



**Council of Agencies Serving South Asians (CASSA)**  
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## **Subject: Moving Towards Decent Employment for South Asian Immigrant Communities**

Council of Agencies Serving South Asians (CASSA) is a nonprofit organization that facilitates the economic, social, political and cultural empowerment of South Asians. We are contacting you to see how your business can get involved in helping empower South Asian immigrant communities.

Canada's immigration intake continues to grow with the majority of immigration coming from Asia, particularly Philippines, China, and India<sup>1</sup> over the last decade. Despite these immigrants being a major component of the Canadian workforce, many face a myriad of barriers in finding decent and meaningful employment.

Since 2018, CASSA has been working on the Research on Employment Equity for South Asian Immigrant Communities in Toronto (REESAICT), funded by United Way of Greater Toronto. Through this three-year community-based research on the employment needs, barriers, and recommendations for employment equity for South Asian immigrant communities in Toronto, CASSA has produced a Needs Assessment and Policy Recommendations reports to support South Asian Immigrants in [Moving Towards Decent Employment](#) .

There is a need for bolder business practices and government policies with enforcement mechanisms to address persistent employment inequities experienced by racialized immigrant communities. Businesses of any size can make a difference. Following the principles of decent work and the input from CASSA's research, we have developed pledges that large-scale businesses such as yourself can commit to ensure that South Asian and other racialized immigrants are not discriminated against when seeking employment. Through this Charter, CASSA envisions to influence business policy and regulatory changes which will help South Asian immigrants with upward mobility in their industry and help them find more meaningful employment commensurate to their qualifications and experience. This will improve their socio-economic status and for many, it will be a catalyst to rise out of poverty. In conjunction with government policies, changes in business processes need to occur to promote anti-racism, diversity, inclusion, and belonging in workplaces.

By pledging your commitment to this Charter, your business is indicating that it is committed to anti-racism practices and supporting racialized communities to gain equitable outcomes in employment. Although this study focuses on South Asian immigrants, these changes can also be beneficial to other racialized immigrants in Canada so the commitments in the Charter focus on racialized immigrants and racialized communities generally.

We appreciate you signing the Charter and helping empower the South Asian and other racialized immigrant communities. If you have any questions or would like to be further involved in CASSA's project, please contact Cynthia Saxena at [cynthia@cassa.on.ca](mailto:cynthia@cassa.on.ca). Thank you for your time and we look forward to working with you.

Sincerely,

Samya Hasan  
Executive Director

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<sup>1</sup> Ayer, S. (2020). Toronto's Vital Signs: Growing Pains and Narrow Gains (pp. 1–142). Toronto, ON: Toronto Foundation. Retrieved from: <https://communityfoundations.ca/wp-content/uploads/2019/10/Toronto-VitalSigns2019.pdf>