



CKFG FM 98.7
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Toronto, ON M9W 6L9

Direct Tel. 416-821-3939

November 15, 2025

Filed by GC Key

Marc Morin, Secretary General
Canadian Radio-television and
Telecommunications Commission
Ottawa, Canada K1A 0N2

Dear Secretary General,

Re: Broadcasting Decision CRTC 2021-275
Conditions of Licence paragraph 8 for CKFG FM 98.7 (CKFG)

I am pleased to submit the attached reports, demonstrating CKFG's compliance with its Conditions of Licence as laid out in Decision CRTC 2021-275, specifically Conditions of Licence paragraph 8, subparagraphs a, b & c as follows:

8. The licensee is required to file an annual report by **30 November** of each year providing:
 - a. specific details on the manner in which it has fulfilled its programming requirements to serving the Caribbean and African communities of Toronto with its spoken word programming and musical format. This report must also explain the steps taken by the licensee to ensure that the programming reflects the realities, point of views, talents and interests of those communities.
 - b. specific details on the manner in which it has fulfilled its commitment to serving the Caribbean and African communities of Toronto in the station's operations and programming roles in light of its employment practices as well as how the programming decisions related to serving the Caribbean and African communities of Toronto were considered and implemented. This report must include specific information about the manner in which the Caribbean and African communities of Toronto are represented in key positions, including decision-making positions, such as station manager, programming director, music director, news director, journalists and on-air hosts. The report must also detail the measures taken by the licensee to fulfill these positions.

- c. With respect to a) and b), the Commission expects the licensee to consult with the communities on an annual basis. The licensee must include in its annual report how it consulted with the Caribbean and African communities of Toronto, with whom it consulted and what feedback the licensee has received from the communities (through consultation or otherwise) on its fulfillment of these conditions.
- d. In addition to the confidential report filed with the Commission with specific information regarding employment, the licensee must file with the Commission a public version of this report, with aggregated employment data, that will be posted on the Commission's website. The licensee must also make a public version of the report available, as of **30 November** of each year, on the station's website at an easily accessible location.

The attached three appendices correspond to the above subparagraphs a, b & c of the conditions of licence.

Please do not hesitate to contact me if there are any questions.

Thank you.

[Submitted electronically]

Neeti P. Ray
President & CEO
CKFG FM 98.7

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Email: neetiray@cinaradio.com

APPENDIX A

Report pursuant to the following Condition of Licence:

Specific details on the manner in which CKFG FM has fulfilled its programming requirements to serving the Caribbean and African communities of Toronto with its spoken word programming and musical format. This report must also explain the steps taken by the licensee to ensure that the programming reflects the realities, point of views, talents and interests of Caribbean and African communities of Toronto.

The mission of CKFG FM 98.7 (CKFG) was laid out in the Supplementary Brief of the original licence application for this radio station (2010-1103-0):

- Serve and reflect the GTA's communities of Canadians of Caribbean and African descent through promotion and coverage of local news, events, and dialogue on issues of concern affecting our communities as well as providing news and information from their countries of origin

This mission continues to date. Specifically, from the moment Neeti Ray took charge of this radio station (September 20, 2021), CKFG FM 98.7 popularly known as FLOW, started fulfilling its obligations under its conditions of licence.

CKFG serves the Caribbean and African communities of the General Toronto Area (GTA) with Targeted Programming, Community Outreach Initiatives and High Level Partnerships with important community stakeholders. CKFG continues to provide relevant daily news content and works with community organizations to promote events that inform, celebrate, motivate and educate our listening audience on a daily basis with credible content, as detailed below.

SPOKEN WORD PROGRAMMING

From the outset of the transition of CKFG FM to Neeti Ray, steps were taken by adequately configuring its spoken word programming to meet its conditions of licence. During the broadcast year ending August 31, 2025, CKFG's programming reflected the realities, interests and aspirations of these communities, through news coverage, stringer reports, partnerships, and discussions, and by providing the Caribbean and African communities with the platform to share their views and voice their concerns.

