

**CEED  
CONCORDIA**

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# Annual Report

**2023**



# LETTER FROM CANADA

Dear friends and supporters of CEED, on behalf of the team in Canada, we are pleased to present our Annual Report. This report showcases the incredible work we have done in 2023, continuing to provide experiential learning opportunities for students, both in Canada and Uganda.

This year, we were very excited to re-launch our cross-cultural Summer Internship in Gulu, Uganda! We were able to successfully implement our 4 core projects with the support of our dedicated team and interns.

Our 4 projects, Youth Entrepreneurship, Environmental Sustainability, Media & Advocacy, and Technology Education were all implemented by our 20 interns from Canada and Uganda who collaborated with community members to make sure that the impact was truly felt in the community. We were so proud to see their successes in these projects.

Additionally, throughout 2023, we have put on events such as the Breaking Barriers Event, the Showcase, two screening events and our AGM.

Through these various events, we were able to build up our community at Concordia University and strengthen our relationship with our alumni.

We would like to express our deep gratitude to our dedicated team, partners, and generous supporters for their unwavering contributions. Without your time, expertise, and resources, none of our achievements would have been possible. As we reflect on the successes of 2023, we recognize the ongoing challenges we face.

However, our commitment to creating positive change and providing transformative experiences for students remains stronger than ever.

We invite you to explore our Annual Report for a comprehensive overview of our projects, impact stories, and financial highlights. Together, let us celebrate the accomplishments of the past year and renew our shared commitment to building a more inclusive, sustainable, and equitable world.

*With profound gratitude,*  
The CEED Concordia Canada team



# LETTER FROM UGANDA

Dear partners, colleagues, and friends, Eighteen years later, it is a privilege to present once again our most recent report on the continued work of CEED Concordia in Uganda and a demonstrated commitment to continued investments in Youth and communities in Uganda, Canada, and beyond.

This year has seen us better understand why it is so vital to commit resources and time to enabling the youth and communities in Northern Uganda (Gulu) to thrive. These are seen as vital resources in building and shaping the future and the communities in which they come from.

In 2023, CEED was privileged to have a physical internship program beginning in 2019. We welcomed 20 interns from both Concordia University and Universities all over Uganda.

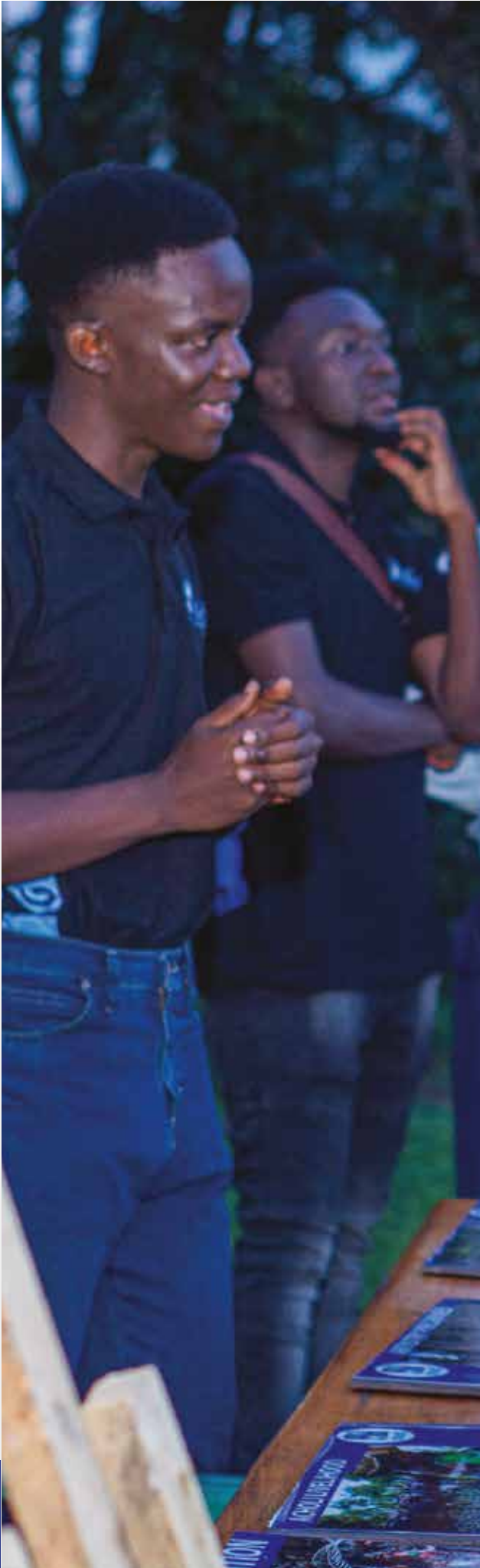
CEED was privileged to enter into meaningful partnerships with Concordia University, Taka-taka Plastics, Gulu City Council, Gulu District Local Government, LeO Africa, National Water and Sewerage Corporation, Ministry of Water and Environment, and GIZ CUSP's Media

