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# PAN AFRICAN LEGACY 2024 REPORT

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**Prepared by Kennedy Gudu**



Contact Information:

Pan African Legacy

Mezz 85 -81 Garry Street, Winnipeg, MB

Phone: 204-770-1000 / 204-583-0690

Email: [corporate@panafricanlegacy.org](mailto:corporate@panafricanlegacy.org)

Website: [panafricanlegacy.org](http://panafricanlegacy.org)



## Pan African Legacy 2024 Annual Report

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### 1. Letter from the Director

Dear Stakeholders and Community Members,

It is with immense pleasure that we present the Pan African Legacy (PAL) 2024 Annual Report. This past year has been a remarkable journey of growth, resilience, and unwavering dedication to our mission of supporting African newcomer families in Manitoba. We are excited to share our achievements, challenges, and the collective progress we have made together.

First and foremost, we extend our deepest gratitude to all our stakeholders, including the community at large, our dedicated staff, and our invaluable volunteers. Your continuous support and sacrifices have been the driving force behind our successes and the milestones we have reached this year. Despite facing limited staffing resources due to funding constraints, PAL has successfully maintained our operations by strategically utilizing part-time staff tailored to each programming activity. This adaptability has ensured that we continue to deliver essential services and support to those who need it most.

Our volunteers have been exceptional, contributing their time, energy, and expertise to enhance our programs. Their remarkable efforts have significantly amplified our impact, and we are sincerely thankful for their commitment and passion.

The year 2024 brought numerous positive developments as we embraced the power of collaboration and forged strong partnerships with like-minded organizations. These alliances have enabled us to expand our reach, innovate our service delivery, and foster a more inclusive community environment. You will find detailed accounts of these collaborative efforts in the sections below, highlighting the diverse programs we have implemented throughout the year.

While we celebrate our successes, we also acknowledge the challenges we faced. These experiences have strengthened our resolve and provided valuable insights that will guide our future initiatives. Looking ahead to 2025, we are optimistic and committed to building on this year's achievements. With the lessons learned and the continued support of our community, we aim to enhance our programs, overcome obstacles, and further our mission of empowering newcomer families to thrive.

Thank you for your unwavering trust and partnership. Together, we are creating a stronger, more vibrant Manitoba where every family has the opportunity to succeed.

Warm regards,

K. Gudu

Director, Pan African Legacy

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### 2. About Pan African Legacy

#### **Mission and Vision**

Pan African Legacy is a cross-community service organization that offers an integrated African wellness program built around the concept of village-hood. At PAL, the staff, participants, and volunteers together build an inclusive community that contrasts social exclusion, isolation, and depression that many people in our community may be experiencing due to challenges brought by the effects of settling in a new environment as well as COVID-19. We promote and grow cultural skills, knowledge, and networking of different cultures in communities. PAL is a destination of cultural knowledge creation by providing opportunities for creative and artistic cultural expression and empowerment of the communities we support. We also support our members in cultural, traditional, as well as modern art. It is dedicated to helping people of different cultural ancestry preserve and share information about their history, appreciate their heritage, and recognize the contributions they can individually and collectively make. PAL endeavors to raise public awareness of the role diverse people can develop the province and Canada at large as responsible community and active citizens. Our after-school support program delivers a comprehensive and nurturing setting for children and teenagers, featuring a combination of academic support, including assistance with homework, and recreational pursuits. We also focus on skill-building, along with providing social and emotional guidance. Our objective is to bolster students' educational experiences, foster their personal development, and create a secure and stimulating environment conducive to their full growth.

#### **History and Background**

Founded in 2020 PAL has grown from a small community initiative to a robust organization committed to supporting African immigrants through various programs and services.

#### **Vision**

To create a dynamic and inclusive cultural ecosystem in which African immigrants can thrive both individually and as valued members of a diverse community.