We covered every news and event within the GTA of interest to the Caribbean and African communities. We provided news from their countries of origin. We highlighted personalities within these communities that made significant contributions to society. We spoke about the concerns and challenges that they face. We gave local Caribbean/Black Canadian talent plenty of airplay on CKFG, and provided the much needed exposure to emerging and less known talent.

The following pages provide examples typical of how CKFG served the GTA's communities of Canadians of Caribbean and African descent through its spoken word programming, including news and talk, partnerships, and event support.

ILLUSTRATIVE EXAMPLES OF NEWS SEGMENTS OF PARTICULAR RELEVANCE TO THE CARIBBEAN AND AFRICAN COMMUNITIES

September 9, 2024

The provincial government has earmarked \$25 million in funding to create a new hub for Black communities in Peel to access health-care services, called the Peel Black Health and Social Services Hub. Health Minister Sylvia Jones says the hub, which is being funded on a three-year

commitment, will be a "full-service" location for Black people and families in the region to find health-care and social services in one place.

September 18, 2024

Canada has taken a historic step towards addressing systemic racism and advancing the social and economic well-being of Black Canadians with the recent announcement of a \$7.25 million investment in the creation of the National Institute for People of African Descent. The funding, to be spread over three years, was announced by Kamal Khera, Minister of Diversity, Inclusion and Persons with Disabilities, and is part of the government's ongoing commitment to the United Nations International Decade for People of African Descent.

October 1, 2024

The City of Toronto is providing multi-year grants to Black-mandated not-for-profit groups and organizations to support the delivery of community and social service programming for Black Torontonians. The Black-Mandated Funding Framework aims to address funding gaps and historical underinvestment in community organizations and groups that serve Toronto's Black communities. The model provides an equity-centered approach to addressing anti-Black racism in the City's community funding processes.

October 28, 2024

Black public service workers are set to appear in federal court today in the country's largest, broadest, and most high-profile employment-related discrimination case against the Government of Canada. The certification hearing, set to last up to 12 days, will determine whether the case alleging systemic anti-Black racism in the federal public service can move forward as a class-action lawsuit.

January 25th, 2025

Kenya will scrap travel authorization for most African visitors to boost regional mobility and tourism. The new policy allows two-month stays for citizens across the continent. Somalia and Libya remain exceptions due to ongoing security concerns.

February 16th, 2025

A new art exhibit at Toronto's Union Station is celebrating Black history and creativity. Titled "A Transit Through Time," it features works from six Black artists chosen from over 100 submissions. The free exhibit runs until August 31 in collaboration with TD Bank and Make Room Inc.

February 21st, 2025

The Black Creek Community Health Centre has launched a new mobile clinic to improve access to care. The ‘Wheels to Wellness’ unit offers health screenings and education in underserved areas. Officials say the program is building trust and improving health outcomes in the community.

March 2nd, 2025

The World Health Organization is sending long-delayed leprosy medication to Nigeria. Thousands of patients were left untreated after a year-long supply delay. Officials say the shipment will restore access to life-saving treatment this weekend.

April 12th, 2025

ResQ Youth International is marking 24 years of supporting Black youth in crisis across the GTA.

Co-founder and Justice Dr. Irving Andre urged young people to value education and overcome discrimination. The group continues to offer mentorship, job training, and parent programs to empower families.

May 4th, 2025

The Jamaican government is upgrading its digital platforms to better engage citizens living abroad. Minister Alando Terrelonge says tools like JaDiasporaEngage and ConnectMeJa help Jamaicans overseas access services and investment opportunities. Officials say the updates mark a move toward more modern, tech-driven Diaspora engagement.

June 20th, 2025

Nearly 400 books have been removed from the U.S. Naval Academy’s library under orders from Defense Secretary Pete Hegseth’s office.

The titles include works by Maya Angelou and others addressing civil rights, feminism, and the Holocaust. Critics say the move reflects growing censorship concerns tied to restrictions on DEI content.

July 1st, 2025

Soul singer Mica Paris is calling for stronger industry support for emerging Black artists. She criticized the lack of radio stations playing Black music compared to the U.S. market. Paris says true inclusion means backing all genres of Black music.