Challenge initiative, all of which aimed at bettering and advancing the communities and youth whom we serve and hold dear to our implementing strategy.

As CEED's community continues to grow, with the induction of more programs across Uganda, Africa, and beyond, Interns, and co-opting new members staff, and board members, we are more convinced that what we set out to do, deliberately building a community conscious of the collective role of building good and inclusive communities while leveraging on the Youth demography as an asset, is the most important thing to be committed to at this point.

We extend our sincere gratitude to everyone who contributed to the achievements through the year 2023, the CEED Staff team, interns, Board members, and all stakeholders for their dedication and sacrifice to keep the fire burning.

*We all look forward to the year ahead.*  
CEED Concordia (Uganda) Team



## About CEED

CEED Concordia is a fee-levy association of Concordia University and a non Montreal, Canada, and Gulu, Uganda with additional projects throughout Africa and Latin America. We are an organization dedicated to social justice, community empowerment, and positive change by supporting youth in our communities.

Every year, young people from Canada, Uganda, and beyond participate in CEED opportunities through internships, community projects, events, and various positions within our organization.

The projects our interns work on are mostly linked to environmental sustainability, entrepreneurship, advocacy, technology, and media. For over 18 years, we have been working to shape better communities and future leaders for a better tomorrow.



# MISSION

CEED supports youth by facilitating experiential learning opportunities for students to enhance and foster their problem-solving capacity within communities.

## VISION



Youth equipped to be change agents in their communities.

## VALUES



- Equity
- Integrity
- Community led
- Collaborative

2023 Updated Numbers

# Our Impact in Numbers to Date



**336**

Entrepreneurs  
trained



**541**

Interns  
trained



**7,570**

School children  
trained



**17,422**

Tree seedlings  
planted



# Internships and Projects

At CEED, we believe that internships are integral to the student experience and help shape the leaders of tomorrow. Our internship program has been running for **over 18 years**, allowing **517 students** to participate in cross-cultural exchanges in Uganda.

Given the restrictions of the pandemic, we continued to adapt our programs to a more hybrid model. In 2023, we worked and trained **676 school children**, **17 interns (10 females and 7 males)**, **2780 trees planted**, and **38 youth entrepreneurs**.

# Youth Entrepreneurship



In response to the extreme poverty and high rates of unemployment among youth in northern Uganda, this project is designed to empower budding entrepreneurs with soft & hard skills training, mentoring, and workshops to enable them to tackle business challenges head-on.

CEED's Youth Entrepreneurship Project (YEP) works with young people between the ages of 18 and 35 to gain entrepreneurship skills and launch a small business or self-employment venture, to support youth-led business development through self-employment or small business ownership

## Objectives

- To identify, train, and support entrepreneurs (18-35 years)
- To provide linkages to local entrepreneurship support

Category	Number	Notes
Business Groups Trained	13	38 Entrepreneurs in Total (24F, 14M)
Business Training	3	Selected Business Groups were trained for three Days,
Business Pitch Competition	1	9 previously trained business groups participated in the one-day competition
PWDs Trained	3	Within the business groups

# Environmental Sustainability



This project focuses on two environmental challenges; i.e. waste management and deforestation. We support local communities by increasing awareness of these two issues while tapping into local alternatives and solutions.

