors.



# SUSTAINABILITY AND VISION FOR THE FUTURE

Our strength lies not only in past results, but also in our vision for the years to come, reflected by the new unifying projects under development:

→ The launch of **Peace Days 365** to ensure our ongoing support and year-long presence for our partners

→ The **Transformation through Collaboration Project**, a major initiative to strengthen intersectoral collaboration, with the aim of improving intervention practices for victims of sexual violence



# MEMBERS AND FRIENDS 2025

## MEMBERS OF THE NETWORK



**2** new Members  
Welcome!



## FRIENDS OF THE NETWORK

- André Michel
- Andy Nulman
- Brian Rishikof
- Brian Sokoliuk
- Claudia Bierman
- Dorothy Reitman
- Dorothy Zalcman Howard and Steve Howard
- François Morin
- Guy Bentley
- Honey A. Dresher
- Jade Raymond
- Jed Kahane
- John Graham
- Julia Reitman
- Larry Markowitz
- Marc Binette and Marie-Hélène Côté
- Marsha Bronfman
- Martin Plante
- Mike Battat
- Miriam Roland
- Nadine St-Louis
- Neil Wiener and Sylvi Plante
- Peter Turkstra
- Phyllis Lambert
- Reford MacDougall
- Robert and Diane Sasson
- Sam and Terry Minzberg
- Soryl Shulman Rosenberg
- Tony Loffreda



# ABOUT

## OUR DEFINITION OF PEACE:

Peace is the presence of healthy relationships based in trust, respect, understanding and reciprocity.

### 1 MISSION

Maximize the impact, reach and efficiency of peace-related initiatives through collaborative action across sectors

---

### 2 OBJECTIVES

- Stimulate innovation in order to foster alignment between peace-related actions and society's needs
  - Promote a culture of peace
- 

### 3 FIELDS OF ACTIVITY

- Diversity and Inclusion
- Violence Prevention
- Peace Promotion



# ABOUT

## THE 5 PILLARS OF OUR WORK



### LEADERSHIP

We design and implement collaborative projects that meet the identified needs of stakeholders and communities.



### PARTICIPATION

We apply our expertise and actively participate in our partners' projects as key collaborators.



### PROMOTION

We support our partners' outreach and promotion efforts in order to help provide them greater visibility.



### ACCOMPANIMENT AND ADVICE

We provide counsel and expertise to our partners in order to strengthen their organizations, their projects and their capacities.



### NETWORKING

We are known for our ability to mobilize people and create essential and productive networking opportunities.



# A UNIQUE POSITIONING IN THE QUEBEC LANDSCAPE



## OUR APPROACH: THE 3 Ps OF PEACE



Our approach is based on three principles:  
**POSITIVE | PRACTICAL | PRODUCTIVE**

### POSITIVE

The Peace Network is not engaged in actions that are negative. Our approach focuses on finding solutions.

### PRACTICAL

We do not engage in symbolic actions. We always seek concrete ways to have a real impact.

### PRODUCTIVE

We promote collaboration and information sharing, as well as the creation and adoption of innovative solutions and practices.

## OUR STRATEGY

**Collaboration** that aims to:

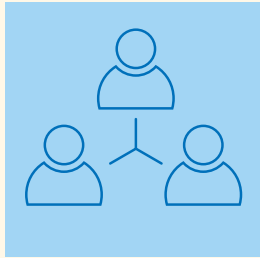
- Create lasting synergies among stakeholders and overcome the limitations of working in silos
- Maximize the impact, reach and efficiency of our partners' actions
- Contribute to social harmony and peace in innovative ways

**A close connection to the field**, built through the collaborative projects that we lead, through our participation in our partners' projects, and through the networking events that we organize on a regular basis.

**The complementary nature of our fields of activity, along with the diversity of our partners, Members, and Friends** enable us to take a macro view and to play a pivotal role in proposing and designing projects that are of interest to multiple sectors and that overcome working in silos.



# CATEGORIES OF IMPACT



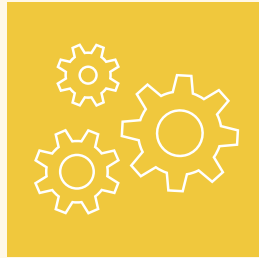
## **COLLABORATION**

Measures the Peace Network's ability to foster collaboration among its Members and partners on joint initiatives.



## **LEARNING**

Measures the development of knowledge and skills and the deepening of expertise, both within the Peace Network and among its partners.



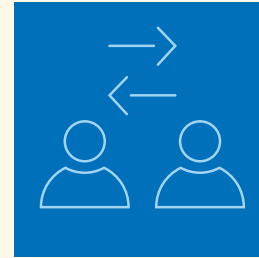
## **CHANGE | IMPROVEMENT IN PRACTICES**

Measures concrete, observable transformations in the way teams or organizations act after a project.



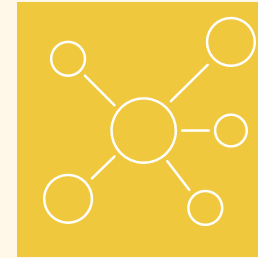
## **SENSE OF COMMUNITY**

Measures the level of belonging, trust and solidarity among partners.



## **SHARING OF EXPERTISE**

Measures the effects of the dissemination, circulation and pooling of knowledge and practices among individuals, groups or organizations.



## **CONNECTION**

Measures the Peace Network's ability to connect complementary actors to generate joint opportunities and initiatives.



## **INCREASED VISIBILITY**

Measures the effects of increasing the awareness, visibility or recognition of a project and/or organization, and the extent to which this makes them more visible to a wider audience.

**MEASURING THE IMPACT OF OUR ACTIONS ALLOWS US TO CONTINUOUSLY IMPROVE OUR PRACTICES AND TO PROVIDE INCREASINGLY RELEVANT RESPONSES TO CURRENT CHALLENGES.**

For the past four years, the Peace Network has made impact analysis a central part of its operations. This approach encourages us to raise our standards, both in the design and implementation of our projects and in the quality of our commitment: participation, support, advice, networking, and promotion of initiatives.

In order to better reflect the scope of our commitment, we have developed these 7 impact categories, which provide a more comprehensive overview of our actions and enable us to evaluate their effects more rigorously.