August 2nd, 2025

Toronto police say they won’t reinstate school resource officers despite new legislation allowing it. Bill 33 permits officers in schools, but critics say the program harms marginalized students. The education minister plans to meet with the police chief as advocacy groups prepare more protests.

September 8th, 2025

The RCMP has formally apologized to Black Nova Scotians for its use of carding.

Assistant Commissioner Dennis Daley acknowledged the harm caused by the now-banned practice. He outlined a five-part plan to rebuild trust and strengthen community relations.

COMMUNITY OUTREACH INITIATIVES

CKFG continues to be a proud supporter of the arts and businesses within the Caribbean and African communities. We offer additional on-air support with initiatives targeting content creators that focus on our audience. We also provide support for organizations that aid in the development of the culture in these communities by offering necessary incentives to succeed when advertising on FLOW 98.7FM. This support is reflected in related on-air references, broadcasts and promotions.

Incentives include opportunities such as:

1. The FLOW Winter Special discount advertising package for small business owners to advertise during the winter months when client business is typically slower and investment levels more challenging.
2. Discount for all not-for-profit organizations and Charitable Organizations.
3. Digital campaigns offering additional in-kind content and exposure

FLOW 98.7FM also partners with and supports various events around the GTA benefitting the Black Community such as:

- **CBC's Legacy Awards** (Sept 2024) – CKFG celebrated Canada's established and emerging Black talent. The Black Academy's award show featured performances, award presentations and tributes honouring both established and emerging Black Canadian talent from across the entire country. CKFG hosts produced interviews with artists featured in the show.
- **Princess Margaret Cancer Center Fundraiser** (Oct 2024) – We partnered with St. Margaret Hospital to raise money from CKFG listeners during the 1-day radiothon, which took place on Oct 23rd from 6am-11pm, to raise money for cancer research and educate our audience on how cancer affects the Black Community.
- **Canadian International Black Women of Excellence** (Oct 2024) – CKFG has been a supporter of the CIBWE initiatives this year, including the Black Pearls Gala, which recognized 100 Black Women who are trailblazing in their industries. We provided a platform to expand the reach of their initiatives, showcasing women who are breaking the mould in every way, each day.
- **Martin Luther King Jr. Commemorations** (Jan 2025) – Celebrating the Legacy of a man who helped change the trajectory of history. The event also promotes Black Canadians and shares their stories. This year featured current Black politicians throughout the GTA.

- **Black History Month Kick-off** (Feb 2025) – The signature event to Black History Month, celebrating and highlighting Black Excellence with the Ontario Black History Society. CKFG was on-site with a remote Broadcast raising awareness of signature events throughout the month.
- **Toronto Black Film Festival** (Feb 2025) - CKFG supported this event with several days of promotion, marketing and giveaways. This festival shares stories and the talent of many unrepresented filmmakers and stories outside of the mainstream.
- **ByBlacks Restaurant Week** (Apr 2025) – The only event of its kind. We featured Black Restaurant week by highlighting black-owned restaurants/businesses across the city and offered support for the organizers who expanded the initiative across the entire country.
- **Meet The Motivators** (May 2025) - This 2-day event was focused on the celebration and showcase of Caribbean and women of color. CKFG did a remote broadcast from the event. Day 1 included workshops and educational seminars. Day 2 was a black tie gala with dinner and live entertainment. CKFG was the Media sponsor and received honorable commendation for its support from Premier Doug Ford.
- **Foodville** (July 2025) – This Afro-Caribbean Food Fest returned in 2025 and was one of a handful of black-themed food festivals featuring cuisine from the Caribbean, South America, Africa, and the United States. Food offers a cultural identity, and this was their biggest event so far.

Toronto Caribbean Carnival (June/July/Aug 2025) – This year, was a year of growth and FLOW 98.7 was recognized as an official Media Partner with the Toronto Caribbean Carnival. CKFG offered extensive coverage leading up to, and during the festival.