#### **Core Values**

##### **Cultural Pride**

At Pan African Legacy (PAL), Cultural Pride forms the foundation of our identity and mission. We honor and celebrate the rich heritage, traditions, and diverse backgrounds of African newcomer families, cultivating a strong sense of belonging and self-worth. By fostering cultural pride, we empower individuals to preserve their unique identities while seamlessly integrating into the



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broader Manitoba community. Our programs and services are thoughtfully designed to respect and reflect the cultural practices of our clients, ensuring that every family feels valued and appreciated. This dedication not only boosts individual self-esteem but also enriches our community's cultural landscape, creating a vibrant and inclusive environment for everyone.

### Collaboration

Collaboration is essential to PAL's strategy for fulfilling our mission. We believe that partnering with like-minded organizations, community groups, and stakeholders enhances our capacity to provide comprehensive support to African newcomer families. By building strong partnerships, we can pool resources, share expertise, and expand our networks to develop more impactful and sustainable programs. Collaboration enables us to tackle complex challenges more efficiently, exchange best practices, and innovate our service delivery. This teamwork ensures that our initiatives are well-coordinated, inclusive, and adaptable to the changing needs of the communities we serve.

### Empowerment

Empowerment is at the core of PAL's initiatives to support African newcomer families. We are dedicated to equipping individuals with the knowledge, skills, and resources necessary to navigate their new environments with confidence and independence. Through our educational programs, mentorship opportunities, and access to essential services, we enable clients to take control of their lives and make informed decisions. Empowerment involves providing the tools for personal and professional growth, fostering resilience, and encouraging active participation in community life. By empowering our clients, we help them establish stable livelihoods, achieve their aspirations, and make meaningful contributions to Manitoba's social and economic fabric.

### Equity

Equity is a fundamental principle that ensures all individuals have fair access to opportunities and resources, regardless of their background or circumstances. At PAL, we are committed to identifying and eliminating barriers that African newcomer families may encounter, whether related to socio-economic status, language, or discrimination. Our programs are specifically designed to address systemic inequalities, offering tailored support that meets the unique needs of each family. By prioritizing equity, we strive to create a level playing field where everyone has the opportunity to thrive and succeed. This commitment guarantees that our services are just, inclusive, and accessible to all members of the community.

### Inclusion

Inclusion is a key value that drives every aspect of PAL's work. We aim to create a welcoming and supportive environment where all individuals feel accepted, respected, and valued. Our inclusive approach involves actively seeking out and embracing diversity, ensuring that our programs accommodate the varied cultural, linguistic, and personal needs of African newcomer families. By promoting inclusion, we nurture a sense of community and solidarity, encouraging participation



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and engagement from all members. This inclusive mindset not only enhances the effectiveness of our programs but also builds a stronger, more cohesive community where everyone can contribute and benefit.

### Program Highlights for 2024

#### **Enhanced Organizational Capacity and Community Engagement : Support and Funding from Black Business Initiative (BBI)**

Through the generous support of the Black Business Initiative (BBI) and the Government of Canada, Pan African Legacy (PAL) successfully relocated to a larger office space in September 2024, significantly enhancing our organizational capacity through the acquisition of new office equipment and musical instruments. This upgrade has not only improved our program delivery but also fostered enhanced community engagement, as the vibrant and welcoming environment attracts increased participation in our community programs. The multipurpose furniture and equipment now enable us to host a diverse range of events, including workshops, training sessions, cultural gatherings, and social events, thereby improving the functionality of our facilities. Additionally, the introduction of first aid kits and victim-friendly spaces has greatly enhanced the safety and comfort of our community environment, fostering trust and a sense of security among our members. The addition of instruments such as drums and marimba has enriched our cultural programming, allowing community members to connect through artistic expression. Overall, the positive feedback from community members highlights the significant impact of our improved space on their experience and engagement with PAL, underscoring the success of our efforts to create a more inclusive and supportive environment.