# 2025 IN NUMBERS

24

Members

34

Friends

5

Board members

4

Team members

# 2025 IN NUMBERS

## LEADERSHIP

2 ongoing projects

- Diversity and Inclusion Project (DI Project)
- Peace Days

2 projects under development

- Transformation through Collaboration: Providing Better Support to Victims of Sexual Violence by Uniting the Experts
- Peace Days 365

Involvement in 5 of our partners' projects

176 hours of participation in these projects

- Solidarity Dialogues
- RQ3i (Réseau québécois de recherche en immigration, en intégration et en relations interculturelles)
- Action Week Against Racism
- En route vers la guérison sociale
- YMCA Peace Medals

## PARTICIPATION

# 2025 IN NUMBERS

## PROMOTION

4 events featuring a Network kiosk

4 public speaking engagements

181 initiatives promoted

275+ social media posts

75K+ views on Meta

11 Mailchimp communications

7 interviews and other media appearances

2,768 visits to the Peace Days website in one month

5 outreach partnerships

2 recipients of the Peace Builder Award

# 2025 IN NUMBERS

## ACCOMPANIMENT AND ADVICE

390 hours offered

- Governance expertise
- Assistance in writing grant applications
- Project conceptualization and structuring
- Data analysis
- Conference facilitation
- Testimony at the Senate Human Rights Committee hearings on antisemitism

## NETWORKING

4 networking events

- Martin Luther King Day commemoration at Montreal City Hall
- Speed dating between organizations at the Afromusée
- Launch of Peace Days at Montreal City Hall
- Peace Film Soirée at the Cinéma du Musée, in partnership with the Festival du nouveau cinéma

# 2025 IN NUMBERS

NOSOUR DIGITALITÉS  
COMMUNITIES

## LinkedIn

---

19,048

impressions in 2025

## Meta

---

2,561 subscribers

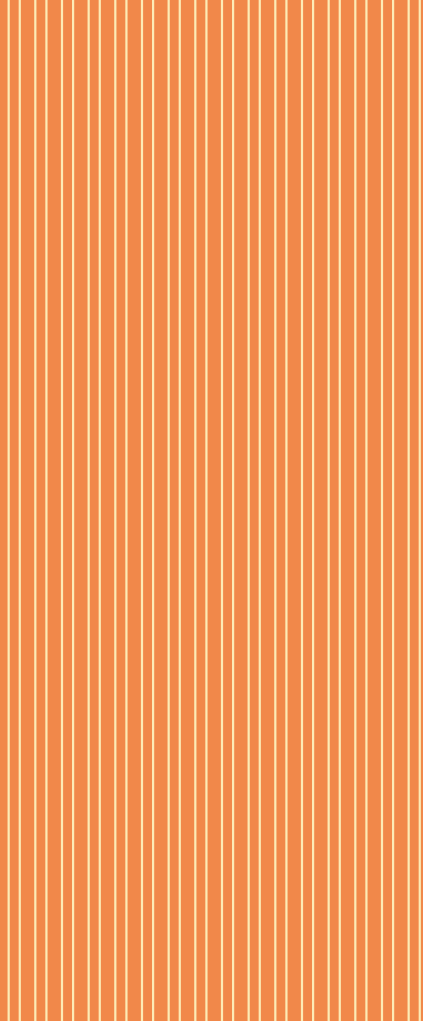
(Facebook and Instagram)

## Newsletters

---

1,374

subscribers



# LEADERSHIP

Design and implementation of collaborative projects

## 2 ONGOING PROJECTS

# DIVERSITY AND INCLUSION PROJECT (DI PROJECT)



Launched in 2022 with a two-day Forum, the Diversity and Inclusion Project (DI Project) is one of the Network's most significant initiatives and the largest one under the Diversity and Inclusion field of activity. Following the **Forum**, the project continued with the work of 6 committees made up of some 30 professionals who met regularly for almost 2 years.



# DIVERSITY AND INCLUSION PROJECT (DI PROJECT)

The Network gathered a wealth of material from these highly productive committee meetings, and in 2025, we continued our work of **drafting 5 guides on inclusive practices, as well as a directory.**

The **ORGANIZATIONAL TRANSFORMATION** Guide focuses on integrating or improving practices to make organizations more inclusive.

The **RELATIONS WITH FUNDERS** Guide discusses inclusive practices that funders have adopted or may adopt. It also offers advice on how to approach funders, build healthy and trusting relationships with them, and work more effectively so that funding applications and reporting are not burdensome and stressful.

The work of the **BUSINESS** Committee has resulted in a guide on DEI (Diversity, Equity and Inclusion) in the business world, including the importance of DEI and deployment strategies, along with issues specific to those in the position of DEI manager.

The guide produced by the **ARTS AND CULTURE** Committee covers 2 key areas: managing a cultural organization, and developing inclusive programming that is accessible to as many people as possible.

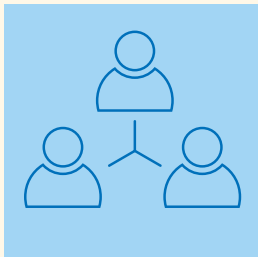
The **COMMON LANGUAGE** Guide discusses the importance of a shared understanding of meaning, and provides practical advice on addressing language issues in order to avoid obstacles related to misunderstanding or feelings of exclusion.

The **EDUCATION AND YOUTH** Committee, which addressed the issue of mistrust between community organizations and schools, has developed a directory of quality-ensured services.



# DIVERSITY AND INCLUSION PROJECT (DI PROJECT)

## THE PEACE NETWORK'S IMPACT



### COLLABORATION

Co-construction and creative exchange between a large number of DI specialists. This intersectoral collaboration has helped build relationships and produce guides tailored to different environments (business, arts and culture, education, philanthropy), rooted in a variety of realities.



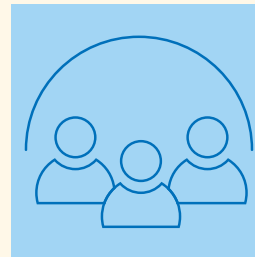
### CHANGE | IMPROVEMENT IN PRACTICES

The exchanges that took place resulted in the identification and immediate implementation of improved practices for a number of participants. The action-oriented guides that were then drafted offer tools for the integration of effective and sustainable DEI practices within organizations.



### LEARNING

Meetings among experts have enabled a collective deepening of knowledge in DEI. The process generated a significant amount of practical knowledge, which is now structured in guides designed to support the development of organizational skills.



### SENSE OF COMMUNITY

The sustained work of the committees and the richness of the discussions helped to create and strengthen bonds between participants. The project created a space of trust that fostered a sense of belonging and a shared vision around issues related to inclusion.



# PEACE DAYS – 11<sup>th</sup> EDITION



We developed the theme “Building a Better Future: Uniting for Peace” as a means of looking forward, with the conviction that a peaceful future can only be built collectively. It also emphasizes the need for action, suggesting both a crucial first step – to unite – and an objective and vision for the future – to build.

Finally, it is a reminder of our power to act: whether individually or jointly, we have the capacity to identify solutions and take action in order to implement the changes today that will lead to the type of world we want tomorrow and into the future.



# PEACE DAYS – 11<sup>th</sup> EDITION

The 11<sup>th</sup> edition of Peace Days was a great success, with a record number of partner organizations participating in the initiative, demonstrating both strong support for our vision and a willingness to be engaged for the well-being of society.

The diversity of activities that were offered – in terms of topics, formats, and modes of participation (hybrid, in-person, virtual) – is a testament to the tremendous number of organizations and individuals who are committed on a daily basis to creating, maintaining and repairing the social ties that bind our communities, enabling everyone to find or rediscover their rightful place in our society.

Working with these many organizations is a privilege for us, but also a great challenge, as we want to offer them the best possible experience and meet their ambitions and needs. To this end, each year we work to facilitate registration, offer an attractive launch program, strengthen our communication strategies, and build and grow a strong community.