Blackhurst Cultural Centre Opening & Programs (Aug 2025) – The Blackhurst Cultural Centre, also known as ‘The People’s Residence’, is a nonprofit hub that offers experiences celebrating the rich culture of African and Caribbean Canadians. FLOW promoted the opening of the new location to the community and its ongoing services with the Emancipation Day (walk on Bloor), and the unveiling of ‘The Great Day on Bathurst Street’.

COMMUNITY/STAKEHOLDER PARTNERSHIPS

CKFG 98.7 FM believes in transparency with its listeners thru the constant focus on diversity and inclusion. That is why we have established an **Executive Advisory Council** consisting of members of the community and stakeholders to share input on how/what CKFG is serving the community and how we can do better. Interviews and meetings with Council members have taken place and we intend to meet at least once a year for consultation and feedback. More details are provided in Appendix C.

Partnerships that are already in place and have made an impact on the Caribbean and African communities include:

- **City of Toronto Cultural Hotspot** – FLOW 98.7FM became the Official Media Sponsor for this City of Toronto program supporting arts, culture, and business in the Jane & Finch Community.
- **LAMP Community Health Centres** – FLOW 98.7FM supported Lakeshore/Etobicoke Community Health Centres, promoting health care needs and availability for families in the black community.
- **African Fashion Week** – FLOW 98.7 promoted and supported the week of African Fashion Week events, culminating with a LIVE broadcast and showcase from the newly named Sankofa Square in the heart of the city.
- **Sankofa Square Celebrations** – The FLOW team pre-promoted and hosted the official launch day for the renaming of Dundas Square to ‘Sankofa Square.’ This inclusive tribute continues to recognize Black and Indigenous residents of the city alongside people from other diverse backgrounds.
- **Luminato** – This year at Luminato featured a tribute to one of the greatest musical icons of all time, the late Quincy Jones. With FLOW’s support, we ensured his legacy was promoted throughout the city’s festival of art, creativity and continued conversations.
- **Black History Month** – FLOW 98.7FM produced a series of interviews with various noteworthy Canadians/persons from the community who are creating change and opportunities for the community as a whole.
- **SoulPepper Theatre Company** – We supported a brand-new production from a black writer that had not been given an opportunity of this magnitude previously. This included an extensive promotional campaign to ensure the play’s success.
- **Special remote broadcasts focused on health services** - Roots Community Services
- **MACCA (Markham African Caribbean Canadian Association)** FLOW 98.7FM provided prizes for their auction, raising funds for their 38th Annual Scholarship Awards. This event celebrates 22 exceptional students for their achievements
- **GFLY (Guidance for Loved Youth Foundation)** – FLOW 98.7FM is celebrating a night of honour, power and legacy; highlighting achievements of Black men in the community by bringing awareness to the foundation and its outreach.
- **McDonald’s McHappy Day** – FLOW 98.7FM delivered an in-kind 2-Hour remote broadcast at select McDonald’s and promo campaign to support Ronald McDonald House Charities, which provide aid to Canadian families and sick children
- **Canadian Music Week** – FLOW 98.7FM was once again heavily involved in CMW this year, including the moderation of panels, consulting sessions, and providing mentorship sessions. We

shared information on how to break into the music business, covering both the business and artistic aspects, and identified organizations that can provide assistance.

- **TIFF Toronto International Film Festival Coverage** – FLOW 98.7FM was back on the Red Carpet in 2025, supporting many of the films featuring black talent at this year's Festival. From actors Shamier Anderson, Stephan James and beyond. Reports were daily, each morning, with both previews and reviews to share with our audience

PSA Contributions include:

- **Support Black Charities** – PSA campaign supporting the Food Security Fund, dedicated to feeding school-age children across Canada
- **Na Ma Res** – PSA campaign bringing awareness to Truth & Reconciliation Day
- **MADD (Mothers Against Drunk Driving)** – PSA campaign sharing the dangers of operating vehicles while under the influence of drugs and/or alcohol
- **Aura Freedom** – PSA campaign bringing awareness to violence against women and preventative measures
- **Pro Bono Group** – PSA encouraging Canadians to ‘Shop Canadian’
- **CAEH – (Canadian Alliance to End Homelessness)** - PSA changing the stigma of homelessness
- **Feed Ontario** – PSA supporting Ontario Food Banks
- **Shining Light Youth Charity** – PSA for a Charity event to heal, uplift and empower young lives
- **Campfire Circle** – PSA to recruit volunteers to assist kids with sickle-cell disease which is prevalent in the Black community
- **Legacy Enterprises** – PSA campaign to support the annual LEGACY poster calendar created by artist and Order of Canada recipient Robert Small to celebrate Black History Month.
- **Ronald McDonald Charity House (RMCH)** – Helping sick kids and their families