Our waste management approach comprises sorting and management of wastes, sensitizing the community to the benefits of proper recycling, and building locally affordable composting systems in schools.

We also plant tree seedlings with young people, in order to respond to the indiscriminate cutting of trees. This is our flagship program to respond to SDG 13 on taking urgent climate action and its associated effects.

This project was established in partnership with Takataka Plastics, a social enterprise that locally transforms plastic waste in Uganda into quality, affordable construction materials, which in turn, creates jobs, improves the environment and public health, and closes a loop in the circular economy.

We also partnered with Kijani Forestry, a social enterprise that supports communities with afforestation efforts.

Category	Number	Notes
Schools Trained	8	4 Secondary Schools, 2 Primary Schools, 2 Nursery Schools
Students Trained in PlastiSchool	2603	Across all selected schools
Students Trained in Composting	349	Across primary and secondary schools
Students Trained in Tree Planting	327	Across primary and secondary schools
Trees Planted	2780	Tree planting was carried out in six schools
Tree Monitoring	16	The team did tree monitoring in six schools and managed to follow up on 146 trees
Workshops Held	54	24 for Plastic Management, 15 for Composting, 15 for Tree Planting
Certificates Distributed	307	Certificates were awarded to students who attended all the three workshops

# Technology Education



This project was created to empower youth to be more conscious of how ICT can benefit their education.

The project consists of interns from Canada and Uganda working together to develop and facilitate practical workshops and assignments on Information and Communication Technology (ICT), such as basic ICT, Microsoft Word, and Excel skills for high school students in Gulu.

The aim is also to contribute to leveraging new technologies for the benefit of teenagers' education and personal development. The Technology project achieved the following results

<b>Category</b>	<b>Number</b>	<b>Notes</b>
Secondary Schools Trained	2	Gulu High School and Layibi College School trained in Microsoft Word, Excel, and basics in coding
Primary Schools Trained	1	94 pupils trained from Wakadogo Primary School trained in Word and Excel (primary five and six)
Students Trained	227	94 from Wakadogo, 80 Gulu High school and 53 for Layibi College
Workshops held	24	8 for Layibi College, 7 for Gulu High School, and 9 for Wakadogo Primary School
Certificates awarded	217	133 secondary school students, 94 primary school pupils
Event	1	Quiz competition for the three trained schools, 30 students and 4 patrons attended the quiz at the CEED Compound

# Media & Advocacy



This project was formerly two projects known as the Youth Advocacy & Communications Project and the Video Documentary Project respectively.

Upon further review, these two projects have been merged and will henceforth be referred to as the Media & Advocacy Project.

This new project uses multimedia such as video documentaries, podcasting, photography, and blogging to convey and meet its objectives (refer to II.B.). Documentary films are increasingly being used as an innovative platform to engage and mobilize diverse communities toward social change.

In order for documentaries to complement the grassroots efforts of the local stakeholders and organizations, the filming process and the films themselves should be inclusive, participatory, and accessible to the Gulu community.

This project will work in deep collaboration with the other established projects (ie. telling the story of YEP entrepreneurs, bringing light to the computer illiteracy that TechEd is attempting to tackle, etc.).

Interns will focus on creating a content schedule that can be referred to throughout the year and not just during the summer months.

Management along with interns will research and select the theme of the year and all subsequent content produced will reflect that theme/issue through its respective medium.

Further research will be conducted by the interns upon the start of the internship to cement the earlier findings and deepen the interns' understanding.