Thanks to the quality of the activities that make up the Peace Days program, we have been able to offer Quebecers a panoply of activities that encourage reflection, discussion, meeting, learning, discovery and mobilization.

GOLD SPONSOR

The Dym Family  
Foundation



# PEACE DAYS – 11<sup>th</sup> EDITION

12 days of action

108 partner organizations

1 program

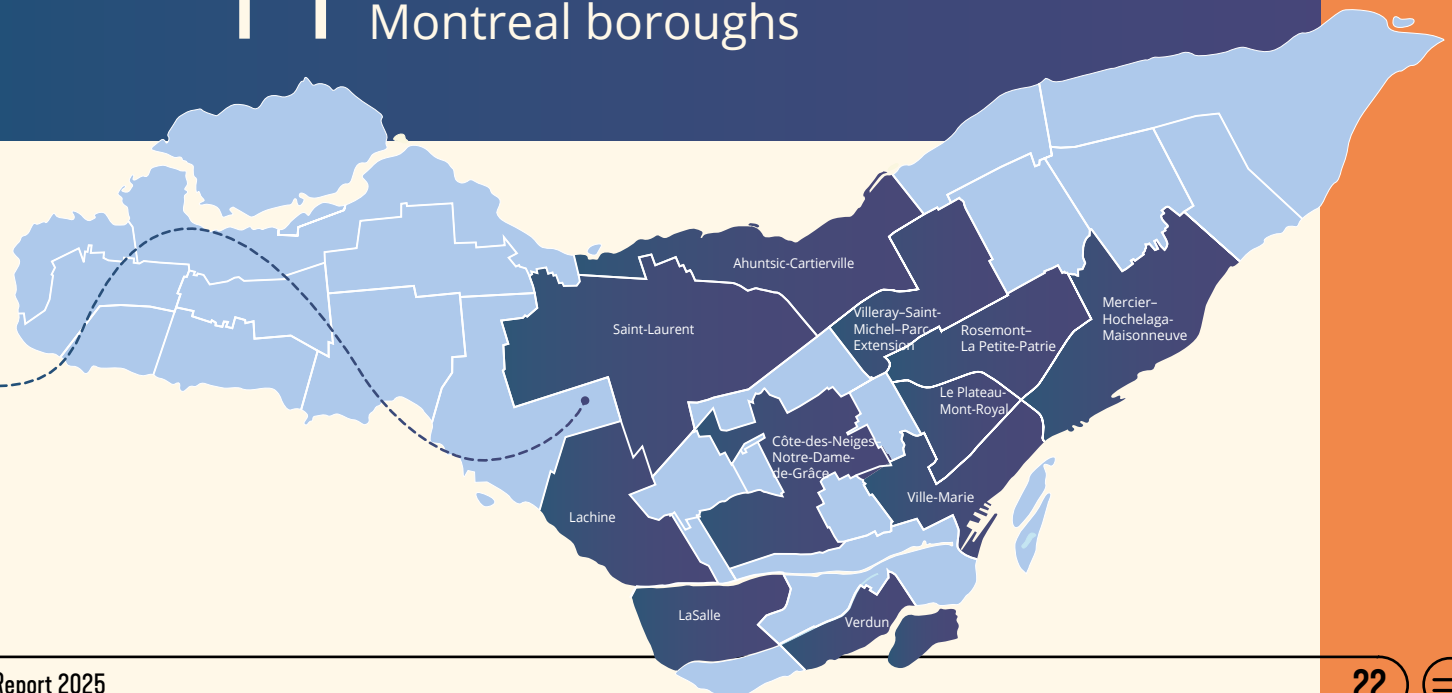
51 new partners

92 activities

11 Montreal boroughs

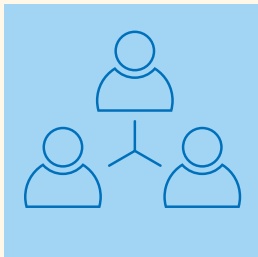
8 cities in Quebec

- Montreal
- Westmount
- Laval
- Longueuil
- Saint-Hubert
- Gatineau
- Rimouski
- Quebec City



# PEACE DAYS – 11<sup>th</sup> EDITION

## THE PEACE NETWORK'S IMPACT



### COLLABORATION

The participation of a record number of diverse stakeholders united by a shared vision was a demonstration of the strength of the Peace Network's initiative and of the theme for Peace Days 2025-2026.



### SENSE OF COMMUNITY

This is evidenced by the steady increase in the number of participating organizations, a sustained commitment from the majority of partners, and their strong sense of belonging.



## 2 NEW PROJECTS

## PEACE DAYS 365



Grounded in the Peace Network's status as a recognized leader in the field, the Peace Days 365 project will bring Peace Days to life through events designed for all of our stakeholder partners.



# PEACE DAYS 365

We designed the Peace Days 365 initiative in order to provide a yearlong presence and ongoing support for our partners working in the field of peace.

As part of this project, the annual program aims to enable organizations to:

- Strengthen their capacities through the sharing of experience and expertise
- Reach new audiences
- Promote their work and expertise
- Build relationships for better collaboration

The first 3 events presented as part of this program:

- BUILDING A BETTER FUTURE: SOCIAL ENGAGEMENT, RESILIENCE, AND WELL-BEING  
February 23, 2026, at MEM – Montreal Memory Centre
- CONFLICT RESOLUTION IN ORGANIZATIONAL SETTINGS: THEORY AND PRACTICE  
April 23, 2026, online
- THE KEYS TO SUCCESSFUL AWARENESS-RAISING  
June 10, 2026, online



# TRANSFORMATION THROUGH COLLABORATION: PROVIDING BETTER SUPPORT TO VICTIMS OF SEXUAL VIOLENCE BY UNITING THE EXPERTS

This project, which builds on the Network's many years of engagement in the field of Violence Prevention, aims to create and strengthen intersectoral collaboration as a means of improving the practices of frontline organizations working with victims of sexual violence. It is therefore geared to the needs of frontline actors who work with those who have experienced sexual violence.

Our previous projects, in conjunction with the consultation carried out in 2024-2025 with some 30 stakeholders, enable us to design and develop a unifying project with a real impact on three levels:

## **STRENGTHENING INTERSECTORAL COLLABORATION:**

Intersectoral collaboration facilitates the sharing of expertise and best practices, and fosters a better understanding of the realities faced by both victims and stakeholders, all of which can lead to better interventions. By collaborating, professionals benefit from mutual support, reduce their isolation, and develop new skills, promoting a positive work environment and long-term commitment.

## **IMPROVING INTERVENTION PRACTICES:**

Intersectoral collaboration enables professionals to provide appropriate care and maximize the positive impact of their interventions for victims, thus enhancing their effectiveness and increasing confidence in their work. Service discontinuities are also prevented.

## **SUPPORT FOR VICTIMS OF SEXUAL VIOLENCE:**

Intersectoral collaboration and tailored interventions build victims' trust in the services offered, and enable them to obtain accurate information and more effectively assert their rights.



