



ANNUAL REPORT 2019

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CEED Annual Report 2019

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01 | LETTER FROM THE DIRECTOR

As a certain Fred Swaniker said, youth in Africa is either a “time bomb or [an] incredible opportunity”. At CEED, we believe that youth can be a great strength, and this is why we dedicate ourselves to provide them with assets to build that strength.

With a population where 77% is under the age of 30 years old, Uganda is one of the youngest countries in the world. What can make a difference are the assets we provide to empower the youth. Our approach is to allow students to develop skills during their internship with us, while supporting projects for the benefit of the youth in Gulu. Based on the three pillars of sustainability, our projects aim to support youth employability, capacity to sustain projects, and knowledge about social and environmental responsibility.

Since its inception in 2006, CEED has engaged itself to provide experiential learning to students in Northern Uganda on community projects. After 13 years of presence in the community, CEED has been able to find its place in the Gulu Community. This comes as a result of the continuous efforts from our interns and staff. Even if no Canadian went this year, Interns of 2019 made fantastic work to sustain our impacts there.

As a Concordia University Alumni, joining CEED in 2019 was a life changing adventure. Getting to participate in youth empowerment in northern Uganda and Concordia students’ experience, is always something that I am keenly grateful for. Despite my short journey in Uganda, I genuinely fell in love with the country and CEED’s experience. Its incredible people, its sublime landscapes and the vibrant energy superseded my expectations. Hence, it is with strong passion that our team will be present to support our projects both in Gulu and Montreal for the Concordia Community.

Merci
Apowyo Matek

Hawa Keita
Executive Director, CEED Concordia



02 | ABOUT CEED

CEED Concordia is a non-profit organization operating in Montreal, Canada and Gulu, Uganda. We are an organization dedicated to social justice, community empowerment, and positive change by supporting youth in our communities. CEED offers Concordia and Ugandan students an opportunity to contribute to sustainable community projects in northern Uganda for 3-month internships during the summer semester. We are working to shape better communities and future leaders for a better tomorrow. Every year, approximately 25-30 youth from both communities become involved with our program through internships, academic initiatives, and various positions within our organization.



MISSION

We foster community engagement through youth skills development and information sharing.



VISION

We see youth as change agents in their communities.



VALUES

Equality, Integrity, Social Justice and Sustainability.

ABOUT OUR REACH IN NUMBERS



+400
interns



10,210
Tree
Seedlings
planted



104
Entrepreneurs
Trained



6,865
School
Children
trained

03 | CEED IN UGANDA

In 2019, it was decided, due fear of the spread of ebola, to not send Canadian interns. Nevertheless, the internship was held and the team, composed strictly of Ugandan interns, continued to positively impact the community in their respective projects. Throughout the year CEED followed its mission to support youth in Gulu. CEED's projects strive to be responsive to community needs and put youth at the forefront as leaders and change makers. In all of our projects, it is important that interns interact with young people and other key stakeholders to understand the complex challenges our projects confront. Problem solving, flexibility, team work, and creativity are key ingredients to making any project successful. Thanks to CEED Uganda, we ensure the sustainability of the projects all year long.