#### **Organizational Capacity Building (Funded through Community Service Recovery Fund by Red Cross, Canada):**

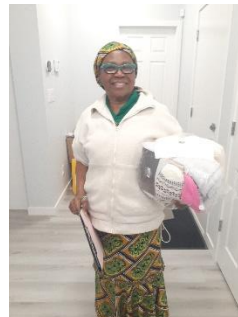
Through the Community Services Recovery Fund, funded by the Red Cross, Canada, Pan-African Legacy successfully enhanced its organizational capabilities by equipping staff with essential skills such as communication and stress management. This initiative modernized our operations and built resilience within the organization, enabling us to effectively serve our community, especially during crises. Our efforts have streamlined internal processes and increased our adaptability, allowing us to consistently deliver impactful services. By empowering our staff with these new competencies, PAL is now better positioned for long-term sustainability and more effective community engagement. Positive feedback from stakeholders has validated the project's success and inspired us to continue our meaningful work. The empowerment of our team has fostered a more positive outlook and increased motivation, while our collaborative approach has exceeded initial expectations by creating a cohesive and supportive team dynamic. Additionally, the project has facilitated the development of new relationships among staff, further strengthening our team and enhancing our capacity to serve the community effectively.



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### 2024 Seniors Program (Supported by The Winnipeg Foundation and ACOMI):

Our Seniors program has been a vibrant source of companionship and support for African community elders, offering a diverse range of activities tailored to their unique needs and interests. Participants benefited from assistance with shopping and attending doctor's appointments, as well as essential services such as snow removal and exercise sessions to promote their physical well-being. The program organized enriching day trips to local malls and cultural excursions, including visits to the Mint and art exhibitions, alongside engaging activities like strawberry picking. To empower seniors with essential skills, the program provided financial management education and retirement planning workshops. Additionally, 46 participants received winter dignity kits containing hats, scarves, mittens, gloves, small fleece fireside blankets, ice grips, lip balm, and sanitizer to ensure their comfort during the colder months. Beyond these services, seniors had ample opportunities to socialize through games, discuss their personal challenges with a counselor and community psychologist, and participate in a delightful cooking session titled "Seniors Can Cook Too." Looking ahead, the program has exciting plans for ongoing activities in early 2025, continuing to enhance the quality of life and foster a strong sense of community among our senior members.







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### **Psycook Cooking and Mental Health for Black Immigrant Men (Supported by DMSMRI):**

The Psycook program was an intensive eight-week initiative, meeting bi-weekly in the Daniel McIntyre–St. Matthew (DM-SM) area of downtown Winnipeg’s Neighbourhoods Alive. Serving 23 participants, the program tackled the myriad challenges faced by individuals settling in Canada, such as cultural adjustment, experiences of discrimination, family obligations, and the stress of caring for loved ones in a new environment. Many participants, influenced by traditional gender roles, lacked basic culinary skills, which hindered their ability to establish self-reliance and maintain healthy eating habits in their new homes. Psycook combined mental health education with hands-on culinary training through bi-weekly three-hour sessions. These sessions featured culturally sensitive discussions led by mental health specialists, peer support activities facilitated by trained moderators, and cooking demonstrations conducted by professional chefs and nutritionists. Additionally, participants received ingredients to prepare the featured recipes at home, ensuring that the skills and knowledge gained could be integrated into their daily lives. This dual approach enabled participants to develop stress management tools, acquire practical life skills, celebrate their cultural heritage, and build meaningful social connections within their community. The impact of Psycook was multifaceted, benefiting both individual participants and the broader community. By providing tangible cooking skills and effective mental health strategies, the program better equipped participants to handle the pressures of cultural adaptation, family responsibilities, and everyday resettlement stressors. Participants reported increased confidence in managing migration-related challenges, improved communication with family members, and healthier dietary choices, all contributing to an enhanced sense of well-being and reduced feelings of isolation. They had the option to replicate the demonstrated recipes or experiment with their own creations using ingredients provided in hampers, allowing them to showcase their creativity and reinforce their learning. Creating a supportive and inclusive environment was pivotal in strengthening social networks among participants. Men who initially felt isolated found a welcoming space where they could share experiences, learn from one another, and celebrate their cultural backgrounds. Over time, trust and camaraderie flourished, encouraging participants to seek help for mental health concerns, explore community resources, and adopt healthier lifestyles. By empowering men to develop cooking skills and promoting the preparation of balanced and