# TRANSFORMATION THROUGH COLLABORATION: PROVIDING BETTER SUPPORT TO VICTIMS OF SEXUAL VIOLENCE BY UNITING THE EXPERTS

The methodical consultation process undertaken by the Peace Network enabled us to collect data from organizations of different sizes and sectors serving populations of varying ages, genders, statuses and situations. Our consultations included stakeholders from the police, judicial and academic sectors.

Deep reflection and a needs analysis have led to a proposed project aimed at strengthening collaboration among organizations. By developing a better understanding of each other's areas of expertise and enhancing interventions, especially involving populations with whom these organizations have less experience, support for victims will be improved.

The project will be officially launched during the first half of 2026.

“ Dialogue between different sectors will promote better support for victims and reduce harmful practices and their consequences.”

**Cilia Enith Barrero**, psychosocial worker,  
Mouvement contre le viol et l'inceste



# TRANSFORMATION THROUGH COLLABORATION: PROVIDING BETTER SUPPORT TO VICTIMS OF SEXUAL VIOLENCE BY UNITING THE EXPERTS

## 2 objectives

- Strengthening intersectoral collaboration
- Improving intervention practices in order to better assist victims of sexual violence

## 30 partners consulted



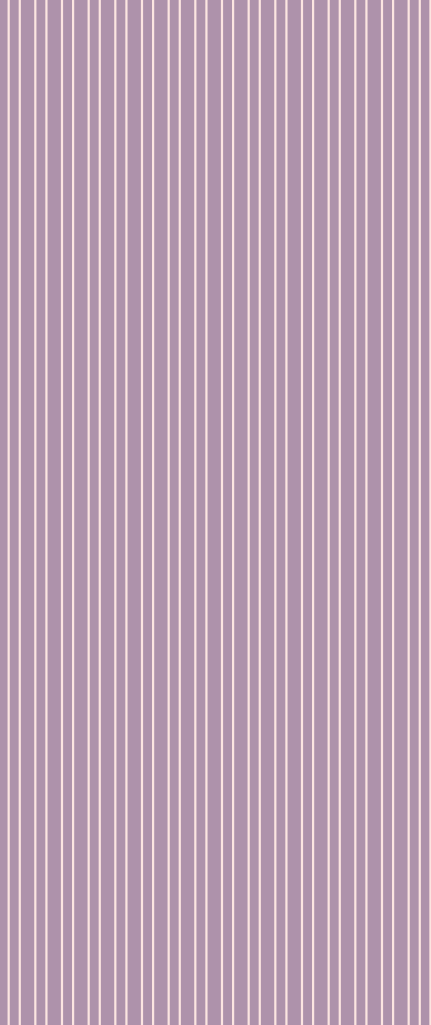
## 5 sectors consulted

- Community
- Academic
- Police
- Health
- Judicial

“The fact that the project involves all sectors is inclusive and promising.”

**Sophie Bergeron, Ph. D.,**  
Full Professor, Department of  
Psychology, University of Montreal





# PARTICIPATION

Application of our expertise and active participation within our partners' project

176 hours of participation  
in our partners' projects

## SOLIDARITY DIALOGUES

### A PROJECT LED BY PLEDJ

Dialogue, which centres on the building of bridges between cultures, religions and other communities, has long been a central aspect of the Peace Network's efforts to develop social harmony.



# SOLIDARITY DIALOGUES

The Network has been the central partner of the Solidarity Dialogues since the program's launch in 2024.

In 2025, we acted as co-presenter for most of the project's activities. Our close collaboration with PLEDJ has strengthened the initiative, as we have provided our expertise in systems design, dialogue facilitation, teaching and outreach. An added bonus: the Solidarity Dialogues have enabled the Network to gain visibility among new audiences.



## OUR ROLE

- Co-founder of the project
- Contribution to content
- Teaching
- Facilitation
- Training
- Promotion

# SOLIDARITY DIALOGUES

## RESULTS

**4** days of reinforcement offered to the project's first cohort of leaders trained in dialogue facilitation

**300** McGill Social Work students trained

**10** McGill Law students trained

**1** public demonstration

**1** presentation at an academic conference in Turkey

**1** dialogue facilitation in British Columbia for a community divided by the Israeli-Palestinian conflict

## THE PEACE NETWORK'S IMPACT



### SHARING OF EXPERTISE

Working closely with PLEDJ on this project has allowed for a concrete exchange of know-how, particularly in terms of facilitating dialogue and teaching. This cross-fertilization of expertise has enriched practices and consolidated a common approach, with intercultural and interfaith dialogue at its core.



### INCREASED VISIBILITY

By acting as the lead partner in this project, the Peace Network increases its visibility through the regular dissemination of information about the initiative.

# RQ3i (RÉSEAU QUÉBÉCOIS DE LA RECHERCHE EN IMMIGRATION, EN INTÉGRATION ET EN RELATIONS INTERCULTURELLES)

## A PROJECT LED BY THREE UNIVERSITIES:

University of Montreal

Laval University

Concordia University



# RQ3i (RÉSEAU QUÉBÉCOIS DE LA RECHERCHE EN IMMIGRATION, EN INTÉGRATION ET EN RELATIONS INTERCULTURELLES)

The RQ3i network is led by professors from three universities: University of Montreal, Laval University and Concordia University. RQ3i brings together 39 researchers and 28 partner organizations, one of which is the Peace Network.

## THE PURPOSE OF RQ3i

RQ3i was created in order to respond to the challenges facing Quebec in relation to major transformations in immigration, integration and intercultural relations.

The growth of temporary immigration, the increase in asylum claims, legislative changes, misinformation, and polarized public opinion underscore the importance of developing innovative solutions that are rooted in research and adapted to today's realities. (Information from the organization's website.)

## OUR PARTICIPATION IN RQ3i

In February 2025, we participated in the launch symposium, which provided the opportunity to learn more about the areas of focus of RQ3i (Immigration Systems and Policies; Integration, Inclusion, and Participation; Intercultural Dynamics and Practices), to meet committed members and partners, and to present the Peace Network and its work to those in attendance.

In October, at the first annual RQ3i symposium, our Executive Director,

Dr. Anna Krol, was invited to speak at a roundtable discussion on the topic of collaboration between the field and the research community, and the conditions for success. Dr. Krol was also elected to the RQ3i network's DEI committee.

Participating in RQ3i allows us to share our knowledge and expertise, enrich our own learning, and develop new relationships.



# RQ3i (RÉSEAU QUÉBÉCOIS DE LA RECHERCHE EN IMMIGRATION, EN INTÉGRATION ET EN RELATIONS INTERCULTURELLES)

## OUR ROLE

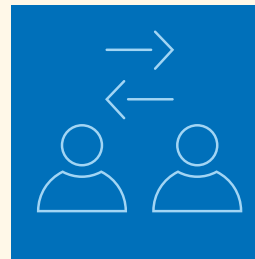
- Member of the RQ3i DEI committee
- Partner member

## RESULTS

Implementation of DEI programs for RQ3i

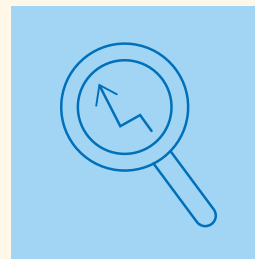
A presentation on collaboration during the first annual symposium "*Les transformations en 3i au Québec*" (80+ participants)

## THE PEACE NETWORK'S IMPACT



### SHARING OF EXPERTISE

Our presence at conferences, our participation in a roundtable discussion on field-research collaboration, and the election of our Executive Director, Dr. Anna Krol, to the DEI Committee all help to disseminate our knowledge while also enriching our own practices as a result of RQ3i's scientific approach.