MUSIC PROGRAMMING

PROGRAMMING COMPLIANCE THROUGH TARGETED PROGRAMMING

CKFG 98.7FM proudly lives up to its slogan “Feel the Rhythm,” offering a diverse playlist and programming that truly reflect this spirit. Throughout the broadcast year, more than half of the station’s music choices came from Subcategory 33, which encompasses World beat and international genres. These selections are especially meaningful and relevant to the core communities served by CKFG.

We set criteria goals with various genres of music that cater to listening audiences of Caribbean and African origins, including but not limited to Hip Hop, R&B, Reggae, Afrobeats, Soca, Dancehall, and Pop across the criteria of African and Caribbean categories. Shows that air throughout the week are hosted by a diverse and talented range of on-air personalities, both men and women, almost all of whom hail from the Caribbean. CKFG’s line up of programs aired during the broadcast year are listed below (hosts’ on air names are followed by their real names in brackets):

Monday-Friday

“Ace & Marlon in the Morning” hosted by (Alicia ‘Ace’ West & Marlon Palmer)
 “Triz In the Drive” hosted by Triz (Tristan Douglas)
 “Spex at Night” hosted by SpexDaBoss (Robert Lloyd)
 “Live-To-Air Fridays” hosted by Syrenity (Syreta Boothe)

Saturday

“Hello Weekends” hosted by Ada Ohh (Adanma Onianwah)
 “The Takeover” with Celebrity Dru (Andrew Ganesh)
 “Live-To-Air Saturdays” hosted by Syrenity (Syreta Boothe)

Sunday

“Hello Weekends” hosted by Ada Ohh (Adanma Onianwah)
 “The Takeover” hosted Celebrity Dru (Andrew Ganesh)
 “Soca Therapy” hosted by Dr. Jay
 “Riddim Track” host by SpexDaBoss

CKFG 98.7FM continues to meet its music percentage requirements, through the following shows in particular:

- News programming
- Soca Groove (Soca Music)
- Riddim Track (Reggae music)

APPENDIX B

Report pursuant to the following Condition of Licence:

b. specific details on the manner in which it has fulfilled its commitment to serving the Caribbean and African communities of Toronto in the station's operations and programming roles in light of its employment practices as well as how the programming decisions related to serving the Caribbean and African communities of Toronto were considered and implemented.

This report must include specific information about the manner in which the Caribbean and African communities of Toronto are represented in key positions, including decision-making positions, such as station manager, programming director, music director, news director, journalists and on-air hosts. The report must also detail the measures taken by the licensee to fulfill these positions.

The Caribbean-African-Black communities of the GTA are substantially represented in the staff line up of CKFG. A large majority of the employees -- all but 4 out of the 18 employees of CKFG -- are either from the Caribbean or African descent:

Jamaica: 7

Barbados: 2

African/Ghanian: 1

Bahamas: 1

Antigua: 1

Guyana: 2

St. Vincent & The Grenadines: 1

CKFG actively searches for and recruits individuals from Toronto's Caribbean and African communities. Individuals from these communities are substantially represented and effectively operate all aspects of the station on a day-to-day basis, including in the roles of station manager, programming director, news production and presentation, and on-air hosts.

Simply put, we always strive to fill all positions at the station and ensure that its operations substantially reflect the talent, experience and perspectives of the communities we serve.

We have provided a confidential list of employees for CKFG, including a brief biography for each of them. While information about on-air personalities is also available on CKFG's website – and that website illustrates the strong presence of Toronto's Caribbean and African communities on air and in our operations – the following list is more detailed and contains some personal information of our employees. Accordingly, it is provided on a confidential basis.