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nutritious meals, Psycook fostered collaboration with chefs and dietitians, culminating in home-cooked meal showcases that highlighted the participants' newfound abilities and creativity.

### **Orange Shirt Day Commemorations:**

The recent program, celebrated through art and storytelling and supported by the Manitoba Indigenous Reconciliation Secretariat, achieved remarkable success in fostering solidarity between African and Indigenous communities in Manitoba. By honoring the resilience of Indigenous Survivors of the residential school system and African diaspora communities, the initiative deepened mutual understanding and respect through a series of impactful activities. Educational workshops led by community and Indigenous elders facilitated meaningful dialogue on shared experiences of colonization, cultural loss, and resilience, creating a space for reflection and connection. The creation of the "Canvas of Connection: Voices of Reflection" was a standout achievement, allowing participants to contribute personal messages and artwork related to Orange Shirt Day, thereby raising awareness about the legacy of the Indian residential school system and honoring the children who never returned. The collaborative celebration of traditional practices, stories, and art forms from both cultures not only strengthened cultural bonds but also built a lasting foundation for ongoing solidarity and support. Feedback from participants highlighted the program's effectiveness in promoting healing, education, and the forging of enduring cultural ties, marking it as a significant milestone in the journey toward reconciliation and unity.

### **Twilight Together: Non-Standard Hours Respite Childcare Program**

Twilight Together, our flagship program, provides essential weekend childcare services to support parents working non-traditional hours, ensuring their children are well cared for and safe. Currently, the program operates on a limited scale, accommodating only a few children at a time due to its reliance on volunteer availability. Despite the high demand, our capacity remains constrained, highlighting the critical need for expanded resources and support.





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### **PAL Wellness Program:**

The PAL Wellness Program continued its commitment to promoting health and fostering intergenerational connections through a variety of engaging activities, including sports and cycling events. A highlight of these efforts was the successful collaboration with Batannaii Young Hearts Connect, which culminated in an intergenerational cycle class that brought together 18 youth and 16 seniors. This vibrant event was filled with laughter, teamwork, and mutual support, as participants of different ages shared the joy of cycling in a supportive and inclusive environment. The cycle class not only provided a fun and active way for both generations to stay physically healthy but also created meaningful opportunities for dialogue and relationship-building. Seniors were able to share their life experiences and wisdom, while the youth brought energy and fresh perspectives, fostering a sense of respect and understanding between the two groups. The event highlighted the importance of community health and the value of intergenerational interactions in strengthening social bonds and enhancing overall well-being. Feedback from participants was overwhelmingly positive, with many expressing enthusiasm for future activities that continue to bridge generational gaps and promote a healthier, more connected community. This initiative underscores the PAL Wellness Program's dedication to creating inclusive spaces where all members can thrive together, ensuring lasting benefits for both individual health and community solidarity.