### INCREASED VISIBILITY

Our participation in the RQ3i initiative raises the Peace Network's profile in academic and institutional circles, and positions our organization as a credible and committed player in the discussion and actions surrounding immigration, integration, and intercultural relations in Quebec. In return, RQ3i benefits from visibility on Peace Network platforms.



# ACTION WEEK AGAINST RACISM

## A PROJECT LED BY CIDIHCA

For several years now, the Peace Network has been asked to participate in the Action Week Against Racism and for Equal Opportunity (SACR) project, organized by the International Centre for Haitian, Caribbean, and Afro-Canadian Documentation and Information (CIDIHCA).

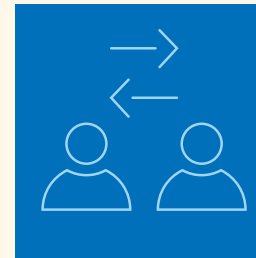
We participated in the SACR Advisory Committee, and assisted their team both in designing the 2026 edition (which took place from March 20 to 31) and in drafting presentation documents. SACR is a significant initiative in Montreal, as an annual gathering taking place since 1999.

Our involvement contributes to the collective reflection, which is aimed at making each edition extremely interesting and appealing, at ensuring that it is in line with current issues, and at reaching new audiences. The 2026 edition of the SACR was designed to draw attention to challenges that undermine our social harmony today, while encouraging people to reflect on the type of society that they want for tomorrow.

## OUR ROLE

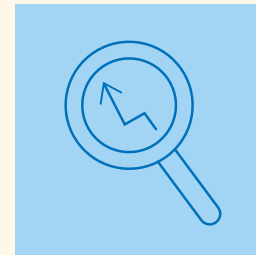
- Participation in 4 Advisory Committee meetings for the 2026 edition
- Promotional support
- Liaison with relevant organizations

## THE IMPACT OF THE PEACE NETWORK



### SHARING OF EXPERTISE

Our participation in the design of the 2026 edition and the drafting of strategic documents demonstrates a concrete transfer of our expertise to a flagship event in Montreal, taking place since 1999.



### INCREASED VISIBILITY

Our promotional support has provided the SACR with visibility among a larger and more diverse audience.

# EN ROUTE VERS LA GUÉRISON SOCIALE

## A PROJECT LED BY ÉDUCONNEXION

The Peace Network's collaboration with Éduconnexion has been in place for several years. As a partner in the "*En route vers la guérison sociale*" project, the Network supports the effort to have violence be recognized and addressed not only as a public safety issue, but also as a public health matter.

This change in approach advocated by Éduconnexion highlights the harmful consequences of armed violence on citizens' health, and proposes curative and preventive solutions in terms of community, physical and mental health.

We contributed to the development of recommendations for schools, educational service centres, organizations and communities.

At the symposium entitled "What if Violence Were Seen as a Public Health Issue?" (in French), we presented the final report on the work coordinated by the Network as part of the MESVS (*Mouvement pour des écoles sans violences sexuelles*) project.



# EN ROUTE VERS LA GUÉRISON SOCIALE

## OUR ROLE

- Sharing our expertise
- Connecting partners
- Research
- Promoting and raising awareness of the project, its activities and its deliverables

## RESULT

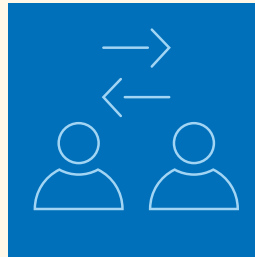
Advocacy

Formulation of recommendations

Awareness-raising capsule

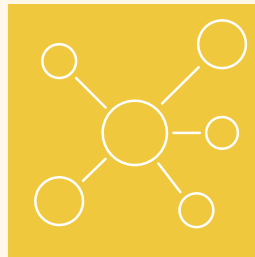
Presentation of the MESVS report at the symposium

## THE PEACE NETWORK'S IMPACT



### SHARING OF EXPERTISE

By sharing its expertise in violence prevention and mobilization, the Network has actively contributed to the development of recommendations for schools, school service centers, and community organizations. The presentation of the MESVS (*Mouvement pour des écoles sans violences sexuelles*) report illustrates a concrete transfer of knowledge to educational and community settings.



### CONNECTION

Through its efforts to assist in having violence recognized as a public health issue, the Peace Network helps bring together complementary expertise and stimulate concerted action.



### INCREASED VISIBILITY

Strengthening advocacy for the recognition of violence as a public health issue.



## PARTICIPATION IN OUR MEMBERS' PROJECTS

### PEACE MEDALS

#### A PROJECT LED BY THE YMCAS OF QUÉBEC FOUNDATION

**Our Members have access to our expertise** through our training, analysis and support services. One Member who joined the Network in 2025, the YMCAs of Québec Foundation, seized on this opportunity for its Peace Medals initiative.



# PEACE MEDALS

Our expertise was engaged in 3 ways:

- Supporting the Foundation's team in creating the selection program, proposing candidates, and mentoring the young people on the Selection Committee.
- Pre-screening nominees.
- Exchanging visibility, i.e., we helped disseminate the call for applications and publicized the YMCA Peace Gala; in exchange, the Foundation helped us disseminate information about Peace Days 2025.



This first collaboration was fruitful for the project and very enjoyable on a human level. It is a perfect example of how the convergence of expertise can lead to an initiative's success.

# PEACE MEDALS

## OUR ROLE

- Advice and support
- Analysis
- Outreaching partnership

## RESULTS

Update of the Peace  
Medals program

Pre-selection of nominees

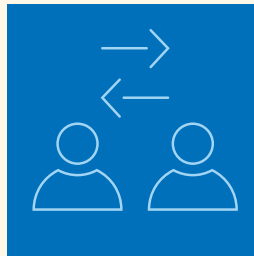
Mentoring for **7** young people

## THE PEACE NETWORK'S IMPACT



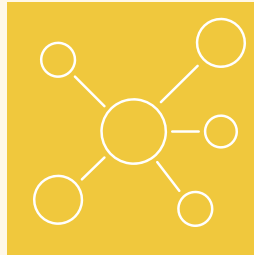
### CHANGE | IMPROVEMENT IN PRACTICES

Improvement of the selection program, notably through the development of more rigorous criteria and a thorough pre-selection process. This support helped to enhance the quality and fairness of the decision-making process.



### SHARING OF EXPERTISE

The co-creation of the program and the application evaluation grid, as well as the mentoring provided to the young people on the selection committee, illustrate a concrete transfer of expertise in governance, analysis and support.