## Objectives

- **Instruct, educate or maintain a historical archive for Gulu by documenting compelling issues both for the benefit of CEED & the community**
- **Challenging the narrative about Gulu, Uganda (locally & globally)**
- **Raising awareness about youth challenges and successes in Gulu.**
- **Document social youth-led movement(s) within Gulu.**

Category	Number	Notes
Video Documentaries	2	1 group documentary, 1 individual project documentary
Photo Stories	3	Produced as individual projects
Magazine	1	Produced as an individual project
Partnerships Created	13	These included both subjects and sources
Event	1	A showcase event was held on 18th August and attended by 64 people

# “Agro-Femmes” Internship in Senegal 2022-2023



For the first time, CEED has expanded our abroad internship program to Senegal, sending three interns from Concordia University, the University of Montreal, and the University of Quebec in Montreal to rural Senegal for six weeks.

This project, made possible by funding from the Ministère des Relations Internationales et de la Francophonie (MRIF), was carried out in collaboration with Mamy Kaya World/Groupe Mamy Kaya, a social enterprise dedicated to empowering female agricultural workers in Bambey, Senegal.

This Agro-Femmes Internship in Bambey Senegal was intended to be the creation of a foundation for an incubator for other similar sustainable agricultural projects throughout the Bambey region.

The interns worked closely with CEO and founder Ndiaw Aw Badji on business rebranding, including formulating workshops to be used as masterclasses for female agricultural workers and revamping Mamy Kaya World's social media and website to expand its mission's reach. This Agro-Femmes Project in its entirety was the creation of the foundation for an incubator for other similar sustainable agricultural projects throughout the Bambey region.

The primary focus of the internship involved interviewing local female agricultural workers in Bambey's district to understand the barriers they face and how a social enterprise like Mamy Kaya World can assist them. These recommendations were then compiled into a policy brief to be published on our website



# Events



## AGM - Virtual

The AGM is the CEED Annual General Meeting which is held every summer for the CEED community. During this meeting, CEED's annual report, staff report, board report, social media engagement, audited statements, and project updates were discussed.

This annual meeting event is important to connect with the CEED community while reflecting on the accomplishments that were made in 2023. The 2023 AGM event was held on Zoom and had great engagement and attendance

## Voices of Change: CEED Concordia's Impact in Uganda and Senegal

Our 2023 Showcase Event was held on October 5th, 2023 and aimed to highlight the projects CEED Concordia was involved in Senegal and Uganda. During this event, our interns had the opportunity to showcase their work during their internships abroad.

We held a presentation of our project in Senegal and our interns gave their testimonies of their experience. We also presented various projects held in Gulu, Uganda, during the summer, highlighting the students' impact on the local communities.

In addition, the short documentary "Beyond Rubbish: A Sustainable Revival" produced by the Media and Advocacy interns was premiered. Our annual showcases serve as a testament of CEED's dedication to supporting youth by providing them with experiential learning opportunities while fostering growth.



## Breaking Barriers & Building Solidarity Across Disciplines

With generous funding from the Canadian Race Relations Foundation (CRRF) under the National Race Relations Fund, we created an event titled “Breaking Barriers & Building Solidarity Across Disciplines”.

This event, held on September 14th, 2023 on the 9th floor of the JMSB building, was aimed at spotlighting allyship and its transformative impact across professional fields, centered on fostering a supportive environment for black community members, the event features a conference with a panel of esteemed Concordia alumni discussing their workplace experiences.

Complementing this are virtual workshops in Communications, Environmental Sustainability, Business, Finance, Entrepreneurship, and STEM, all exploring allyship through diverse disciplinary lenses. The event also highlighted CEED’s experiential learning programs and offered networking opportunities for black students.

By addressing privilege, showcasing black achievements, and promoting allyship strategies, the event seeks to empower and unify the Concordia community and beyond

## Femmepreneur Screening

On April 11th, 2023, we hosted a screening event for the premiere of our short documentary *Femmepreneur*.

In 2021, seven interns from Montreal filmed and produced a short documentary highlighting five female entrepreneurs from Quebec and Colombia. This trilingual documentary focuses on the challenges faced by BIPOC entrepreneurs running small businesses. This event aimed to enhance student life and bring forward stories of marginalized groups through digital media.