### **Multiculturalism Day (Supported by Manitoba Provincial Government):**

The Multiculturalism Day event, themed "Intangible Culture and Its Preservation," was a remarkable celebration of African and European cultural heritage, supported by esteemed panelists from



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Southern, Northern, Eastern, and Western Africa, alongside a notable professor from England who founded a prominent culture village. The day began with captivating pre-recorded performances that showcased a diverse array of African art forms, highlighting the continent's rich artistic heritage. This was followed by an engaging culinary showcase, offering a flavorful journey through Africa's varied food traditions, providing attendees with a tangible taste of its intangible cultural legacy. The event featured insightful discussions on identity, cross-cultural assimilation, and the preservation of intangible heritage in the digital age, exploring how technology can both support and challenge cultural preservation. A central theme was bridging generational gaps, emphasizing the role of each generation in maintaining and adapting cultural traditions. African drumming and comparisons with other cultural traditions underscored the universal language of music and dance, celebrating both similarities and differences. Additionally, the event examined the intersection of intangible cultural traditions with wellness programs, incorporating perspectives from the LGBTQ2S community and a community psychologist to advocate for inclusive wellness initiatives. The day concluded with refreshments, allowing attendees to network and strengthen community bonds. Although we couldn't secure a spot in the pavilion as planned, ending up in an open space turned out to be a blessing in disguise. The open space provided us with a unique advantage—the curiosity of passers-by. Many people were intrigued by the event and stopped to inquire about what was happening. This unexpected opportunity allowed us to advertise and promote the event for next year. While it's unfortunate that our initial flyer had the wrong date, resulting in an impact on our attendance numbers, there are several steps we took to mitigate the situation and ensure better outcomes for future events. Feedback highlighted the event's success in fostering cultural understanding, solidarity, and community engagement, marking it as a significant milestone in cultural preservation and multicultural unity.

### **Wiggle Giggle and Munch Program (Supported by Communities for Families - C4F):**

The Wiggle, Giggle, and Munch (WG&M) Drop-in program, an 8-week initiative, successfully engaged African immigrant male caregivers and their children aged 1-4 years through a diverse range of activities, including games, music, shared meals, physical exercises, crafting sessions, and nutrition discussions. A total of 19 unique families and 34 children participated, culminating in a memorable trip to Berry Time Farm and outdoor sessions at the Forks grounds. This high level of engagement demonstrated the program's effectiveness in resonating with its target audience, significantly boosting the confidence of African male caregivers in their childcare roles and facilitating their adaptation to the Canadian context. By providing a supportive environment, WG&M effectively addressed cultural barriers and fostered community cohesion, enabling caregivers to connect with others facing similar challenges. The program's focus on healthy eating and physical activity was well-received, with caregivers reporting enhanced knowledge and children actively participating in movement-based activities. Additionally, the program's accessibility, including childminding services, ensured that families with infants could also join, making it particularly valuable for those with limited financial resources. Overall, the WG&M program empowered





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families by promoting healthy lifestyles, supporting male caregivers, and strengthening community connections. We look forward to continuing these efforts in future sessions.





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### **Water and Sanitation Program in Zimbabwe (Supported by MCIC and CMDCI):**

In 2024, Pan African Legacy, supported by MCIC and in collaboration with CMDCI, successfully launched the SWARM (Sustainable Water Access and Resource Management) project in Mutukwa Mountain, Wedza District, Zimbabwe. The initiative provided sustainable water access to 103 impoverished families and their livestock through the drilling of a solar-powered borehole, significantly enhancing access to safe drinking water. Partnering with Unlimited Hope Alliance Trust Zimbabwe, the project also established vegetable gardens, which have begun to improve food security and generate income for the community by enabling families to cultivate and sell their produce. This has positively impacted local schools and hospitals through increased produce sales. While the development of gardens and tree planting is still in progress, initial results are promising, with noticeable improvements in water accessibility, crop yields, and community engagement. Regular progress reports, community feedback, and ongoing site visits indicate that the SWARM project is effectively fostering water sustainability, food security, and economic stability. The continued efforts in garden development and tree planting are expected to further strengthen the community's resilience and well-being, laying a solid foundation for long-term sustainability and prosperity in the Mutukwa Mountain area.