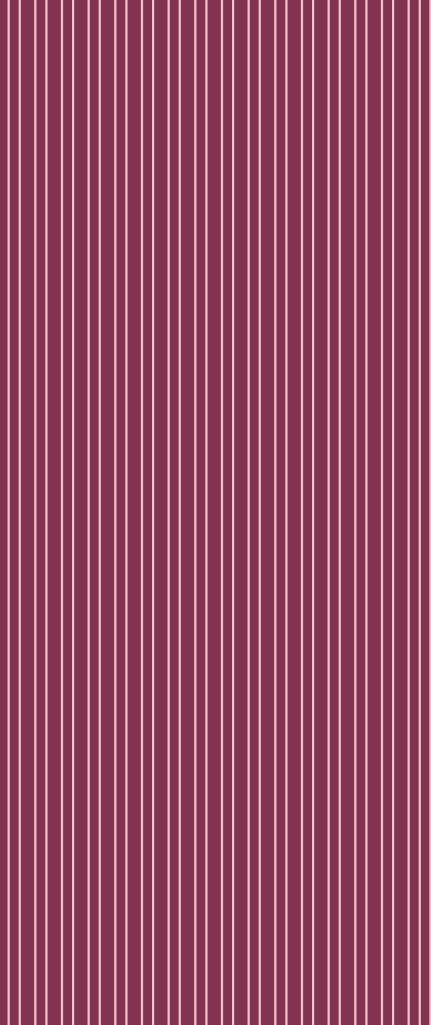
### CONNECTION

Connecting respective areas of expertise in a manner that ensures the quality and success of the project.



### INCREASED VISIBILITY

Cross-promotion of the call for applications, the YMCA Peace Gala and Peace Days 2025 helped broaden the audiences reached by both organizations. This strategic collaboration strengthened mutual presence and recognition in the public and community spheres.



# PROMOTION

Supporting our partners' outreach and promotion efforts to increase visibility

Promotion is an integral part of our communications activities. And what guides our communications and promotional activities is the desire to create environments that, in terms of both language and visual appearance...

**Live up to the rigor and quality of the work** done by the Network team, as well as that of our many partners

**Inspire sponsors** and outreach partners

**Instill pride** amongst our Members and Friends for their association with the Network

**Contribute overall to greater engagement** from the panoply of stakeholders connected to the Network's initiatives

IN 2025

WE PROMOTED **181**  
INITIATIVES BY PARTNER  
COMMUNITY ORGANIZATIONS.

This number includes the **92**  
activities presented by our partners  
as part of Peace Days 2025.

- On our social media accounts
- In our newsletters
- On our 2 websites
- Through press relations to ensure visibility in the media
- Through networking opportunities, which encourage connection and promotional support among organizations in the field, particularly those working on complementary issues and with similar audiences

WE DESIGNED AND SHARED **11** MAILCHIMP COMMUNICATIONS.

Including one that was particularly well-received which highlighted the Network's 15<sup>th</sup> anniversary by looking back on 15 milestones!

**4**  
newsletters

**7**  
special  
communiqués

---

WE COLLABORATED WITH BIBLE URBAINÉ FOR THE FIRST TIME.

- Digital banners
- Newsletter entirely devoted to Peace Days 2025
- Interview with our Executive Director and Director of Diversity and Inclusion, Anna Krol, and our Peace Promotion and Violence Prevention Coordinator, Djémilatou Belem

WE RECEIVED SIGNIFICANT MEDIA COVERAGE ON **7** OCCASIONS.

Including:

- Interview with Anna Krol  
L'onde féministe, CISM
- "Brian Bronfman, promoteur de la paix au quotidien" (interview)  
Le Devoir
- Community Shout Out from Brian Bronfman and Djémilatou Belem (video)  
Global News
- Interview with Brian Bronfman  
Les aurores Montréal, CIBL

**For a fourth consecutive year, Network president Brian Bronfman marked the International Day of Peace and the launch of Peace Days by writing an opinion piece for *Le Devoir*.** For the first time, the article was published simultaneously in both French and English in two major media outlets: it appeared in both the print and digital versions of *Le Devoir* and ***The Gazette***.

Bâtir l'avenir en restant fidèle à notre nature pacifique

More Than Ever, We Must Commit to Peace

## THE RESULTS OF OUR PROMOTIONAL EFFORTS:

Increase in the open rate  
(+ 3,3 %) and click-through rate of  
our Mailchimp mailings (+ 13,1 %)

---

2,768 visits to the Peace Days  
website in one month

---

75,000+ views on Meta  
(Facebook et Instagram)

- 5 new outreach partnerships:
- Fade to Black Festival
  - ATSA
  - YMCAs of Québec Foundation
  - AFS Interculture Canada / Montréal  
tracé par les vécus de sa diversité
  - The Round Table on Black  
History Month

# PEACE BUILDER AWARDS – 2<sup>nd</sup> EDITION

The Peace Builder Awards recognize outstanding contributions to inclusion, peace, and the well-being of our communities.

In 2025, we created the program for this award, which defined the categories, outlined the eligibility criteria for nominations, and established the evaluation rules. Guided by concerns related to accessibility, equity and fairness, we worked rigorously at every stage. The Selection Committee evaluated each nomination with care and discernment.

## 2 CATEGORIES: “Collaboration” and “Emerging Leader”

True to our mission, the “Collaboration” category rewards the use of collaborative action to maximize the impact, reach and efficiency of actions taken in the field of peace.

The “Emerging Leader” category recognizes the quality of work done by a young organization (less than 5 years old) and/or an organization that works with younger generations and/or an organization that takes an innovative approach.

The Selection Committee chose to present the 2025 award in the “Collaboration” category to Montreal City Mission, an interfaith organization known for the impact, quality and innovation of its projects, which are typically grounded in both a spirit and an approach centred on collaboration.

In the “Emerging Leader” category, the Committee selected Citoyenneté jeunesse, whose mission is centred on empowering younger generations by amplifying the voices and opinions of people aged 35 and under.

We would like to extend a special thank-you to Kass Wener (representing Network Member the Jonathan & Susan Wener Family Foundation) who served on the Peace Builder Awards Selection Committee.