2019 IMPACTS SUMMARIZED



5,243

**Trees
Planted**



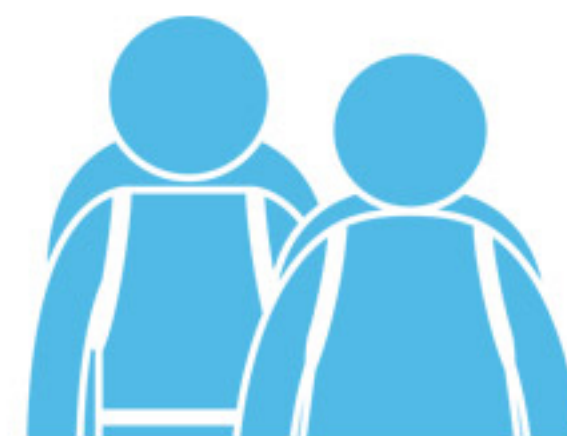
9

Radio Shows



47

**Entrepreneurs
Trained**



60

**School Children
trained in
environmental
sustainability**



The Environmental Sustainability team of 2019 ensured that prior to tree planting, the appropriate training for students was held and provided students with pamphlets concerning the importance of tree planting, how to plant and to take care of the seedlings, and what to do after a tree has been planted. Thereafter, the team demonstrated tree planting and planted trees together with students, school teachers, and community members. Thanks to the Gulu Go Green Marathon that CEED Uganda hosted earlier in the year, CEED Uganda was able to receive large donations of tree seedlings from various partners. Together, **5,243 trees were planted in 16 different schools throughout the summer by CEED interns** and community members. Interns also **facilitated waste management workshops at three different schools** within the municipality of Gulu Town.



The Youth Advocacy & Communication team **hosted two young achievers** for the month of June and July respectively. James Torach, the young achiever for the June talk show, began bricklaying from an early age and is now the CEO of Otoo JC Concrete Company in Gulu. Onen Nelson Mandela, who owns Belcom Welding Plan, was the young achiever for the July show. Both achievers employ Gulu youth and share how the road to success is paved with hard work. Throughout the months of August to December, the radio show continued to host young achievers. **Seven other youths were able to share their story of how they not only overcame their obstacles but used it as a means to strengthen themselves.** The impact these youth have within their community is immensely felt as they take the lead in inspiring and motivating others. Our young achievers truly empower the youth within their surroundings by providing relatable testimonies and implementing measures that help young people use their skills and talents that would benefit them



The Youth Entrepreneurship team received 20 applications and selected 9 groups to train for the summer after a rigorous interview and screening process. These **nine groups were composed of 47 people, 20 females and 27 males** respectively. The team held a week-long training workshop and met with local facilitators who assisted them throughout their workshop, shared business tips, and answered all the questions the entrepreneurs had. Workshop topics ranged from marketing and operational skills to tips for developing an effective and concise business plan. The team in 2019 hosted another successful business competition at the end of the summer which was held on Saturday, August 17, 2019. Three guest judges, professionals in their field, were invited to sit as judges and award the groups they deemed the most fit to financial support. **2019 saw three grant recipients: Good Will Welding Group, Nana Fruit Salad, and Mushroom Community.** These groups received funding in kind from CEED. As a result of everything they taught and learned throughout the summer, members of the Youth Entrepreneurship team left feeling empowered to start their own businesses as a way to continue building up their community.



The Video Documentary team, composed of two Ugandas, **filmed and produced a 15 minute documentary tackling the issue of gender stereotypes at work**. The documentary was based on the life of a local female constructor, Prossy Akello, who challenges these stereotypes everyday in a field dominated by men, as a construction engineer. The team attended a three-day local film festival and learned about photography and scriptwriting. One member directed her first short film as a result. The team **planned and organized a screening party that brought out members of the community and they engaged in lively discussion following the screening of the documentary**. Partnering with local video experts helped the team take their video knowledge to the next level. The **documentary on Prossy Akello made its debut in Canada on February 1, 2020 to a crowd of over 100 attendees**. A panel discussion followed the screening. A conversation between Dorothy Rhau, the president of the Salon International de la Femme Noire, Cathy Wong, the first female speaker for Montreal's city council, Mabel Gonzalez, an author and senior advisor for the Business Development Bank of Canada, and Darine Benamara, CEO and founder of The Smart Woman, was moderated by CEO and Founder of media platform Sayaspora, Djamilla Toure. Attendees left feeling inspired and determined to continue the fight of tackling stereotypes in the workforce.