Additionally, CEED screened a documentary, *Rise of Local Philanthropy*, created in Uganda by past CEED Alumni, Josie Fomé, and our trailer for CEED’s new 2023 documentary *Black Women in STEM*. We also hosted a Q&A with some of the featured entrepreneurs and crew to explore further the themes presented in the film.



## Innovation Forum in Ottawa

Following our FIT project in Kabale, CEED was eager to participate in a two-day conference in Ottawa for all the funded SMOs from FIT to gather, learn, and share with each other. CEED had the chance to participate in some insightful capacity building workshops on Strategic Communications and Scaling Impact.

Additionally, this conference was part of a public engagement event organized in Collaboration with AKFC (Aga Khan Foundation Canada) where some SMOs had the chance to present their project during Gender Equality Week. We also had a chance to present our project “Blended Learning Solutions to Advance Gender Equality in Uganda” to AKFC to hear their insights

## BSTEM Screening Event

On December 7th, 2023, we hosted a screening event for our recently released short documentary “BSTEM”. The event aimed to amplify the voices of black women in STEM fields and shed light on the importance of advocacy through documentary filmmaking. It was produced by five Montreal students in the context of our VDOC internship in the fall of 2022.

Two short documentaries were screened: BSTEM and Beyond Rubbish: A Sustainable Revival, the latter of which premiered at our annual showcase. The screening of BSTEM was then followed by a panel discussion in which the cast and crew were asked questions about their creative process and the featured women shared their experiences working as black women in STEM.

They shared words of encouragement to any woman wishing to enter this field. This documentary received great acclaim from the audience, and it earned a nomination from the Montreal Women’s Film Festival.

The year 2023 proved to be a great year for CEED on social media, as the organization continues to thrive and continue with the restart of the summer internship. The CEED team achieved this by maintaining a consistent and positive online presence.

Throughout the year, CEED focused on their Instagram, Facebook, Twitter and LinkedIn pages, ensuring that their followers were updated regularly. The team worked to produce numerous stories, posts, and video content, which were aimed at representing each of our events and projects.

In 2023, our Communications team created a promotional video that captured the experiences of four interns, one from each project, and four CEED staff. This video was created to promote our future project and give students an idea of what the CEED internship program is like!

Throughout 2023 our primary objectives were to develop promotion and content from our 2023 Summer Internship. Additionally, to promote and host various events throughout the year including our Anti-Racism event, our Annual Showcase, our Black Women in STEM documentary screening and prepping for the Black Dragons Den in February.

To conclude, CEED celebrated various international days and months such as International Women's Day, Black History Month, and International Girls in ICT Day through a series of different stories and posts. This content was well received by their followers, who appreciated the organization's efforts increasing engaging and informative content.

Unfortunately one setback in October 2023, our Instagram @ceedconcordia was hacked and we lost our account. We created a new account @ceedconcordiac that we have grown and will keep working to rebuild it every day!

# 2023 Social Media Engagement Our Online Engagement in Numbers



 **200%**  
Our follower count increased by 200% for a total of 300 followers on Instagram

 **556**  
Our follower count increased by 40% for a total of 556 followers on Instagram

 **1,789**  
Our reach on Facebook increased by 1% over the year to a total of 1,789 followers.

 **1.4k**  
Our reach on Facebook increased by 5% over the year to a total of 1.4k followers.

 **30%**  
Our followers on our LinkedIn platform grew by 29.24% reaching 800 followers.

 **1,637**  
Our Twitter saw an increase of 24% to a total of 1,637 followers

 **669**  
Our Twitter saw an increase of 11.87% to a total of 669 followers



# Financials

Revenue	2023
Concordia Fee Levy	\$200,577
Donations and Grants	\$118,099
Fundraising activities & other income	\$2,000
Interest	\$45
<b>Total revenue</b>	<b>\$320,721</b>