Photo: Ville de Montréal: Sarah Latulippe

Montreal City Mission



Photo: Christina Esteban

Citoyenneté jeunesse



# PEACE BUILDER AWARDS – 2<sup>nd</sup> EDITION

## RESULTS

2

categories

25

nominations

3

Selection Committee members

2

recipients

1

awards ceremony at Montreal City Hall

## THE PEACE NETWORK'S IMPACT



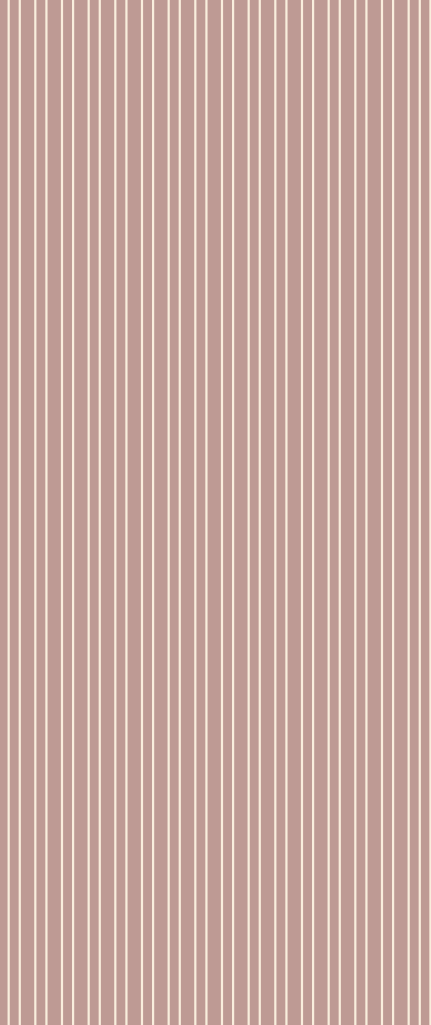
### SENSE OF COMMUNITY

The creation of a proud, more united peacebuilding community recognized for its commitment and the quality of its work. Through a ripple effect, recipient organizations become benchmarks and sources of inspiration.



### INCREASED VISIBILITY

An awards presentation and the publication of content help raise awareness of the work of the recipient organizations among a wider community.



# ACCOMPANIMENT AND ADVICE

Strengthening our partners' organizations, their projects, and their capacities through our expertise

For several years, we have been offering our partners and Members free access to our expertise through three types of services:

- Training
- Strategic guidance
- Analysis and evaluation

In 2025, we worked with partners from a variety of sectors: arts and culture, intercultural relations, youth, education, and social entrepreneurship.

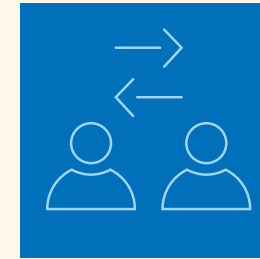
We offered our expertise in governance as well as assistance in writing grant applications, conceptualizing projects along with strategies for their implementation, data analysis, and facilitation.

At the end of 2025, our expertise was sought by the Standing Senate Committee on Human Rights on issues related to antisemitism.

### CUSTOMIZED SERVICES

We approach each request individually, taking into account the specific needs of the partner, and offer customized services. We respond to the request, but we also identify any “blind spots” if necessary. Each collaboration is based on a thorough understanding of the need and its context.

## THE PEACE NETWORK'S IMPACT



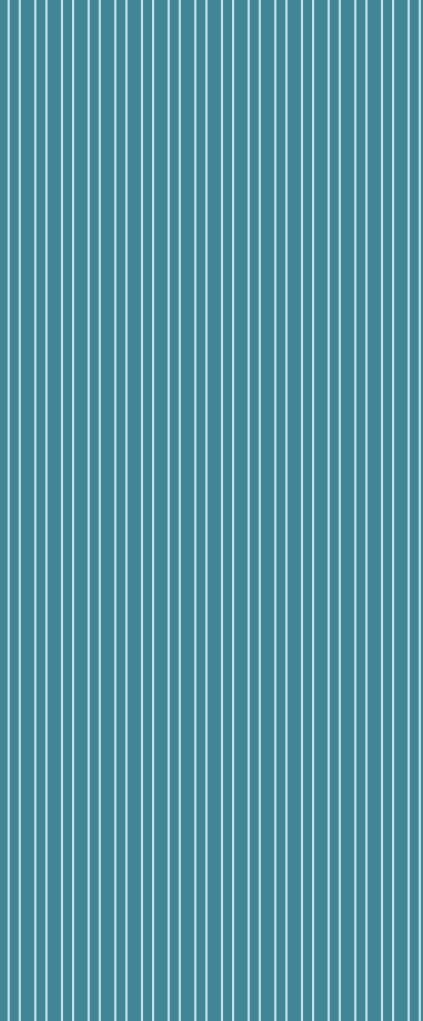
### SHARING OF EXPERTISE

Developing concrete skills among our partners so that they become more autonomous, structured, and equipped to carry out their mission in a sustainable manner. Projects gain clarity, efficiency and measurable impact.

390  
hours offered

- Governance expertise
- Assistance in drafting grant applications
- Support in project conceptualization and deployment strategy
- Data analysis
- Facilitation





# NETWORKING

Organizing essential and productive networking events

Organizing networking events is a way for us to strengthen our relationships with our Members, Friends, partners and allies, and to nurture a sense of belonging within a community working for peace. On each occasion, we create effective networking opportunities, paired with a presentation or panel specially chosen for the occasion.

In 2025, to mark the **commemoration of Martin Luther King Jr. Day**, we invited the Fabienne Colas Foundation to present one of their programs, entitled “Being Black in Canada”, which is dedicated to supporting emerging Black filmmakers, with a testimonial from Julie Silva, a filmmaker who went through and benefited from the program.  
(80 people in attendance)

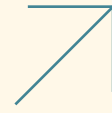
To mark the **opening of registration for Peace Days 2025**, we organized a speed dating event among organizations. This was done in collaboration with the Montreal LGBTQ+ Community Centre, which designed a method to facilitate meetings and the gathering of information about respective organizations.  
(40 people in attendance)



# THE IMPACT OF ACTING IN SOLIDARITY

The **official launch of Peace Days** in September was an opportunity to present the second edition of the Peace Builder Awards and highlight the 2025 recipients: Montreal City Mission (“Collaboration” category) and Citoyenneté jeunesse (“Emerging Leader” category). The awards ceremony, followed by addresses by the recipients at City Hall, is part of our efforts to promote, raise awareness, and highlight the work of our partners.

(100 people in attendance)



On October 15, in collaboration with the Festival du nouveau cinéma, we presented an evening dedicated to women’s issues. The screening of Erige Sehiri’s film “*Promis le ciel*” was followed by a discussion featuring Didar Domehri, the film’s producer, and Dorothy Rhau, CEO of Audace au Féminin, on women’s immigration experiences.

The **Peace Film Soirée** has been an annual event since 2018. Each year, thanks to our collaboration with the Festival du nouveau cinéma, we are able to offer our Members, Friends and Peace Days partners a networking opportunity, followed by a film screening and discussion that fit into one of our three fields of activity. The soirée also affords us the opportunity to meet a whole new audience: the festival-goers.

(100+ people in attendance)





Photo: FNC – Adil Boukind

“Cinema has great power: the power to tell stories, to raise awareness, to educate, to immerse us in realities we know and those we don’t. Polish cinema has given me a better understanding of the dark times my country has gone through. French, Italian, Spanish, Japanese, and many other cinemas were windows onto a world that was distant and inaccessible to me at one time, long before I could experience it for myself.

The Peace Film Soirée exists to offer all of us an opportunity to look through such windows. We learn, we experience emotions through the characters, we reflect on the issues presented on screen, and we ask questions about how they relate to our reality.”