List and Biographies of CKFG FM Employees

CONFIDENTIAL

APPENDIX C

Report pursuant to the following Condition of Licence:

- c. With respect to a) and b), the Commission expects the licensee to consult with the communities on an annual basis. The licensee must include in its annual report how it consulted with the Caribbean and African communities of Toronto, with whom it consulted and what feedback the licensee has received from the communities (through consultation or otherwise) on its fulfillment of these conditions.

In order to fulfill the requirement of this condition of licence, the licensee formed an Advisory Council consisting of five prominent members of the Caribbean/Black communities. A document called 'Advisory Council' follows this section, outlining the purpose and composition of the Council.

ADVISORY COUNCIL

CKFG FM 98.7

The Advisory Council was organized in May 2022, to enhance the engagement of Caribbean and African communities with CKFG FM at a local level in a manner that is relevant and reflective of the regions being served. The following details will make the reader aware of the Advisory Council's interest in contributing to the Caribbean and African groups in the Greater Toronto Area. List of current members of the Advisory Council can be found at the end of this section.

ADVISORY COUNCIL

(a) POLICY STATEMENT:

“In recognition of the Commitment by CKFG 98.7 FM to offer programming which will fulfill the needs of the Caribbean & African communities of the Greater Toronto Area (GTA), an ADVISORY COUNCIL has been organized.”

(b) ADVISORY COUNCIL ROLE:

The Council shall meet on an annual basis, to:

(A) provide its feedback to the radio station's programming and comment on ways to adequately reflect the Caribbean and African communities of the GTA.

(B) advise the radio station on ways to improve how the station reflects the aspirations and circumstances of GTA's Caribbean and African communities.

(C) advise the management of the degree to which the radio station is fulfilling the needs and expectations of these communities.

(D) assist the radio station in the development of effective communications between the Caribbean-African communities and the radio station management.

(c) ADVISORY COUNCIL COMPOSITION

- a) The Advisory Council currently consists of 5 voting members comprising representatives from the Caribbean and African communities.
- b) The voting members have no financial or other interest in the station. (i.e. they are not employed by the radio station either full time or as program producers, performers, or advertisers on the station).
- c) Council membership is normally for a two-year term with replacement of members on a scheduled rotational basis.
- d) New council members may be recommended by the radio station or the council chairman and shall be appointed by the station manager.
- e) Selected radio station employees may attend council meetings as required with a view of improving programming service.

(d) ADVISORY COUNCIL GUIDELINES

In fulfillment of Advisory Council role it is expected that:

- a) The Council shall normally meet at the minimum once year.
- b) The council members will at the request of the Canadian Radio-television and Telecommunication Commission be present at public hearings where the performance of the radio station is examined or provide written comments if requested by the Commission.
- c) Minutes of all the meetings of advisory council shall be prepared, reviewed by the chairman and radio station, and circulated to council members.
- d) Minutes of all meetings shall be made available to the commission if requested.

CURRENT MEMBERS OF THE ADVISORY COUNCIL

Aisha Wickham

ONTARIO CREATES: Program Consultant

Previous:

NIA CENTRE FOR THE ARTS, G98.7FM, CANADIAN INDEPENDENT RECORDING ARTIST ASSOCIATION, MILESTONE RADIO, URBAN MUSIC ASSOCIATION OF CANADA

Aubrey Clarke

ENVISION URBAN MEDIA: CEO

Previous:

MILESTONE RADIO, SKYWORDS MEDIA

Dahlia V. Bateman

Bateman Law Office Since 2006

General practice including Criminal Law and Mental Health Law.

Gail Phillip

THE BLACK ACADEMY: Executive Director

Previous:

FACTOR, JAZZ.FM, G98.7 FM, NABFEME, GLASSBOX TV, CTV BELLMEDIA, GLOBAL TV, CBC TELEVISION

Mark Stoddart

HUMBER COLLEGE: Professor

Previous:

CTV BELL GLOBEMEDIA, LIWI