04 | CEED IN MONTREAL



WHAT I WISH I KNEW: A BEGINNER'S GUIDE TO MEDIA PRODUCTION

This intimate evening of media workshops, discussion and networking, gathered 50 students together to discuss women in diverse media production roles. The evening consisted of the Canadian premier of "She's a Woman" a short documentary produced by CEED's 2018 Video Documentary team: Jane Lakes and Sandra Hercegová, and Karane Tuhirirwe. The Canadian interns had the opportunity to participate in a panel discussion with experimental filmmaker Anna Gregorian, NFB-awarded Quebec filmmaker Martine Chartrand, Concordia's Feminist Media Studio coordinators, Shanice Bernicky and Simone Lucas, as well as Amber Jackson from Concordia's media coop CUTV.



DEVELOPMENT IN AFRICA: AWAKENING THE DIASPORA

This conference discussed the innovative ways the African Diaspora can contribute to development efforts on the African continent. It included panel discussions, networking with local activists, business owners and organizations, live music and hors d'oeuvres from around Africa. Over 100 attendees learned from Odero Otieno, Founder of DawaSwift, Djamilla Toure, Founder of Sayaspora, Mark Frimpong Kwakye, organizer of the African elections round table a forum at Concordia and Ugandan activist Susan Ajok. CEED collaborated with young artist Gaëlle Elma, Emmanuel Ayo and other young artists and entrepreneurs to share their work at the event's cocktail hour.



IMPACTS IN UGANDA: CEED CONCORDIA SHOWCASE 2019

The showcase highlighted the past, current, and future activities of CEED. With over 70 attendees, ranging from alumni, students, faculty and community members there to connect and learn about CEED's internships and initiatives. Director of CEED Uganda, Bernard Loum joined CEED's Canadian Director Hawa Keita to engage and share on the challenges and opportunities that exist in Northern Uganda. Attendees networked over wine and various African dishes, as well as exchanged with CEED's alumni and board members about the projects and upcoming events.

05 | NEWS IN OFFICE

HAWA KEITA - EXECUTIVE DIRECTOR

CEED Concordia has a new Executive Director: Hawa Keita. Concordia Alumna, she has acquired experience in various fields including business development, recruitment and worked for two years in Finances. She sees CEED as a platform to show another definition of development. Not only aid but rather innovation, leadership, and entrepreneurship. Hawa uses her diverse experiences to support the causes that matter most to her: Sustainable Development and Youth Empowerment. Hawa is very eager to join CEED to impact both the Ugandan youth and the Concordia community with more experiential learning opportunities.



“

LEADERSHIP IS NOT ABOUT THE POSITION YOU HAVE BUT ABOUT YOUR ATTITUDE AND A GENUINE IMPACT ON YOUR ORGANIZATION. BY TAKING THE ROLE OF EXECUTIVE DIRECTOR AT CEED, I AIM TO BRING THE ORGANIZATION TO ITS FULL POTENTIAL. I AM EAGER TO JOIN THE TEAM AS WE ARE FULLY COMMITTED TO SUPPORTING OTHERS.”