**Anna Krol, Ph. D.**  
Executive Director

Excerpt from the opening remarks at the Peace Film Soirée 2025



# RESULTS

- New relationships created
- Existing relationships strengthened
- A stronger sense of belonging to a community
- Sense of solidarity
- Visibility for local organizations that contribute to peace and social harmony



Photo: Christina Esteban



Photo: Christina Esteban



Photo: Ville de Montréal: Sylvain Légaré

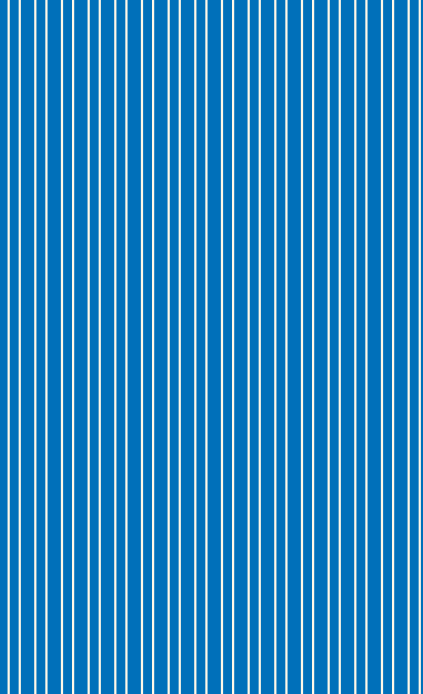
## THE PEACE NETWORK'S IMPACT



### SENSE OF COMMUNITY

These moments help to create a vibrant and inclusive community, in which trust, solidarity, and commitment to peace are fostered through regular exchanges and shared experiences.





# STRENGTHENING THE NETWORK AND DEVELOPING ITS NOTORIETY

As the Network's expertise becomes increasingly sought out by others, it is being invited to participate in ever more stakeholder events, further strengthening the organization in terms of positioning and impact.

# TEAM MEMBERS WERE INVITED TO SPEAK ON SEVERAL OCCASIONS:

ANNA KROL took part in a discussion organized by our partner Bienvenue à l'immigrant on the occasion of International Women's Day.



Anna also gave a presentation on the topic of "Collaboration and Networking: Strategies for Peace", as part of the "Thinking and Acting for Peace in Quebec" series organized by the University of Montreal under the direction of Carl Bouchard.

She was also the invited guest for an edition of Coconut Podcast.



DJÉMILATOU BELEM presented a report on the MESVS (Mouvement pour des écoles sans violences sexuelles) project, as part of the "What if Violence Were Seen as a Public Health Issue?" symposium organized by Éduconnexion.



# THE NETWORK ALSO ENJOYED EXCELLENT VISIBILITY THROUGH ITS KIOSKS, WHICH TOOK PLACE AT:

→ The *Grand rendez-vous de l'AQOCI (Association québécoise des organismes de coopération internationale)*



→ Mount Royal, during the *Danse de la paix* event



→ The Intercultural Harmony Festival in LaSalle



+ An event marking the 40<sup>th</sup> anniversary of the Ordre national du Québec, to which Brian Bronfman was invited since he was named an Officer to the Order in 2020.



# AWARDS RECEIVED IN 2025 BY OUR PRESIDENT, BRIAN BRONFMAN:

→ The King Charles III Coronation Medal



→ The YMCAs of Quebec Peace Gala Medal of Honour



→ The Order of Canada



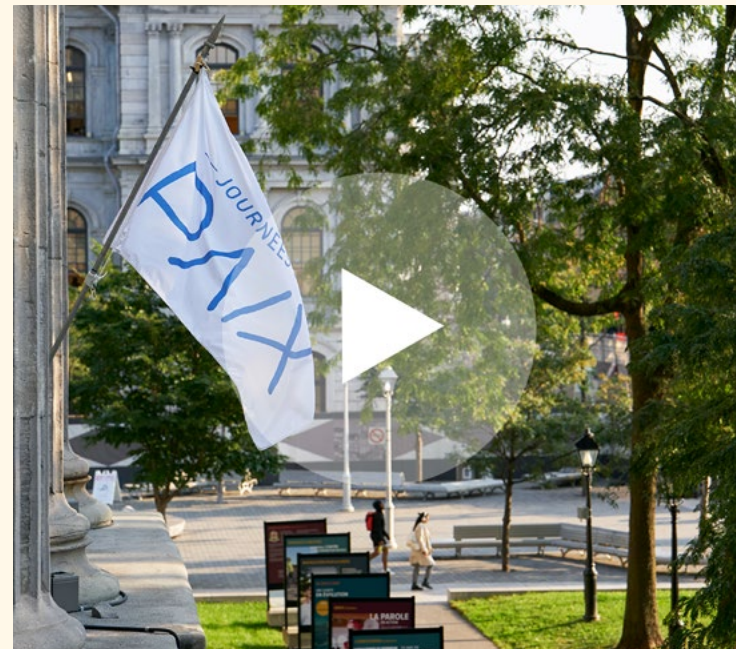
# NEW TOOLS

We have worked to create strategic and carefully crafted tools, using a variety of media, that make our work concrete and understandable, often with the goal of maximizing stakeholder engagement.

These tools include:

- Reports
- Brochures
- Websites
- Sponsorship plans
- Newsletters
- Social media  
(LinkedIn, Facebook, Instagram)
- Promotional videos

This year we released a new video to publicize Peace Days.



# OUR TEAM



**Brian Bronfman, C.M., O.Q.** **Marcia Wetherup**

President & Co-Founder

Vice-President,  
Operations & Co-Founder

**Dino Grifo**

Vice-President &  
Co-Founder

**Anna Krol, Ph. D.**

Executive Director &  
Director, Diversity  
and Inclusion



**Djemilatou Belem**

Coordinator, Violence  
Prevention and  
Peace Promotion



**Diane Bertrand**

Coordinator,  
Projects and Events



**Stéphanie Girouard**

Communications  
Specialist

## BOARD OF DIRECTORS

- **Brian Bronfman**, President
- **Dino Grifo**, Vice-President and Secretary
- **Robert Kleinman**, Treasurer
- **André Comeau**, Director
- **Marcia Wetherup**, Director

## OUR COLLABORATORS

- **Iryna Lakhman**, Graphic Designer
- **Noel Matta**, Front-End Designer and Developer
- **Daniel Meyer**, Press Attaché



# PEACE NETWORK FOR SOCIAL HARMONY

4920 de Maisonneuve Ouest, suite 404  
Westmount, QC, H3Z 1N1

→ 438 380-2520

→ [info@thepeacenetwork.ca](mailto:info@thepeacenetwork.ca)

[thepeacenetwork.ca](http://thepeacenetwork.ca)

LinkedIn [Réseau pour la paix et l'harmonie sociale](#)  
[Peace Network for Social Harmony](#)

Facebook [@reseau paix](#)

Instagram [@reseau\\_paix](#)

# PEACE DAYS

[thepeacedays.com](http://thepeacedays.com)

Facebook [@JournéesPaixPeaceDays](#)

Instagram [@journeesdelapaix](#)

**Concept** → Anna Krol, Ph. D.

**Writing** → Anna Krol, Ph. D. and Stéphanie Girouard

**Translation** → Brian Bronfman

**Design** → Iryna Lakhman