## Thank You

We would like to thank everyone who has contributed to the success of CEED. Without your passion, engagement, and support this organization wouldn't have been able to achieve so much. In particular, we would like to thank our interns, Board of Directors, employees, partner organizations, and funders



# Employees



**Samita Mandjee**  
Executive Director (2022-2024)



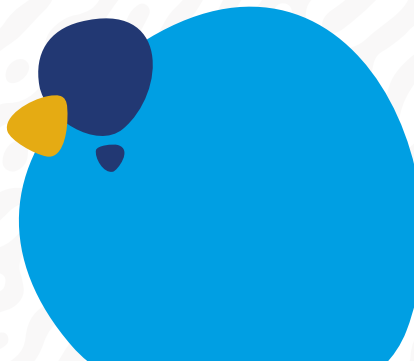
**Khadijah Banfield**  
Program Manager (2022-2024)



**Eva Kyne**  
Events & Communications Coordinator (2022-2024)



**Valeria Campo**  
Admin Assitant (2023-2024)



**Temkhuleko Mthethwa**  
Event Coordinator (2023)



**Luke Ofungi**

Deputy Director



**Margaret Acan**

Finance and Administration



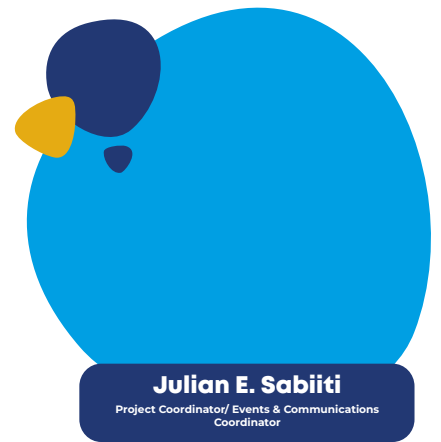
**Marrion Aber**

Project Assistant



**Miriam Ayoo**

Office Attendant



**Julian E. Sabiti**

Project Coordinator/ Events & Communications  
Coordinator



**Eunice Akello**

Office Attendant



**Geoffrey Laika Ongaya**

Security



**Joel Ocan**

Security



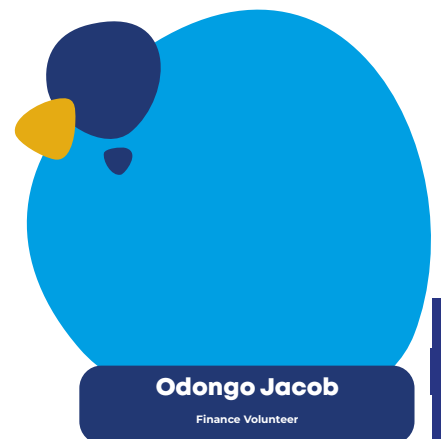
**Bidong Sunday**

Security



**Angeyokuma Betsy**

Program Volunteer



**Odongo Jacob**

Finance Volunteer



# Board of Directors

**Camina Harrisson-Chéry**

**Merveille Mougang Djifo**

**Chris Vaccarella**

**Awel Uwhanganye**

**Tessie Nikuze**

**Jessica Motingi**

**Daniel Lavigueur**

**Karane Tuhirwe  
Mihanda**

**Sabrina Matteau**

**Maggie Dubyk**

**Majaliwa Byendimbwa**



# Interns

**Aine Isaac**

**Khakihoza Esther**

**Myrialine Catule**

**Ocan Brian  
Tusingwire**

**Lubangakene  
Emmanuel**

**Amayo Faith**

**Amony Sandra**

**Kitara Daniel**

**Motoka Ritah**

**Sean Thomas  
Ongaya Onen**

**Asiimwe Nelson**

**Atuhura Patience**

**Oketch Peter**

**Achola Stella  
Precious**

**Bryana Pillipow  
Daria**

**Okwakol Valentine**

**Nyekorach  
Hampfrey**

**Samirath Gbegan**



# Partners Logos



Implemented by





## **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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