Hawa Keita
Executive Director

06 | FINANCIALS

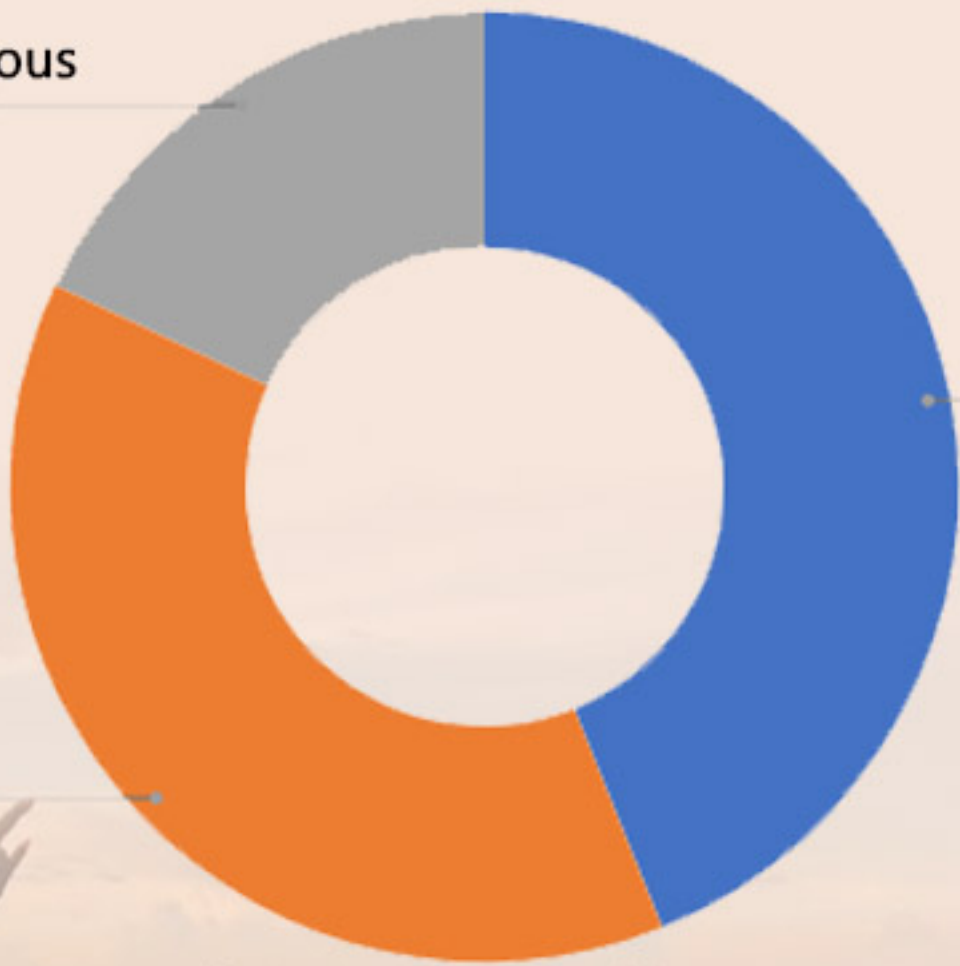
REVENUES

	2019	2018
Students Fee	\$269 750	\$274 282
Donation and Grant	\$2 600	\$10 200
Fundraising and Activities	\$1 426	\$5 075
TOTAL	\$273 776	\$289 557

EXPENSES

Administration,
Fundraising
& Miscellaneous
18.0%
\$37 627

Project
in Uganda
38.1%
\$79 527



Salaries
43.9%
\$91 635

TOTAL \$208 789



07 | THANK YOU

There is a big team behind CEED, assuring that we not only meet our mandate but that we advance in our mission and that our work is meaningful to the many communities we work with. This year's event, interns and initiatives would not have been as successful or impactful without the support of these many actors.

CEED would like to acknowledge the support of our board of directors for the governance of our organization:

- **Michelle Savard (Community Member)**
- **Eric Laventure (Community Member)**
- **Sabrina Matteau (Community Member)**
- **Kaoutar Dehbi (Community Member)**
- **Travis Sanderson (Community Member)**
- **Eddelquin Kilingi (Community Member)**
- **Marin Algattus (CSU Representative)**

Our partners on campus allow us to strengthen our involvement and promote a culture of inclusivity and sustainability within Concordia. Without their contributions and collaborations, CEED's work would not have had the reach or impact it had within Concordia's diverse communities:

SUPPORTERS



**FACULTY OF
ARTS AND SCIENCE**
Loyola College for
Diversity and Sustainability



**FACULTY OF
ARTS AND SCIENCE**

Simone de Beauvoir
Institute



**CONCORDIA UNIVERSITY
ALUMNI ASSOCIATION**



PARTNERS



**FACULTY OF
ARTS AND SCIENCE**
Loyola College for
Diversity and Sustainability



FEMINIST MEDIA STUDIO



CEED CONCORDIA

If you have any questions or would like to get involved with our organization,
please feel free to reach out to us!

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