Community consultation committee for SWARM





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Borehole citing



Road clearing in preparation for the rig to pass

### Courtesy Office Visit:

Pan African Legacy had the honor of hosting a courtesy visit from the Honorable Uzoma Asagwara, Deputy Premier of the Manitoba Government and Minister of Health, Seniors and Long-Term Care, as well as Member of the Legislative Assembly for the Union Station Constituency. During this visit, Hon. Asagwara delivered funding approval in support of Orange Shirt Day, a meaningful initiative that commemorates the experiences of residential school survivors and promotes healing and reconciliation. This visit provided Pan African Legacy with a valuable opportunity to brief Hon. Asagwara on our ongoing projects, the impactful work we are doing within the community, and the challenges we face in our mission. The discussion highlighted the critical role of our programs in fostering community resilience and cultural preservation, while also emphasizing the need for continued support and collaboration. Hon. Asagwara's engagement reaffirmed the importance of our efforts and strengthened the partnership between Pan African Legacy and local government, ensuring that we can continue to effectively serve and uplift our community members.





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### 12. Networking and Collaboration:

Throughout the year, our team actively participated in a variety of significant events, including the BBI Annual Conference in Halifax, the Nigeria Independence Commemoration, and numerous activities organized by our partners. Attending the BBI Annual Conference provided us with valuable opportunities for networking, knowledge sharing, and staying abreast of the latest developments in our field. The Nigeria Independence Commemoration allowed us to celebrate and honor important cultural milestones, fostering a deeper connection with the Nigerian community. Additionally, our involvement in partner-led activities strengthened collaborative relationships, enhanced our collective impact, and supported our mission to serve and uplift the communities we work with. These engagements not only expanded our organization's visibility and reach but also reinforced our commitment to building strong, supportive networks that drive meaningful change.





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### 4. 2025 Complexion

Our vision is to transform Twilight Together into a comprehensive childcare solution that effectively meets the growing needs of our community. To achieve this, we plan to secure funding to hire trained childcare providers, reducing our dependence on volunteers and ensuring consistent, professional care for all children. Additionally, we aim to enhance our facilities and infrastructure to expand our capacity, allowing us to serve a larger number of families without compromising on quality. By offering extended hours and additional weekend slots, we will provide more flexible and reliable childcare options for parents with varied schedules. We will also implement ongoing training programs for staff and volunteers to maintain high standards of care, safety, and cultural



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competency. Furthermore, we intend to strengthen our partnerships with local organizations and stakeholders to secure additional resources, support services, and funding opportunities for sustainable growth. By expanding Twilight Together, we aim to eliminate childcare barriers for African newcomer families, empowering parents to pursue their professional and personal goals with the assurance that their children are in a safe, nurturing environment. This expansion will not only enhance the well-being of children but also contribute to the overall integration and economic stability of families within the Manitoba community.

Looking ahead to 2025, Pan African Legacy is poised to significantly expand its programs to better serve and uplift underserved communities. We plan to broaden our existing initiatives, including the SWARM project, by increasing the number of beneficiaries and introducing new sustainable agriculture and water management projects. To enhance our impact, we will seek deeper collaborations with local and international partners, leveraging their expertise and resources to implement innovative solutions and drive community development. Additionally, we aim to secure increased funding through diverse channels such as grants, partnerships with private sector stakeholders, and community fundraising efforts to ensure the sustainability and growth of our programs. By strengthening our network of collaborators and expanding our financial base, Pan African Legacy will be able to introduce new educational and wellness programs, enhance our support services, and foster greater resilience within the communities we serve. Our strategic focus for 2025 includes enhancing capacity-building initiatives for our staff, implementing advanced training programs, and utilizing technology to improve operational efficiency and service delivery. With these plans, Pan African Legacy is committed to deepening its impact, promoting cultural preservation, and ensuring long-term sustainability and prosperity for the communities we support.

### **PAL Team Says**

“Together, we preserve our heritage, empower our future, and strengthen our community by building bridges, fostering growth, and celebrating diversity. In unity, we find strength, and in diversity, we discover beauty.”

END OF REPORT.